



# 2022

# SUSTAINABILITY REPORT

**mindray** 迈瑞

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# MESSAGE FROM THE CHAIRMAN

2022 was not only a year with an increasingly complex and challenging external environment, but also a year to overcome difficulties and forge ahead for Mindray, who has crossed the threshold of 30 years old. With the increasingly fierce competition, the medical device industry's industry-wide awareness of risk and opportunity has been further enhanced, interdisciplinary and cross-field integration has been accelerated, and the level of green, digital and intelligent development has been significantly improved. In spite of these turbulences, we stayed true to our vision of "better healthcare for all". With sustainable development as our core motivation, we have steadfastly embarked on the path of self-dependent innovation in the hope of jointly contributing to building a community of health.

To push forward with our sustainability strategy, in 2022, we optimized the sustainability management system and placed our focus on six major areas: corporate governance, insightful innovation, value chain collaboration, green development, sustainable human resources and social responsibility. Besides, we established several sub-committees under the ESG Executive Committee to coordinate and implement the related work. We continued to strengthen corporate governance, strived to promote the construction of board diversity and capacity, improved business ethics and compliance framework as well as risk prevention measures. We also enhanced our risk response capabilities in all aspects and responded to stakeholders' concerns and expectations.

Mindray has always valued self-dependent R&D and innovation as a growth engine. As a medical device and solution provider, we continuously improved the accessibility and affordability of healthcare through innovation and delivered high-quality products and services to customers around the world. Joining hands with our partners, we drew up a blueprint for new medical devices that could benefit all people throughout the life cycle in all respects. We made full use of digital and intelligent technologies to explore smart and green healthcare. We developed a patient-centred medical ecosystem which could continuously grow to facilitate medical data sharing, and embedded green development philosophy into the life cycle of our products to minimize their environmental impacts. In the construction of a sustainable supply chain, we relied on an integrated supply chain system and improved lean management by the Internet of Things and flexible

automation technology, to achieve synergetic development of R&D, marketing and supply chains. Meanwhile, we have established a rigorous quality management system to ensure the stability of product quality and safety and to strengthen the foundation for sustainability.

In recent years, the risks of climate change have escalated and the road to global decarbonization has been full of obstacles. Deeply concerned about climate change-induced threats and opportunities, we actively responded to the Climate Action Initiative of the United Nations and implemented the "dual carbon" strategy of China, and continuously promoted our green production, green R&D and green office. We have been committed to reducing our carbon intensity by 25% by 2030 compared to our 2021 baseline and formulated relevant carbon reduction plans to accelerate the low-carbon transition. To verify the feasibility of the plans, we actively participated in the CDP Climate Change Questionnaire and enhanced environmental information disclosure, with a view to sharing the outcome of green development with stakeholders.

We have always believed that employees play a central part in sustainability, and a diverse workforce is a driving force behind innovation and growth. To attract, train and retain talents, we have expanded recruitment channels and provided employees with tailored training programs and promotion pathways. At the same time, to achieve a stable and healthy development of our human resources structure, we have continued to promote our talent retention plans as well as improved our remuneration and benefits system and incentive mechanism. We have also upgraded a number of policies and procedures to create a diversified and international talent pool. By training and other means, we have been fostering a multicultural, equal and inclusive workplace, which offers employees equal opportunities and broad possibilities for development.

While breaking through barriers and achieving business growth, we never forgot our original aspiration and insisted on giving back to society with high-quality products and cutting-edge technology. Over the years, we have maximized our advantages and deepened cooperation within the medical manufacturing sector. In this way, we drove rural revitalization with industrial revitalization and



——Li Xiting, Chairman of Mindray

empowered the cultivation of talents with revitalization education to comprehensively promote rural development. We have also cooperated in multiple fields of industry, academia, research and medicine to improve the grassroots talent training system and infrastructure construction, and build up the capacity of grassroots medical and health services. In addition, we have fully supported biodiversity conservation and animal life quality assurance to help build a sustainable ecosystem.

As the living standard rises and the population ages, the demand for high-quality medical and health care is expected to grow rapidly. In future, we will continue to focus on our main business and improve our comprehensive capabilities in product R&D and

innovation, market expansion and localization. We will also make our products more accessible and fully support the construction of public health defence. Meanwhile, we will actively implement our sustainable development strategy, deepen our internal management and expand our cooperation with various parties. We look forward to working alongside stakeholders to explore a sustainable path of healthcare, so that everyone can enjoy a healthy and happy life.

# ABOUT THE REPORT

## Background

The *Sustainability Report 2022 of Mindray* (hereinafter "the Report") is the fifth sustainability report issued by Shenzhen Mindray Bio-Medical Electronics Co., Ltd. (the previous reports from 2018 to 2020 were called "corporate social responsibility reports"). The Report is based on the principles of objectivity, standardization, transparency and comprehensiveness to disclose in detail the Group's practices and performance in various fields of corporate social responsibility (CSR) such as environment, society and corporate governance in 2022.

## Abbreviations

Abbreviations	Reference
The Group, the Company, We Mindray	Shenzhen Mindray Bio-Medical Electronics Co., Ltd.
Guangming Manufacturing Center	Guangming Manufacturing Center of Shenzhen Mindray Bio-Medical Electronics Co., Ltd.
Nanjing Production Base	Nanjing Mindray Bio-Medical Electronics Co., Ltd. and Mindray Nanjing Biotechnology Co., Ltd.
Mindray Animal Medical Technology	Shenzhen Mindray Animal Medical Technology Co., LTD.
HyTest Invest Oy	HyTest Invest Oy and its subsidiaries
Longhua Base	Longhua Mindray Medical Technology Industrial Park

Note: Shenzhen Mindray Bio-Medical Electronics Co., Ltd. includes Shenzhen Mindray Bio-Medical Electronics Co., Ltd. and its subsidiaries.

## Reporting standards

The Report is prepared mainly based on the *Global Reporting Initiative (GRI) Reporting Standards* (hereinafter "GRI Standards") and the United Nations *Sustainable Development Goals (SDGs) Compass* to continuously improve the disclosure transparency of the Report and to respond to the information needs of stakeholders.

## Reporting boundary

The Report is an annual report covering the Group's achievements in sustainability from 1 January 2022 to 31 December 2022. In order to enhance the comparability and completeness of the contents of the Report, some contents are retroactive to previous years, as appropriate.

The performance indicators in the Report cover the main businesses of the Group, including Patient Monitoring & Life Support (PMLS), In-vitro Diagnosis (IVD) and Medical Imaging System (MIS). Unless otherwise stated in the Report, the coverage of the economic performance indicators and social performance indicators is identical with those of the Group's annual consolidated financial statements, while the environmental performance indicators cover all production, R&D, office sites of the Group.

## Confirmation and approval

The Report was approved for release by the Board of Directors of the Group on 26 April 2023 and published in conjunction with the annual report. The Board of Directors commits to supervising the content of the Report and ensuring that it does not contain any false presentations or misleading statements, and is responsible for the authenticity, accuracy and completeness of the content.

The Report is published in Chinese, with an English translation. Should there be any inconsistency between the Chinese and English versions, the Chinese version shall prevail.

## Access to the report

The Report is available in both hard and soft copies. The soft copy of the Report is available on CNINFO (www.cninfo.com.cn), the designated information disclosure website of the Shenzhen Stock Exchange, or on the Company's website (www.mindray.com). You are welcome to email us at ir@mindray.com or call us on +86 755-81888398 about the Report or provide suggestions thereon.

## Communication with stakeholders

Mindray has established a regular communication mechanism. We hope to maintain active and effective communication with stakeholders in various ways and deeply understand the demands, opinions and suggestions of all parties, so as to facilitate the implementation of the Group's sustainability management efforts.

We have established various convenient channels to communicate with investors, like telephone, e-mail, investor relations platform, "Investor relations" column on Mindray's official website, media interviews, performance presentation and so on. In this way, we establish and maintain good investor relations, achieve positive interaction with investors and provide scientific, accurate and transparent reference basis for their decision-making. In 2022, the investor relations team maintained smooth and effective communication with domestic and foreign investors through various online and offline communication channels. Throughout the year, we organized and participated in 716 investor communication activities, such as company researches, industry strategy meetings, reverse roadshows, telephone calls, ESG sharing meetings and investor open days, reaching 12,107 investors. The investors' understanding of the Company's operation, business, strategy, sustainability and investment value has been well deepened in these activities.

Stakeholders	Issues of concern		Main communication channels	
Government and regulators	Compliance operation Anti-corruption Product quality and safety Occupational health and safety	Information security and privacy protection Climate change Rural revitalization	Operating in compliance with the laws Tax compliance Anti-fraud mechanism	Responding to government policies Active participation in government projects Contributing to regional development
Shareholders and investors	Compliance operation Anti-corruption Investor relations Intellectual property management	Smart healthcare Industry-academics-healthcare professional cooperation	Press conferences Road show Investor communication meetings On-site visit	Announcements on Shenzhen Stock Exchange Company official website Shareholders' meetings
Customers	Customer service management Product quality and safety Information security and privacy protection Intellectual property management	Smart healthcare innovation Green operation Sales and marketing management Low carbon products	Customer satisfaction survey Professional customer service team Customer service hotline	Service E-mail address Academic exchange Proactive customer service End-User training
Suppliers and partners	Compliance operation Anti-corruption Supplier management Product quality and safety Occupational health and safety	Information security and privacy protection Smart healthcare innovation Industry-academics-healthcare professional cooperation	Clause of cooperation agreement Supplier Conference	Senior-level exchange visits QBR (Quarterly Business Review)
Employees	Talent acquisition and retention Employee rights and welfare Staff training and development	Occupational health and safety Diversity and equal opportunity	Channels for employee appeals Evaluation and feedback mechanism for employee performance	EHS training and emergency management Employee care activities Training on diversity policy
Community and media	Compliance operation Anti-corruption Product quality and safety Smart healthcare innovation Industry-academics-healthcare professional cooperation	Climate change Green operation Low carbon products Volunteer service and public welfare projects	Company website Company official accounts at social media platforms Industry revitalization	Poverty alleviation through education Inclusive products Medical assistance services

## Materiality assessment

Mindray attaches great importance to the integration of the long-term development strategy with sustainability concepts. By reviewing the Group's ESG management performance in 2022 as well as referring and learning to peer practices in sustainability management, we updated the list of ESG issues material.

This year, we invited our internal and external stakeholders to complete an online questionnaire on ESG materiality assessment. We also engaged external professional consultants to analyze and assess each material issue identified by the Group, taking into account the questionnaire results and on-site interviews with key stakeholders.

Based on the results of the materiality assessment, we prioritized the issues and drew a materiality matrix in terms of importance to the Company and importance to stakeholders. After thorough discussions by the Company's management and review and approval by the Board of Directors, Mindray's material issues for this year are determined and shown as below:



# ABOUT MINDRAY

The Group is committed to providing high-quality products and services to medical institutions worldwide, engaging in the R&D, manufacture, marketing and service of medical devices, integrating innovation and always putting customer demands first. The Group integrates innovation and closely satisfies clinical needs, supports medical institutions to provide high-quality medical services, and thus improve medical conditions and reduce healthcare costs around the world.

With the most comprehensive product lines in the industry, our main products cover three areas, including Patient Monitoring

& Life Support (PMLS), In-vitro Diagnostics (IVD) and Medical Imaging System (MIS). In this case, we meet more clinical demands with safe, efficient and easy-to-use "one-stop" products and IT solutions. In view of the vast international market space and new opportunities for growth in overseas markets, the Group has laid out four high-potential business lines in advance, including Animal Medical, Minimally Invasive Surgery, Orthopedics and Automated External Defibrillators (AED). We will increase the investment on them year by year, with a view to these four seed business lines gradually becoming the strength of the Group's future development.

After years of development, we have become a world-leading supplier of medical devices and solutions. Headquartered in Shenzhen, China, Mindray has established 51 international subsidiaries in 42 countries in North America, Europe, Asia, Africa, Latin America and other regions, as well as 21 subsidiaries and more than 30 branches in China. Mindray has developed a R&D innovation platform based on global resource allocation, which includes ten R&D centers in Shenzhen, Wuhan, Nanjing, Beijing, Xi'an, Chengdu, Silicon Valley, New Jersey, Seattle and the European cities, which has formed a huge global network that integrates R&D, sales and marketing, and services.

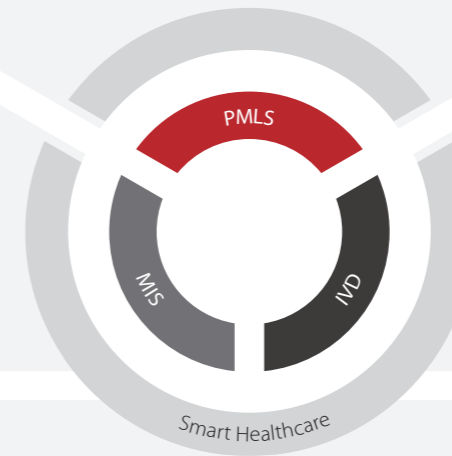
During the Reporting Period, there were no significant changes in the main business of the Company.



The Company offers a wide range of instruments for patient monitoring & life support and is able to offer a portfolio of solutions for hospitals. Additionally, we also have a series of minimally invasive surgical products.

With respect to ultrasound diagnostic systems, the Company offers a full range of high-end and low-end ultrasound diagnostic systems, and dedicated solutions for different clinical specialties. As for digital X-ray imaging, the Company is able to offer a variety of digital imaging solutions.

In the area of clinical diagnosis, the Company offers products related to human samples testing, including hematology analyzers, chemiluminescence immunoassay analyzers, biochemistry analyzers, coagulation analyzers, urine analyzers, and microbiology diagnostic systems.



The Company assists hospitals in building an intelligent diagnosis and treatment ecosystem by establishing an integrated information management system for medical devices. The Company's smart healthcare services mainly include "M-Connect" IT solution, "MiCo++" imaging cloud service platform, and "M-Ai Lab" IT solution.

## Operating performance

For details of the Company's organizational structure, operating and financial performance, please refer to Mindray's 2022 Annual Report.

## Awards and recognitions



Mindray was selected as the third place in the "Social Value 99" sustainable Development Value List for 2022



Due to the excellent performance in ESG transparency and ESG performance evaluation, Mindray was awarded the "Top 20 ESG Competitiveness List of Chinese Listed Pharmaceutical Companies in 2022"



Mindray was awarded the Big Health Player with High-Quality Development in 2022

China Business Journal



Mindray was awarded the Golden Bull Award 2021 - Social Responsibility Award

China Securities Journal, awarded in November 2022



Mindray was awarded the Excellent Social Responsibility Enterprises Award 2022

China Investment Network



Mindray won the 2021-2022 Best ESG Award IRSC

The 5th IR Annual Conference



Mindray was listed in the Top 100 Listed ESG Companies in China

Securities times, China Capital Market Research Institute



Mindray was awarded the Changchun Award 2022 - Smart Healthcare Company of the Year

Jiemian.com



Excellent Practice Cases of Rural Revitalization of Public Companies

China Association for Public Companies



Mindray won the "2022 Rural Revitalization Innovation Case"

people.com.cn



Mindray was awarded the "Top 10 Caring Enterprise"

Shenzhen Project Care

## 2022 IN FIGURES

### Corporate governance

Organized and participated in **716** investor communication events throughout the year, and communicated with **12,107** investors

**100%** employee coverage of anti-bribery training

**100%** employee coverage of information security training

### Insightful innovation

**3,927** R&D experts, and **3,191 million** RMB R&D investment, year-on-year increase of **17.06%**

**8,670** patents have been applied for, including **6,193** invention patents

**3,976** patents were authorized, including **1,847** invention patents

**11** green packaging innovations

**1** green patent certification

### Value Chain Collaboration

**100%** response to resolve customer complaints

Received **90** quality audits by regulatory and audit bodies with **100%** pass rate

A total of **23** products were sampled by the regulator, with a pass rate of **100%**

**658** training sessions for suppliers





## Green development

GHG emission reduction target (Scope 1 and Scop 2): **25%** reduction in carbon intensity by 2030 compared to 2021 baseline

Carbon emission intensity: **2.27** tonnes of CO<sub>2</sub> equivalent per million RMB, **3.00%** reduction compared to 2021

Water withdrawal intensity: **39.25** cubic metre per million RMB

Reuse water: **77,872** cubic metres

Annual reduction of approximately **3,995** tonnes of liquid waste shipped out for disposal

Environmental compliance rate: **100%**

## Sustainable human resources

**16,099** employees worldwide, up **9.64%** year on year

**4,678** female employees, accounting for **29.06%** of the workforce, and **37.50%** of women in senior management

**100%** local staff rate in **29** countries

**81.68%** local staff rate in overseas businesses

Recordable accident rate of **0.0116**, lost time injury rate of **0.0116**

## Social responsibility

Chairman Li Xiting donated **1 billion** RMB to build a new campus for Dangshan Middle School

Donated medical devices worth more than **51 million** RMB to the Health Commission of Heilongjiang Province

Promoted over **500,000** people to participate in first-aid training

**148** patients who suffered from sudden cardiac arrest in public places in China had been treated by Mindray AEDs





mindray 迈瑞

## SUSTAINABILITY MANAGEMENT

Adhering to the vision of "better healthcare for all" and the core values of "align with our customers, value and enrich our people, be precise and practical, and always forge ahead", Mindray keeps refining its sustainability management system. We actively promote the deep integration of ESG in every link of the value chain, and comprehensively enhance our sustainability and business resilience, thus creating long term value.

### Issues of concern in this section:

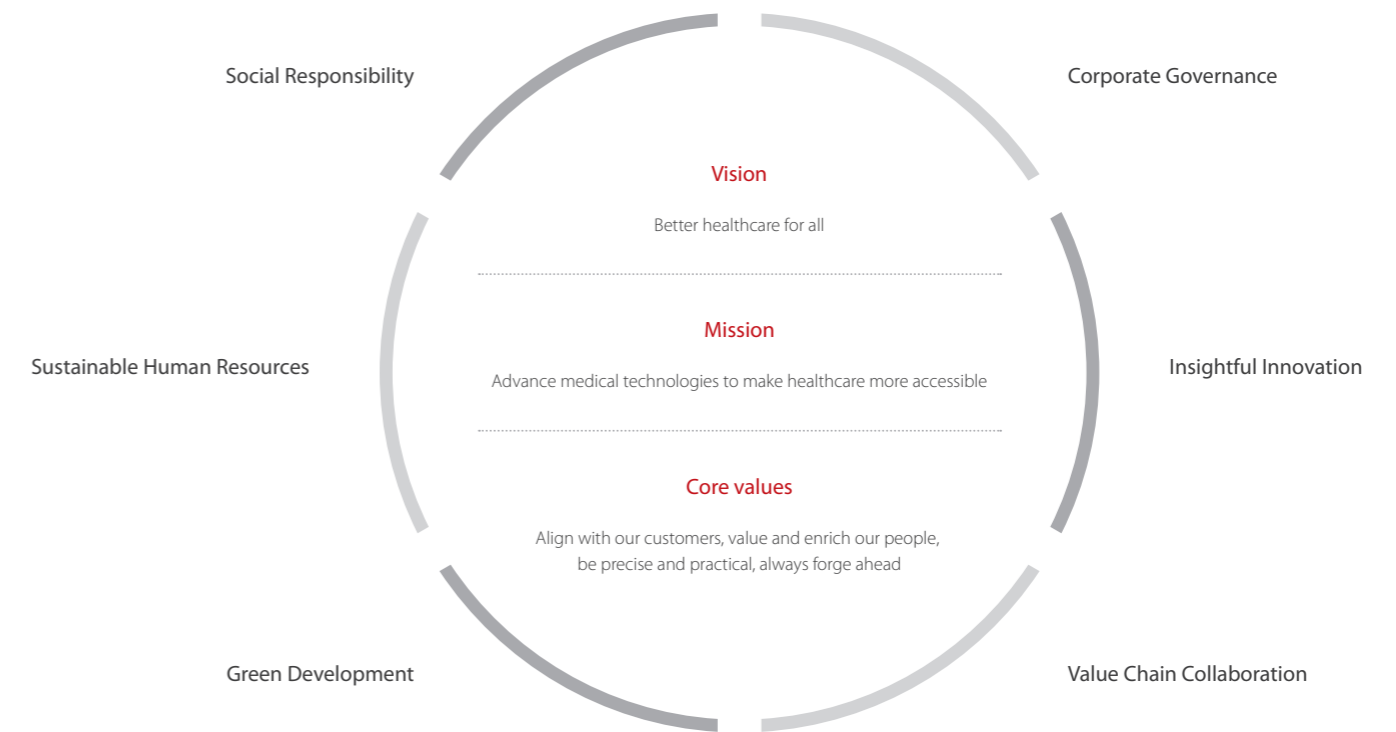
- Sustainability strategy
- Response to Sustainable Development Goals (SDGs)
- Sustainability management system
- Construction of sustainable development culture

# Sustainability strategy

With the growth of the world population, especially the elderly population, and the increasing importance of health to people, the healthcare sector is expected to experience rapid and steady growth. In recent years, enterprises in this sector received much attention worldwide, and China has released a series of supportive policies to fuel the medical device industry. At the very time, Mindray seizes the opportunity to transform from a supplier of medical devices to a service provider that boosts the overall diagnosis and treatment capabilities of medical institutions. Firmly committed to the mission to "advance medical technologies to make healthcare more accessible", we launch diversified and smart products through technology innovation, and help improve

the utilization efficiency of medical resources by making quality resources more accessible to the communities. To build a long-lasting enterprise, we deeply embed the sustainability concept in the value chain of operations. Our businesses are conducted in strict accordance with the United Nations SDGs, with the intention of contributing to a better future of health.

Our sustainability strategy roots in six aspects: corporate governance, insightful innovation, value chain collaboration, green development, sustainable human resources, and social responsibility.



# Response to Sustainable Development Goals (SDGs)



Reach the poor and vulnerable to end poverty

- | <b>Section</b>        | <b>Measures</b>  |
|-----------------------|--|
| Social responsibility | <ul style="list-style-type: none"> <li>• Support rural development</li> <li>• Provide medical resources to remote areas</li> </ul> |



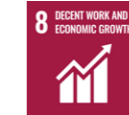
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- | <b>Section</b>                                       | <b>Measures</b>  |
|--|--|
| Sustainable human resources<br>Social responsibility | <ul style="list-style-type: none"> <li>• Provide substantial courses and learning resources for employees</li> <li>• Build online learning platform</li> <li>• Organize training for primary healthcare talents</li> </ul> |



Ensure availability and sustainable management of water and sanitation for all

- | <b>Section</b>    | <b>Measures</b>   |
|-------------------|---|
| Green development | <ul style="list-style-type: none"> <li>• Regulate water resource management</li> <li>• Optimize sewage treatment</li> </ul> |



Promote economic growth, productive employment and decent work for all

- | <b>Section</b>                                       | <b>Measures</b>   |
|--|---|
| Sustainable human resources<br>Social responsibility | <ul style="list-style-type: none"> <li>• Develop a talent cultivation strategy</li> <li>• Expand channels for talent introduction</li> <li>• Procure agricultural products</li> </ul> |



Ensure healthy lives and promote well-being for all at all ages

- | <b>Section</b>  | <b>Measures</b>  |
|---|--|
| Insightful innovation<br>Value chain collaboration<br>Green development<br>Sustainable human resources<br>Social responsibility | <ul style="list-style-type: none"> <li>• Make products more accessible</li> <li>• Ensure product safety</li> <li>• Compliant emission of wastewater and gas</li> <li>• Sound health and safety management system</li> <li>• Promote AED</li> </ul> |



Achieve gender equality and empower all women and girls

- | <b>Section</b>              | <b>Measures</b>  |
|-----------------------------|--|
| Sustainable human resources | <ul style="list-style-type: none"> <li>• Stop gender discrimination in the workplace</li> <li>• Improve the welfare of female employees</li> </ul> |



Ensure access to affordable, reliable, sustainable and modern energy for all

- | <b>Section</b>    | <b>Measures</b>   |
|-------------------|---|
| Green development | <ul style="list-style-type: none"> <li>• Formulate energy saving and emission reduction plans for higher energy efficiency</li> <li>• More use of clean energy</li> </ul> |



Build resilient infrastructure, promote sustainable industrialization and foster innovation

- | <b>Section</b>  | <b>Measures</b>   |
|---|---|
| Insightful innovation<br>Value chain collaboration<br>Social responsibility | <ul style="list-style-type: none"> <li>• Build climate-resilient plants and bases</li> <li>• Support local-featured industries</li> </ul> |



Reduce inequality in society

- | <b>Section</b>              | <b>Measures</b>  |
|-----------------------------|--|
| Sustainable human resources | <ul style="list-style-type: none"> <li>• Give equal pay for equal work</li> <li>• Promote diversity and equality</li> <li>• Set up reporting channels for employees</li> </ul> |



Ensure sustainable consumption and production patterns

- | <b>Section</b>                                 | <b>Measures</b>  |
|--|--|
| Value chain collaboration<br>Green development | <ul style="list-style-type: none"> <li>• Smart manufacturing and digital supply chain management</li> <li>• Use sustainable raw materials and energy</li> <li>• Green operation</li> </ul> |



Promote peaceful and inclusive societies, provide access to justice for all and build effective and accountable institutions

- | <b>Section</b>       | <b>Measures</b>  |
|----------------------|--|
| Corporate governance | <ul style="list-style-type: none"> <li>• Develop a business ethics audit plan covering all business locations</li> <li>• Enhance anti-corruption management</li> </ul> |



Make communities inclusive, safe, resilient and sustainable

- | <b>Section</b>                             | <b>Measures</b>   |
|--|---|
| Green development<br>Social responsibility | <ul style="list-style-type: none"> <li>• Care about climate change</li> <li>• Act on biodiversity protection</li> </ul> |



Take urgent action to combat climate change and its impacts

- | <b>Section</b>    | <b>Measures</b>  |
|-------------------|--|
| Green development | <ul style="list-style-type: none"> <li>• Analyze climate risks and opportunities, and take mitigation and adaptation measures</li> </ul> |

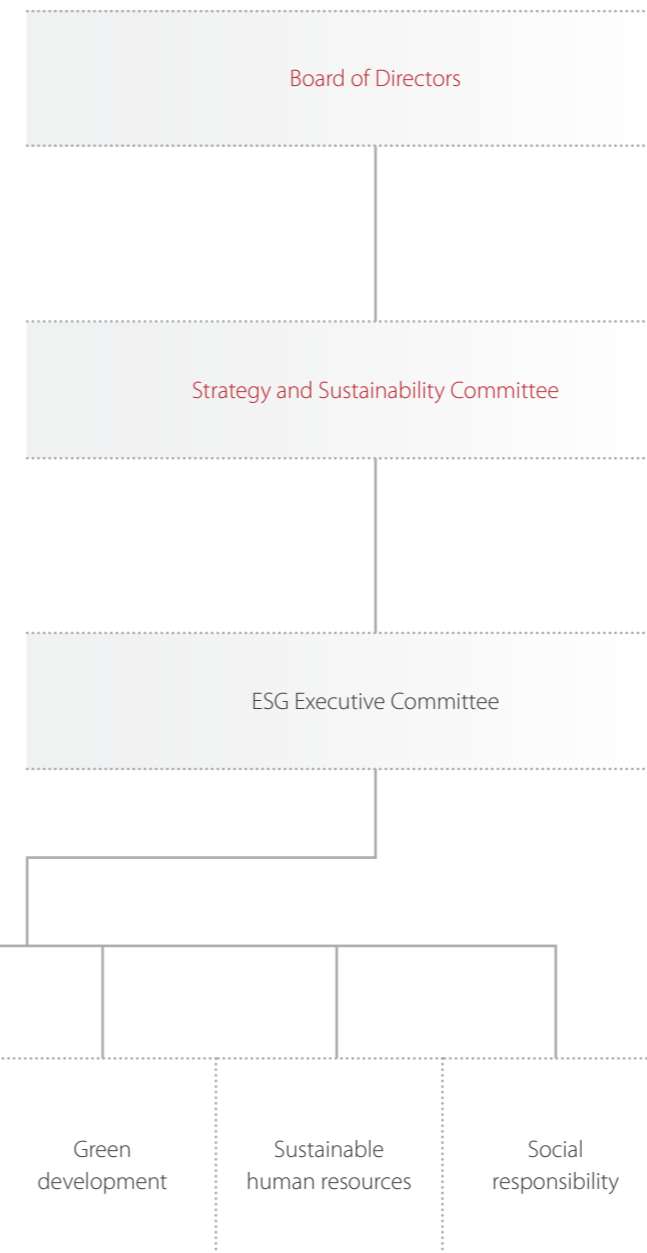
# Sustainability management system

With sustainability incorporated into management structure, Mindray has established a sustainability management system consisting of Strategy and Sustainability Committee and ESG Executive Committee. To align efforts of all departments and functions in implementing sustainability strategy and policies, 6 sub-committees were set under the ESG Executive Committee around 6 major areas of Mindray's sustainability strategy: corporate governance, insightful innovation, value chain collaboration, green development, sustainable human resources, and social responsibility, respectively. To this extent, the sustainability concepts were deeply embedded in the value chain of operations to guide us to practice social responsibility.

Based on the Group's insight into the macro environment, industries, technologies and demands, the Strategy and Sustainability Committee studies the uncertainties and explores major opportunities that may affect the medium and long-term development of the Company, and puts forward suggestions on strategic plans for the Group's long-term growth. The Group's ESG Executive Committee and the ESG system management group, led by the Strategy and Sustainability Committee under the Board, are jointly responsible for monitoring the Group's ESG risks and

formulating reasonable plans to mitigate the risks. In this way, we ensure that the Company actively fulfills its social responsibilities in daily operation and moves closer to sustainability goals.

The Strategy and Sustainability Committee holds annual seminars on CSR management system and the Group's ESG management to make decisions and suggestions regarding the ESG practice at the Group and all subsidiaries. Throughout our daily operations, we strictly implement the *Social Responsibility Management System* at all levels and actively practice CSR, striving to be a pioneer in corporate governance that promotes integrity and innovation. In 2022, to advance work on sustainability, ESG performance indicators, including carbon emissions, quality management, product safety, human capital development and technology innovation, were set to evaluate Mindray's performance in the 6 areas of focus, and linked to remuneration of relevant directors and senior management.



## Board of Directors

Make decisions on major matters in relation to sustainable development and review the Group's annual sustainability report.

## Strategy and Sustainability Committee

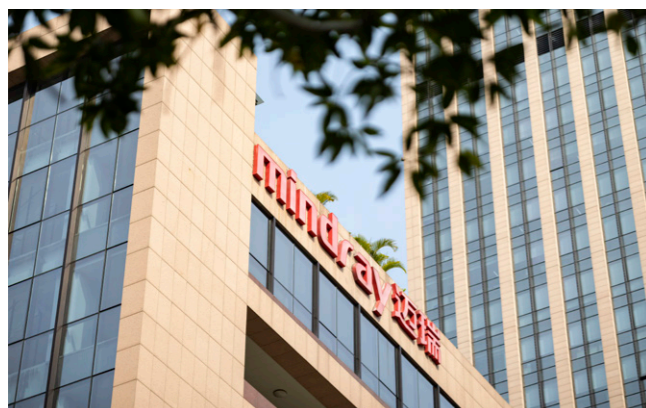
Propose the Group's sustainability strategies and policies, and monitor, inspect, evaluate and make recommendations on the sustainability management performance; report to and answer to the Board of Directors.

## ESG Executive Committee

Formulate social responsibility strategic plans and goals, establish the governance structure, deploy and promote the implementation of projects; keep eyes on quality and continuity of information disclosed in external publicity.

## Sub-committees of ESG Executive Committee

Set management goals and make plans in areas of corporate governance, insightful innovation, value chain collaboration, green development, sustainable human resources, and social responsibility, integrating ESG governance into all aspects of corporate development.



# Building a culture of sustainability

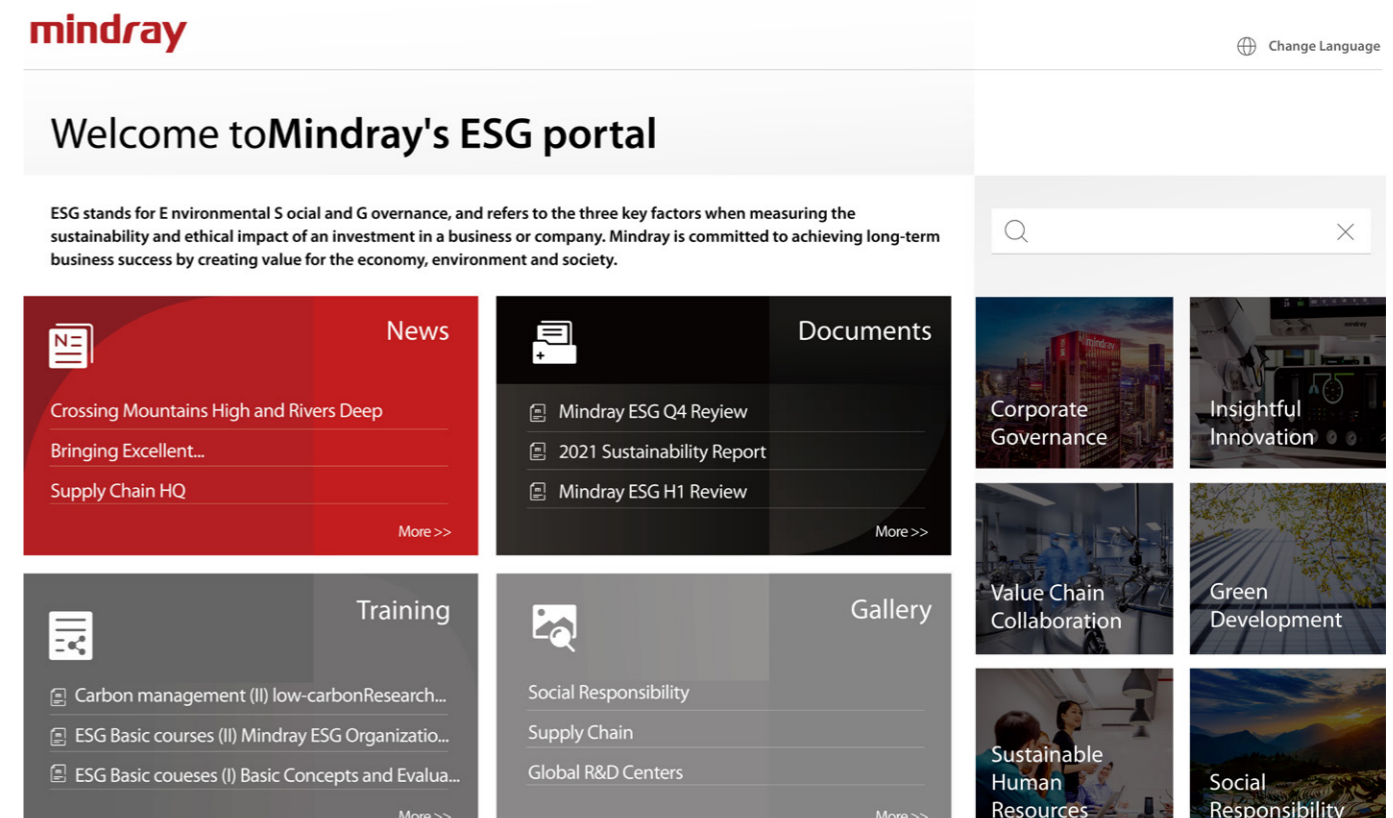
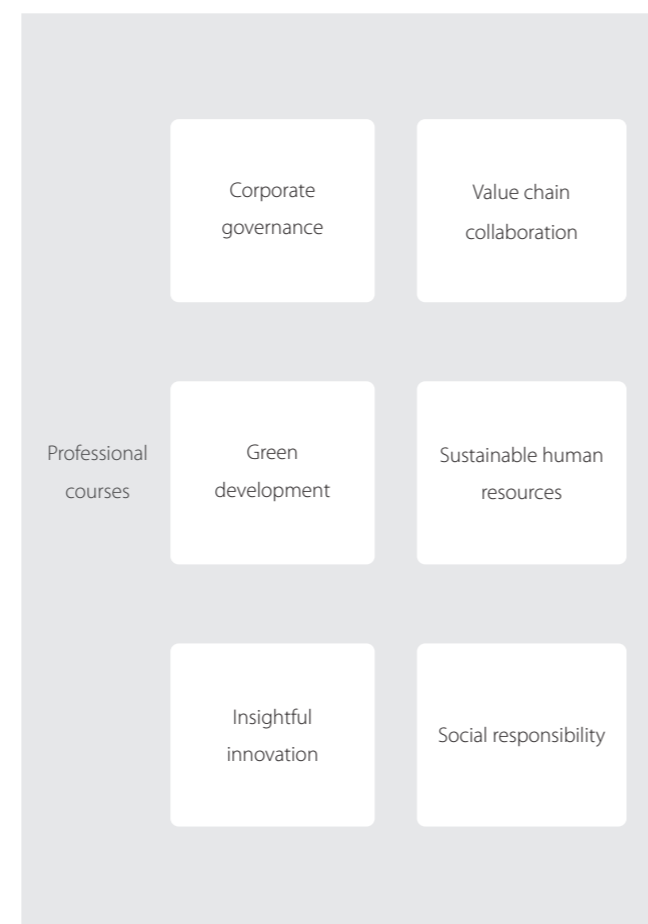
With the vision of "better healthcare for all", Mindray introduced ESG into the Group's culture framework in 2022 for the first time, to drive value in economic benefits, environmental protection and social responsibility. In order to help employees develop an ESG mindset, we provide ESG training courses in the form of e-classes for employees to complete online learning. In addition, Mindray ESG portal went live on our intranet to regularly update our ESG courses for all employees. We also post ESG latest news on this platform to global employees on a quarterly basis, and have issued three ESG news so far.

In order to improve the ESG governance level of Chinese enterprises and promote the sustainable development, Mindray, as one of the main participants, jointly developed and released the group standard of *T/CERDS 3-2022 Enterprise ESG Evaluation System* with China Enterprise Reform and Development Society, Capital University of Economics and Business and other institutions or industry leaders.

## Certificate for Mindray's participation in formulating the group standard — *Enterprise ESG Evaluation System*



## ESG courses





## FEATURED STORIES

### MAKING HEALTHCARE MORE ACCESSIBLE TO SAFEGUARD PUBLIC HEALTH

Firmly committed to our mission of "advancing medical technologies to make healthcare more accessible", we have proactively fulfilled our social responsibilities. In the processes including product R&D, manufacturing and delivery of services, we provide better healthcare to people across the world and make safe and affordable medical resources accessible to more people in a timely manner.

We fully leverage our R&D and innovation strengths and provide new solutions to different diseases, which have better curative effect and thus help alleviate pain for patients. We develop differentiated products catering to clinical needs and apply 5G, artificial intelligence ("AI") and other technologies to make these products more accessible. We stay committed to promoting the construction of medical infrastructure in the primary and underdeveloped areas to improve primary medical services. We have also donated medical devices in support of medical health, thereby making the basic medical and health services accessible to more people and safeguarding their health.



# R&D and innovation for new diagnosis and treatment solutions

With a focus on medical difficulties, Mindray makes unremitting efforts to device R&D and innovation according to the treatment needs and characteristics of different diseases, to better meet patients' demands and improve diagnosis and treatment effect. We also design our devices in a more user-friendly way to make patients feel more comfortable during the diagnosis and treatment and have better experience. Mindray's first non-invasive ventilator SV70 provides better respiratory therapy for patients with chronic obstructive pulmonary disease. Ophthalmic ultrasound system - "ZS3 Ocular" provides a new technical method for the diagnosis of eye diseases. In the future, we will constantly ramp up R&D efforts to launch more advanced, efficient and convenient medical devices and provide innovative solutions.

## Better support of non-invasive ventilator for patients with chronic obstructive pulmonary disease

Chronic obstructive pulmonary disease (COPD) is a common chronic lung disease. According to the World Health Organization (WHO), COPD is the third leading cause of death worldwide, surpassed only by heart disease and stroke, and caused 3.23 million deaths in 2019.

Ventilatory support is one of treatment means for the COPD patients. The non-invasive ventilation is best suited for the COPD, which can raise the survival rate of patients and shorten their hospital stays. Most patients using the non-invasive ventilator are awake with spontaneous breathing. Therefore, the ventilator could be very comfortable. Poor man-machine synchrony would make patients feel uncomfortable. SV70 is the first non-invasive ventilator launched by Mindray. R&D team made differentiated innovation on man-machine synchrony technology in design stage in 2019. Turbine sensing multi-signal trigger technology features higher turbine frequency and better leakage compensation ability, allowing SV70 to accurately identify the patient's demand for breathing conversion, and

then make rapid adjustment to supply air for compensation, thereby meeting the breathing needs of different patients. As evaluated by China's authoritative medical institutions based on clinical performance evaluation system of non-invasive ventilation, SV70 keeps abreast of the industry's top level in terms of man-machine synchrony performance. To meet clinical needs, SV70 also integrates multiple auxiliary diagnostic functions, such as esophageal pressure monitoring, continuously measuring the oscillation value of esophageal pressure in real time, to predict the failure rate of non-invasive ventilation. With this ventilator, physicians can monitor the patients' breath in a more accurate manner, based on which they adjust different ventilation strategies.



COPD patient is being treated by the non-invasive ventilator

## Launch Mechanical Ventilation Training Program to promote respiratory therapy technologies

Ventilator is widely used in clinical practice for prevention and treatment of respiratory failure, and also used in anesthesia respiratory management, respiratory support therapy and emergency resuscitation ventilation during surgery. Technology innovation makes devices smarter and user-friendly. However, the clinicians' experience is equally important for the ventilator to achieve optimal therapeutic effect. During treatment, clinicians need to observe the patients' condition and physiological indicators at all times, and adjust the ventilator parameters individually, providing appropriate respiratory support to patients.

Aiming to consolidate basic respiratory theory and raise the operation ability, Mindray launched Mechanical Ventilation Training Program in 2018 to promote the standard respiratory therapy technologies. This program provided targeted training courses for clinicians to support their clinical respiratory therapy, thereby raising the respiratory therapy ability of clinicians and respiratory therapists. From 2018 to 2022, Mindray has gradually established a professional respiratory training platform, specializing in respiratory therapy training of ICU while also focusing on trainings in multidisciplinary fields such as emergency, anesthesia and neonatology. Relying on the platform, Mindray also held the mechanical ventilation training Programs for different disciplines.



Mechanical ventilation training program

over **30** cities

nearly **70** times

involving more than **5,000** clinicians

As at 31 December 2022, "Mindray Respiratory Lecture" had been held for nearly **70** times in over **30** cities across the country, involving more than **5,000** clinicians.

## Ophthalmic ultrasound system "ZS3 Ocular", a new diagnostic technology for eye diseases

In recent years, with the aging of the population and changes in lifestyle, the prevalence of eye diseases such as diabetic retinopathy, cataract and macular degeneration has been on the rise. In China, about 400 million people suffer from various eye diseases every year, and the eye patients with hospital visits are increasing at a rate of 12.2% year by year. Traditional ophthalmic examination is mainly conducted by optical devices, but many intraocular diseases and orbit diseases with opaque refractive media cannot be accurately diagnosed by optical devices, and better auxiliary diagnosis can be achieved by the color ultrasound imaging devices. Ophthalmology color ultrasound has stricter requirements for image and sound energy, and China has no registered specialized ophthalmic color ultrasound devices, thus failing to meet the need for accurate diagnosis of many eye diseases.

Mindray, in cooperation with clinical research institutes such as Tongren Hospital, has developed a "new multi-parameter ophthalmic ultrasound imaging system" after four years' efforts, which passed the clinical verification, and launched the first ophthalmic color doppler ultrasound system —— "ZS3 Ocular" in China in 2022. "ZS3 Ocular" is equipped with improved image mode for eyes, as well as abundant measurement parameters and ophthalmology workstation software, changing the situation of lacking ophthalmic color ultrasound devices in China.



■ Ophthalmic ultrasound system —— "ZS3 Ocular"

## Ophthalmic Ultrasound Multi-center Study Launched

In 2023, Mindray, in collaboration with domestic medical institutions, launched a multi-center study, led by Beijing Tongren Hospital, CMU, on clinical application of the color Doppler ultrasound for ophthalmology.

For ophthalmic ultrasonography, no standards have been specified for sections and examination procedures. In routine examinations, sections may be incomplete, with non-standard measurement. The Clinical Ophthalmologic Examination Center of Beijing Tongren Hospital, CMU, is one of the earliest institutions to carry out ophthalmic Doppler

ultrasonography in China. With nearly 30-year diagnostic experience accumulated from various cases, the center has formed a complete set of theories for ophthalmologic ultrasound and practical and standard clinical examination procedures. Taking the examination procedures and standard sections adopted by Tongren Hospital in routine examinations as a model, the multi-center study engaged participants to follow these practices and verify whether they are effective. In doing so, the study aimed to define a set of standard procedures for ophthalmic ultrasonography and clinical application guidelines for standard sections, for the reference of most domestic hospitals.

Mindray ZS3 Ocular, as the primary technology contributor for the multi-center study, provided participants with a reliable ultrasound technology platform.



■ Launching ceremony of multi-center study on clinical applications of ophthalmic Doppler ultrasonography

# Solutions to pain points for more accessible medical resources

Driven by the clinical needs, Mindray solves the clinical difficulties by R&D and innovation, thereby improving the quality of medical services and alleviating clinical pressure. We have developed the ultrasound solutions for obstetrics and gynecology to help with their diagnosis, and cooperated with other parties in conducting academic activities to protect the women and children's health. Our cell morphology analyzer improves the efficiency of blood test. We have also held morphology forums to discuss the difficulties in morphology analysis and explore various aspects of morphology constantly.



■ A doctor examines a patient using the Nuewa ultrasound

## Ultrasound in obstetrics and gynecology for fertility protection

Mindray Nuewa's ultrasound solutions for women and children's healthcare provide gynecology and reproductive medicine with many new technologies, such as wide-angle endocavitary volume probe, contrast enhanced ultrasound in gynecology, shear wave elastography with endocavity probes, Smart ERA (Endometrial Receptivity Analysis), Smart FLC (automatic follicle measurement), and 3D/4D HyCoSy (Hysterosalpingo Contrast Sonography), which can meet the demands of clinical diagnosis, including uterine morphology stereoimaging, quantitative evaluation of endometrial receptivity, ovarian reserve evaluation and follicle monitoring. In doing so, we meet patients' birth demand and guarantee their reproductive health, bringing hope to them and contributing to appropriate fertility level.

## Building an academic platform of ultrasound in obstetrics and gynecology and cultivating ultrasound professionals

Women and children's health is key to humans. In China, we have held the new technology seminar of ultrasound in gynecology "Nuewa Trip to the GBA — We are on the move for fertility

protection", communicating and discussing such topics as protection situation of female fertility, development and recent progress of reproductive surgery, importance of ultrasound imaging in fertility protection, and application of biplanar probe in different fields.

We also provided scientific support for Women's Hospital and Children's Hospital of Zhejiang University School of Medicine, helping launch the Zhejiang combined telemedicine platform for women and children. This platform aims to optimize prenatal screening and diagnosis in Zhejiang Province, build a "one-stop" closed-loop system covering the process from prenatal genetic counseling to pregnancy outcome follow-up, and solve the problems of heavy tasks and resource shortage for medical workers of the departments of ultrasound in primary hospitals, thereby promoting the availability of quality medical resources to primary hospitals and reducing patients' medical costs.

Moreover, we provided a monthly "competitive sharing" online course. The course each time involves a face-to-face exchange with clinicians and sonographers, who provide a comprehensive analysis on the basic conditions of the specific case, patient's medical history, and the recent progress of the discipline. We have also organized the "Nuewa fetal heart academic exchange month" activity, sharing the knowledge of fetal heart ultrasound,

such as interpretation on Chinese guidelines for fetal cardiac ultrasonography, and case sharing and analysis of risks screening for congenital heart disease of fetuses, so that more clinicians know ultrasound and help protect the newborn babies.

At abroad, Mindray conducted the first session of activity about the global ultrasound academic exchange platform for women and children, the "Nuewa Club". During the activity, by combining the theoretical courses with practices, we shared the clinical cases and introduced usage scenarios and Nuewa ultrasound's intelligent application, centering on the obstetrics and pregnancy screening and gynecological health, together with 20 well-known obstetricians and gynaecologists from Romania, Bulgaria and Italy. We also worked together with Thailand King Chulalongkorn Memorial Hospital to establish Chula mmed SonoSchool ultrasound training base, jointly enhancing medical imaging treatment ability in the Asia-Pacific region.

## "Intelligent experts" to facilitate morphology analysis

### Automated Digital Cell Morphology Analyzer: Multi-layer fusion technology to improve the efficiency of blood test

Routine blood test is the most common clinical practice. Clinicians may give diagnosis by observing the numbers and morphological distribution of WBCs, RBCs, HGB and PLTs. At present, most of morphology analysis in China are completed by manual microscopy. However, with the increase in clinical needs and specimens, the laboratories face the shortage of testers and insufficient professional training, causing the unsatisfactory morphological re-examination. Especially the risk of wrong and missing tests in the primary hospitals is rising. Meanwhile, the existing cell morphology analyzers on the market can perform image processing of cells, but they cannot be widely used in domestic medical institutions at all levels due to high cost and slow speed in subsequent use.

Mindray has developed the cell morphology analyzer ("Automated Digital Cell Morphology Analyzer") with independent intelligent property right since 2013. The R&D team has, through visits to hundreds of hospitals around the world and communication with experts and scholars, completed the in-depth R&D and innovation of multiple links for the Automated Digital Cell Morphology Analyzer including "camera upgrade", "structural adjustment" and "lens customization". This Automated Digital Cell Morphology Analyzer can capture 20 images for each cell at different depths of field, and fuse high-definition and realistic cell image. It also can test 60 specimens in an hour, which is nearly 10 times more efficient than manual microscopy.

### With assistance of AI, the "last mile" of the fully automated cellular analysis process is conquered

Automated equipment helps physicians perform microscopy, reducing their manual operations, and thus is in huge demand throughout the industry. In 2021, Mindray starts its development of an AI morphology analyzer in collaboration with Tencent AI Lab. After the Automated Digital Cell Morphology Analyzer completes

the acquisition of cell images, the physicians classify the highly similar cells by observing details. Equipped with AI, the morphology analyzer can automatically identify and pre-classify different cells accurately, which reflects the relatively real panorama of the specimen, boosting the re-examination efficiency. AI simplifies the basic work such as cell classification, allowing physicians to focus more on the analysis and handling of difficult problems. At present, the AI morphology analyzer has successfully gone through the publicity period of "National Medical Products Administration (NMPA) Special Review Procedures of Innovative Medical Devices", and has formally entered the "innovative pathway".

### Boundless Exploration · National Forum on Clinical Laboratory Science Morphology 2022, lighting up the morphology field

At the beginning of 2022, Mindray launched the "Boundless Exploration — National Forum on Clinical Laboratory Science Morphology 2022". By now, the forum has been held for 26 times in more than 20 cities nationwide. In forms of academic lectures, morphology challenges, etc., professional morphology knowledge is introduced in a more innovative and interesting way at the forum. For instance, in the "National AI Challenge Competition", 20 experienced morphologists across the country were provided with a special "helper", namely, an Automated Digital Cell Morphology Analyzer jointly developed by Mindray and Tencent AI Lab. In the competition, participants were required to complete 14 questions related to cell classification review randomly sorted within 50 minutes. Half of the specimens were independently completed by the participants, and the other half were completed with the help of the AI algorithm of the Automated Digital Cell Morphology Analyzer. The statistical result showed that the general cell classification accuracy, abnormal cell classification accuracy and morphology experts' film reading accuracy were all increased with AI assistance. In addition, morphology experts doing cell classification review with AI spent significantly shorter time than those without AI assistance. Morphology experts could review specimens more efficiently and accurately using AI.

A research conducted by Peking University First Hospital shows that with the help of an AI morphology analyzer, the classification accuracy for normal and abnormal WBCs enhances by 4.79% and

15.16% for elementary-level morphologists, and by 7.40% and 14.54% for intermediate-level morphologists; in the meanwhile, the detection sensitivity and specificity of various cell types also see significant improvement. In addition, the average time for morphology analysis was reduced by 215 seconds per smear.

During the morphology forum, over one hundred top scholars and more than two thousand morphologists gathered together. They exchanged experience on knotty problems encountered in morphology analysis and explored the mechanism of cells and various aspects of morphology, giving everyone at the forum a deeper understanding of morphology.



Participants review cell morphology classification with the help of the Automated Digital Cell Morphology Analyzer in the "National AI Challenge Competition" by the morphology forum



# Supply of high-quality resources to grassroots areas to benefit more patients

The grassroots areas are relatively underdeveloped in terms of medical sector, usually with insufficient gross medical resources, and widely distinct medical supplies between areas. With the concept change in health and the enhancement in health awareness, the demand of people in grassroots areas for medical treatment near home is also increasing. Mindray always pays attention to medical development in grassroots areas and underdeveloped areas. For years, Mindray has been there in grassroots areas, providing free medical treatment and medical devices with the ambition to supply high-quality medical resources to wider areas and benefit more patients.



## Donation of medical devices for cross-area resource sharing

In September 2022, Mindray donated medical devices worth more than 51 million RMB to the Health Commission of Heilongjiang Province via the Charity Federation of Heilongjiang Province. With a vast area, Heilongjiang Province has many remote counties and towns that are in strong need of remote and accurate diagnosis. The medical devices donated by Mindray this time supplement the medical resources in laboratory medicine, remote diagnosis, accurate treatment and pre-hospital care of the province. In addition, Mindray and the Health Commission of Heilongjiang Province signed a strategic cooperation framework agreement on providing the province with remote medical treatment solutions. The province will benefit from the agreement in terms of shared high-quality medical resources, optimized medical devices, more convenient remote medical treatment services in border areas and grassroots areas. In this way, high-quality medical resources will be made available to the entire province.



Mindray donates medical devices worth more than 51 million RMB to Heilongjiang Province

## Voluntary clinics for residents in remote areas

In November 2022, a medical team of Mindray, together with a free medical treatment team formed by doctors from multiple hospitals of the province, went to the Hengduan Mountainous Region. They screened and treated such diseases as the congenital heart disease, teenager scoliosis and reproductive system disease for residents living by the Dulong River.

The medical team drove to villages located at the bottom of the river valley and conducted medical screening for the congenital heart disease and scoliosis for over 6,000 students in 27 village schools. In addition to the free medical checkups for local couples of childbearing age at the health centers, the medical team also gave health lectures, provided training for local health teams, and helped residents master necessary knowledge on health.



Medical screening for the congenital heart disease and scoliosis for students in village schools along the Dulong River

## Screening for the congenital heart disease to safeguard the health of children

In 2011, China Charity Federation launched the initiative of helping children diagnosed with congenital heart disease, which aimed to help children from needy families and minority areas diagnosed with congenital heart disease. By now, it has completed screening for 560,000 children. Among them, nearly 4,000 children diagnosed with congenital heart disease got operative treatment and the surgery cost exceeded 120 million RMB. At present, all patients have recovered and been discharged from hospitals after the surgery.

Mindray also provides these children with its products and technologies. This year, Mindray joined the initiative and provided mobile color ultrasound and technical help in support of screening activities across the country. In the activities held in Shunping County of Hebei Province, Linyi City of Shandong Province, etc. for disease screening, Mindray identified 120 children with suspected congenital heart disease.



Doctors examines children with suspected congenital heart disease using Mindray color ultrasound

## Support to East Africa for more effective imaging treatment

Mindray, joining hands with Aga Khan University Hospital, built an ultrasound medical center. Located in Nairobi, Aga Khan University Hospital is one of the best hospitals in Kenya. Mindray explored new cooperation models with Aga Khan University Hospital on scientific research, professional education and department management, such as providing products and solutions and assisting in conducting training and education.

In the past years, Mindray helped different medical institutions in Africa build ultrasound training centers and regularly carried out academic exchange forums. In 2021, the Ultrasound Branch of Chinese Medical Doctor Association, together with Ghanaian Radiation Medical Doctor Association, Kenyan Ultrasound Association and Tanzanian Radiation Medical Doctor Association, launched a standardized training program for ultrasound medical doctors. In the program, Mindray helped build exchange and practice platforms with our technological advantages to provide better training to local ultrasound professionals.



A doctor uses Mindray's ultrasound device to examine a patient in Aga Khan University Hospital

## The first Mindray pelvic floor research center and ultrasound training school established in South Africa

In September 2022, the first Mindray pelvic floor research center in South Africa hung out its shingle in Groote Schuur Hospital, which is a public teaching hospital among the top five hospitals in South Africa. The research center also plays a role as ultrasound training school where ultrasound medical workers in the hospital can have a series of training courses on ultrasound technology. With Mindray's ultrasound technology, the hospital is able to do better in diagnosis and treatment of pelvic floor diseases and safeguard the health of more female patients.



Opening ceremony of Mindray pelvic floor research center in South Africa

Over the years, people in African countries have been faced with multiple health threats. Except for common infectious diseases, chronic illnesses and emerging infectious diseases are also prevalent. The medical system is faced with challenges in many aspects and it is extremely urgent to build a more comprehensive public health system. Mindray, which is committed to optimizing medical technologies and sharing them globally, helps different medical institutions in Africa build capabilities in medical hardware.

Innovation and cooperation are the focuses for Mindray in practicing its corporate mission. By virtue of R&D capabilities and innovative ideas, Mindray will continue forging ahead to facilitate the accessibility of medical resources and help people deal with health challenges by providing medical solutions that are more diversified and more efficient.



# CORPORATE GOVERNANCE

Good corporate governance is not only the cornerstone of sound operation, but also the basis in response to compliance risks at Mindray. We strictly abide by relevant laws, regulations and regulatory requirements on compliance operation stipulated by the China Securities Regulatory Commission and the Shenzhen Stock Exchange. Sticking to business ethics, we insist on compliance operation with higher criteria to maintain a good reputation and image, and share the fruits of growth with shareholders.

### Issues of concern in this section:

- Governance structure
- Compliance operation
- Risk management and internal control

### SDGs in this section:



# Governance structure

Mindray has established a corporate governance structure comprising the General Meetings, the Board of Directors (the "Board"), the Board of Supervisors and senior management. We strictly abide by laws and regulations, such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Code of Corporate Governance of Listed Companies*, and the Group's *Articles of Association* for compliance operation. Based on this structure, our duties and obligations are fulfilled through decision-making at the General Meetings, selection of directors and supervisors, employment of senior management, etc. In 2022, the Group's General Meetings, the Board, the Board of Supervisors, and senior management made administrative decisions and supervised daily operation in strict accordance with normative rules and internal policies. Besides, the special committees under the Board fulfilled their duties well. For details of corporate governance, please refer to Mindray's 2022 Annual Report.

## Governance structure of the Board

As of the date of this Report, there were four committees under the Board, including the Strategy and Sustainable Development Committee, the Nomination Committee, the Remuneration and Assessment Committee, and the Audit Committee. These committees are responsible for overseeing the Group's affairs of specific areas and making decisions on affairs authorized by the Board. The Board provides guidance for the management directly or indirectly through the special committees, including formulating development strategies, monitoring the Group's operational and financial performance, and ensuring efficient internal control and risk management systems.

## Diversity of the Board

We enhance board diversity in terms of gender, cultural background, expertise and other factors. The members of the board of directors have extensive industry experience and professional ability in the fields of bioengineering, medical devices, computer science, business administration, accounting and law. Our diverse board of directors have achieved a balance in gender, experience, background and expertise. This is not only conducive to enhancing the overall governance and insight, but also making sound decisions in response to risks.

## Capacity building of the Board

Board members are encouraged to attend various upskilling and compliance training sessions, including special training on national policies, laws and regulations of the securities market, operation mechanism, internal policies, and environmental and social issues (such as climate change). By this means, we have improved the compliance awareness and performance of the Board. In 2022, the Board participated in 5 compliance training sessions on information disclosure and was given 3 briefings on legal and regulatory updates by the Company. In order to strengthen the Board's competence in ESG governance, we engaged external experts to deliver ESG training to and share outstanding ESG management practices of global peers with the Board, covering issues such as climate change, carbon emissions, product responsibility and etc.





# Risk management and internal control

In accordance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Accounting Law of the People's Republic of China* and other relevant laws and regulations, we have established the corporate governance structure and the ability to identify and analyse internal and external risks, and formulated internal control systems, norms and processes. In order to promote the company to achieve the long-term development strategic objectives, we supervise and inspect the implementation of the company's systems and norms to ensure the effectiveness of internal controls, thereby improving the efficiency and effectiveness of company operation.

## Risk assessment

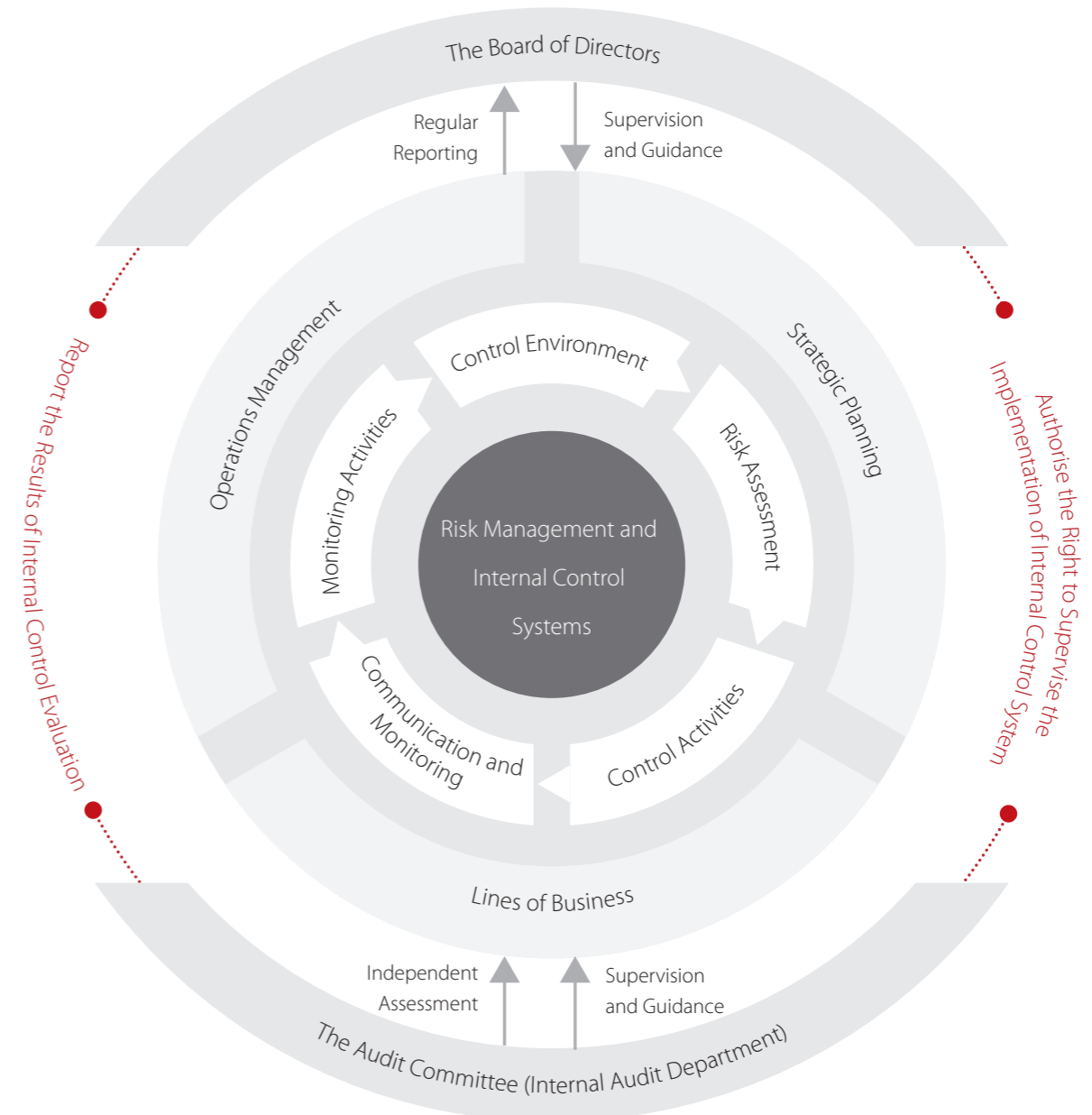
Based on the Group's insight into the macro environment, industries, technologies and demands, the Strategy and Sustainable Development Committee under the Board studies the uncertainties and explores major opportunities that may affect the medium and long-term development of the Company, and puts forward suggestions on strategic plans for the Group's long-term growth.

In terms of strategic planning, the Group's Strategic Planning and Development Department is responsible for the formulating, implementing strategic plans, and reviewing the plans on an

annual basis. The department, on a quarterly basis, schedules product sales reporting for all business units and marketing teams, organizes meetings with the Business Management Committee, and supervises the implementation of business plans. In terms of operations management, all functional departments perform their duties and cooperate with each other under the guidance of the Company's management. Besides, these departments make concerted efforts in supervising the overall operation, and identifying and assessing internal and external risks that may affect the operation management and sustainable development, including achievement of performance targets and funds security, business continuity, compliance operation, capital market, production safety, quality control, talent planning, and information security, etc.

With respect to supervising and managing the implementation of the Group's sustainability strategies, the Company's ESG Executive Committee and the ESG system management group, led by the Strategy and Sustainable Development Committee under the Board, are jointly responsible for monitoring the Group's ESG risks and formulating reasonable plans to mitigate the risks. In this way, we ensure that the Company actively fulfils its sustainability strategies in daily operation and moves closer to sustainability goals. In accordance with the international ESG reporting guide, we disclose an annual sustainability report, and review the Group's annual performance in ESG management, in a bid to drive the sound and harmonious corporate and social development.

Risk management and internal control systems flowchart



## Internal policies and implementation



In response to management objectives and internal control risks, we have established policies for corporate management and internal controls covering all business activities, including but not limited to social responsibilities, human resources, fund-related activities, investment management, procurement, asset management, sales, R&D, engineering projects, related party transactions, guarantee business, financial reporting, as well as management of information disclosure, budgets, holding subsidiaries, and information systems. We have set up IT-based systems for internal controls over business processes. The Board takes ultimate responsibilities for the establishment, improvement and implementation of an effective internal control system.



Through a digital platform for internal control, we have established an accountability mechanism to designate responsible persons for business processes. With the platform, the Company is able to assess risks, identify controls and rectify deficiencies, and control the whole process of internal control evaluation in a normalized, standardized and visualized way. In 2022, we established a risk management matrix covering all overseas and domestic key business processes and lines.

■ Training on internal control and compliance in 2022

100%

Training attendance of internal control and compliance

100%

Signature rate of *Mindray Employee Statement on 2022 Internal Control Evaluation*

## Internal oversight

Mindray's internal audit and supervision system, independent of all business lines and functional departments, is the "third line of defense" to ensure the compliance operation, and monitor and assess the soundness and effectiveness of the internal control system. Led by the Audit Committee under the Board, the Internal Audit Department of the company, with independent exercise of authority, is responsible for regularly updating the progress in internal audit and the rectification on audit findings to the Audit Committee.

In accordance with the basic standards for corporate internal control, the self-discipline regulatory guidelines for listed companies and other relevant regulations, we have formulated the *Internal Audit Policy* as a general guidance for internal oversight. We have also established supporting audit rules, including the *Guidelines for Evaluation of Internal Controls*, the *Anti-Fraud Code*, and the *Standard Operating Procedures on Compliance Audit and Monitoring*.

In addition to regular risk-oriented internal audits, we adopt an investigation mechanism for complaints and reporting as well as daily internal supervision and inspection to inspect and supervise the completeness and effectiveness of our internal control system and the authenticity and integrity of financial information. In response to the internal control deficiencies and audit findings identified, the Internal Audit Department will promptly propose corrective actions to relevant management and supervise rectification.

## Publicity of internal control

We insist on publicizing internal control management, and holding training sessions on internal control through different channels. Taking into account the existing internal controls of all subsidiaries, we customize training approaches and materials to help cultivate employees' awareness of risk prevention, and strengthen our internal control management. In addition, we require employees at key positions related to internal control management to sign the *Employee Statement on the Annual Internal Control Evaluation*. In order to further emphasize the importance of the effectiveness of internal control, we strengthen the sense of ownership of internal control managers and the sense of responsibility for performing internal control duties in daily operations and compliance operations through this method.

In 2022, the Group held 8 training sessions, covering all companies within the scope of internal control evaluation, and departments of all business processes. In addition, we also issued *Mindray Employee Statement on 2022 Internal Control Evaluation* both in Chinese and English to senior management, heads of overseas and domestic subsidiaries, and persons in charge of internal control of key positions.



# Compliance operation

Mindray keeps refining its risk management and internal control systems. Strictly following the *Guidelines on Self-Regulation of Shenzhen Stock Exchange Listed Companies No. 2* — *Standardized Operation of GEM Listed Companies*, the *Basic Norms of Enterprise Internal Control*, the *Anti-Unfair Competition Law of the People's Republic of China* and other national and regional laws and regulations in which companies operate as well as other applicable supporting guidelines, Mindray has long been firmly embedding the end-to-end compliance management in business activities and processes. Our risk management and internal control systems are able to identify and assess internal and external risks (including operational risks, compliance risks, production safety risks, quality control risks, information security risks, etc.) in daily operation and development. Accordingly, we formulate special plans and strategies to mitigate risks, so as to curb the Group's existing and potential risks with sound risk management.

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Confirmed incident of corruption

0

Legal action regarded as anti-competitive behavior and violation of anti-trust and monopoly legislation

## Compliance governance structure

Mindray has established an effective framework to manage business ethics and compliance affairs worldwide, which is supervised and reviewed by the Board. In addition, a Compliance Committee has been set up as the deliberation and decision-making body for business ethics and compliance management. Led by the Compliance Committee, business departments, Compliance Office, as well as internal audit, supervision and legal departments serve as three lines of defense for compliance management. They perform their own roles through collaboration and effective involvement, forming the synergy of compliance management.

## Business ethics

Striving to run business justly and honestly, Mindray sticks to the principle of "combining punishment and prevention, zero-tolerance for fraud". We strictly abide by all applicable laws, regulations and standards for anti-corruption, conflict of interest, anti-fraud, anti-monopoly, and anti-unfair competitions in the jurisdictions where we operate. These include relevant Chinese laws and regulations, the *United Nations Convention against Corruption*, and the *Foreign Corrupt Practices Act* and the *Anti-trust Act* of the USA. In addition, we have implemented internal policies such as the *Mindray Code of Conduct and Ethics*, the *Anti-corruption Policy*, the *Anti-fraud Code*, the *Anti-monopoly Policy*, and the *Policy for Whistleblowing and Complaints*. Under the framework of business ethics and compliance management, we have also set up a Supervisory Office to oversee legal affairs and business ethics in daily operation, and publicize and develop the clean governance culture and system.

### Three lines of defense for compliance management



First line of defense:  
Business Departments

#### Responsible party for compliance operation

As the first line of defense for compliance risk prevention, all business departments are the first responsible parties for compliance management. It is responsible for identifying compliance risks in daily operation, timely warning risk issues, providing compliance training, and rectifying non-compliance.



Second line of defense:  
Compliance Office

#### Responsible unit for compliance management

The second line of defense for compliance risk prevention is responsible for improving the Company's compliance management system, following legal and regulatory updates, responding to major compliance incidents, reviewing the compliance of key areas, and investigating and handling violations.



Third line of defense:  
Internal Audit, Legal and Supervision Departments

#### Responsible department for supervision and audit

The third line of defense for compliance risk prevention is responsible for independently supervising and auditing the effectiveness of the compliance management system, handling violations, and collaboratively responding to compliance incidents.

22

Offline anti-corruption and anti-fraud training sessions

2,150

People participated in offline anti-corruption and anti-fraud training

275

Distributors received due diligence work carried out by the Group

85

Key suppliers received site visits of the group

To prevent risks related to business ethics and manage behavior of employees and business partners, the Company's Internal Audit Department and Compliance Office hold joint meetings on an annual basis. Based on the risk assessment results, an audit plan will be formulated to cover all business locations. In addition, a three-year audit rotation plan will be defined for continuous business ethics audit. Meanwhile, for the audit findings, the Internal Audit Department has established a follow-up mechanism to automatically track the rectification through an IT system for audit project management. On a quarterly basis, the Internal Audit Department reports internal audit results, major audit findings and/or matters of concern to the Audit Committee. Mindray's business ethics audit includes:

1. Anti-corruption compliance audit: During the annual risk assessment, we take into account internal and external data and trend analysis, including the Corruption Perceptions Index of Transparency International, historical violations of anti-corruption laws, the number of confirmed violations of internal policies, and historical internal audit findings. We assess the bribery risks of company employees and business partners (agents, suppliers, outsourcing providers, etc.) in various business scenarios. Each year, the audited subsidiaries and business areas are determined according to the comprehensive risk assessment results, and an audit rotation plan is set up to ensure full coverage every three years.
2. Personal information protection audit (including the *General Data Protection Regulation* and other national regulations): We conduct annual risk assessment and audit based on policy updates, enforcement cases, changes in regulatory concerns, historical audit findings, and external advisory opinions in the jurisdictions where our subsidiaries operate. In this way, we ensure that personal data of employees, labor partners, clients, business partners and other related parties is fully protected in collection, processing, use, storage, deletion, etc. in different business scenarios. Besides, we ensure that such data on the official website and in our IT systems are under proper control.

3. Responsible marketing audit: In addition to regular self-assessment for marketing, the Internal Audit Department performs audit on the compliance of marketing campaigns of the Group and our agents every year. In doing so, we ensure that the marketing campaigns are in strict accordance with the Group's policies, such as the *Responsible Sales and Marketing Policy* and the *Guidelines for Sales and Marketing*, and the laws and regulations on compliance operation. The product profile must be presented in an objective way, without exaggeration, deception or false advertising, nor false representations of products, services or prices.

With respect to anti-corruption and anti-fraud training, the Group organizes all employees to study internal policies on an annual basis, such as the *Anti-Corruption Policy*, the *Policy for Whistleblowing and Complaints*, the *Mindray Code of Conduct and Ethics*, and the *Anti-fraud Code*, aiming to enhance their awareness of integrity and improve their ability to resist corruption. Meanwhile, we insist on promoting anti-corruption among domestic and overseas branches, distributors and suppliers, so as to create a clean, honest and win-win partnership.

We always keep internal channels open for whistleblowing and complaints. For this purpose, we encourage employees, suppliers, agents and other stakeholders to publicly or anonymously report any violations of laws, disciplines or the Groups's business ethics by means of fax, mailing, email and hotline. In accordance with the *Mindray Code of Conduct and Ethics*, we introduce a column for complaints and suggestions on the Group's internal management platform and set up the president's email as well as special channels for complaints and suggestions on ESG, EHS, administration, catering, human resources, and information technology. By these means, we make efforts to address practical difficulties for employees and encourage them to offer their views and advice on effective corporate management.

The Supervisory Office, as the designated department to handle internal whistleblowing and complaints, directly reports to the Group's Chairman to ensure the independence and objectivity in handling and supervising these reporting. The Office is responsible for recording and reporting the case. In the course of receipt, registration, storage and investigation, the personal information and reported information are strictly kept confidential.

Determined to protect the legitimate rights and interests of whistleblowers, we have specified that the personal information of whistleblowers and handling progress should not be disclosed to those being reported or unrelated to the whistleblowing. For

those who disclose any information of whistleblowers, they will be removed from their position, demoted with pay cuts, and transferred to judiciary authorities based on the severity of the case. We strictly prohibit any retaliation against whistleblowers. For those in violation, we hold them and their superiors accountable for their behavior. In case of any serious threats to the rights and interests of whistleblowers, we promptly report to judicial authorities and seek for criminal penalties according to the law. Please refer to the *Anti-Corruption Policy* and the *Mindray Code of Conduct and Ethics* for details.

### Whistleblowing channels

#### Reporting in China:

Telephone number: +86 755 81888787

Fax: +86 755 26582680-88787

Email address: [compliance@mindray.com](mailto:compliance@mindray.com)

Mailing address: Chief Compliance Officer, Compliance Department Mindray Building, Keji 12th Road South High-tech Industrial Park Nanshan, Shenzhen 518057, P. R. China.

#### Reporting outside of China:

Web reporting website: <https://mindray.ethicspoint.com>

Telephone reporting: The Group engages a third party in response to overseas whistleblowing, with a toll-free 24/7 hotline answered by specialized persons in local languages to collect and report the information to the headquarters. All records are strictly confidential.

## Information security and privacy protection

With the official implementation of the *Personal Information Protection Law of the People's Republic of China*, Mindray steps up efforts in improving the compliance management system by integrating data privacy protection into the core. Accordingly, we have formulated and implemented management policies and standards such as the *Personal Information Protection Management Policy*, the *Guidelines for Impact Assessment of Personal Information Protection*, and the *Personal Information Protection Management Specification*. The Compliance Office is mainly responsible for supervising and managing the compliance of data security and privacy protection (including personal information protection), and organizing relevant departments to set up information security and personal information protection working groups for daily operation. In addition, the Office regularly reports the progress in data security and privacy protection to the Compliance Committee composed of senior management.

In information security practices, we strictly abide by ISO/IEC 27701:2019 - Privacy Information Management System, ISO/IEC 27001:2013 - Information Security Management System and the Information Security Technology - Baseline of Classified

Protection of Cybersecurity (GB/T22239-2019). By implementing management policies and standards such as the *Information Security Conduct Management Specification*, the *Information Security Training Specification* and the *Sensitive Data Hierarchical Protection Management Regulation*, we optimized the information security management system of the Group.

The Group's information security management system has been certified by ISO 27001 and ISO/IEC 27701:2019. The Company operates in strict accordance with the above systems, with satisfactory results of annual external audits. Besides, it is one of our priorities to get subsidiaries involved in product R&D certified by the above management systems.

With respect to information security management review, we have set up a special review mechanism based on business characteristics. Through the mechanism, we are able to monitor the vulnerabilities identified in building and operating the information security system in real time, as an early warning for subsequent system upgrades to ensure business continuity and asset security. The Company engages third-party auditors to audit the information security and privacy information management systems annually, with the systems re-certified by ISO 27001 and ISO/IEC 27701:2019 every three years. We identify risks according to the annual audit recommendations, and develop rectification plans to ensure an effective management system.



In 2022



100%

the security vulnerability scanning rate of all servers in the Group

≥ 81

Security monitoring scenarios have been built

100%

Annual review rate for authorities of key departments business system

100%

Employee coverage rate of information security training



5,000

Participants taken personal information protection training

100%

Compliance rate of personal information protection control

0

Personal information leakage incident

# INSIGHTFUL INNOVATION

Mindray is committed to safeguarding the public health through innovative life technologies. Insisting on alignment with our customers and technical innovation, we drive business growth through R&D. Meanwhile, from a follower to a leader, we are building an open IoT platform interconnecting patients, clinical scenarios, medical technologies, medical professionals and managers. This patient-centered platform integrates multiple POC medical devices for inter-department information connectivity, achieving intra- and cross-hospital data sharing. In addition to the interconnection and compliance operation, the platform is also equipped with various smart diagnostic aids to help hospitals improve the efficiency of clinical diagnosis and treatment, enhance the quality of medical services, and drive high-quality sustainable development.

#### Issues of concern in this section:

- R&D resources
- Green healthcare
- Smart healthcare

#### SDGs in this section:



# R&D innovation system

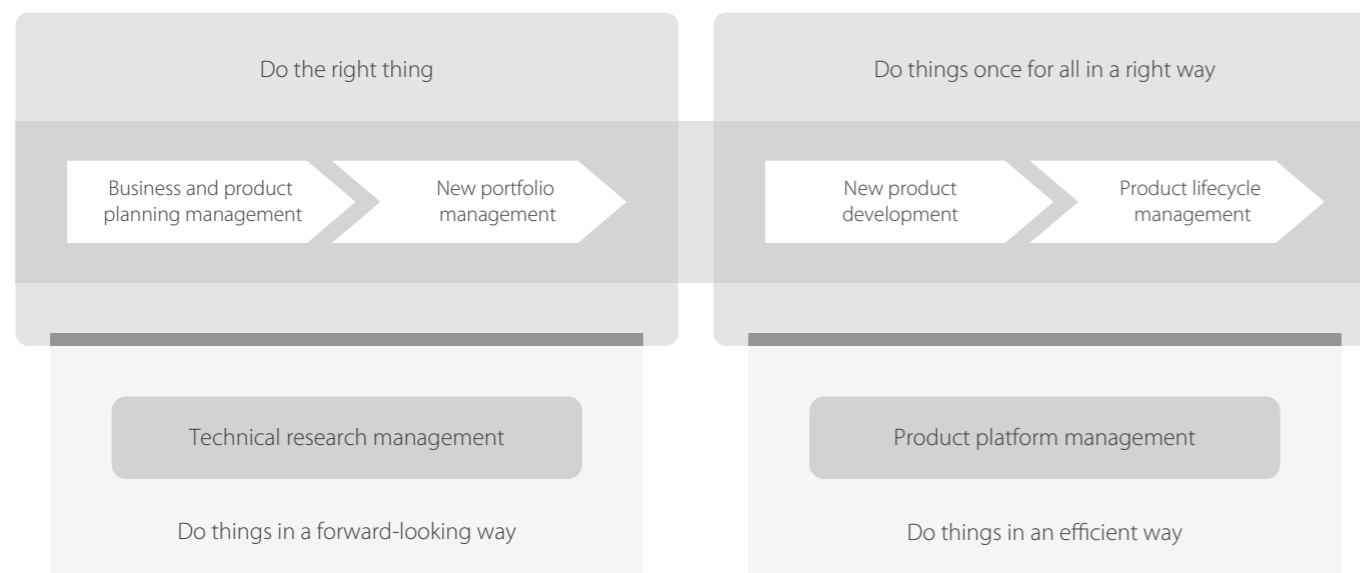
Mindray has established a medical product innovation (MPI) system in line with its features and has optimized it constantly. With years of application and iteration, the system has become more efficient and developed. It is designed to improve our performance in projects, products and portfolios, and systematically add innovation impetus to the development of the Group. MPI has enhanced the cooperation efficiency among strategic planning, sales and marketing, R&D and other functions and increased the reliability, predictability and compliance of R&D projects. Thus, we can constantly launch products that meet customer needs and conform to market trends, shorten the time-to-market of products and improve product competitiveness, supporting the growth goals of the Group in turn.

The core of MPI lies in making product concepts clearer through market- and customer-oriented business planning, product

planning, product conception, etc., which is conducive to "doing the right thing". To "do things once for all in a right way", we strengthen product lifecycle and exit management with the design that meets customer needs, the phased decision-making control mechanism based on business logic, and the structured processes that strengthen the collaboration across functional departments. To "do things in a forward-looking way", we focus on technical research management. To "do things in an efficient way", we develop product platforms in advance to optimize product costs, quality and extensibility .

Besides, as the sound management of R&D projects directly determines the timely launch of sufficient quality products, we focus on improving project management. For this purpose, we have optimized the66(PPM) and put it into practice while improving the competence of project managers.

## Medical Product Innovation (MPI) system



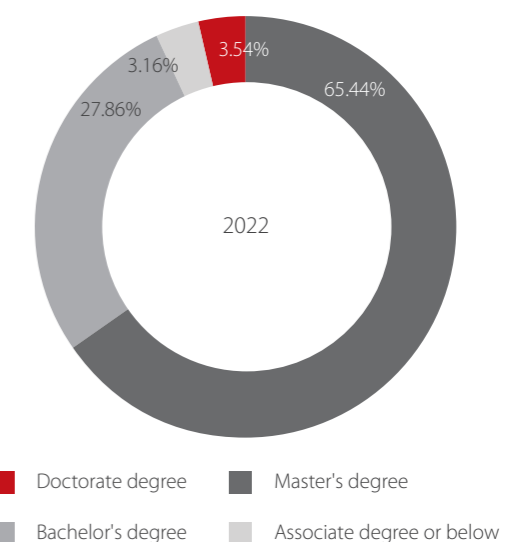
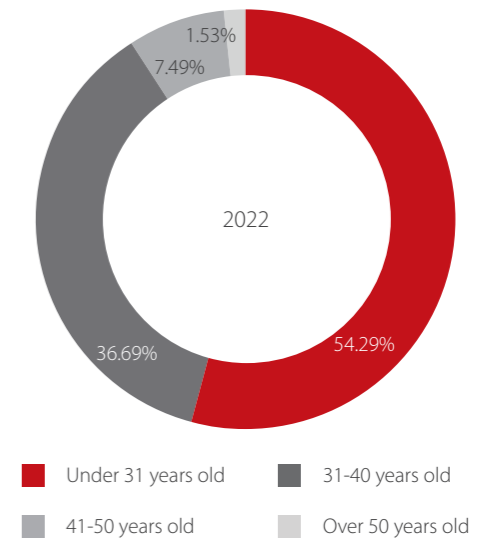
## R&D resources

Mindray is committed to making breakthrough in the most cutting-edge medical core technologies. Our R&D team, composed of industry-leading experts and engineers, makes constant efforts in innovation. We recruit outstanding talents worldwide and introduce cutting-edge equipment and technology to our R&D centers. In terms of product design and development, our R&D team provides customers with high-performance and environment-friendly products. By improving our products, we strive to enhance customer satisfaction. As at 31 December 2022, the Group had 3,927 R&D engineers, accounting for 24.4% of the total employees. 69% of them have a master's degree or above, and 91% of them are under 41 years old. The extraordinary and young R&D team provides the Group with strong innovation power and guarantee the Group's R&D strength.

We have built many world-leading R&D laboratories specializing in reliability, in vitro diagnostics (IVD) traceability, power supply, parameter, gas, probe, thermodynamics and other special techniques. The reliability laboratory and IVD traceability laboratory are accredited by the China National Accreditation Service for Conformity Assessment. Besides, the reliability laboratory also gets certified by international third-party laboratory management systems, including Intertek Group, SGS Group and TÜV Group.

31.91 million  
RMB in R&D investment

17.06%  
year-on-year growth



As at 31 December 2022, the Group had ten R&D centers in Shenzhen, Wuhan, Nanjing, Beijing, Xi'an, Chengdu, Silicon Valley, New Jersey, Seattle and the European region, forming a global R&D network.



## Interaction and collaboration

Mindray takes interaction and collaboration as an important driver for technical innovation. On the one hand, we cooperate with medical institutions at all levels to dig into the actual medical needs of various countries. With extensive cooperation, we jointly resolve clinical pain points to improve the diagnostic and therapeutic techniques with medical devices and promote the high-quality development of the healthcare sector. On the other hand, we strive to seek for new valuable partners and new forms to integrate innovative elements, in a bid to jointly improve product R&D and innovation, promote upstream and downstream exchanges and cooperation, and facilitate industry progress.

So far, we have established partnerships with a number of universities, scientific research institutions, hospitals and enterprises. We actively explore cooperation with partners in scientific research,

clinical testing, basic research and its application, talent exchange, etc., for mutual complementarity of advantages, resources sharing and win-win outcome.

In August 2022, Mindray, in collaboration with several medical institutions, took the lead in making innovative breakthroughs in the Smart Machine-Aided Decision-Making System of Ventilators for Critical Cases and the Smart Patient Monitoring System. The two projects were selected into the "AI Medical Device Innovation Project" co-organized by the Ministry of Industry and Information Technology and the National Medical Products Administration. The "AI Medical Device Innovation Project" aims to deeply integrate AI technology into medical devices through close cooperation between medical device manufacturers and medical institutions, thus better serving and safeguarding the public life health.

## Intercompany strategic cooperation

To better support the development and upgrading of China's medical device industry, Mindray insists on exploring intercompany strategic cooperation, including technology transfer and joint R&D, for mutual benefit and win-win results. During the 4th China International Import Expo in 2021, we signed a strategic cooperation agreement with Edwards Lifesciences to jointly develop hemodynamics monitoring solutions.

Through concerted efforts, we had made phased achievements. Supported by FloTrac™ module that integrates cardiac output and pressure monitoring sensors, our BeneVision N series monitors can directly detect advanced hemodynamic parameters, including cardiac output (CO) and cardiac index (CI) measured by the arterial pressure-based cardiac output (APCO) method, stroke volume variation (SVV) indicating volume status and fluid responsiveness, systemic vascular resistance (SVR) and systemic vascular resistance index (SVRI) indicating cardiac afterload, as well as stroke volume (SV) and stroke volume index (SVI).

The hemodynamic parameters are automatically updated every 20 seconds. Combined with the information provided by our monitors, such as the arterial pressure waveform and average arterial pressure, HemoSight™, an application for hemodynamics analysis, will present the integrated data in a graphical way to indicate hemodynamic changes of patients during medium- and high-risk surgeries. In this way, clinicians are able to rapidly and accurately assess patients' real-time cardiac efficiency, and predict, maintain, and adjust the fluid balance in critical patients. Through more multidimensional insights into patients' physiological changes, clinicians can prepare more accurate diagnosis and treatment schemes.

Centering on the "M-Connect" solution, we will make constant efforts in building a diversified ecosystem with open mind and innovative thinking. Sticking to the goals of assisting clinicians in making more accurate decisions, optimizing workflows, and improving the efficiency of medical departments and hospitals, we insist on seeking for technical cooperation. By providing smart and innovative solutions and reshaping medical scenarios, we are committed to benefiting more patients.



■ BeneVision N series monitor



While adhering to the high standards of our product quality with continuous innovation, we also actively participate in setting domestic and foreign industrial standards. Besides, we set strict standards to tackle shortages and lead the high-quality development of enterprises, contributing to standardizing and promoting the industry development. The Group has established an incentive mechanism to motivate employees to actively participate in standardization. In addition, we have set up a Standardization Committee, with members experienced in domestic and international standardization. The committee provides guidance for the internal standardization work to drive the establishment of Mindray as a benchmark in China's medical device sector.

In addition, we have been actively attending various domestic and overseas standardization seminars to share our standardization achievements and exchange with outstanding peers. As at 31 December 2022, we had engaged in the formulation and revision of 92 standards, including 2 international standards, 19 national standards, 61 industrial standards, and 10 group standards.

## Intellectual property protection

Mindray strictly abides by the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Management Standards for the Intellectual Property of Enterprises and laws & regulations of countries and regions where the Group operates. We have formulated and implemented the Mindray Intellectual Property Management Manual, the Patent Management Regulation, the Trademark Registration Management Process, the Copyright Management Regulation and other internal policies for compliance operation. In addition, we have developed the Patent Reward and Payment Regulation and incorporated patent fees into assessment of KPI of each department and promotion of R&D personnel. In doing so, we safeguard the intellectual property and maintain independent innovation advantages of the Group from four dimensions, that is, "ensuring commercial freedom", "protecting key development fields", "safeguarding intellectual property and properly handling disputes", and "managing intellectual property to create economic benefits".

We have established a specialized, sound and mature system to manage intellectual properties, aiming to facilitate product and technology innovation. This system is widely recognized by industry experts, making us a benchmark in domestic medical device sector. Meanwhile, Mindray was titled the "National Intellectual Property Model Enterprise", and the intellectual property team was selected as "Outstanding Intellectual Property Team of Chinese Enterprises" by IAM Magazine. So far, Mindray has won a total of 37 patent awards at the national, provincial (Guangdong) and municipal (Shenzhen) levels, including 2 gold awards and 1 silver award of the China Patent Award. In 2022, the award number and grade of Mindray led the domestic medical device sector.

In terms of creating and protecting our intellectual properties, we integrate the patent creation and protection into innovation, requiring patent mining in product and technology innovation. Through lifecycle patent management, we have delivered high-quality patent portfolios. In addition, we actively safeguard our patents against any form of infringement to maintain our business operation and competitiveness. In terms of respecting others' intellectual properties, we have established the patent risk control mechanism, which requires us to follow up on the updates of industrial patents and take effective measures in response to patent risks.



# 8,670

Number of patents applied

# 3,976

Number of invention patents

# 6,193

Number of authorized patents

# 1,847

Number of authorized invention patents

As at 31 December 2022, Mindray had applied for a total of **8,670** patents, including **6,193** invention patents; and received authorization for a total of **3,976** patents, including **1,847** invention patents.

# Smart healthcare

At present, it is a common expectation to pursue better medical care and higher efficiency. For this purpose, the construction of smart hospitals has become an irresistible trend. With the support of modern technologies such as big data, IoT, AI and 5G, Mindray is committed to building an intelligent medical ecosystem for digital transformation and intelligent layout. We make use of advanced resources and clinical experience, and cooperate with industrial partners to expand equipment IoT, promote innovative development of medical scenarios and make healthcare more accessible.

## Accessible product

Mindray strives to make quality medical technologies more accessible to the public through R&D. We insist on providing more affordable products with higher quality while pursuing sustainable development. We make ongoing input to innovate smarter and more convenient products with simpler design across all business lines in response to customer demands. Meanwhile, we are committed to providing quality healthcare to more people and eliminating the access barriers to our devices to minimize additional costs for customers.

### Product name and model

### Product description

### Product demo photo

High-end defibrillator-monitor

With the new rechargeable cell and integrated design, the defibrillator-monitor is able to work at -20°C. Meanwhile, this light-weight and integrated device (40% down in volume and weight) is equipped with a 5G module with significantly greater accessibility and portability. Characterized by tele-diagnosis and remote first-aid guidance, the product helps improve the quality and efficiency of pre-hospital emergency diagnosis and treatment.



BP 200n Series Auto Specific Protein and ESR Analyzer

As a new member of Mindray's cellular analysis line, BP 200n features innovative "one-tube joint tests" of "CRP (C-reactive protein) + SAA (serum amyloid A) +ESR (erythrocyte sedimentation rate)", greatly optimizing the laboratory workflow and enhancing the test efficiency.



Digital Radiography System DigiEye 330/350 series

Supported by the big data-based IFI (Image Feature Index) research led by Mindray, DR DigiEye 330/350 series achieve the optimum balance between image quality and radiation dosage. Equipped with the self-developed ionization chamber and Mindray's imaging chain, the series are able to provide high-quality images with less radiation dosage. Based on the "MiCo+" platform, the product series can be connected with other imaging devices. By presenting clear and quality images, DR DigiEye 330/350 series are able to support primary healthcare.



Premium POC ultrasound system TEX20

As a specialized POC ultrasound system for clinical departments, TEX20 has integrated a series of smart recognition and quantitative measurement tools, which can simplify most operating procedures and save time by more than 80%. The system can rapidly and accurately present the measurement parameters and trends of ultrasound image, greatly improving the clinical efficiency. Characterized by the proprietary X-Link, the system is the first to achieve integration of data from ultrasound, patient monitor and ventilator, with the physiological information synchronously displayed on the ultrasound system interface. The ultrasound information and physiological information can be synchronously integrated to the central station wirelessly for overall diagnosis and treatment, reducing the error of manual recording and supporting accurate decision-making.



### Product name and model

Wireless handheld ultrasound system TE Air

### Product description

Supported by Mindray's high-end POC ultrasound technology, we have integrated the ultrasound system into a pocket-size device to dig into more new application scenarios. This portable and user-friendly handheld ultrasound system is more convenient for clinical departments and accessible to primary healthcare.

### Product demo photo



## Refining technology to provide preferential and superior products and services

As in vitro diagnostic medical device(IVD) is one of our main businesses, we are committed to improving the quality and standards of IVD. We have developed BC-700 Series Auto Hematology Analyzer to ensure the testing efficiency and reliability. The accessibility and after-sales management costs are also our concerns, in a bid to benefit the public to the greatest extent.

Supported by technical innovation (with more than 40 patents applied for), this series of BC-700 Series Auto Hematology Analyzer are able to identify smaller microparticles of ghost region in DIFF channel. Under routine analysis, the analyzers make zero-cost optical testing available.

Meanwhile, with our rapid erythrocyte sedimentation rate (ESR) Westergren method, we innovatively integrate the originally expensive ESR testing module into the hematology analyzers, providing higher efficiency at even lower costs. Taking into account both the speed and degree of aggregation, the analyzers conduct tests under constant temperature, with test results well correlated with the Westergren method. Besides, the consumption of blood is less than 10% of that under the traditional Westergren method. The accessible and efficient one-tube test, through one-time blood sampling, receipt and sample loading, can automatically analyze, summarize and report CBC, specific protein and ESR.

In addition, customers can easily learn how to operate the machine through "ihelp" or "Guidance video" on the main interface, saving the communication cost between customers and clinical application personal. Besides, the "Guidance video" also covers common troubleshooting, saving the communication cost between customers and device supporters and the cost of on-site maintenance.



BC-700 Series Auto Hematology Analyzer

## Smart ecosystem

With a focus on patients, our smart healthcare ecosystem has integrated multiple medical devices for interdepartmental information connectivity, achieving intra and cross-hospital data sharing for clinicians and hospital managers. Based on the interconnection, Mindray innovates smart diagnosis and treatment instruments by integrating expertise with clinical data, so as to provide high-quality reference for clinical diagnosis and treatment. In doing so, we help hospitals transform from traditional "clinical experience-driven" operation into "clinical experience + data application-driven" operation, which improves the medical quality.

In addition, we also optimize medical staff workflow and the lean asset management strategy to help improve the utilization of workforce, finance and properties of hospitals, facilitating the construction of smart hospitals.

### Highlights

Improving the quality of hematology analysis

Extending the coverage of the ICU-focused solution to reduce critical cases

Improving the level of ultrasonic scanning

Improving the level of primary ultrasonic capabilities

### Description

Mindray's automated digital cell morphology analyzers can accurately identify and pre-classify different kinds of cells, and present the panorama of samples, improving the test efficiency and able to promptly screen out abnormal samples. Supported by digital information technologies, our analyzers enable consultation, study and assessment on abnormal cell morphology whenever and wherever possible, improving the quality of hematology analysis in China and even the world.

Based on the "M-Connect" solution, we have introduced the critical care rapid response team (CCRRT), a cross-department monitoring solution focusing on intensive care units (ICU). By integrating POC medical devices to acquire multimodal data and removing useless data through smart data quality analysis, the solution can present accurate and complete patient profiles and changes in patients' conditions to help medical staff make decisions based on the whole picture. Extending the coverage of the ICU-level monitoring and diagnosis to the whole hospital can help improve the hospital-wide medical service quality, thus lowering the mortality and aggravation rates of mild cases.

Advanced and intelligent technologies based on ultrasound data and domain knowledge provide standard sections guidance and enable automatic identification and measurement of sections available. By automating experience-based operations, our devices greatly improve the accuracy of obstetric screening, functional assessment for gynecological pelvic floor and cardiac function measurements, in a bid to standardize ultrasonic scanning.

Based on the "MiCo+" platform, we have introduced a solution to improve the level of primary ultrasonic capabilities. By providing more simplified workflows, more refined functions and smarter self-learning tools, our solution is conducive to improving the competence of first-line doctors and the level of overall diagnosis and treatment, thus enhancing patients' medical experience.

### Highlights

Integrating various medical devices to improve regional test quality and promote the mutual recognition of test results

Integrating various medical devices to improve clinical management

### Service scenarios

Based on "device interconnection", Mindray InnoLab provides an solution that is deeply integrated with daily works of clinical laboratories, while covering "Five Essential Factors", namely, personnel, devices, consumables, standards, and environment. By virtue of information and intelligent technologies, it helps clinical laboratories realize high-quality development.

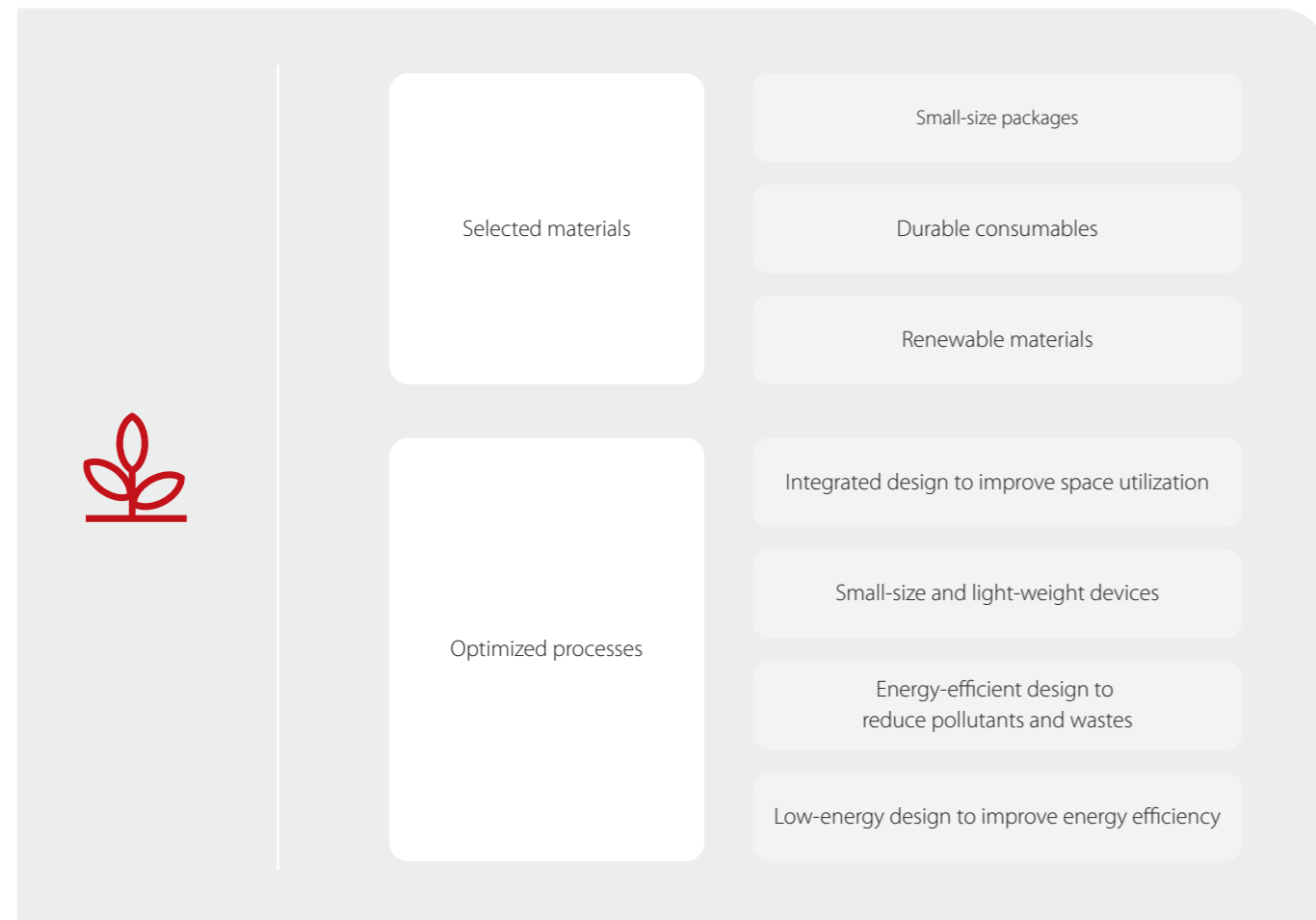
What's more, Mindray InnoLab is a region-based solution that aims at "same system, same platform and same standard" in the whole region. It strives for enhancing the diagnosis capacities in primary-level hospitals, facilitating mutual recognition of IVD test results, and promoting balanced development in the whole region. With the innovative regional integration solution, we also help ease the public burden on seeking for medical treatment and improve the utilization of medical resources.

Based on the "M-Connect" solution, we help hospitals integrate various POC medical devices for information connectivity, achieving intra- and cross-hospital data sharing. Based on the interconnection, we provide hospitals with various smart diagnostic aids and management tools. We also customize lean management schemes regarding medical devices for overall clinical management. In addition, we automatically collect device operation data while providing diagnosis and treatment data to clinical departments to enable better lean management, thus facilitating the high-quality development of hospitals.

# Green healthcare

In response to the green manufacturing strategy, Mindray designs and manufactures green products. We integrate green innovation into product development, in a bid to contribute to environmental protection in delivering product value. To implement the concept of green products, Mindray, on the one hand, prohibits the use of hazardous materials in product R&D. We uphold the concept of reducing waste of resources, improving energy conservation and adopting recyclable design to comply with customers' environmental protection requirements and relevant laws and regulations. On the other hand, we enhance the added value of our products through green patent certification. We protect the environment with innovative technologies to contribute to a better life for the society.

Mindray is committed to exploring and supporting "circular economy", reducing use of natural resources and providing environment-friendly products. As medical products are applied in more clinical scenarios, we step up efforts in innovating specialized, differentiated, and diversified products. In the process of upgrading and introducing new products, Mindray promotes small-size, light-weight, and energy-efficient design to meet user demands and ensure customer satisfaction.



**Highlights of green innovation**

Highlights of green innovation	Product	Description
Small-size design and reduce energy consumption	Consona N9/N8/N7/N6 (a medium- and high-end solution for primary ultrasonic test)	Compared with the previous generation, the new generation of Consona series has reduced energy consumption by about 25% through more integrated design. With simple design, Consona series are smaller and more delicate, fitting for the application scenarios in primary healthcare.
Water saving and reduction of pollutants and wastes	Wash-free vials	The reagent vial "wash-free" technique saves purified water usage by 1,560 cubic meters per month and reduces waste discharge by 1,560 cubic meters per month accordingly in 2022, calculated based on a monthly consumption of 65,000 reagent vials, and 24 cubic meters of purified water for washing 10,000 reagent vials.
Durable consumables	BC-700 Series Auto Hematology Analyzer	The service life of the sampling probe used on the analyzer has been extended to 120,000 times of piercing, increasing by 300%.

**Innovative concentrated reagents for green development**

Our IVD solution is composed of devices and reagents. Diluent is a high consumption reagent, and its raw materials, packaging, transportation and warehousing cause burdens to the environment. Starting from innovating the formula, we have made breakthrough in concentrating the reagent. The effect of one container of concentrated diluent is equivalent to that of 30 containers of conventional diluent, topping the industry. With the innovation in the concentration technology, more than 90% of carton packaging has been saved, significantly reducing the transportation cost and CO2 emissions. In this way, we provide our customers with better service experience, extra warehousing space and safer laboratory management. In addition, the duration of the reagent is extended from 1-2 days to 1 week, greatly reducing the replacement work intensity. In the future, concentrated reagents will be more frequently used in Mindray's IVD solution.



concentrated reagents

We have been trying to lighten and miniaturize our products to reduce the use of packaging materials. In addition, we have been seeking plastic-free packaging solutions, such as using green and recycling materials instead of plastics and replacing fossil-based plastic layers with plant-based materials. We attained the following optimization outcomes this year due to the adoption of new technologies, new materials and new processes for green packaging:

Highlights of green innovation	Achieve-ment	Product	Measures
Reduce packaging volume	10-39%	New A ultrasonic probe	Optimize structure and employ hot stamping process instead of ink printing
	9%	BS-600M Chemistry Analyzer	Replace bolt-type containers with buckle-type ones
	5%	EH-2090 Series Urine Formed Element Analyzer	Optimize packaging structure
	25%	UA-5600 Series Automatic Dry Chemistry Urine Analyzer	Optimize packaging structure
	30%	M09G infrared ear thermometer	Use corrugated paper
Use less packaging foam	45%	D60 defibrillator	Adopt EPP for compression molding
	25%	Consona series color doppler ultrasound system	Optimize the scheme for packaging foam structure
	99%	TE Air wireless probe	Use paper only
	62%	EH-2090 urine analyzer	Optimize the scheme for packaging foam structure
	76%	UA5600 urine analyzer	Optimize the scheme for packaging foam structure
Reduce packaging weight	35%	Automatic Urinalysis Line	Replace wooden containers with cardboard containers

Our practices have also been recognized by external certification bodies, and in 2022, we were successful in having our patent for green packaging solutions granted. As we believe that obtaining green patent certification can raise the added value of our products, we apply innovative technology to protect the environment, striving to create a better life for the whole society.



Green patent certification: A paper-based eco-friendly inner packaging solution

Patent No.: ZL202021387452.7

# VALUE CHAIN COLLABORATION

Mindray has always believed that the sustainability of an enterprise is inseparable from an integrated operation management system that fosters value chain collaboration. Taking the integrated supply chain system as the core, we manage the product flow, information flow and capital flow in an integrated manner. Internally, we employ a total quality management system that connects all business functions to ensure the quality and safety of our products. By covering the management system from R&D, procurement, manufacturing, sales and marketing, customer service and post-marketing supervision, we continuously maximize the value of end-to-end collaborative management. Externally, we reinforce suppliers and marketing management in partnership with external stakeholders along the value chain. Meanwhile, we conduct risk management at all stages of the product lifecycle and systematically integrate risk management into all parts of the value chain, jointly contributing to the sustainability of the enterprise.

#### Issues of concern in this section:

- Product quality and safety
- Collaborative supply chain management
- Responsible sales and marketing management
- Collaborative customer service management

#### SDGs in this section:



# Product quality and safety

Mindray is committed to product quality and safety, which are not only crucial to patient health but also at the core of our mission and social responsibility. We strictly abide by the applicable laws and regulations in the countries and regions where we operate, such as the *Product Quality Law of the People's Republic of China*, the *Regulation on the Supervision and Administration of Medical Devices*, the FD&C Act and the European Union MDR & IVDR Act. Beyond that, we have established a strict total quality management system, monitoring product quality at every stage of our value chain and ensuring product safety and stability with lean management.

service. Besides, we have also offered substantial assistance in the development of pertinent system processes, such as organizational governance, performance indicator system, incentive policy and personnel competence model. With these efforts, we aim to meet customer demands and continuously improve customer satisfaction.

We have defined the concept of design for the whole product lifecycle (Design for X, DFX). At the beginning of product planning, we consider customer needs from procurement, production,

services and marketing, and implement such needs into product design in all aspects, from materials to delivery. This approach has laid a solid foundation for our product delivery system based on customer demands

In 2022, we fully entered the stage of informatization construction after completing the ISC blueprint planning and system process construction. Based on the design of the business value chain, we ensure efficient business operations by deploying new systems to improve quality and efficiency. We also provide system support

for operational data, moving one step closer to an automated, informationized and intelligent digital supply chain. Such approach also solidifies our ability to deliver more dependable and quality products and services to satisfy our customers.

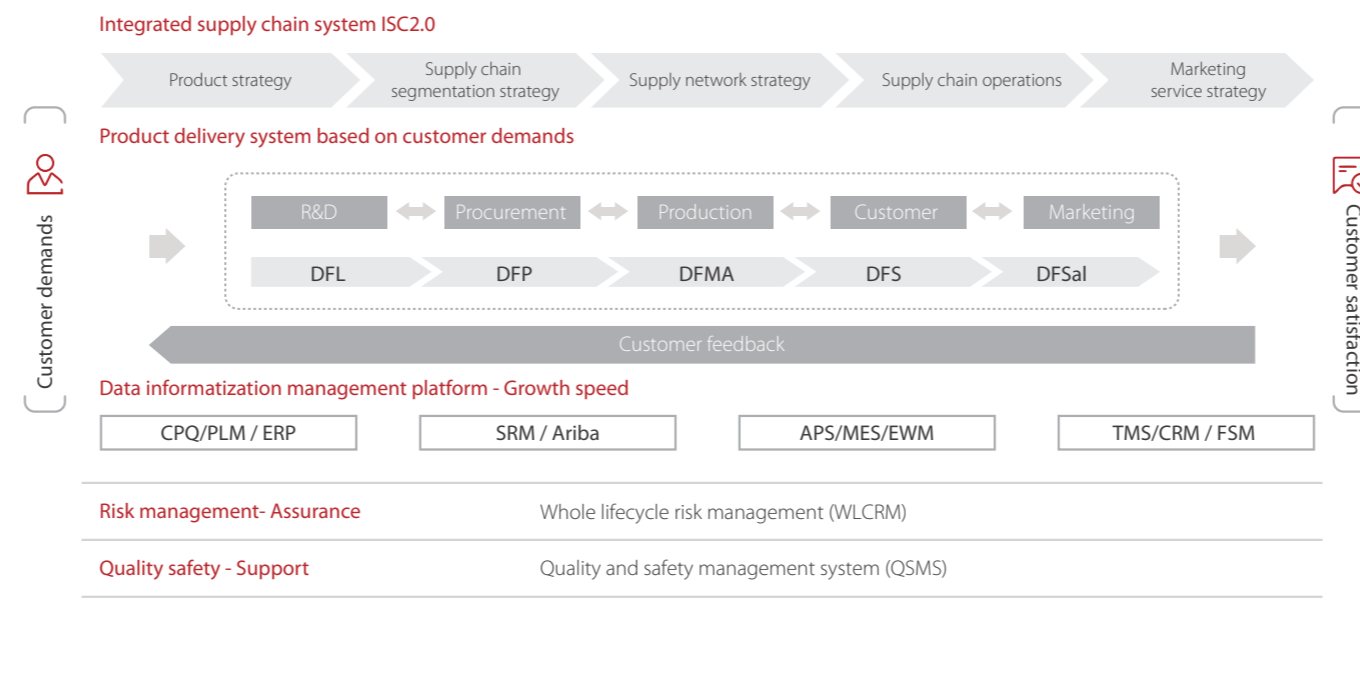
Supported by value chain collaborative management, the Group has delivered an outstanding product quality performance and received numerous external quality certifications, awards, and recognition. In 2022, Mindray was honoured and awarded for product quality as follows:

## Value chain collaborative management system

Mindray's superior quality and risk management system has been serving as an engine for value chain collaborative management. We have set up a total quality management system covering product design and development, procurement, production, sales and marketing, customer services, etc., and undertaken risk management throughout the product lifecycle, ensuring the reliability and effectiveness of our products. We make sure that customer needs are clearly reflected in the value chain so that the products can be delivered to customer satisfaction.

Based on our business strategic goals and operating status, and referring to advanced methodologies and industry-leading practices, we have adopted the Integrated Supply Chain (ISC) 2.0 to connect all links in our internal supply chain. Meanwhile, we collaborate with external R&D and marketing business domains, jointly creating an ISC blueprint architecture that is applicable to Mindray.

Under the guidance of the overall planning, we dig into customers' application scenarios and demands from their perspective, and take in their all-around feedback to strengthen our product strategies. We have sorted out and refined the business domain process and guidance by considering product strategy, supply chain strategy, supply network, supply chain operation and marketing



\*ISC: Integrated Supply Chain;

\*DFX: Design for the whole product lifecycle (Design for X, DFX), such as marketability, purchasability, manufacturability, and serviceability;

\*DFSa: Design for Sales;

\*DFP: Design for Procurement; \*DFMA: Design for Manufacturing and Assembly;

\*DFL: Design for Logistics; \*DFS: Design for Serviceability;

\*CPQ: Configure Price Quote;

\*PLM: Product Lifecycle Management;

\*ERP: Enterprise Resource Planning;

\*SRM: Supplier Relationship Management;

\*Ariba: one of software for SRM;

\*APS: Advanced Planning and Scheduling;

\*MES: Manufacturing Execution System;

\*EWM: Extended Warehouse Management;

\*TMS: Transportation Management System;

\*WMS: Warehouse Management System;

\*CRM: Customer Relationship Management;

\*FSM: Field Service Management;

### Awards and accolades

1. 2021 Guangdong Excellent Unit for Adverse Event Monitoring
2. "Gold Award for Excellent National Brand" at the 12th China Medical Devices Industrial Data Release Conference in 2021
3. "Gold Award for Product Line" at the 12th China Medical Devices Industrial Data Release Conference in 2021
4. "Golden Man Award" at the 12th China Medical Devices Industrial Data Release Conference in 2021
5. Eastern and Western Small Animal Clinical Veterinarian Congress - Classic Equipment Brand of the Year
6. Diamond Award for Animal Medical Devices at the 4th China Animal Hospital Management Conference

## Product quality management

In today's highly competitive and rapidly evolving business environment, excellent product quality is the foundation of a company's competitiveness and one of the key factors in gaining customer trust and guiding business operations. During the Reporting Period, the Group has upgraded and expanded the existing certifications and proactively conducted the annual supervision and audit of the quality management system. At present, our quality management system certification has covered all final product manufacturing bases by 100%, including 13 ISO 9001 and 11 ISO 13485 certified bases. Meanwhile, 69 new products passed product safety certification in 2022. As of 31 December 2022, the total quality management system of Mindray had passed the following quality regulatory standards and product certifications:

### Product certification

- EU Medical Device Regulation (MDR) Product Certification
- EU In Vitro Diagnostic Devices Regulations (IVDR) Product Certification
- 130 products obtained FDA510(K) market access clearances from the United States Food and Drug Administration (FDA)
- 755 valid registrations of major medical devices
- 219 valid filing certifications
- Over 800 product models entered more than 190 countries and regions

To enhance the quality risk awareness of all staff, Mindray has formulated an annual quality control and product safety training program in line with the applicable regulations and standards, and the supervision dynamics of product regulatory agencies. Every year, all personnel involved in R&D, production, and operation quality systems receive regular quality training on standards and regulations for medical device quality systems, microbiology and hygiene fundamentals, and product fundamentals. As part of our commitment to fostering a quality culture, we vigorously enforce quality control standards in a top-down manner by holding annual and weekly quality meetings and issuing regular reports on medical device policies and regulations.

Thanks to a constantly optimized training platform and a systematic training system planning, the Company provides general quality training for all employees on a regular basis every year. Depending on the characteristics of different business departments, we also offer them specialized training on quality defects prevention, quality management standards and regulations, and quality capacity improvement. By the end of 2022, we had delivered the general training course - *Quality Management and Product Safety*, to 15,502 employees, covering 96.3% of all employees. We had also

### Quality Management System

- ISO 9001 Quality Management System Certification
- ISO 13485 Quality Management System Certification
- QC 080000 Hazardous Substance Process Management (HSPM) System Certification
- The Group's headquarters and Mindray North America passed the quality system audits of the Medical Device Single Audit Program (MDSAP)
- The group headquarters and Mindray North America have been audited by the United States Food and Drug Administration (FDA) several times

carried out a series of special training sessions, such as the *Training on Authorization and Approval by Management Representatives* and the *Internal Audit Training 2022*, with a coverage rate of 100%. The Quality Center launched *Industry Quality Information* and "Quality Class" promotional posters multiple times to increase awareness of quality management among all employees.

90

quality management system audits by government regulators and external auditors

100%

The covering rate of the quality management system certification for final product manufacturing bases

In 2022, Mindray received a total of **90** quality management system audits by government regulators and external auditors, with a passing rate of **100%**. **51** of these audits were conducted by third-party certification agencies, **37** audits of Good Manufacturing Practice for Medical Devices, and **2** audits of the Good Operation Practice of Medical Devices. The quality management system certification has covered all final product manufacturing bases by **100%**.

In 2022, a total of **23** products of Mindray were sampled by national and provincial regulators, with a **100%** passing rate.

100%

passing rate of quality management system audits

23

products were sampled by national and provincial regulators

100%

passing rate of the sampling



## End-to-end risk management

Mindray attaches great importance to product risk management. For this purpose, we have designed an end-to-end risk management system to systematically integrate risk management requirements into the quality management system. This year, we updated our risk management system based on the latest edition of ISO 14971 Application of Risk Management to Medical Devices. We carried out risk management activities throughout the entire process, from product design and development, procurement, manufacturing, sales, and service, to product obsolescence. We did this while carefully taking into account customer needs, requirements and changes in standards and regulations, stakeholder concerns and customer feedback. Following the systematic benefit-risk analysis, we continue to implement the closed-loop controls, including risk analysis, risk evaluation, risk control and risk response, in an attempt to make sure that the comprehensive residual risk of products is acceptable, thereby ensuring continuous safety and effectiveness of the product. Beyond that, we strengthen our risk management capacities by continuously drawing on the experience of the Company's platform for product lifecycle risk management.

Based on product risk management, Mindray also analyzes and manages the overall supply risks.

The Company has identified risks in all respects and developed and implemented a systematic response plan to promptly address potential risks to the security and continuity of product supply and guarantee customer-satisfied products. In order to address the risks associated with product delivery, we have established a procurement risk management mechanism and a dual-sourcing procurement mechanism. Through diversified global supply networks, strategic cooperation of key suppliers, and Plan A/ B for key materials, we have mitigated the risk of supply chain disruptions and ensured the continuity of key material delivery. As for production, we have perfected the system frame by developing emergency systems and response plans. We have also established and improved the multi-base layout to provide backup assurance for plants situated in various locations. By this means, we aim to prevent potential risks in production, and ensure the safety of employees as well as continuity of production in the event of natural disasters, widespread epidemics, abnormal accidents, etc., thus securing a sustainable supply of products. In addition, we have formulated corresponding contingency plans for quality abnormality management and cybersecurity. For details, please refer to our website:

(<https://www.mindray.com/cn/about-us/environmental-social-governance/business-chain>).

## Product safety management

Mindray extends quality and safety management to product development. In the product concept and planning phase, we integrate safety requirements into the requirement document and refine such requirements into design inputs. In the system development and design phase, we communicate the safety requirements to design developers through safety engineers to ensure that such requirements are implemented into the product design process, laying a solid foundation for "getting things right the first time".

Meanwhile, we have established a well-structured and efficient laboratory system to ensure product safety, reliability and compliance. Our product safety laboratory (PSL) is accredited by China National Accreditation for Conformity Assessment (CNAS). It is also qualified for the customer testing facility (CTF-1) by TÜV Süd, SGS, Intertek (ETL) and TÜV Rheinland. Since January 2022, the PSL has participated in various domestic and international safety activities organized by third parties, such as CNAS's proficiency test, inter-laboratory comparisons, and the laboratory audits undertaken by CNAS, TÜV Rheinland, TÜV Süd and SGS. In addition, the PSL also participated in the training of GB96706.1 series of standards led by the Center for Medical Device Standardization Administration NMPA. Through these campaigns, we ensure the effective operation of the laboratory system and test capacity comparable with top peers, safeguarding Mindray's product quality and safety.

We have verified the qualifications of all staff members in the lab and performed information recording and data management in strict accordance with the system requirements. The PSL is able to undertake 96 standard tests. In 2022, our PSL completed over 700 tests independently and proactively test issues identified in the analysis of several products, including monitors, anaesthesia machines, ultrasound equipment, pumps and IVDs. In addition to internal tests, the PSL completed third-party testing certifications based on requirements of different countries to meet international sales requirements. These include Nationally Recognized Testing Laboratory (NRTL) certification, Certification Bodies' Scheme (CB), certification of the National Institute for Metrology, Standardization and Industrial Quality (INMETRO) and global wireless certification.

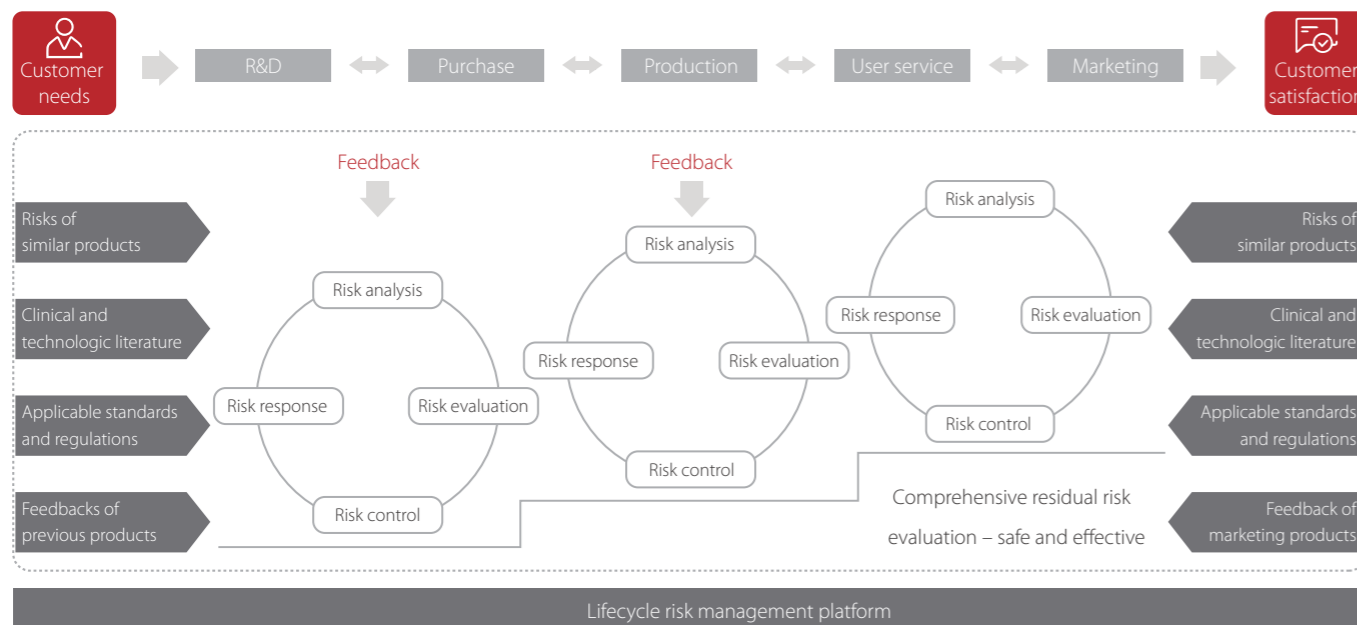
As of 31 December 2022, Mindray had received the following laboratory safety certifications:

### Accredited laboratory

- Accredited Laboratory from China National Accreditation Service for Conformity Assessment (CNAS)
- Customer Testing Facility (CTF-1) Lab Qualification from TÜV Süd, SGS, Intertek (ETL) and TÜV Rheinland

### Product safety certifications

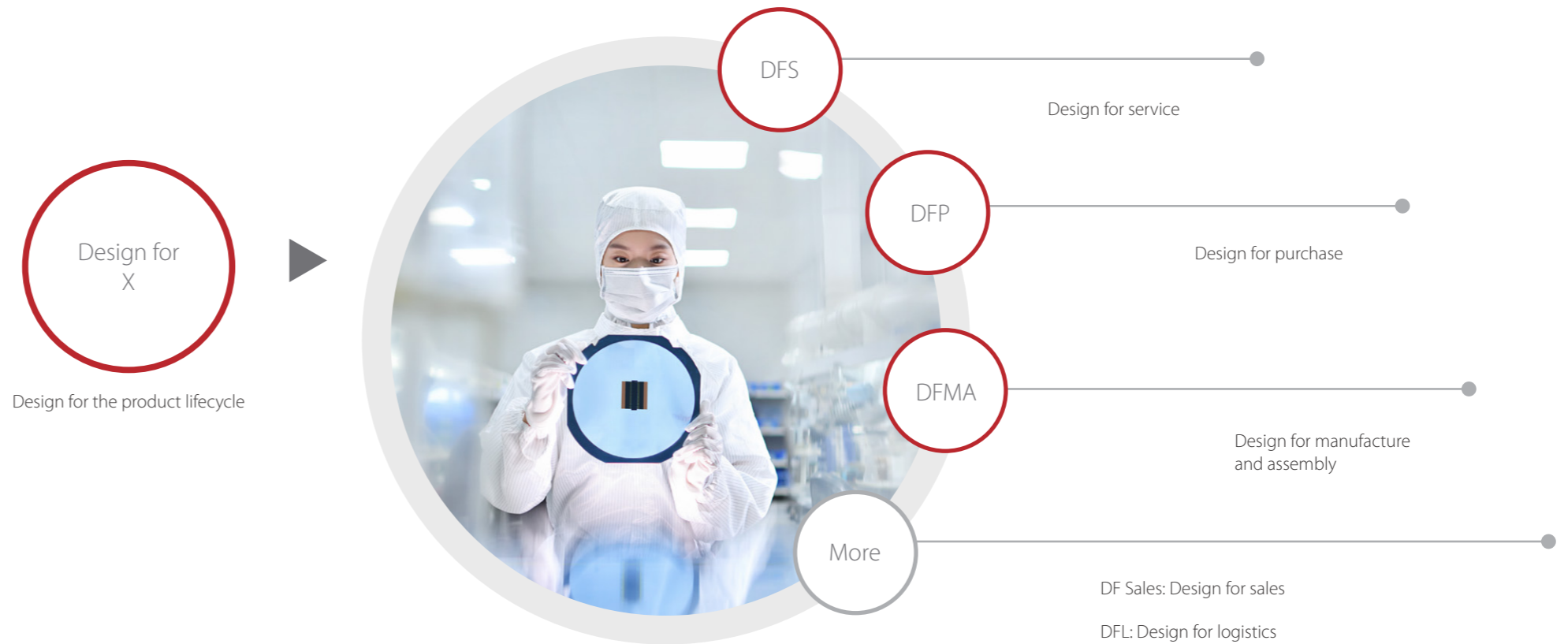
- Nationally Recognized Testing Laboratory (NRTL) Certification
- Certification Bodies' Scheme (CB)
- Certification of the National Institute for Metrology, Standardization and Industrial Quality (INMETRO)
- Global Wireless Certification



## Collaborative design management

As the Group continues to expand in scale and improve in R&D capabilities, we keep working to promote cross-discipline design collaboration and perfect the MPI system. DFX, originally encompassing DFS/DFP/DFMA, has further extended to other design-driven domains, such as DFSales/DFL, continuously enhancing product competitiveness from a total value chain perspective.

As a medical device company, Mindray has established technical specifications for all products manufactured at Group bases to ensure that each type of product's safety, functionality and quality can meet regulatory standards and satisfy customer expectations. Following the *Reliability Work Guide* and other regulations, we ensure product reliability throughout the process (i.e., from design and development, verification and confirmation, and processing and manufacturing) to provide reliable and quality products.



### Design for logistics (DFL)

Staying true to the concept of optimal design throughout the value chain, we further promoted the DFX strategy and introduced DFL in new product development in 2022. Through in-depth analysis of processes such as product packaging, warehousing, logistics, and acceptance, we have established packaging and logistics from the perspective of safety, convenience, timeliness, frugality and environmental protection. On this basis, we strive to design logistics-friendly packaging to improve logistics efficiency and ensure safe, green, and efficient delivery.

With DFL in 2022, we have been improving our products in terms of lightweight, environmental protection and efficiency:

For certain ultrasound probe series products, the packaging volume has been reduced by 10% - 39% and the foam usage by 90%.

For certain biochemical series products, the packaging volume has been reduced by 10%, the foam usage by 50%, and the packaging weight by 70%. Besides, the snap-on design has enhanced the convenience of unpackaging.

For certain newly-developed monitoring series products, the warehousing efficiency is expected to be increased by 50% and the packaging efficiency by 30%. Meanwhile, the annual consumption of papers and plastics can be reduced by 10 tonnes by introducing cutting-edge environmental protection materials, plastic reduction design, structural optimization, etc.

While achieving lightweight, convenience, environmental protection and efficiency, we strengthen protection for fragile packaging in transportation in response to challenging logistics scenarios, ensuring better protection and safe delivery.

In the future, with the DFL applied to more new and existing products, logistics are expected to be further improved for a better customer experience.

In addition, Mindray keeps promoting self-test capability. We participated in drafting and providing feedback on the Provisions for Administration of Self-Test for Medical Device Registration issued by the National Medical Products Administration in 2021. Meanwhile, our reliability laboratory applied for and obtained the ISO 17025 certification from CNAS in 2007. With the introduction of the self-test management regulation, our laboratory can also provide domestic registered testing services.

After the release of the draft self-test management regulation, the Product Safety Department reviews the internal self-test system to identify gaps and promote the establishment of the Company's self-test registration. Moreover, we work with the Quality Management Department to develop an internal self-test process system. In addition to improving the existing MIS and IVD self-test, we lead and assist in the construction of PMLS and reagents self-test capabilities. In 2022, we successfully piloted the first registered self-test for ultrasound products and obtained the Group's first self-test registration certificate.

By enhancing self-test capabilities, we have made great strides in areas such as test process, test reliability and competence of the personnel in charge of the test. In the future, we plan to implement self-tests for more projects in addition to pilot projects and continuously develop and improve practical skills in risk management, functional safety and usability.

For products in the online maintenance phase, we coordinate departments, including Design, Raw Materials, Production, and User Service, to rectify the quality issues presented by the client. Taking immune reagents as an example, the User Service Department is responsible for summarizing quality issues of certain calibrators and kits at the client. The Design and Production Departments are responsible for analyzing the major findings and implementing precise control of raw materials, processes and other aspects to eliminate quality issues. Automatic filling is employed during the production process to improve product quality. With automatic detection and removal, we ensure consumables such as reagent bottles meet quality requirements before liquid filling.

## Collaborative production management

Mindray strives for "high-quality and low-cost" manufacturing to support the development strategy of "globalization through diversified products and product lines". Besides, Mindray insists on the strategies of building an integrated supply chain, pursuing intelligent manufacturing and developing a global supply chain to improve manufacturing capability. Mindray's intelligent manufacturing transformation is supported by automation, informatization and intelligence. We integrate production elements, such as personnel, machinery, materials, methods and environment of the supply chain, into all processes, including demand planning, plan design, material procurement, production, warehousing management and logistics. We improve data-driven lean management through automation, informatization and intelligence to provide more competitive deliverables and safeguard better operational efficiency and product quality.

In terms of production collaboration, we keep promoting technological innovation. Based on the idea of automated assembly lines, the new technique is able to eliminate instabilities at different processing points during production. Manual testing has been replaced by automated testing to reduce uncertainty and improve the credibility of the test results and product quality and safety.

In addition, in accordance with regulations such as the *Instrument and Equipment Management Procedure*, we conduct equipment lifecycle management from demand collection, equipment procurement, design, verification, confirmation, maintenance, and calibration. During production, we implement safety and quality requirements from product technical requirements into production processes and perform precision and reliability requirements for equipment into equipment management practices. We maintain production equipment and calibrate measuring equipment regularly to ensure the safe and effective operation of the equipment and support product safety and factory inspection. In doing so, we achieve product quality assurance throughout the whole process from development to manufacturing and ensure that all outgoing products meet safety, performance and quality requirements.

### Improvement in efficiency and quality through intelligent manufacturing and test systems

An AED end-to-end intelligent manufacturing solution is a comprehensive solution designed to improve production efficiency and quality through automation and digitalization. Covering the whole product manufacturing process, the solution has visualized various production elements, including production progress, quality and equipment status, and environment monitoring, to improve the effectiveness of quality control.

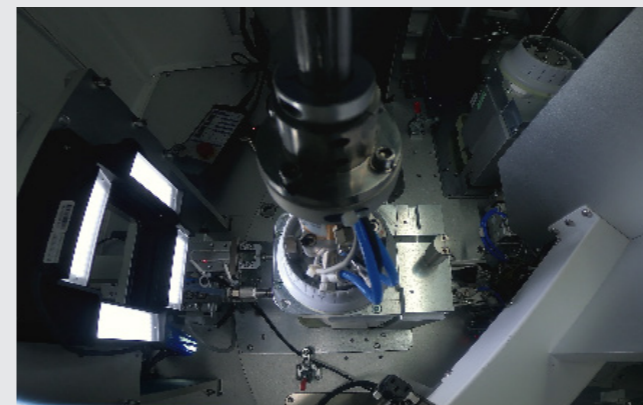
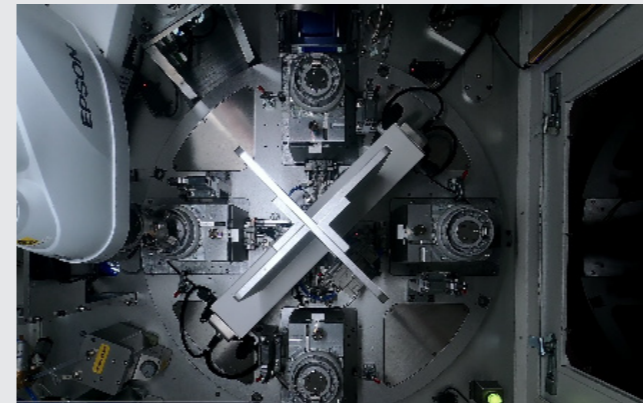
Moreover, the solution has adopted the module design, covering units of assembly, labelling, visual inspection, and packaging. These units are characterized by flexible production, rapid assembly and maintenance, variability, and higher reusability. In addition, the solution focuses on humanistic care. It follows the principle of motion economy to reduce labour fatigue intensity. By adopting noiseless tapes and rollers, noise reduction has been implemented on the automatic packaging lines to optimize the working environment.



■ End-to-end intelligent solution

### Automated test system for anaesthetic evaporators

The automated testing system for anaesthetic evaporators is a full-automatic testing platform with a four-station rotating-disc design. The system covers many processes of evaporator products, such as software download, accuracy calibration, handwheel laser engraving and FQC testing of evaporator output concentration, realizing the fully-automatic testing of evaporators.

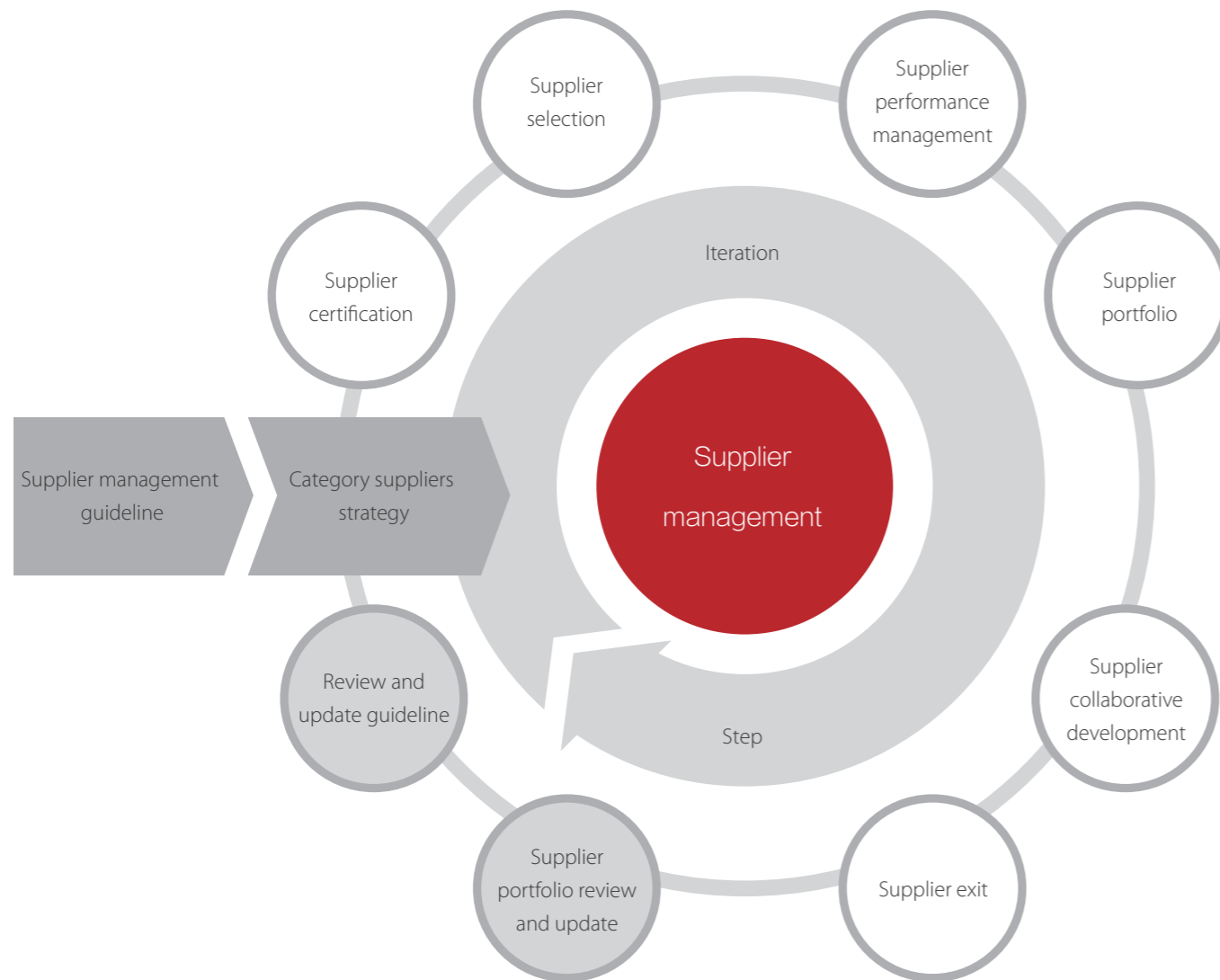


■ anaesthetic evaporators

With the overall production process optimisation, efforts are made to minimize process interruptions and upgrade all manual testing to automated testing. Furthermore, the key process data are recorded and saved automatically, with test reports generated at one click. This solution has increased evaporators' per capita test capacity by 3 to 4 times and standardised the evaporator output concentration. With the solution, we have collected certain process data that could not be collected through manual testing and improved the quality traceability of evaporators to support subsequent quality improvement.

# Collaborative supply chain management

The quality, resilience and sustainability of the supply chain are critical to Mindray's production and operation. To improve the overall competitiveness of the supply chain, we need to achieve an internal integration of all processes and a synergy of R&D and marketing to strengthen flexibility, thus realizing sustainable corporate value.



## Suppliers' lifecycle management

Following the Supplier Management Procedure, the Supplier Certification Work Guide and the Supplier Performance Assessment Guide, Mindray manages and supervises suppliers' lifecycle to optimize processes workflows, clarifies supplier management's value and continuously strengthens supplier compliance management. Meanwhile, we avoid or mitigate the potential negative impact of suppliers on society and the environment, and build sustainable partnerships with our suppliers.

Besides, in order to promote an efficient and effective total quality management system, in 2022, the Group conducted targeted quality training for procurement management personnel according to quality regulations and standards in different countries and requirements of procurement business. Furthermore, such measure enhances the compliance of the procurement quality systems, improves supplier auditing and coaching capabilities, and strongly promotes supplier management and material quality improvement. As of 31 December 2022, 98% of Mindray's tier 1 suppliers had been certified by ISO9001 or ISO13485.

## Supplier admission and distribution

To ensure a scientific procurement management system, we have signed documents, such as the *Procurement Cooperation Framework Agreement* and the *Supplier Quality Assurance Agreement* with our suppliers, based on the principles of fairness and justice. In order to make continuous progress in internal decision-making management, we have built a three-level procurement management committee structure covering multiple functions such as R&D, planning, procurement, marketing, finance, and supervision. We make collective decisions on supplier admission, selection, evaluation and elimination in a stratified manner. By establishing a stratified management system, we evaluate the whole supplier management process and incorporate core elements such as financial health, environmental safety, related party relationships and quality system into the supplier evaluation system. Furthermore, we implement sustainability requirements in our daily supply chain management.

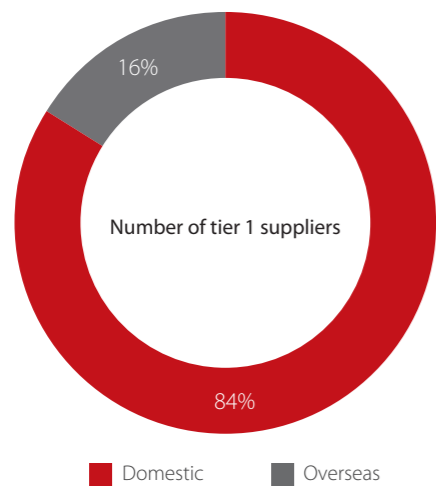
In 2022, we optimized our supplier portfolio management rules, adding evaluation criteria for environmental and social responsibility dimensions to the existing parameters of technology, quality, delivery and cost. In addition, we prepared the *Supplier Social Code Compliance Questionnaire* to conduct compliance surveys. Meanwhile, the Group has set environmental and social responsibility thresholds for strategic and preferred suppliers, aiming to drive their continuous progress in the environment and social responsibilities and comprehensively optimize the supplier pool.



### Supplier cooperation principles

- We insist on the principles of openness, fairness and justice. Suppliers are evaluated and determined by the "Group Procurement Committee". We also sign anti-corruption and anti-bribery agreements with suppliers to avoid potential corruption risks.
- We incorporate policies concerning human rights, environment and society, and diversity into the supplier review procedure. We give priority to the suppliers with disabled employees and female management when their qualifications are comparable.
- We advocate and prefer the suppliers with green qualifications, including but not limited to ISO 45001, ISO 14000 and SA 8000.
- We employ strictly packaging requirements to avoid product quality risks from the suppliers, while encouraging the use of green and recyclable packaging boxes.
- We give priority to the suppliers that are geographically close to us or easily accessible and those with delivery to the lowest extent under comparable qualifications, in a bid to minimize the environmental impact of transportation.

As of 31 December 2022, the Company's suppliers had been distributed as follows:



## Supplier assessment and audit

Following the *Supplier Performance Assessment Guide*, we conduct supplier evaluation from multiple dimensions, namely quality, delivery, technology, cost, and social and environmental impact. Specifically, we evaluate the delivery and quality of suppliers on a monthly basis, evaluate their costs and technology on a quarterly or semi-annual basis, and perform a comprehensive assessment on an annual basis. We issue SCAR (Supplier Corrective Action Request) and SP (Supplier Performance Improve Request) to suppliers for ongoing supervision of their quality-enhancement efforts. Through SCAR and SP, we provide suppliers with continual counselling and rectification suggestions to help them improve quality, and no supplier with major quality problems was identified this year. Based on performance assessments of suppliers, we categorize suppliers into strategic, preferred, conditional, and prohibited suppliers. Through targeted optimization of the supplier pool every year, we begin with supplier management to control the quality risks in the supply chain, ensuring product quality and safety.

Meanwhile, we have established a supplier auditing procedure. We regularly review issues concerning product safety and quality assurance of tier 1 and tier 2 suppliers in line with the *Guidelines for Supplier Review of Medical Device Manufacturers*, the *Procurement Cooperation Framework Agreement* and other documents. According to the procedure, we identify key suppliers through down-top troubleshooting and top-down auditing of key elements. We require and guide suppliers to rectify the issues identified for re-evaluation and regularly review the identified weaknesses to enhance supply chain management.

In 2022, we conducted audits for all suppliers in line with the *Supplier Management Procedure*, including 95 on-site audits for new suppliers and existing suppliers that required re-evaluation. At present, we have applied environmental and social assessment standards to screen and audit all of our new suppliers.

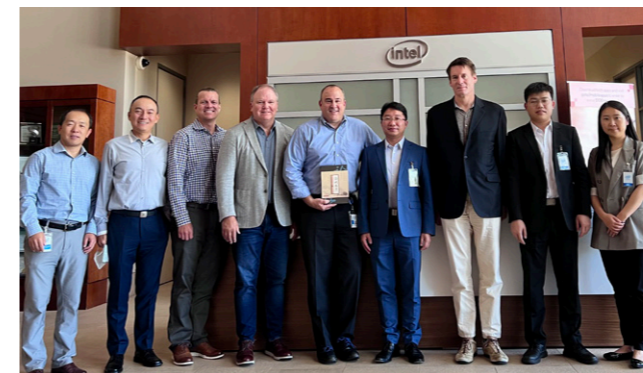
## Supplier communication and collaboration

We conduct Quarterly Business Review (QBR) meetings with our suppliers and communicate performance assessment results, supplier development directions, and issues encountered in cooperation with their senior management. We push forward the

system optimization and bottleneck resolution and establish a long-term and healthy strategic relationship.

In the future, we will continue holding supplier conferences and supplier quality conferences to promote Mindray's ESG requirements for suppliers. In addition, we will include environmental and social responsibility indicators in supplier performance assessment and refine our supplier portfolio rules.

In 2022, the Procurement Department visited suppliers in Europe, the US and Japan, strengthening connections with overseas suppliers and ensuring that domestic and overseas partners were fully aware of the collaborative supply chain management requirements.



Group photo with overseas suppliers

785

supplier communications through QBRs, technical communication conferences

658

supplier training sessions

In 2022, Mindray organized a total of **785** supplier communications through QBRs, technical communication conferences, etc.

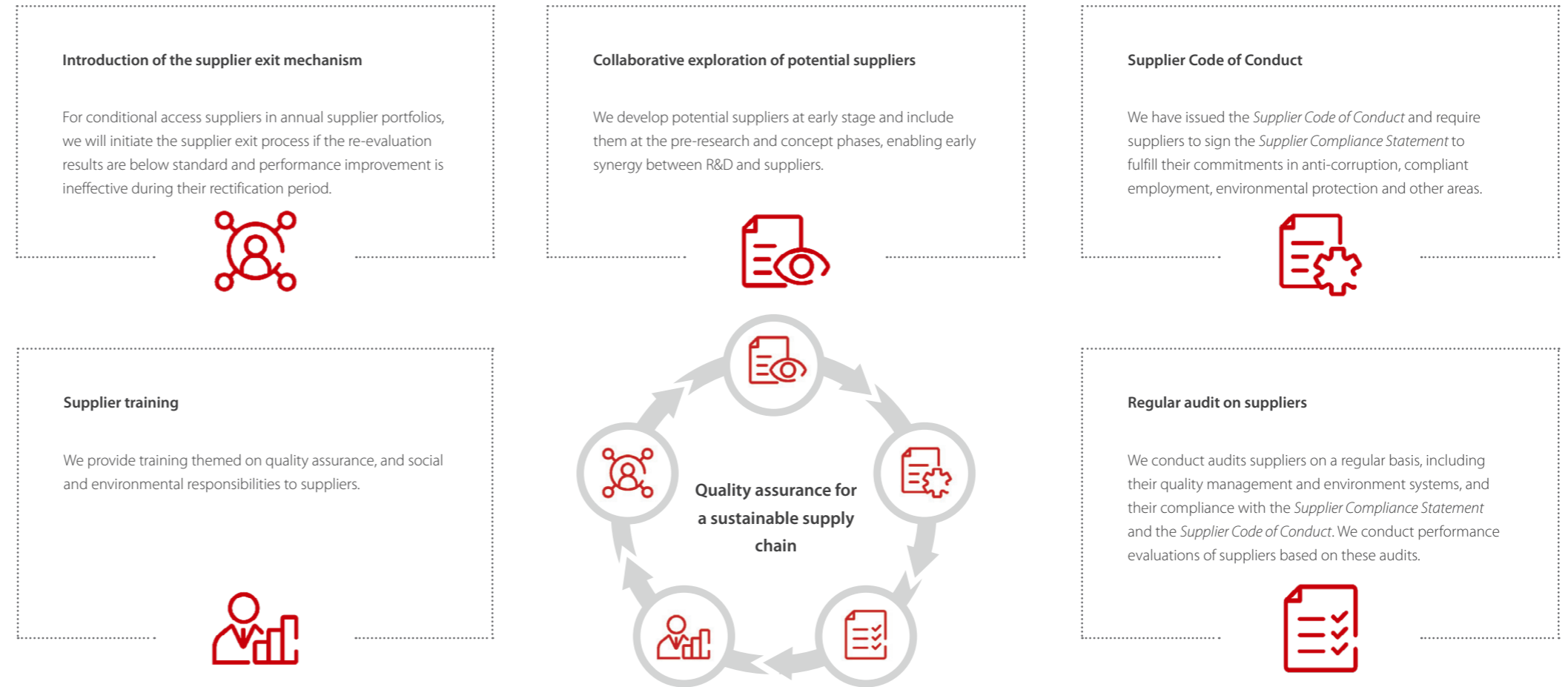
A total of **658** supplier training sessions covered topics such as quality systems and relevant laws and regulations.

## Sustainable supply chain

Mindray takes the initiative to undertake sustainability responsibility and actively urges suppliers and partners to fulfil their environmental and social responsibilities. During the year, we have formulated the *Supplier Code of Conduct* as a basis for the compliance operation of suppliers, covering 6 key areas of human rights, fair labour conditions, health, safety and environmental management, materials compliance and conflict minerals, business ethics, and safe business operation. Moreover, to improve supply chain sustainability, we include supplier compliance as an assessment indicator in procurement. All suppliers of Mindray have signed the *Supplier Compliance Statement*, under which they are committed to complying with the *Supplier Code of Conduct* and receiving relevant education and training.

In addition, we evaluate the environmental and social impacts of suppliers through annual supplier re-assessments, collections of environmental certifications, and conflict minerals surveys. Unique incentives (e.g., bonuses, preferred supplier scheme, priority in bidding) are granted to the suppliers who excel in fulfilling environmental and social responsibilities. In 2022, we conducted inspections of all suppliers in tier 1 and tier 2 through questionnaires, third-party assessments and on-site audits. Meanwhile, we have assessed the environmental and social impacts of 310 suppliers in recent years, and no potentially significant negative social and environmental impacts were noted.

### Quality assurance for a sustainable supply chain



# Responsible sales and marketing management

Mindray stays true to the vision of "Better healthcare for all" and gives top priority to the well-being of users. Regarding responsible sales and marketing, we obtain information on the proper use and disposal of our products to help customers make appropriate decisions. In this way, we avoid any negative impact on our brand value due to false information and ensure to provide customers with quality products and services. Besides, we regulate distributors' sales and marketing and other publicity activities to guarantee the product performance promised by Mindray. We fight against illegal online sales of our products to avoid infringement risks. In the future, we will constantly follow our responsible marketing policies and actively practice social responsibility strategies.

## Sales and marketing management policy

In order to ensure the full implementation of the responsible sales and marketing policy, we have formulated the Responsible Marketing Policy of Shenzhen Mindray Bio-Medical Electronics Co., Ltd. The policy defines the compliance of the Group's sales and marketing activities with laws and regulations, as well as the marketing, advertising and sales systems of the Group. We have formulated the Code of Conduct and Ethics, the Guidelines for Sales and Promotion Practices and other regulations to serve as marketing personnel's principles and codes of conduct in sales and promotion activities. Besides, a sales and marketing compliance group has been set up to comprehensively and systematically review the compliance of sales and marketing campaigns at regular intervals. In addition, we are subject to regular audits from our Internal Audit Department and make rectifications in accordance with relevant audit opinions.

Furthermore, we have developed multiple regulations and management measures, including the Marketing System Information Security Management Regulation, the Marketing

Conference Platform Management Specification, and the Marketing Systems Distribution Channels Management Regulation. We strictly controlled the audit process of the printing and external dissemination of publicity materials. Relevant systems and materials have been reviewed by business departments, laws and regulations, intellectual property rights and other relevant functional teams to ensure consistency with description in promotional content and consistency with actual businesses. Meanwhile, a regular internal departmental self-audit and cross-departmental audit mechanism were set up for the promotion of international markets in an effort to ensure that both domestic and international marketing are subject to audit constraints.

In order to implement our standardized management requirements and maintain the brand image, the sales compliance group provides training on responsible marketing policies for all employees. It offers practice training on responsible marketing to the marketing personnel to ensure that they are fully aware of and familiar with the requirements of responsible sales and marketing.

## Distributors management and regulation

Mindray collaborates with distributors to provide customers with accurate, consistent, professional and responsible marketing services. For distributor's marketing and publicity activities, the responsible departments issue standard guidance on the code of conduct for distributors. The Company adopts different due diligence schemes for distributors based on risk assessments. Distributors who fail to meet the standards will not be contracted for cooperation. Besides, the downstream Market Department and responsible departments continuously offer standardization suggestions in daily communication. In the future, we will also include binding clauses on marketing and advertising promotion in the distributor's agreement.

## Online marketing management and fighting against counterfeit products

In recent years, Mindray's products have been the target of counterfeiting or unauthorized distribution in some areas. These products may impair the reliability of product testing results, and in some cases, potentially endanger patients' health. In order to protect the legitimate rights and interests of consumers from infringement, we take effective measures to fight against the counterfeiting of our products or the refurbishment of our abandoned products. In 2022, a total of 15 counterfeiting cases were completed, with our domestic Legal Department playing a leading role, all of which were civil prosecutions.

We also continue monitoring risky behaviors (eg. email fraud, counterfeit websites, showcase or sell Mindray products online without authority) among online channels (eg. unauthorized distributor's websites, third-party e-commerce platforms, social media, etc.), thereby combating infringement and fraud. In 2022, we revved up efforts in brand protection. We carried out a series of actions to reduce the possibility of criminals' fraudulent use of our brand, includes brand domain protection , tackling counterfeit websites etc.

Till end of 2022

We own 224 brand related domains in total, including:

- General domain maintained: 136
- Protective registration newly added: 84
- Domain reclaimed: 4

Set up digital monitoring mechanism and successfully tackled 42 high-risk cases, protected our brand.

# 12

marketing courses for the employees in the marketing system

# 8,205

hours in length

# 15,502

participants trained on responsible sales and marketing policies

# 96.3%

coverage rate of the training

In 2022, a total of **12** marketing courses were provided for the employees in the marketing system, covering the topics of employee compliance and information security, anti-corruption and anti-bribery compliance, EU's "Sunshine Act", etc. The training sessions were **8,205** hours in length, with **10,015** participants.

The Group offered training on responsible sales and marketing policies to all employees, with a total of **15,502** participants and a coverage rate of **96.3%**

# Collaborative customer service management

"Align with our customers" is one of Mindray's core values. We have established a comprehensive customer service system. Relying on rich experience in customer services, we have optimised the service mechanism by continuously bringing excellent products to the market by digging into customer demands, conducting customer satisfaction surveys and actively handling customer complaints. We have also safeguarded customer information security to provide customers with safe and innovative products and services.

## Customer service management

Mindray has established a complete after-sales service system in strict accordance with the Service Management Procedure, constantly enhancing service quality in practice. To better understand customer demands, we have built a CRM complaint platform and a demand management platform to collect customer feedback and suggestions. We have also set up an IT network platform to extend our reach and obtain extensive customer feedback. We have promptly responded to complaints with remedial and preventive measures, internally analyzed customer demands, and made plans for incorporating the feedback into new products.

We also developed customer services relying on our quality system management experience in engineering and fruitful clinical research outcomes. We strived to meet the comprehensive and tiered demands of the departments, maximizing the device performance while helping improve physicians' clinical medical level.

The Call Center is responsible for managing customer service hotlines, providing 24 × 365 hotline services to address customer needs around the clock. It also handles declaration processing works, such as acceptance, remote diagnosis, employee dispatching, tracking and customer follow-up. The Call Center uses the escalation mechanism to manage eligible major complaints until they are all handled.

In 2022

197

Annual complaints about products and services

100%

response rate for complaints

100%

overall satisfaction for complaints

## Remote IoT services improved customer experience

In 2022, we established a remote service platform (iService) based on Internet of Things (IoT) technology, greatly improving customer experience and service efficiency.

On the one hand, customers could conduct "one-button repair" on the remote platform, obtaining faster and more direct services. Currently, the coverage of remote services has increased from 6.3% to 56.7%. Over 3,700 service calls were directly addressed by remote desktop support, satisfying customers' pressing needs in a timely manner. With remote technical support, our employees accurately diagnosed faults before field maintenance for more than 3,900 service calls. The one-time fault solution rate was effectively improved while reducing customer maintenance time.

On the other hand, we managed the device's health on the remote platform, reducing the outage rate and customer downtime. On the premise of operating the device stably, the health model was applied to our immune products to monitor

the device's status information, such as service life and quality control of consumables. We actively conducted on-site inspections for the device and dispatched employees to check its use to avoid breakdown. Since the launch of the remote platform, we have provided precise services and thus reduced our clients' downtime by 49,666 hours. We are committed to continuously reducing potential downtime for our clients, ultimately ensuring that patients receive effective test results in the shortest possible time.

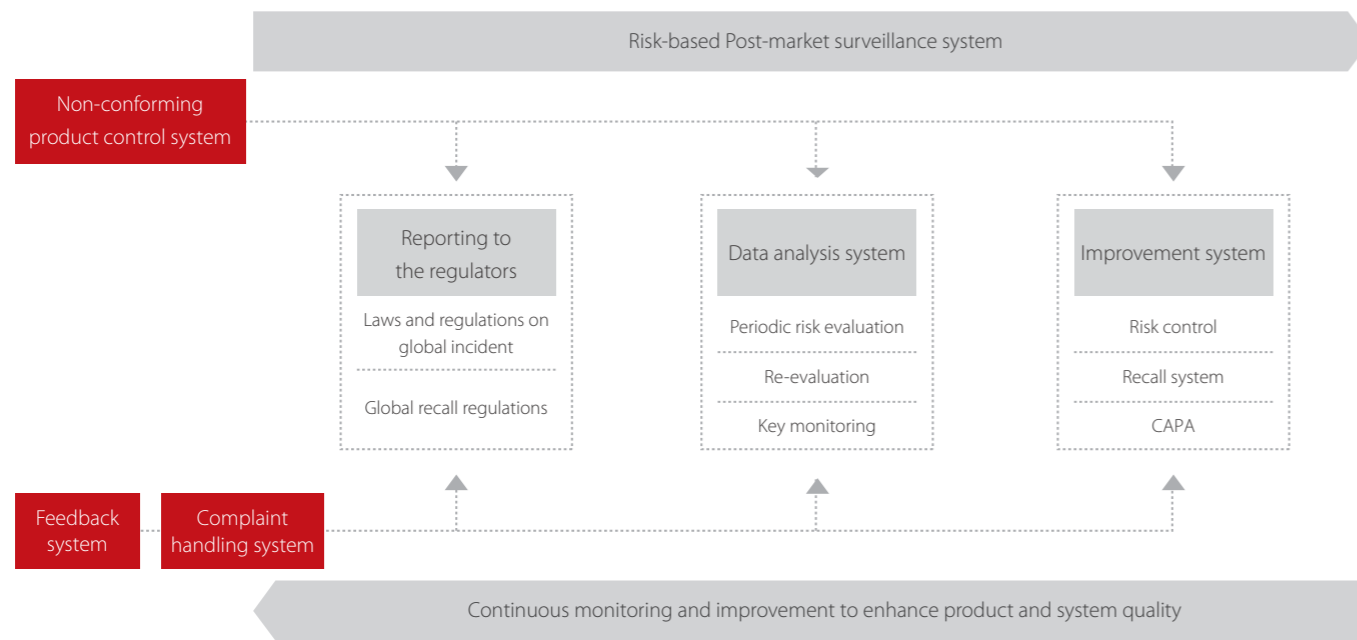
## Post-market surveillance and management

Mindray values and constantly protects the health and safety of customers. Adhering to the principle of "Early Detection, Early Decision-Making, and Early Resolution", the Company has taken active risk management measures and built a system for product lifecycle risk management. Furthermore, the Company have continuously monitored the effectiveness of these measures by product risk identification, evaluation and control. In addition, we have built a set of Post-market surveillance systems and complaint-handling systems applicable to different countries and regions worldwide to ensure that all customer complaints are handled in a timely and appropriate manner.

We have set up an independent and professional Post-market surveillance and management team under our Quality Center, which is dedicated to incident monitoring and product recalls, and constantly improved the Post-market surveillance system in accordance with relevant internal management rules. In 2022, we continued with complaint handling, incident monitoring and recalled reporting according to the procedures. We introduced the data statistics of call rate (passive service rate of products sold) and post-marketing data monitoring.

To intensify the deep analysis and use of quality data, we have developed the big data platform for reagents in the IVD reagent production line. Employing the data centre architecture integrating SAP data warehouse (BW4/HANA) and big data lake (Cloudera Hadoop), the big data platform can automatically analyse the single-point problems and trends of reagent quality data. This platform provides visual presentation and pushes abnormal results, thereby driving the closed-loop quality improvement in a more effective way.





In 2022, the Group initiated a total of **4** product recalls, all of which were voluntary, and no serious injuries or fatalities were caused by product defects. No quality supervision warnings were received from regulators concerning our products and services.

## Customer satisfaction survey

We attach importance to understanding customer needs and take measures such as monitoring the service quality and strengthening customer complaint handling to continuously improve the service quality and customer satisfaction. We follow up with customers for their feedback on each work order of installation and maintenance services using SMS, WeChat, etc. For service work orders that cannot be followed up online, we arrange full-time after-sales service personnel in our Call Center to contact customers via the 400 service hotline to assure service quality and improve customer satisfaction.

On 16 July 2022, at the "12th China Medical Devices Industrial Data Release Conference and China Medical Industry Development Forum" jointly sponsored by the China Medical Devices and industrial authorities in medical health, the Group won a total of 10 first places in the comprehensive ranking of production lines with a retention rate  $\geq 10\%$ . Further, the monitoring products obtained the first places in all dimensions of market retention rate, after-sales service satisfaction, training satisfaction, intentional repurchase rate, and net promoter score.

## Customer information protection

Protecting customer information and preventing data leaks is one of the important goals of the Group's information security. We have reviewed and defined the asset value of information according to *ISO/IEC27001 Information Security Management System* and *ISO/IEC27701 Privacy Information Management System*. We have established and smoothly implemented a series of policies on information security and privacy protection, with an aim to integrate the requirements for information security and privacy protection in business activities and embrace continuous improvement.

- 01 Manage customer data by the industry-leading Field Service Management (FSM) system and Customer Relationship Management (CRM) platform.
- 02 Protect the security of customer data by a new generation of Data Loss Prevention (DLP) system and effective technical control methods.
- 03 Ensure the effective operation of the system through ISO/IEC 27701 information security management system certification and ISO/IEC 27701 privacy information management system certification, annual third-party external system audit and the Company's internal audit, and quarterly effectiveness measurement of system.
- 04 Provide annual training on information security and privacy protection to improve customer information protection awareness of employees and third-party partners.
- 05 Regulate the customer privacy protection behavior of the third-party partners by signing service cooperation agreement with them.

# GREEN DEVELOPMENT

Mindray integrates the concept of green development into its business strategies and daily operations. By analyzing climate-related risks and opportunities, reducing energy consumption and wastes, saving resources, and advocating green office, we take the initiative to undertake environmental responsibilities to drive green development, and promote harmony between mankind and nature.

### Issues of concern in this section:

- EHS policy and management
- Green operation
- Climate change

### SDGs in this section:



# EHS policy and management

Mindray strictly follows the *Environmental Protection Law of the People's Republic of China* and other laws and regulations of countries and regions where it operates, and develops and implements a series of environmental management systems involving the *Environmental Management Procedure*. We regulate ourselves to a standard higher than that required by regulatory authorities.

Led by the policy of "implementing advanced technology and scientific management to prevent pollution and protect environment", we effectively achieve a sound environmental management, and ensure our operations are in line with the well-being of our stakeholders as a joint result of EHS governance structure, management system as well as system evaluation and certification. In addition, climate change remains our main concern. Through cutting-edge technologies and scientific management, we are committed to saving energy and resources, reducing pollutants, and achieving low-carbon operation for green development.

## EHS governance structure

Adhering to the principle of "putting equal emphasis on business management and EHS governance" and the guideline of "unified leadership, local supervision, responsibility implementation, hierarchical management, targeted guidance and full participation", the Company has established an EHS governance framework.

The EHS Committee is the highest decision-making body for the Group's EHS management affairs, which is headed by the General Manager of the Group (a member of the Strategy and Sustainability Committee). The Executive Deputy General Manager of the Group (also a member of the Strategy and Sustainability Committee) serves as Executive Director of the Committee, with the head of each business department, Safety Director, and Chairman of the Labor Union as members. The EHS Committee is responsible for regular decision-making on EHS affairs, including EHS strategies, policies and goals, as well as monitoring, inspecting, evaluating and making decisions on the Company's EHS management. In addition, Mindray has set up EHS Professional Committee, including

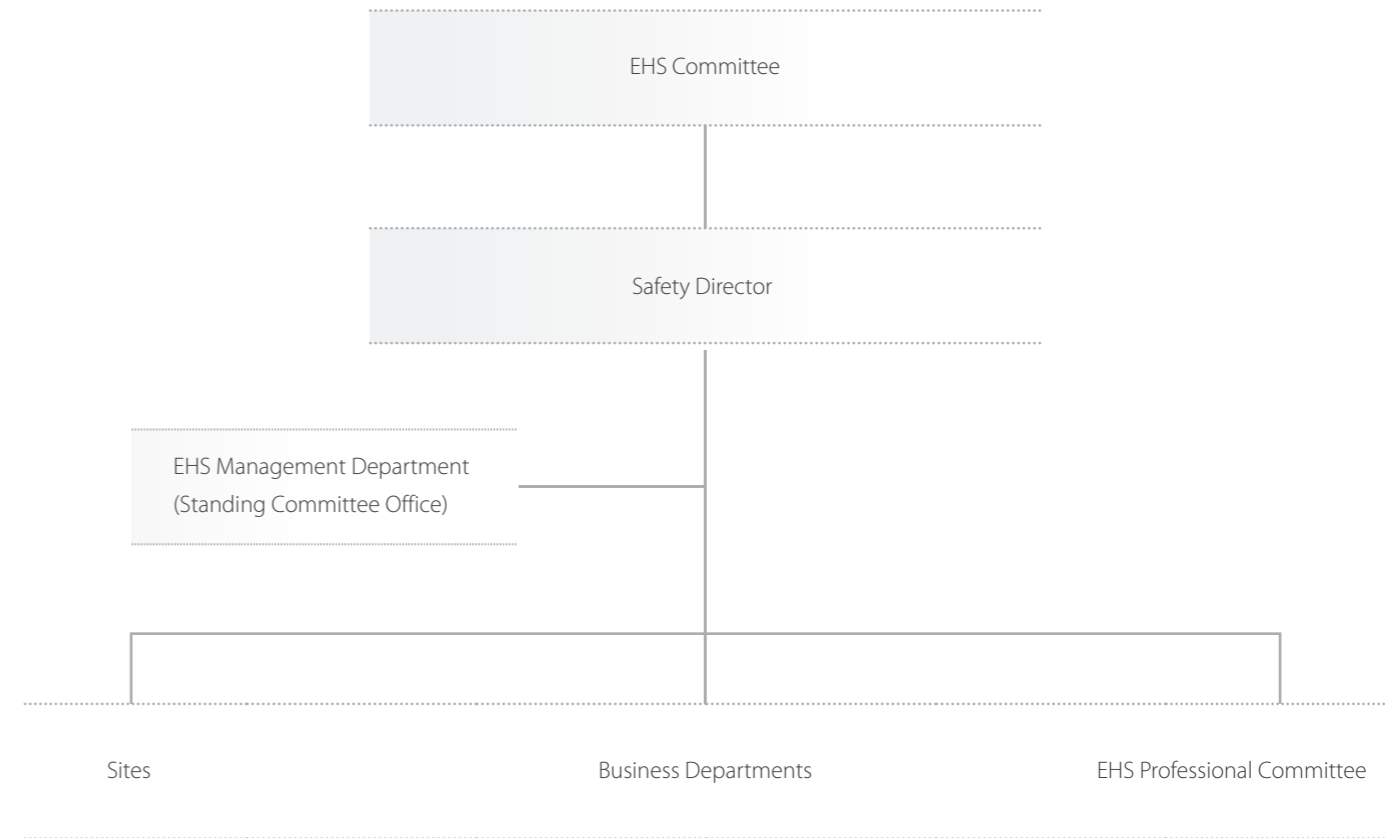
sub-groups for environmental dangerous goods, biological safety, etc., responsible for providing technical support and improving technical standards. Each site and business department has established an EHS governance structure accordingly to implement EHS policies, goals and other management requirements.

## EHS management system

In order to comprehensively prevent and control EHS risks, Mindray has developed a clear EHS policy to ensure effective guidance on the EHS management system.

We continuously identify applicable EHS laws, regulations and other requirements. With reference to peers' best EHS practices, and based on our business characteristics, we review and improve our management policies, standards and EHS performance requirements on an annual basis. We have developed internal management documents under the framework of the *EHS Manual* based on ISO14001:2015 environmental management systems-requirements with guidance for use and ISO45001:2018 occupational health and safety management systems-requirements with guidance for use. We have established and continuously optimize the EHS management system framework, with "leadership and worker participation" at its core. Continuous improvement in management performance is achieved through planning, operation and assurance, performance monitoring and improvement.

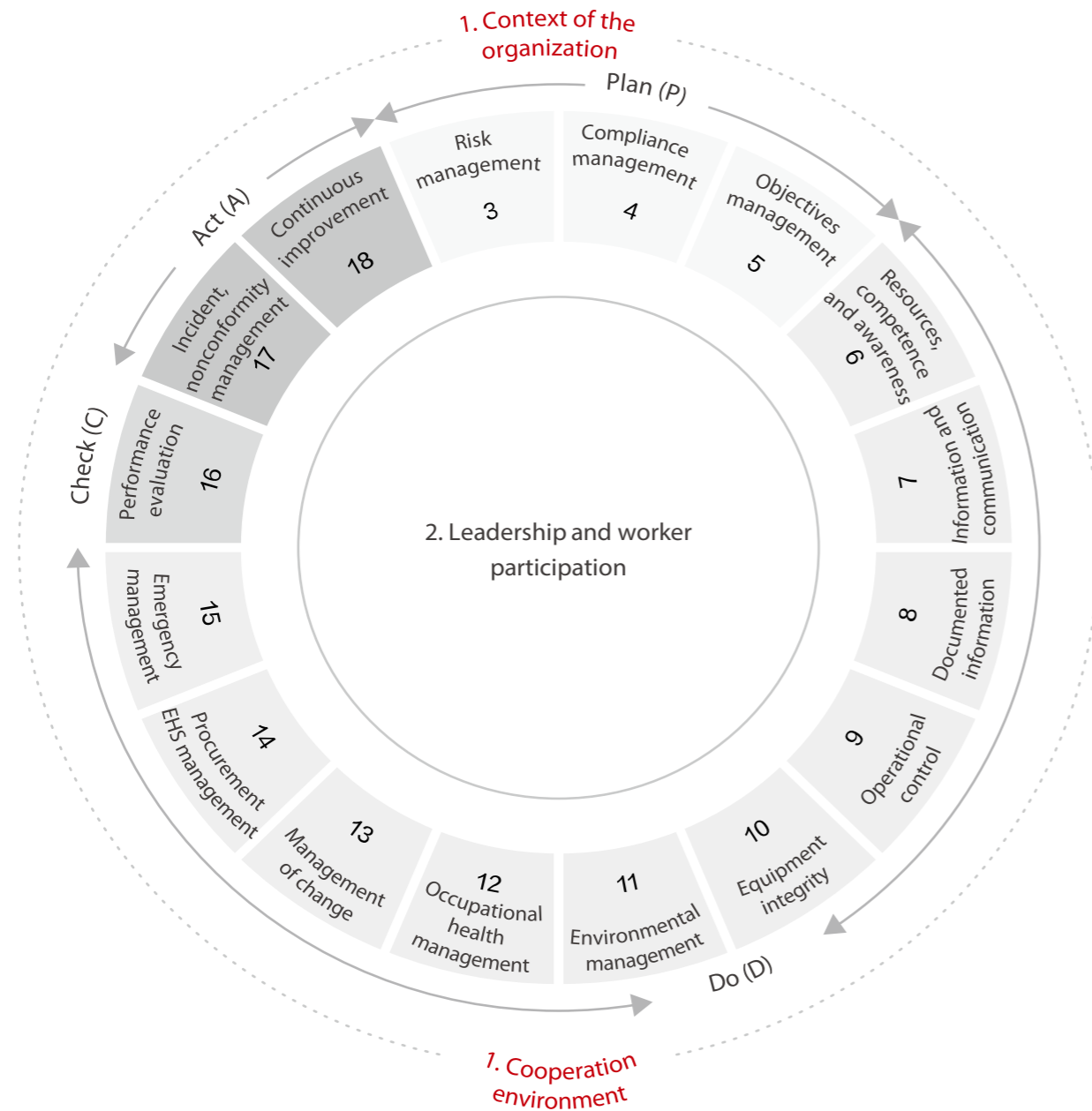
We also regularly assess the EHS risks of our business to ensure that all unacceptable environmental risks are effectively managed according to standards. At the same time, we also identify environmental emergency and hold regular training and drills to improve our emergency response capacities.



### EHS policy:

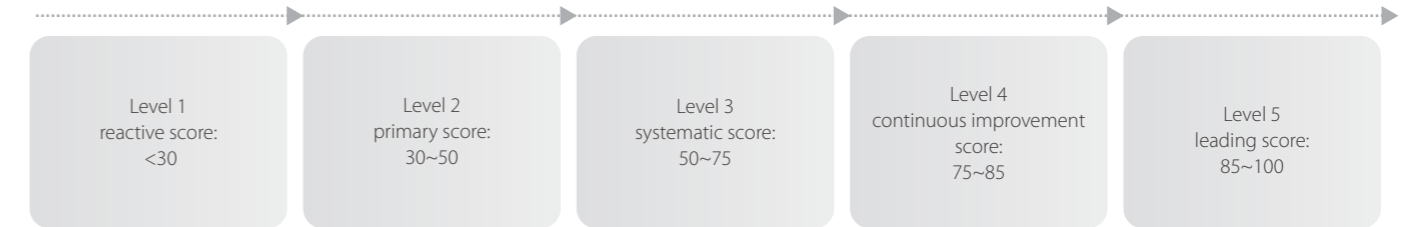
- Implement advanced technology and scientific management to eliminate hazards, reduce occupational health and safety risks, prevent pollution and protect environment;
- Provide safe and health working environment to protect workers from injury and illness;
- Comply with legal requirements and other requirements, continually improve EHS management systems;
- Promote full participation, actively negotiate with workers on EHS affairs, cultivate a culture of "BE SAFE" and improve EHS performance.

EHS management system framework

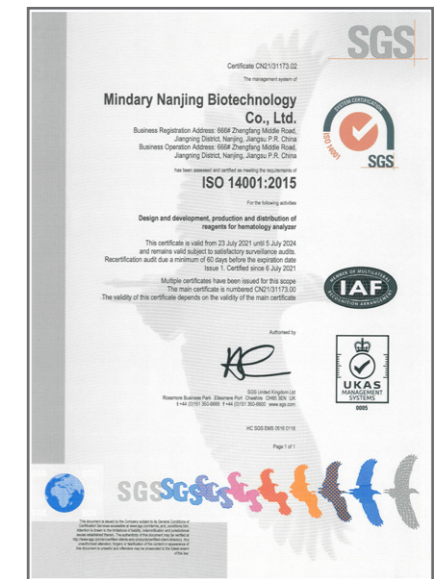
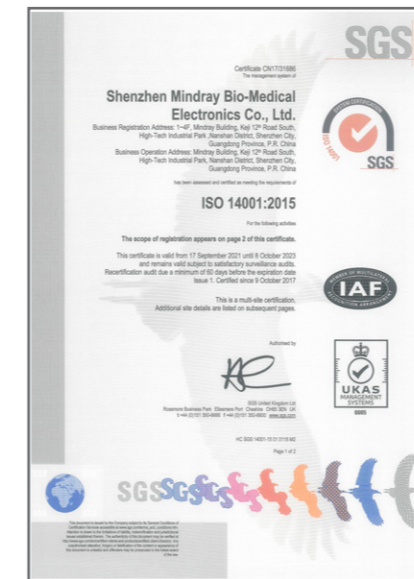


System evaluation and certification

In 2019, Mindray established a maturity evaluation system based on five levels: reactive, primary, systematic, continuous improvement, and leading. In accordance with the requirements of continuous improvement, to meet the needs of business development and new laws and regulations, we continue to optimize the system maturity auditor method to best reflect the EHS management performance of each territory. In 2022, the internal audit confirmed that Guangming Manufacturing Center, the group's headquarters and main production base, remained at the system maturity level of "continuous improvement".



We actively engage in third-party certification activities to promote the implementation of environmental system certification at all bases and subsidiaries. In 2022, the Group's headquarters and its main production base, Guangming Manufacturing Center, along with Nanjing Production Base, continued to pass ISO 14001 certificate surveillance audit. In 2023, we plan to have three subsidiaries apply for and pass third-party environmental management system certification.



ISO 14001 Environment Management System Certification

# Climate change

The *Special Report on Climate Change and Health* released by the World Health Organization (WHO) states that climate change poses the greatest threat to human health. With the vision of "better healthcare for all", Mindray has made climate change one of its most important issues for sustainable development. Referencing the framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD), we have identified and managed the climate risks and opportunities relevant to our business to better control the Company's greenhouse gas (GHG) emissions and increase enterprise resilience to extreme weather, thus realizing low-carbon operation and promoting the green and sustainable development of the society.

## Response to extreme weather

To systematically manage climate change-related risks and opportunities, the Strategy and Sustainability Committee under the Board conducts research and provides guidance on issues related to sustainability, including how to cope with climate change. The ESG Executive Committee has been set up under the Strategy and Sustainability Committee, which is headed by the Executive Deputy General Manager of the Group (also serving as a director and member of the Strategy and Sustainability Committee), responsible for formulating strategic plans and goals, including those for dealing with climate change. The Green Development Sub-committee under the ESG Executive Committee is responsible for identifying risks and opportunities related to climate change, suggesting goals (including carbon goals) and action plans, etc.

This year, we identified the following climate change issues that may have a significant impact on the Group in 2 dimensions of physical risks and transition risks.

To build up the response capabilities to acute physical risks, the Group has formulated and implemented management documents such as the *Emergency Management Procedure* and the *Natural*

*Disaster Response Plan*, which regulate the prevention, monitoring and early warning measures in response to extreme weather events, and specify the emergency response and rescue measures and aftermath work plan for weather disasters. In addition, we also conduct regular emergency drills to enhance our staff's understanding of emergency procedures and practical skills to ensure that we can respond efficiently and effectively to extreme weather events.

Mindray continues to purchase key raw materials from a number of suppliers in various places, store key products in different warehouses and arrange production at numerous sites. In 2022, we upgraded the layout of our global supply chain in an all-around way, and there are currently five manufacturing bases located in Shenzhen (Guangming Manufacturing Center and Longhua Base), Nanjing, Wuhan and Dangshan. Beyond that, the commencement of Dangshan Mindray Medical Technology Industrial Park in April 2022 and Longhua Mindray Medical Technology Industrial Park in June 2022 was expected to further enhance the Group's business continuity.

Furthermore, based on our business development strategies and plans, we have identified the following climate-related opportunities in five areas, namely resource efficiency, energy sources, products and services, markets and resilience.

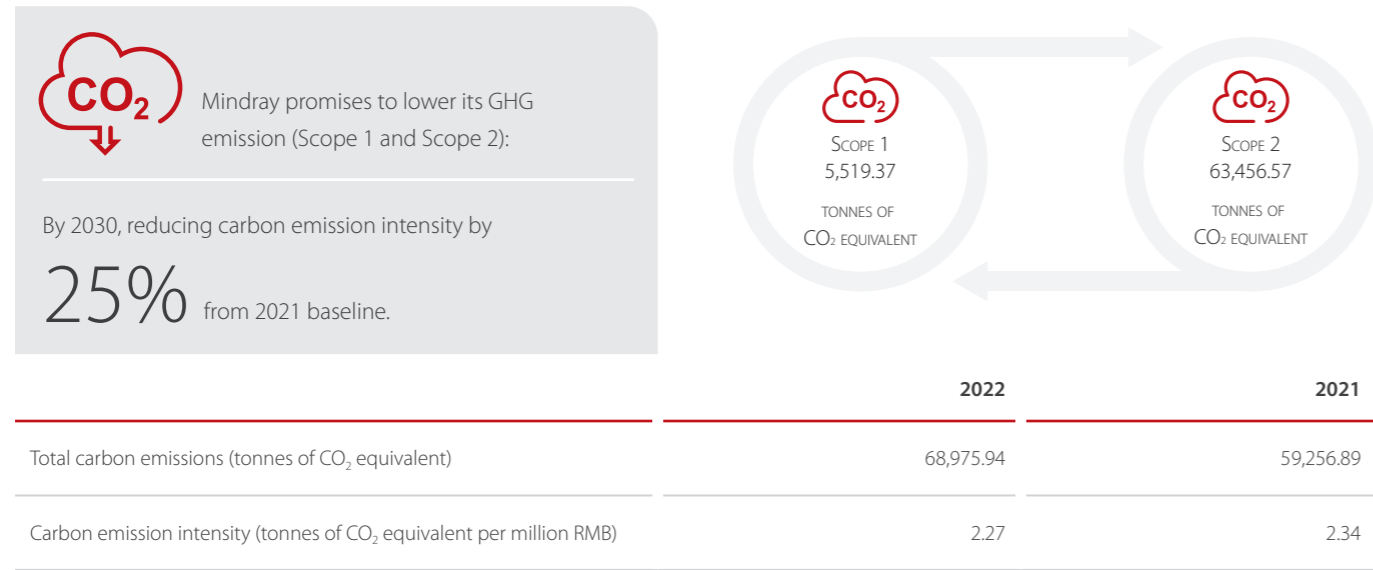


Types of risk		Potential impacts
Physical risks	Acute risks	<ul style="list-style-type: none"> <li>The increased frequency and severity of extreme weather events like hurricanes and floods may cause interruptions in the supply of raw materials, making it difficult to assure a stable supply of products and services, and leading to a decline in sales</li> </ul>
	Chronic risks	<ul style="list-style-type: none"> <li>Climate change may increase the risk of the epidemic spreading, resulting in employee illness and reduced labor availability, further disrupting production, lowering efficiency and cutting sales</li> </ul>
Transition risks	Emerging regulations	<ul style="list-style-type: none"> <li>The production base and headquarters in Shenzhen have taken part in the city's carbon emissions trading program. Currently, the carbon emissions from Shenzhen production base and headquarters are still within the quota. However, as business grows and the government changes the allocation of emission quotas, it might become necessary to purchase additional quotas, which would increase operating costs</li> </ul>
	Technology	<ul style="list-style-type: none"> <li>Over-investment or under-investment in the development of low-carbon products may lead to investment losses or missed opportunities</li> <li>A shift to renewable energy may result in higher initial construction costs</li> </ul>
	Market	<ul style="list-style-type: none"> <li>Customers' strong preference for energy-efficient and low-carbon products and the advent of alternative competitive products with lower environmental impact may lead to a decline in the sales of medical devices</li> <li>The replacement of existing products and services with lower emissions options may result in increased costs of transition to low-emission technologies</li> </ul>
	Reputation	<ul style="list-style-type: none"> <li>Growing stakeholder interests in green products or increased negative feedback on existing products as well as a deteriorating reputation may affect stock prices</li> </ul>

Types of opportunity	Responses
Resource efficiency	<ul style="list-style-type: none"> <li>Apply reclaimed water reuse treatment technology to improve the water use efficiency</li> <li>Use recyclable materials for product packaging</li> <li>Adopt more efficient transport modes</li> <li>Employ more efficient production and distribution processes</li> </ul>
Energy sources	<ul style="list-style-type: none"> <li>Formulate energy saving and emission reduction plans and actively monitor energy consumption data</li> <li>Use more green energy (such as wind energy and solar energy)</li> <li>Participate in carbon market</li> </ul>
Products and services	<ul style="list-style-type: none"> <li>Develop and/or expand low-emission products and services</li> <li>Shift consumer preferences (e.g., users prefer products with low energy consumption)</li> </ul>
Market	<ul style="list-style-type: none"> <li>Adopt governments' incentives</li> <li>Collaborate with colleges and universities for R&amp;D</li> <li>Encourage suppliers to improve raw materials and use environmentally-friendly materials</li> </ul>
Resilience	<ul style="list-style-type: none"> <li>Participate in renewable energy projects and adopt energy-efficient measures</li> <li>Seek alternative resources/Use diverse resources</li> </ul>

# Carbon emissions and energy management

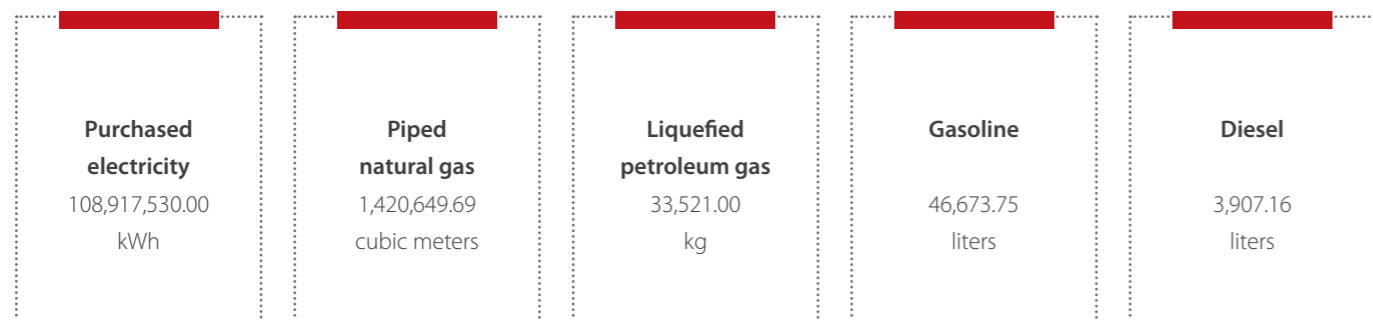
To achieve this goal, Mindray breaks down the carbon reduction targets by business departments each year and integrates their contributions to emission reduction into the performance assessment of each business department. The Company also sets a special GHG management budget for implementing its GHG reduction program.



Refer to Appendix III: Summary of Key Performance Indicators (KPIs) for statistical caliber (3)

The types of energy used by Mindray include electricity, natural gas, liquefied petroleum gas, gasoline and diesel, with electricity being the Company's main source of energy.

During the Reporting Period, the energy consumption data are as follows:



Refer to Appendix III: Summary of Key Performance Indicators (KPIs) for statistical caliber (3)

We strictly follow relevant laws and regulations in the countries and regions where Mindray operates such as the *Energy Conservation Law of the People's Republic of China*, and formulate and implement regulations such as the *Administrative Measures for Energy and Energy Facilities*. In addition, we continue to improve the ISO 50001 Energy management systems, optimize the energy management platform and implement energy-saving and emission-reduction initiatives. We also arrange specialized staff to be responsible for energy management, require each project to actively monitor energy consumption data, formulate energy-saving and emission-reduction plans and follow up on abnormalities in a timely manner to drive the Group's energy-saving operations.

Mindray has continued to enhance energy efficiency through technology and equipment improvements. For newly introduced equipment, facilities and processes, we will first consider their energy efficiency indexes and give priority to the most efficient ones. Besides, we also have the following practices to maximize energy efficiency.

### Reduce energy needs at source

Introduce new equipment with high energy efficiency index; use energy-saving technique and energy-saving equipment; and eliminate high-energy-consuming equipment to conserve energy

### Use clean energy

Build solar panels and photovoltaic power stations in qualified plants and bases to reduce GHG emissions

### Improve technologies and processes

Raise energy efficiency by improving technologies and energy-saving processes

### Recover waste heat

Recover as much waste heat as possible, e.g., Guangming Manufacturing Center recovers waste heat from the air conditioning units and fresh air handling units in the reagent clean workshop

### Enhance management

Maintain equipment energy efficiency and reduce equipment waste with the aid of energy management platform, equipment maintenance and other management tools

- Mindray headquarters has replaced about **600** LED lamps, reducing the total power consumption by 6KW, which is expected to save **26,880** kWh of electricity while reducing carbon dioxide emissions by **15.62** every year. The 2 outdated, high energy-consuming transformers are also replaced by more energy-efficient ones, with a total capacity of 2,000 kVA, which is expected to save electricity of **17,500** kWh and reduce carbon dioxide emission by **10.17** tonnes every year .
- Guangming Manufacturing Center has realized cleaning-in-place of 12 air-conditioning main condensers, which help improve the cleanliness and operation efficiency and lower the power consumption by **1,617,980** kWh and reduce carbon dioxide emissions by **940.05** tonnes every year .
- Nanjing Production Base has recently launched the photovoltaic energy system, with **1,200** KW completed and the power generation of **1,170,000** kWh and reduce carbon dioxide emissions by **679.77** every year. The ground-source heat pump system is embedded in the air-conditioning system to reduce power consumption, with newly installed capacity of **5,531** kW, which is expected to save an average of **1,000,000** kWh of electricity and reduce carbon dioxide emission by **581** tonnes every year.



Photovoltaic energy system at Nanjing Production Base

# Green operation

This year, Mindray integrated the green concept into production and operation, practiced and explored in water resource protection, clean production and circular economy, and stuck to the goal of green and high quality development.

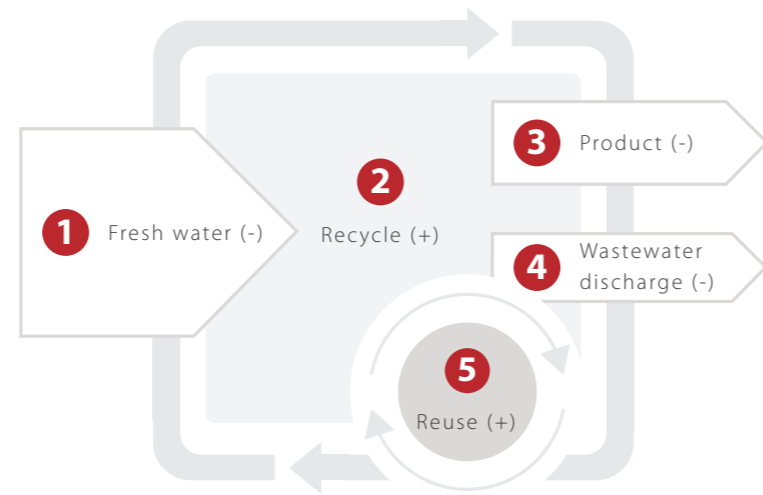
## Water resource management

The world's water resources are under severe strain due to population increase, economic activity and extreme weather. Fully aware of the preciousness of water resources, Mindray strictly complies with the relevant laws and regulations in the countries and regions where the Group operates such as the Water Law of the People's Republic of China, strictly controls the use of water resources and takes active measures to improve water use efficiency and water reclamation and reuse.

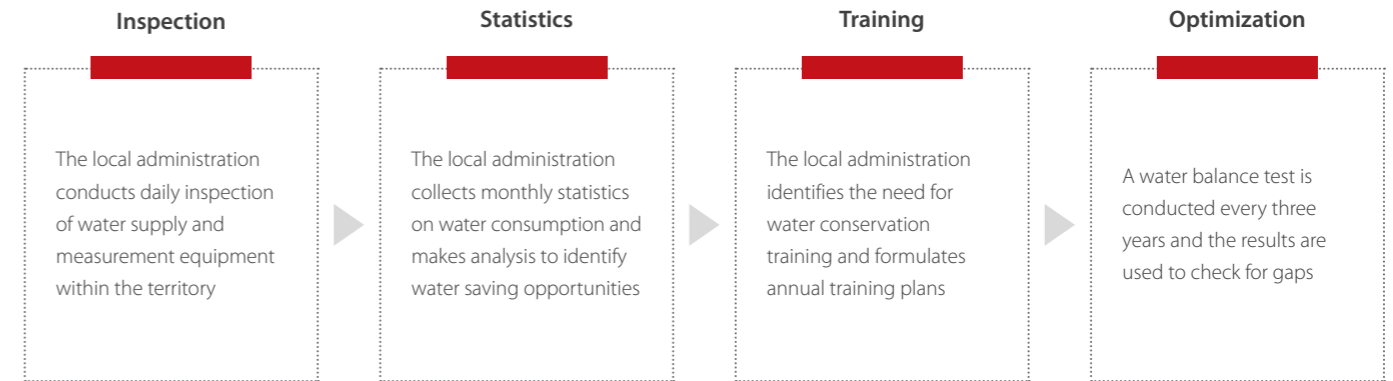
Mindray is taking actions to prevent raising tension in local water usage, e.g., we avoid working on reagent projects that require large amounts of water in water-stressed areas. At present, none of Mindray's newly-planned reagent bases are situated in locations with limited water resources.

At the same time, Mindray is actively applying water use optimization process to reduce water demand, including:

1. Minimize freshwater consumption, e.g., employ wash-free technique for certain products
2. Lift equipment's water recycling rate
3. Reduce the water requirements of products, e.g., develop concentrated reagent buffers that require less water
4. Lessen water discharge or even realize zero drainage
5. Increase the usage of recycled water, e.g., reuse bottle-washing water for air-conditioning system



To strengthen the consciousness of saving water and optimize water-saving management, Mindray actively adopts water management means of inspection, statistics, training and optimization. The Company conducts water balance tests and water-use efficiency benchmarking analyses on a regular basis for ongoing monitoring and assessment of its water management and water saving opportunities.



### Bottle-washing water reuse

When Guangming Manufacturing Center producing reagents, except for the products employing wash-free technique, the packaging bottles of other products are rinsed with pure water before filling. Previously, the bottle-washing water was discharged into the industrial sewage treatment station. However, after monitoring and analyzing the bottle-washing water, we found that it can be used for cooling tower refilling after certain reuse treatment. In November 2022, Guangming Manufacturing Center began to reuse bottle-washing water, which was expected to save about 48 thousand tonnes of fresh water per year and reduce discharge by the same amount.



During the Reporting Period, the Group's third-party facilities withdrew 1,191,827.18 cubic meters of water, with water withdrawal intensity of 39.25 cubic meters per million RMB, and the reuse water was 77,872.00 cubic meters.

	2022	2021
Water withdrawal by third-party facilities (cubic meters)	1,191,827.18	973,211.51
Water withdrawal intensity (cubic meters per million RMB)	39.25	38.51

Refer to Appendix III: Summary of Key Performance Indicators (KPIs) for statistical caliber (3)

# Pollutants and noise management

Mindray has always adhered to the philosophy of pollutant discharge compliance and waste management on the bottom line and the principle of pollutants reduction. Mindray strictly complies with the laws and regulations of the countries and regions where the Group operates, such as the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*, the *Regulations on the Administration of Medical Wastes* and the *Law of the People's Republic of China on the Prevention and Control of Pollution from Environmental Noise*, and has formulated and implemented regulations including the *Pollutants Management Regulation*, the *On-line Monitoring System of Wastewater Working Instruction*, the *Hazardous Wastes Management Procedure*, the *Regulations on the Administration of Medical Wastes and the Environmental Facilities Operation Management Regulation* to regulate the management of pollutants including wastewater, air pollutants and wastes as well as noise management, and conduct regular environmental monitoring in accordance with the *EHS Performance Management Procedure*.

Pollutant treatment facilities was invested a total of

824.62

thousand RMB

Emission standards for wastewater, air pollutants and noise is

100%

compliance

As at 31 December 2022, Mindray invested a total of **8,246.2** thousand RMB in pollutant treatment facilities, mainly including wastewater treatment equipment and hazardous waste concentration treatment and reuse facilities.

During the Reporting Period, all of Mindray's manufacturing subsidiaries achieved **100%** compliance with the emission standards for wastewater, air pollutants and noise, and took effective emission reduction measures to further reduce or eliminate pollutant emissions.

This year, we ensured that all our manufacturing enterprises got valid discharge permits or pollutant registration, and we continued to adopt advanced technology and scientific management methods to reduce the generation, discharge and disposal of pollutants such as wastewater, air pollutants and wastes while working hard to meet noise emission standards based on the regulations.

## Wastewater management

Adhering to the compliance bottom line and implementing an efficient wastewater management mechanism are the fundamental requirements of Mindray to effectively manage wastewater. Besides, we have also built a comprehensive framework to treat all types of wastewater in accordance with the principles of "separation of clean water and sewage, separation of rainwater and sewage and up-to-standard discharge", and continued to apply the six measures of "reduction at source, classified collection, wastewater treatment, daily monitoring, maintenance and back-up and reclaimed water reuse".

3,872

tonnes reusing water

Approximately 3,995

tonnes liquid waste shipped out for disposal was reduced

As at 31 December 2022, Guangming Manufacturing Center had further increased the concentration rate of IVD testing liquid waste, reducing liquid waste shipped out for disposal by approximately **3,995** tonnes and reusing water of **3,872** tonnes for the whole year.



**Reduction at source** : Use water-saving equipment and water-saving technology to reduce wastewater

**Classified collection** : Use pipes of suitable materials for source-classified collection of wastewater according to the type of wastewater

**Wastewater treatment** : Conduct wastewater classification and treatment according to the nature of wastewater to achieve reliable and efficient treatment

**Daily monitoring** : Set early warning lines by means of online monitoring and regular monitoring to achieve continuous compliance

**Maintenance and back-up** : Adopt back-up principle for critical treatment facilities and implement routine maintenance

**Reclaimed water reuse** : Set high requirements for wastewater treatment and achieve reuse of reclaimed water when possible

During the Reporting Period, except that Guangming Manufacturing Center was recognized as one of the major pollutant discharging entity of water environment under intensified supervision, none of the other subsidiaries were among the major entities discharging pollutants to water environment. The discharge of industrial sewage from Guangming Manufacturing Center is as follows:

Name of main pollutants and particular pollutants	Way of discharge	Number of discharging outlets	Distribution of discharging outlets	Discharge intensity	Discharge Standard of pollutants implemented	Total amount of discharge	Ratified total amount of discharge	Situation of excessive discharge
Chemical Oxygen Demand (COD)	Discharge to municipal sewage treatment plant through pipeline	1	Total industrial sewage outlet on the east side of the park	14.833mg/L	30mg/L	Total amount of industrial sewage discharge (during the Reporting Period): 95,848.3 tonnes	Ratified total amount of industrial sewage discharge: 96,000 tonnes/year	Up-to-standard
Five-day Biochemical Oxygen Demand (BOD5)				5.375mg/L	6mg/L			
Ammonia Nitrogen				0.186mg/L	1.5mg/L			
Total Phosphorus (TP)				0.015mg/L	0.3mg/L			
Suspended Substance (SS)				10mg/L	30mg/L			
PH				7.14	6-9			
Acute Toxicity				0.025mg/L ( HgCl <sub>2</sub> equivalent value )	0.07mg/L ( HgCl <sub>2</sub> equivalent value )			
An-ionic Surfactant				0.13mg/L	0.3mg/L			
Total Nitrogen (TN)				2.775mg/L	20mg/L			
Total Organic Carbon (TOC)				9.325mg/L	20mg/L			
Nitrobenzene				< 1.7*10 <sup>-4</sup> mg/m <sup>3</sup>	2.5mg/L			
Fluoride				0.255mg/L	1.5mg/L			
Aniline	0.047mg/L	1.5mg/L						
Formaldehyde	0.05mg/L	1.5mg/L						



## Air pollutants management

Mindray maintains the air pollutants treatment facilities on a regular basis and conducts routine monitoring of air pollutants following the requirements of Pollutants Management Regulation and the principle of "classified collection, centralized treatment and up-to-standard discharge".

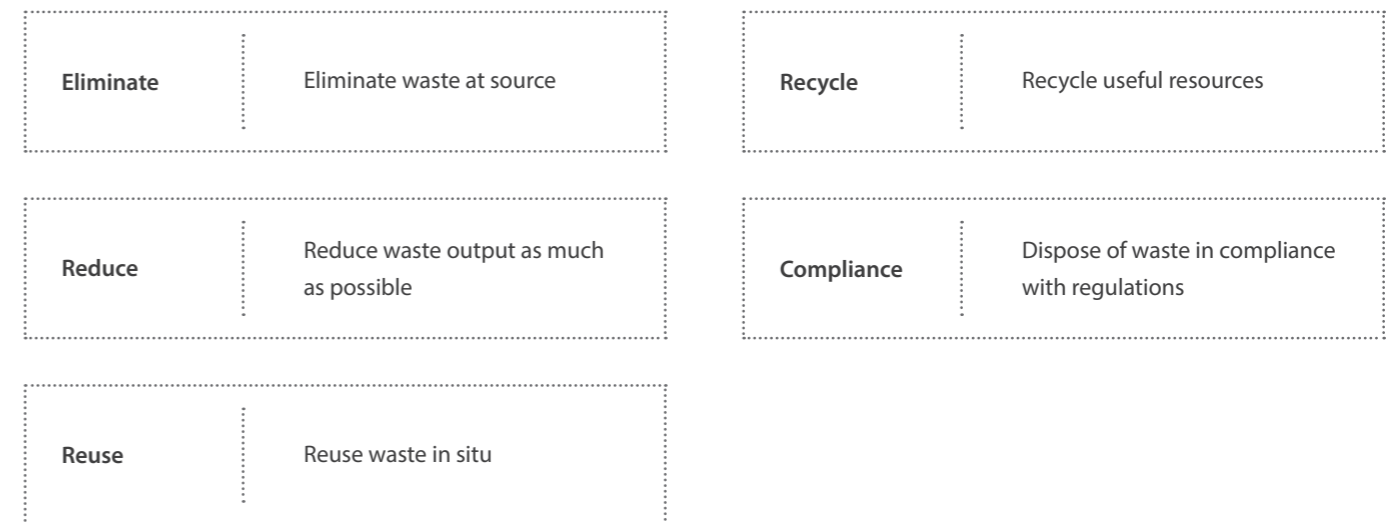
During the Reporting Period, neither the Company nor its subsidiaries were among the major pollutant discharging entity of air environment under intensified supervision by the regulatory authorities. The discharge of air pollutants from the Group's main production base, Guangming Manufacturing Center is as follows:

Name of main pollutants and particular pollutants	Way of discharge	Number of discharging outlets	Distribution of discharging outlets	Discharge intensity	Discharge Standard of pollutants implemented	Total amount of discharge	Ratified total amount of discharge	Situation of excessive discharge
Sodium Stannate	Centralized treatment Up-to-standard discharge	10	Stacks at roof of buildings No.1, No.3, No.5 and No.6, and of sewage treatment station	$\leq 1.341 \times 10^{-3} \text{mg/m}^3$	8.5mg/m <sup>3</sup>	/	Non- Ratified	Up-to-standard
Non-Methane Total Hydrocarbon (NMTHC)				$\leq 2.983 \text{mg/m}^3$	120mg/m <sup>3</sup>			
Particulate Matter (PM)				$\leq 5.1 \text{mg/m}^3$	120mg/m <sup>3</sup>			
PM (boiler)				$\leq 17.033 \text{mg/m}^3$	20mg/m <sup>3</sup>			
Ammonia				0.545mg/m <sup>3</sup>	20mg/m <sup>3</sup>			
Hydrogen sulfide				0.010mg/m <sup>3</sup>	5mg/m <sup>3</sup>			
Hydrochloride				< 0.9mg/m <sup>3</sup>	100mg/m <sup>3</sup>			
Odor concentration				417	2000			
Sulfur dioxide (SO <sub>2</sub> )				<3mg/m <sup>3</sup>	50mg/m <sup>3</sup>			
Nitrogen oxides (NO <sub>x</sub> )				$\leq 20.1 \text{mg/m}^3$	30mg/m <sup>3</sup>			
Sodium Stannate	Fugitive emission	/	Plant boundary	$\leq 0.00008 \text{mg/m}^3$	0.24mg/m <sup>3</sup>	/	Non- Ratified	Up-to-standard
Non-Methane Total Hydrocarbon (NMTHC)				$\leq 0.423 \text{mg/m}^3$	4mg/m <sup>3</sup>			
Particulate Matter (PM)				$\leq 0.148 \text{mg/m}^3$	1.0mg/m <sup>3</sup>			
Odor concentration				<10	20			
Hydrochloride				$\leq 0.105 \text{mg/m}^3$	0.2mg/m <sup>3</sup>			
Ammonia				$\leq 0.168 \text{mg/m}^3$	1.5mg/m <sup>3</sup>			
Hydrogen sulfide					0.06mg/m <sup>3</sup>			

## Waste management

Mindray strictly manages waste in accordance with the requirements of the countries and regions where the Group operates. For better waste management, we classify wastes into hazardous waste, medical waste, general industrial waste and domestic waste for collection, identification and disposals. Wastes in the mainland China are managed by third parties according to the contracts and legal obligations. Before the disposal of hazardous wastes (including medical wastes), transfer information should be filled in the hazardous waste management system, and the recipient and transportation unit should be designated. The transfer notes can only be completed after being reviewed by both the recipient and transportation unit, and then synchronized to the national management platform.

At the same time, the Group adheres to the 1E3R1C (Eliminate, Reduce, Reuse, Recycle and Compliance) strategy to achieve continuous waste reduction.



During the Reporting Period, neither the Company nor its subsidiaries were among the major pollutant discharging entity of soil environment under intensified supervision by the regulatory authorities.

	2022	2021
Hazardous wastes (Tonnes)	516.53	2,106.92
Discharge intensity of hazardous wastes (Tonnes per million RMB)	0.02	0.08

Refer to Appendix III: Summary of Key Performance Indicators (KPIs) for statistical caliber (3)

## Noise management

Mindray strictly manages noise in accordance with the requirements of the countries and regions where the Group operates. Being well aware of the community's sensitivity to noise, we utilize low-noise equipment, and where is unavoidable, we avoid placing noise facilities at plant boundaries when designing the overall layout, and take measures such as noise elimination, sound absorption, sound insulation and vibration damping to minimize noise. As part of our efforts to prevent environmental noise pollution, we also perform regular equipment maintenance and monitor boundary noise.

## Green office

This year, Mindray kept applying the green concept to all its operations, and stepped up its promotion of green office to enhance the awareness of going green and environmental protection among all employees. We achieve green office by the following means:

Set the office air conditioning temperature to 26°C, close the doors and windows when using the air conditioning, and turn off the air conditioning 30 minutes before leaving the workplace.

Purchase low-power-consumption office equipment, set appropriate brightness for computer monitors, and shut down the equipment when not in use.

Continue to promote paperless office and related publicity. Do not print unless necessary. Use wastepaper in printing or print on both sides, and try to use small fonts to save paper when there is a need to print.

Use photovoltaic streetlamps whenever possible and use energy-saving lamps for indoor lighting. Turn off the lights after work to reduce unnecessary lighting.

Do garbage classification, and all waste cartons are collected and disposed of by the administration to reduce carton waste.

Install water-saving equipment in office buildings and reduce the use of bottled water in the office.

Encourage employees to take high-speed rails instead of planes on business trips to reduce carbon emissions, and reward employees for their low-carbon traveling.

**mindray 迈瑞**

### Change for Environment

### Eco-Friendly Travel with Rewards

The carbon emission of high-speed rail is only 15% to 25% of that of airplane or car. For example, Shenzhen to Wuhan emits 281kg less carbon and is equivalent to planting 3 trees.

✔ **Activity:**  
Travelers, switching to high-speed rail, between Shenzhen and Wuhan, Guiyang, or Nanchang can help the environment and receive a gift.

✔ **Event time:**  
Year 2023

✔ **Award notification:**  
On the tenth day of each month, subject to the previous month's ticket information of the month before the travel platform, the administration center will issue the award notification by email.

For further information: 88016/88255

**瑞·景**  
我是迈瑞的一道“风景” Administration Center

# SUSTAINABLE HUMAN RESOURCES

Mindray always regards human resources as the core factor to enhance competitiveness continuously and achieve sustainable development. We respect employees' rights and interests, establish a sound employee compensation and welfare system, make every effort to safeguard employees' safety and health, and actively address their needs for development. On the basis of multi-channel talent introduction, we have formulated a formal talent development strategy, and elaborately developed an all-around talent development system to help employees find their individualized development paths. We also care about our people and provide support for their growth, allowing everyone to demonstrate their unique value, competence and talent in work. Being committed to building a diverse workforce, we resolutely oppose any form of discrimination and prejudice and seek to create an equal and inclusive work environment, in the hope of achieving common development and mutual success of employees and the Company.

### Issues of concern in this section:

- Talent attraction and retention
- Health and safety
- Employee training and development
- Diversity and equal opportunity

### SDGs in this section:



# Talent attraction and retention

Mindray continuously improves human resource management system, fortifies the system construction for talent attraction and retention, and practices the core value of "value and enrich our people" with practical actions. We broaden the channels for talent acquisition and attract talents in an innovative manner to building a professional and international talent team. Also, to enhance talent retention, we attach great importance to protecting employees' rights and interests, develop a competitive compensation and welfare system as well as an incentive mechanism, and provide various communication and complaint channels.

## Employee recruitment

Mindray strictly complies with the *Labor Law of the People's Republic of China* (hereinafter referred to as the *Labor Law*), the *Labor Contract Law of the People's Republic of China*, the *Employment Promotion Law of the People's Republic of China*, the *Uniformed Services Employment and Reemployment Rights Act* and other applicable labor and employment laws and regulations in the countries and regions where the Group operates, and has formulated and implemented several management regulations such as the *Employee Manual* and the *Recruitment and Deployment Management Regulation* to standardize recruitment and onboarding process. We aim to eliminate all forms of discrimination and prejudice to ensure that recruitment is conducted in a fair, equitable and orderly manner.

### 2022 Talent Management Awards



In 2022, Mindray achieved remarkable achievements in medical talent management, and won honorary awards such as LinkedIn "Global Attractive Employer", 51job "Top Human Resources Management Award" and Shixiseng ("intern") "Best Employer".

### Multi-channel talent introduction

Mindray has formulated a formal talent development strategy, carried out talent planning based on business needs and kept improving the talent structure. Based on our talent development strategy, we introduce talents through campus recruitment and social recruitment. In terms of campus recruitment, we maintain long-term relationships with numerous universities, colleges and technical secondary schools to continuously promote school-enterprise cooperation. We assist with the training of talents in colleges and universities by delivering courses, sponsoring competitions, granting scholarships, offering internship opportunities, etc., thus enhancing the influence of our employer brand. This year, we provided 28 remote lectures for 2,708 students and faculty members at Tsinghua University, Harbin Institute of Technology (HIT), Xi'an Jiaotong University, Wuhan University, South China University of Technology (SCUT), etc., with the goal of helping students understand the pre-development and post-management process of medical devices, cultivating their professionalism and improving their social adaptability in general. We support the development of biomedical professionals by sponsoring the 7th National Biomedical Engineering Innovation and Design Competition for College Students, which attracted more than 3,800 students from 64 universities across China to sign up for the competition.

With respect to social recruitment, we actively expand the recruitment channels by cooperating with large recruitment platforms in China and well-known overseas headhunters. To give our employees more options for career development and support them in exploring a broader growth path, we also open the internal talent market to employees and create a visual internal talent market platform. This year, we offered a special section on the intranet to give departments with job needs a place to post recruitment information, attract internal talents and boost team dynamics.

641<sup>\*</sup>

professional staff introduced through campus recruitment

481<sup>\*</sup>

operational staff introduced through campus recruitment

86%<sup>\*\*</sup>

Percentage of professional staff holding master's degree or above

<sup>\*</sup> 2022  
<sup>\*\*</sup> As at 31 December 2022

## Collaboration with vocational and technical colleges in setting up "Mindray Class"

Since 2019, Mindray has been working with vocational and technical colleges to set up "Mindray Class" for cultivating reserve talents for the Company in the model of modern apprenticeship and developing talent pools; by inviting corporate lecturers to participate in teaching, students' knowledge of industry skills and career planning can be deepened. Currently, we have set up "Mindray Class" in three institutions including Guilin Normal College, and have given 412 students scholarships totaling 274.2 thousand RMB. Of these, a total of 188.4 thousand RMB were awarded to 272 students in 2022. There were 401 students involved in the school-enterprise cooperation this year, 69 of whom had graduated and joined the Company, while the remaining 332 were still undergraduate students and would all join the Company for internship or employment once they pass the examination.

## Mindray Moroccan subsidiary entered into a strategic partnership with Hassan I University

In July 2022, Mindray Moroccan subsidiary and Hassan I University reached a strategic cooperation in joint training of talents, international exchange and experience sharing, etc. In the future, both parties will build Mindray Training School together and establish an academic exchange platform between Morocco and world-renowned universities to strengthen international industry-academics-research cooperation. By building Mindray Training School, we will join hands with Hassan I University to cultivate students and develop courses, and apply Mindray product-related technology and knowledge to daily teaching and practice, so as to enrich teaching resources and improve teaching effects. We also offer generous scholarships and internship and employment opportunities to students to support the building of a local medical talent team while enlarging our overseas talent pool.



Ribbon-cutting ceremony for the strategic partnership

## Employee structure

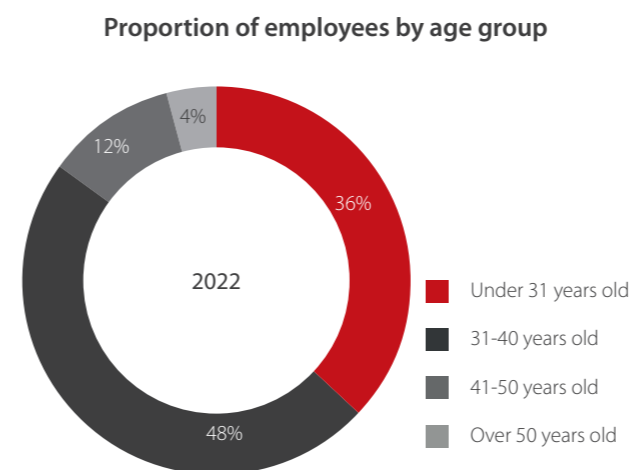
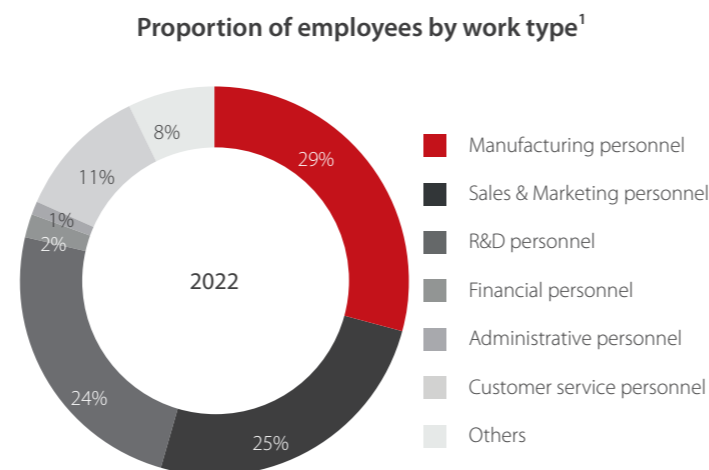
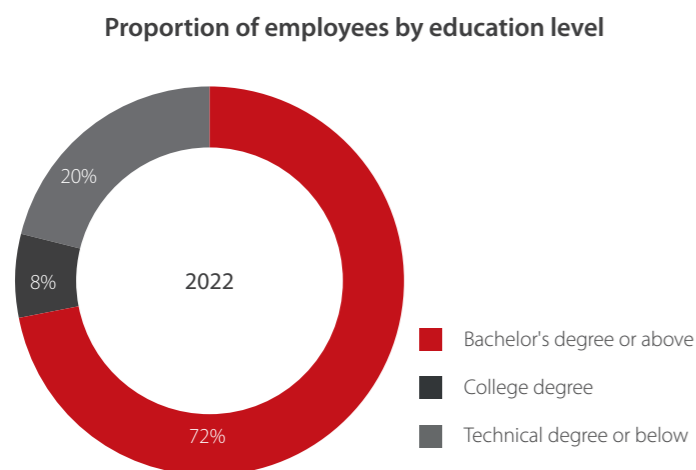
In 2022, Mindray continued to intensify its recruitment effort at home and abroad, with emphasis on attracting high-end experts and outstanding graduates from universities to build a diverse global talent team. By the end of the Reporting Period, we had a total of 16,099 employees worldwide, maintaining an upward trend for three consecutive years.

Year	2022	2021	2020
Total employees	16,099	14,684	11,833
Proportion of signing labor contracts	100%	100%	100%

## Employee engagement management

To further optimize employee engagement management, this year, the Labor Union of Shenzhen Mindray Bio-Medical Electronics Co., Ltd.<sup>2</sup>, on behalf of employees, had collective negotiations with the Company and signed the Collective Contract to make explicit provisions on issues like labor remuneration, working hours, rest and vacation, etc. We have set up a working-hour system in compliance with the law, with the Human Resources Center in charge of overseeing and guiding business departments to reasonably arrange work assignments. For overtime scheduled for production, we specify the limits on overtime hours, and require departments and project managers to control the monthly overtime hours of employees. They also need to inform employees in advance about the need for overtime work and the expected workload, and pay overtime or arrange compensatory leave in accordance with the law.

Based on the characteristics of different positions, we refine the management measures for employee engagement to make them more engaged. We implement flexible working for employees in certain positions such as management, sales & marketing and R&D. Under the premise of completing the required tasks or reaching the required working hours, employees are given a certain amount of time each day to flexibly arrange their work. In addition, we allow for remote working or a hybrid workplace model for employees at our North American branch depending on actual business needs. Employees can apply based on their own needs to better fit their work habits and thus improve work efficiency.



1. The terms "manufacturing personnel" and "customer service personnel" respectively refer to "production personnel" and "service personnel" in the sustainability reports of previous years.

2. The term herein refers only to the legal body of Shenzhen Mindray Bio-Medical Electronics Co., Ltd., excluding its subsidiaries.

## Labor rights

As a responsible corporate citizen, Mindray is committed to implementing the principles of respect and protection for human rights, and incorporates them into the Group's mission, core values and various systems related to talent management, business ethics and supplier management. Mindray unequivocally supports the *United Nations Universal Declaration of Human Rights*. Besides, we have published the *Combating Trafficking in Persons Policy* in both Chinese and English, which prohibits any form of human rights violations such as human trafficking, commercial sex, and forced labor.

We are committed to prohibiting child labor and restricting the employment of underage labor, and we have also clearly stipulated the age of candidates in the *Recruitment and Deployment Management Regulation*. Meanwhile, in accordance with the *Human Management Regulation*, the *Labor Discipline Management Regulation* and the *Employee Manual*, we strictly examine the age of candidates from the process of recruitment to onboarding approval and registration. Also, we train employees in recruitment related positions such as interviewers to eliminate employment of child labor.

During the Reporting Period, there was no risk of child labor, forced labor, and there were no incidents of child labor, underage labor employed in hazardous work or forced labor in any of Mindray's operating locations.

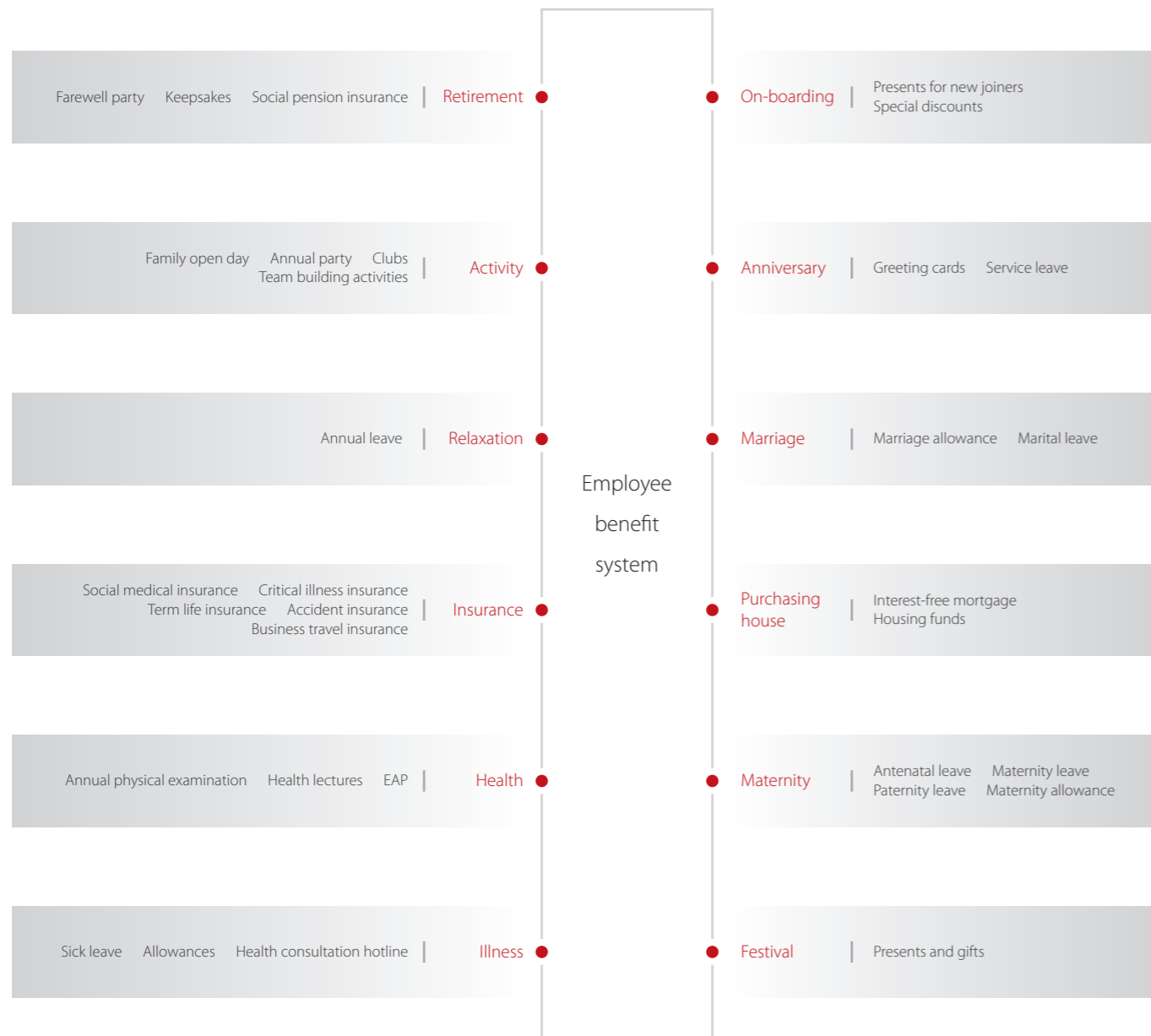
## Remuneration and incentives of employees

In accordance with the *Labor Law*, the *Pay Transparency Nondiscrimination Provision of the United States* and other applicable labor and employment laws and regulations in the countries and regions where the Group operates, Mindray has formulated and implemented relevant systems such as the *Remuneration Management System*, *Remuneration Management System for R&D*, and *Remuneration Management System for Sales & Marketing Division*. We improve the comprehensive remuneration system by setting a remuneration structure comprising fixed wages, floating wages and long-term incentives for all employees (including non-officer and non-sales staff), and updating the remuneration framework for each grade according to the annual salary benchmarking regularly. In particular, floating wages and long-term incentives are linked to the Company's performance and individual performance to facilitate the achievement of the Company's performance objectives and continuously improve employee performance. We adhere to the principles of "setting clear goals, being result-oriented, and differentiating incentives" and build a sound incentive mechanism for our key employees to create a positive and progressive organizational atmosphere while effectively retaining and rewarding outstanding talent.

We offer a comprehensive welfare system for employees, and formulate and implement employee welfare policies. Under the premise of regular and full payment of basic wages and payment of statutory social insurances and housing fund for employees in accordance with the law, we purchase large amount of term life insurance, accident insurance, critical illness insurance, etc. for all employees and provide interest-free housing loans for eligible employees. We pay particular attention to the living quality of our employees and help those who do not own houses at workplaces apply for public rental housing and rental subsidies to relieve their renting pressure. In addition to legal holidays and annual leave, we provide annual service leave and parental leave. We arrange annual physical examination, organize team building activities, give gifts on festivals, etc., to create a more comfortable working and living environment for employees.

## Employee stock ownership plan

In January 2022, Mindray launched the first employee stock ownership plan after listing, namely the 2022 Employee Stock Ownership Plan. Aiming at core employees and technical backbones, the plan, with a total value of approximately 1 billion RMB, is a share-based one with a ceiling of 3,048,662 units (i.e., 3,048,662 shares). So far, the 2022 Employee Stock Ownership Plan has been implemented smoothly, with 2,507 employees holding shares.



## Employee communication and exchange

Communication and exchange are crucial to building harmonious labor-capital relationship and optimizing the employee experience. We have established multi-level and multi-modal communication and feedback channels for employees to understand their voices and solve their difficult issues promptly, thus creating a good communication environment and enhancing employees' sense of identity, belonging and trust.

### Employee communication channels



The Human Resources Center has set up a position of employee communication specialist to continuously focus on employees' career growth, physical and mental health and to provide necessary support through one-on-one communication.



We have specially set up a Chairman's mailbox to provide a channel for our employees to communicate with the Chairman on a one-to-one basis, through which the Chairman can directly obtain employees' opinions and suggestions on Mindray's management, team building, corporate culture and other aspects, and to understand and solve employee's most concerned and difficult issues in a timely manner.



Mindray holds annual meetings on a regular basis to communicate business development status and future planning with employees.



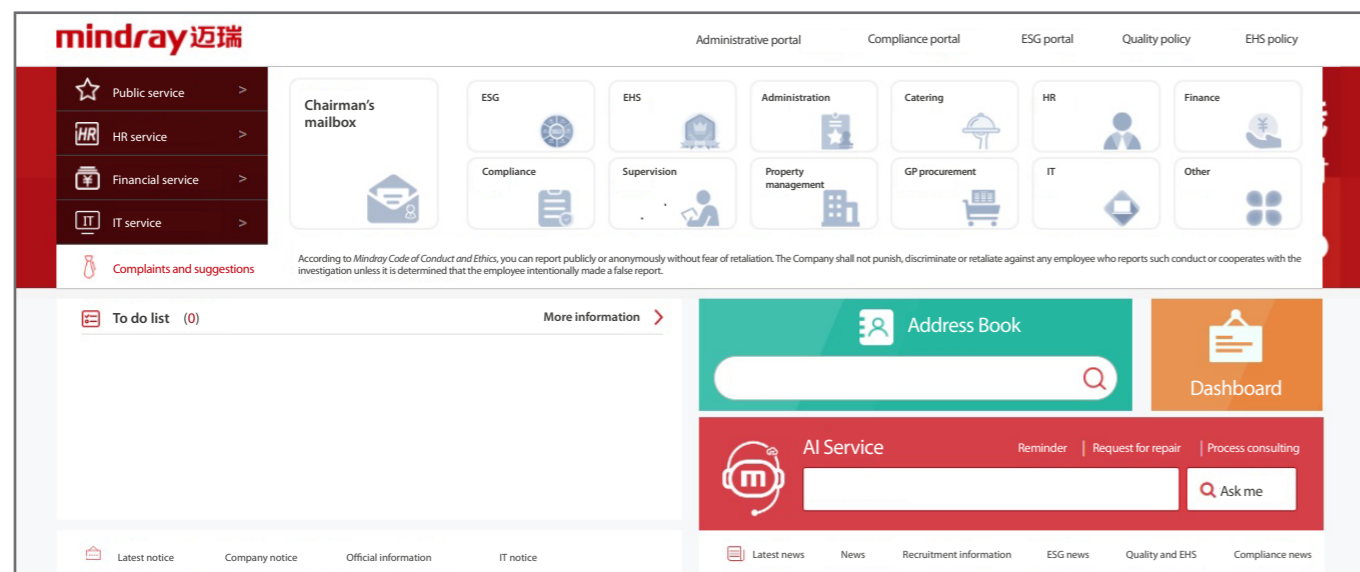
We have set up a trade union, which negotiates collectively with the Company on matters such as labor remuneration, working hours, rest and leave, insurance benefits, labor safety and health, and vocational training on behalf of employees, and signs written agreements thereon.

## Employee grievance mechanism

Mindray has established a smooth and confidential employee grievance and reporting procedures. We have created an online portal for complaints and suggestions on the intranet, and set up special channels such as employee forum, 88333HR service hotline, HR public mailbox, compliance mailbox, president's mailbox, among others, to encourage all employees to promptly file complaints or reports on human resources-related incidents such as child labor, forced labor, human trafficking, harassment and discrimination. For each complaint, we have set up a corresponding administrator, who is responsible for receiving complaints, arranging for processing, and following up on the progress and outcome of the complaints, and ensuring that every complaint and report is handled in accordance with the prescribed process.

We are committed to protecting the information of the complainant or whistleblower, maintaining confidentiality of the investigation and processing procedures. Any retaliation against complainants, whistleblowers or persons involved in the investigation is prohibited. At the same time, our investigation and processing work are conducted in accordance with the Company's policies, rules and regulations, as well as the laws and regulations of the countries and regions where the Group's subsidiaries operate, to ensure that the procedures are fair, just, standardized and reasonable.

### Portal for employees' complaints and suggestions



## Employee engagement survey

To gain an in-depth understanding of the Group's operational and management situation, we regularly organize employee engagement surveys to systematically assess the effectiveness of the Group's human resources management based on the results, identify potential problems and implement improvement measures. Since 2014, we have partnered with Gallup, a third-party agency, to conduct global employee engagement surveys every year. In 2022, 93% of our employees participated in the survey, an increase of 2% from the previous year. According to the results, our employees are generally satisfied with the learning and growth opportunities provided by the Company and are full of confidence in the Company's future. The average employee satisfaction is 4.28, ranking above the 66th percentile of Gallup's global database.

## Employee stability

Mindray highly values employee stability and actively implements the talent retention plan. We obtain deep understanding of the difficulties encountered by employees in their personal and professional lives, and delve into their main demands in terms of career development, remuneration incentives, working hour management, communication channels, etc. To meet the needs of employees in career development and work-life balance, we have had the internal talent market strategy in place to broaden the development space for talents. On the one hand, we strengthen the talent allocation, and recommend more suitable jobs and locations for them. On the other hand, we launch the talent training programs such as "Fast/Cross-Level Promotion Program" and "Hipo Camp" by opening up the promotion channel for technical experts. To enhance employees' sense of belonging, happiness and contentment, we focus on refining the incentive mechanism and welfare system, constantly optimizing the management of work objectives and working hours, and regularly communicating with employees to understand their physical and mental health in time, striving to create a favorable and heart-warming working environment from top to bottom. Moreover, we have kept track of the employee turnover, analyzed the resignation reasons of employees in different positions from multiple dimensions, retained talents according to characteristics of their positions, and further optimized the human resource management rules and measures, to attract talents by career, treatment, feelings and systems.

This year, Mindray fostered a well-organized human resource structure. Specifically, the number of employees steadily rose, and the total employee turnover rate was 15.8%<sup>3</sup>, showing a downward trend. The turnover rates of employees in operational and non-operational positions both dropped compared with those in 2021.

As a leading enterprise of medical device industry, the Group is committed to achieving breakthroughs in technologies and regions, and introducing advanced technologies and extending the sales network by mergers and acquisitions. Since the first cross-border acquisition completed in 2008, the Group has successfully completed more than 10 mergers and acquisitions projects. Before the mergers or acquisitions, we will first identify the core team, key products and corporate cultural differences of the acquired enterprises, and formulate appropriate integration schemes

according to the operation situation and cultural habits in their locations. Also, we will study in-depth the laws, regulations and other compliance requirements of the place where the acquired enterprises operate, undertake local human resource management policies, employ localized management teams, and fully respect their management system and employee needs. Moreover, to cope with potential risk of employee turnover brought by mergers and acquisitions, and promote steady development of their business scale, we continue to optimize the talent introduction and retention measures of the acquired enterprises, and provide more abundant remuneration incentives and wider development space for their talents. Taking the acquisition of HyTest Invest Oy in recent years as an example, up to now, the number of HyTest Invest Oy's employees has steadily risen, and none of its core team members have left since the acquisition. Besides, its professional R&D teams, scientific innovation processes and new technology application have all provided a powerful support for the Group to expand the IVD business.

As a whole, in the last three years, the Group did not experience major layoffs, nor did there be any major mergers or acquisitions that affected a large proportion of the employees.

3. The calculating formula of turnover rate is: Annual turnover = Number of employees who left/Average number of employees

# Employee training and development

Mindray always attaches importance to employee career development and personal value enhancement by continuously improving the talent cultivation systems. Mindray has introduced and implemented management system related to employee training and optimized the employee performance appraisal and feedback process. We continue to train and select leaders on our own, strengthen the cultivation of reserve leadership team, and provide a broad development platform for outstanding personnel. We encourage employees to learn all kinds of professional knowledge, actively upgrade their academic qualifications and obtain professional qualifications, and comprehensively improve their management and professional skills.

## Training and development system

With the talent cultivation concept of "making Mindray a lifelong university for employees" as its core value, Mindray has established three training and development systems customized for management talents, professional talents and new employees. These efforts aim to foster management talents with global vision and innovative thinking, as well as promote the exploitation of the value of high-end technical experts. We make full use of the digital learning platform to improve the efficiency of the employees' knowledge absorption and transformation, enhance the professional abilities of employees. We identify high-potential employees through a variety of training programs and help them grow rapidly, and reinvigorate business in a timely manner.

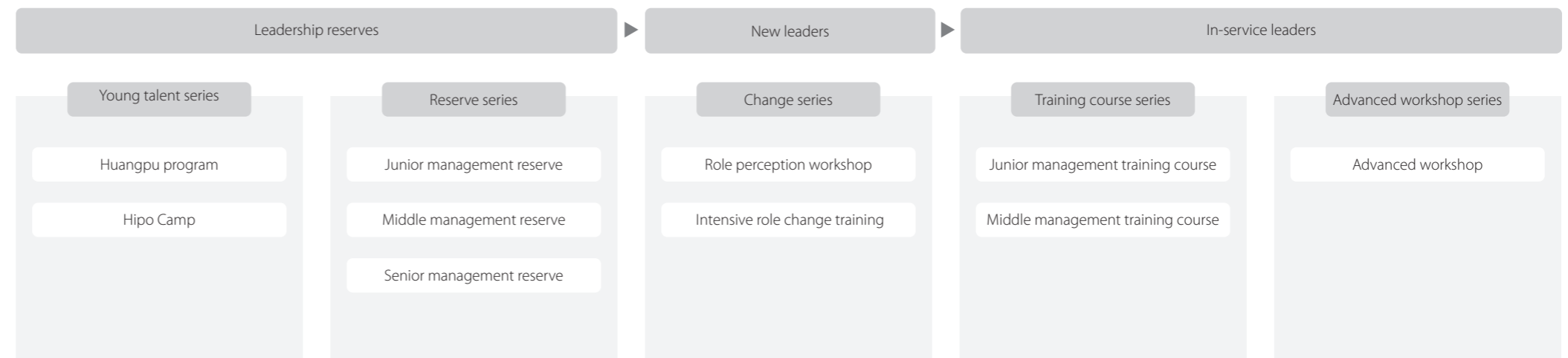
### Career development channel

With respect to staff development, we continue to improve the multi-channel career development system based on the three systems for talent training and development. For the Group's management talents, we have developed a variety of customized training programs based on the levels of management. For the training of reserve leaders, we stay committed to the approach that combines scenario-based training with practices, and design

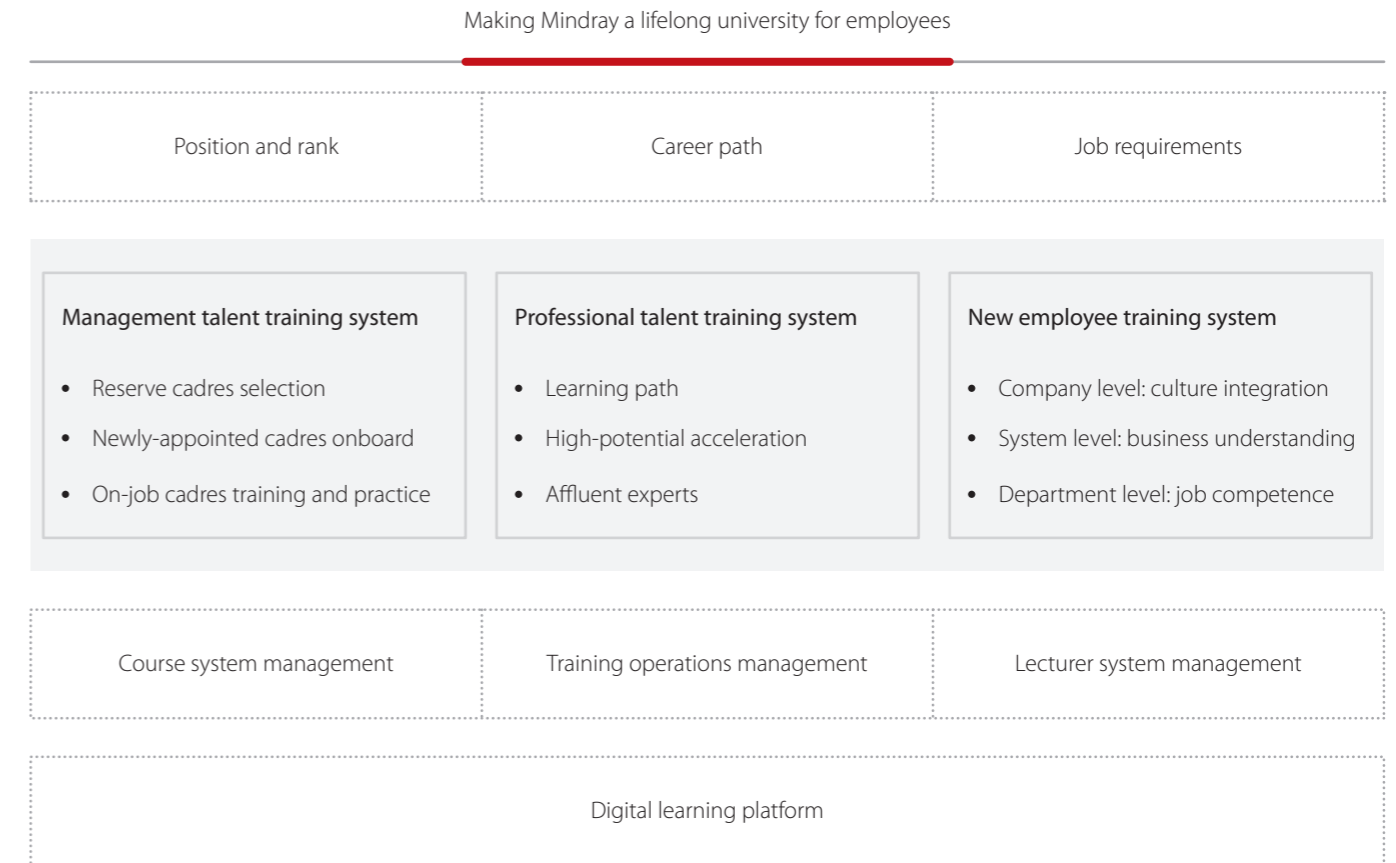
a series of programs to select and cultivate qualified reserve leaders so they will be more adaptive to their future positions. For newly-appointed leaders, we organize post-change training and role-identification seminars to help them quickly enhance job awareness and shorten the time adapting to the new roles. For in-service leaders, we strengthen their professional proficiency and management capability through training with practices and advanced training courses to promote their job competency so that they can better support the Group's strategic development.

We devise different job-specific and professional development training programmes, and plan the growth path and development direction suitable for employees. This year, for employees in R&D positions, on the basis of the original three-channel career development system, we optimized business management positions according to business needs to broaden the development space for technical experts. For employees in supply chain related positions, we give full play to the value of the skill path in the "3+1" development channel, open up the promotion channel for employees at operation positions, and cultivate skilled talents. For employees in sales & marketing positions, we focus on planning and carrying out international reserve projects based on the zigzag development path and job requirements to foster international talent team.

### Training system for management staff



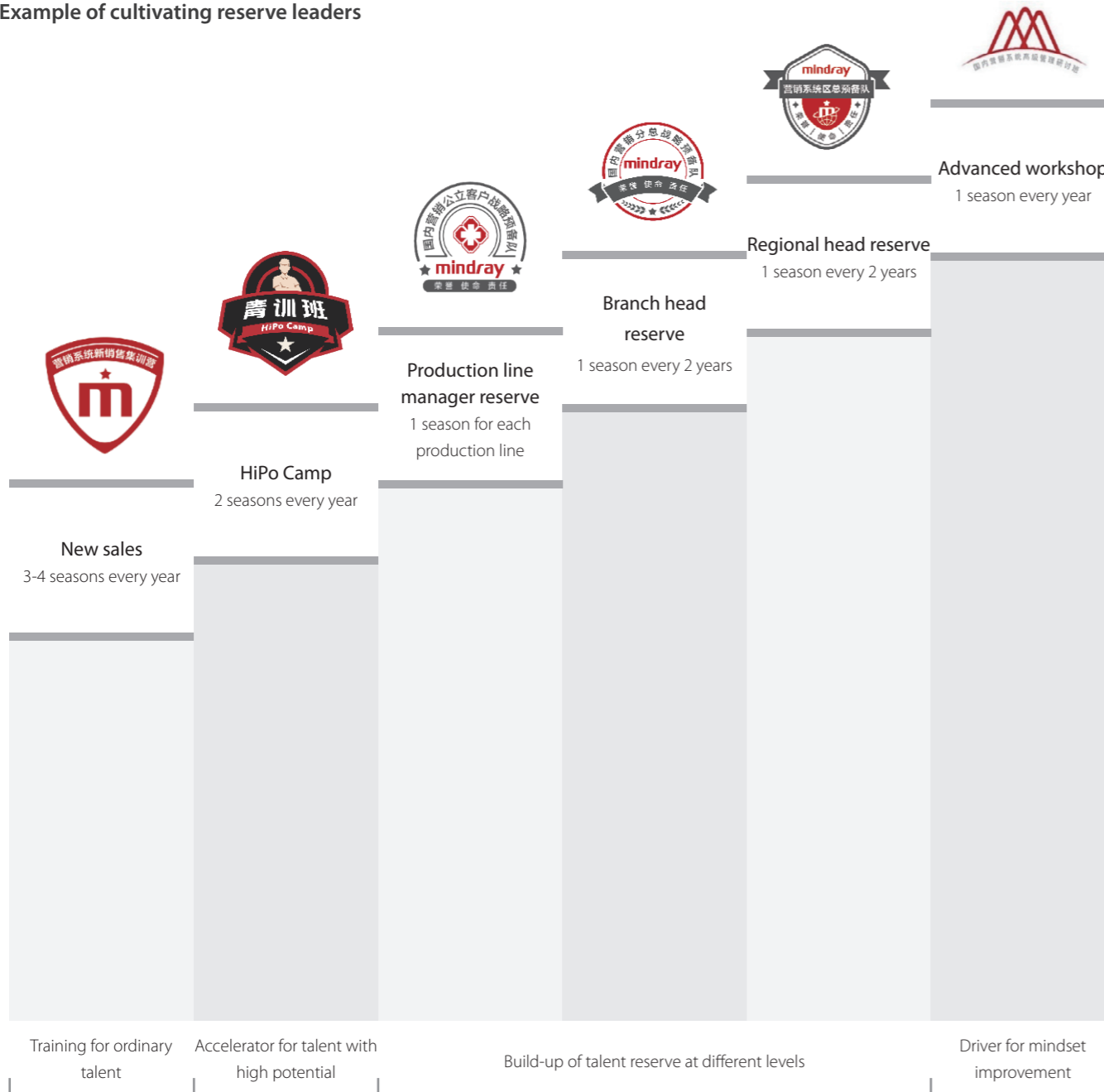
### Talent training and development system





We attach importance to the training of graduates and young talent. For instance, we have improved the training system for fresh graduates and apprentice, introduced the accelerated growth plan for young talent, and comprehensively optimized the identification, selection and training process of young talent. This year, we continued to promote the graduate traineeship program. In the program, 768 interns were recruited in China and 80 became full-time employees at the end of the internship. Overseas internship recruitment activities have also been actively carried out, covering Germany, France, Colombia, the Netherlands. In addition, we launched the "Fast/Cross-Level Promotion Program" to promote the growth of young talent through practical training and project training, continuously cultivating core cadres and management reserve for the Group.

**Example of cultivating reserve leaders**



**Graduates development program**

The Group has carefully created a dedicated training program for graduates in positions relating to R&D, sales and supply chain. The training program consists of talent succession plan, company-level training, system-level training and department-level training. The step-by-step training helps new employees understand the Group's culture, quickly adapt to the working environment, get familiar with the work content and business processes, and transform from a "workplace newcomer" to the backbone in various departments.

**Framework for the development of graduates**

	Talent succession plan	Company-level training	System-level training	Department-level training
Focus on target	Build connection Keep in touch First impression	Cultural integration Role shift Group integration	Product knowledge Business process	Work content
Cultivation measures	Talent succession plan project (including mentorship)	Xinrui training camp E-class self learning	New joiner training camp/joint cultivation with customer service Engage in production Predecessor sharing and exchange Learning path training	Mentorship: one-on-one mentor Position practice
Evaluation	Questionnaire	Exam Excellence selection	Exam Excellence selection	Mid-term/probation completion presentation Excellence selection by mentor Annual excellence selection

15,973

Total number of trainees

99.2%

Coverage rate of employee training

351,451

Total training hours

22 hour/person

Average training time

19.48 million RMB

Total budget for employee training

\* 2022

### Employee training program

Adhering to the principle of "active learning, training through assessment, training with practice", we allocate a wealth of training courses and special learning resources for employees based on the Group's talent training and development system to meet the learning needs of employees in career development and ability improvement. For all training courses, we arrange corresponding training assessment in the form of tests to verify employees' learning status of the courses and help them review what they learned. In addition, we require employees to apply their knowledge and skills to projects, and arrange for mentors and observers to provide professional guidance and supervision to employees.



We provide a range of general courses for all employees, including company profile, product knowledge, corporate culture, quality and compliance, process or operation guidelines, ESG training, and quality courses, which can help employees deeply understand the Group's core values, get a quick overview of the Group's policies, systems and compliance requirements, and become familiar with business processes and basic product knowledge. For professional talents, we sort out the key capability requirements, necessary job knowledge and skills at all levels according to the position-rank system as well as corresponding competency and qualification standards. Besides, we have also mapped out a hierarchical learning path and offered regular online and offline training every year. Additionally, we actively launch various training programs, such as excellent practices sharing, internal and external exchanges, technical experts forums, etc. to promote employees' awareness of self-learning and increase their professional competence.

To better support the operation of the training system, we have created a digital e-learning platform with wide coverage, rich resources, and diverse forms. The platform is accessible to both domestic and overseas employees. The domestic platform Yunxuetang has 6,725 internal and external courses, and overseas platforms have purchased a large number of learning resources including video courses. In the future, we will further launch course formats such as micro-courses to better adapt to the learning habits of the new generation of employees.

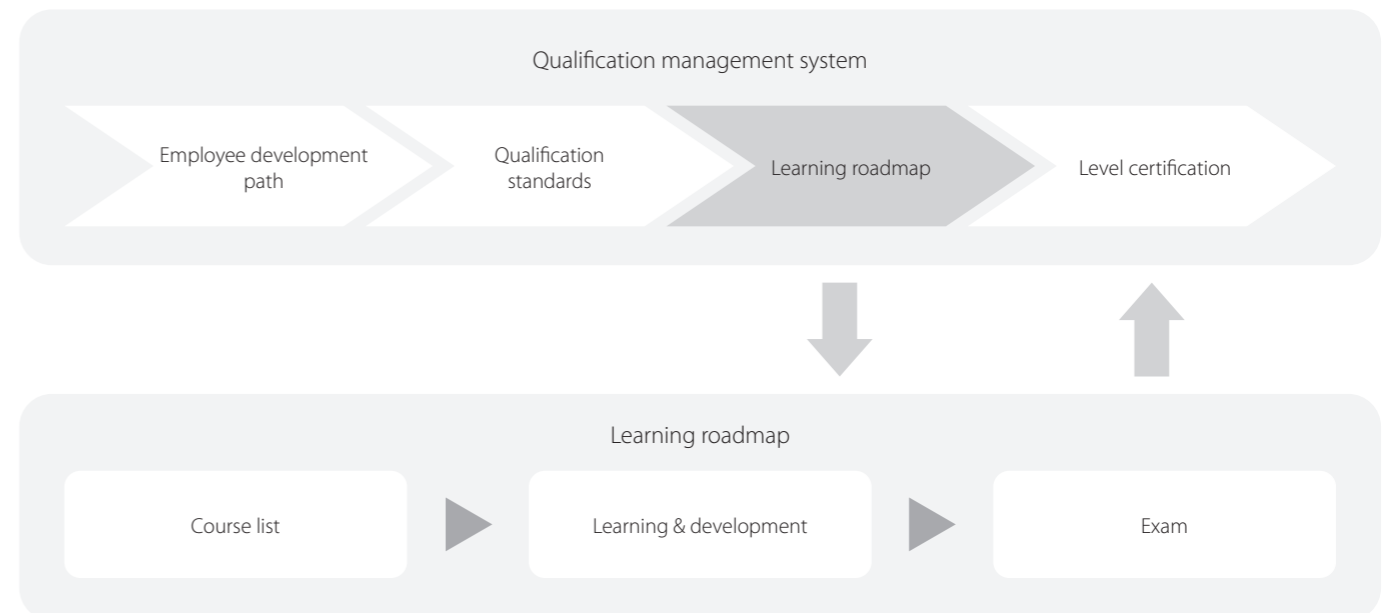
### The MIS academic season program

To help clinical staff enrich their professional knowledge, we have collaborated with hospitals, scientific research institutions and educational institutions to jointly develop the MIS academic season program. We invited external authoritative experts and internal professional lecturers to carry out in-depth training on clinical knowledge and industry trends. The program was launched in 2019. So far, 9 training sessions have been held. It is expected that at least 2 training sessions will be given annually in the future to further upgrade the clinical skills of employees.

### Supporting employee professional skills development

In terms of professional skills improvement, the Group regularly organizes employee skills competitions. During the year, 1,311 employees participated in skills competitions through training on theory and skills. At the same time, we support all employees to take various certification exams, obtain position-related professional certifications, and bear all certification and review costs for employees to help them enhance their professional competence. As at 31 December 2022, we had provided subsidies, amounting to 110 thousand RMB, for 79 employees to obtain professional certifications. The types of certifications include the Certificates for Special Operations, Special Equipment Safety Management and Operator Certificate, and Environmental Protection Facility Operator Skill Training Certificate.

### Professional's qualification management system



**Illustrative learning roadmap (for software development)**

Prioritized knowledge and skills		Level	Knowledge and skills required	Course/Content	Learning objectives	Assessment
E10+	System capabilities Business scenarios New technologies	E10 or above	Architecture/system/cross-system design	Case study: Practice of Each BU		
			Requirements analysis	Case Study: Scenario Analysis		
			Troubleshooting	Case Study: XX Analysis		
			Exploration and introduction of new technologies	Course: New Software Technology		
E7-E9	Up-skilling Requirement analysis Problem solving	E7-E9	Code implementation	Book: Inside the C++ Object Model	Master the principles behind the C++ object model	
				Book: More Effective C++	Understand the standard of high-quality, efficient code	
			Software architecture design	Book: Refactoring - Improving the Design of Existing Code	Introduce bad design of code and the corresponding refactoring methods, and guide coding	
			Code maintenance and debug	Book: Software Exorcism	Understand methods, techniques, and bestpractices for debugging and optimizing legacy code	
			Agile development principles and practices	Book: Agile Principles, Patterns, and Practices	Understand agile software development and improve design capabilities	Exam
			Software design	Course: Design Patterns	Understand the background, goals, and solutions for common design patterns	
			Effective reuse of software	Course: Cohesion and Coupling	Master the principles and methods of how to design reusable functions	
			Debugging and troubleshooting methods	Course: Debugging Methods	Master the process of calling function, master debugging and analysis methods	
			Requirement analysis	Course: Scene Analysis		
E4-E6	Must-knows Professional basics	E4-E6		Book: The Art of Readable Code	Understand the standard of good code	
				Book: Effective C++	Understand the standard of high-quality and efficient code	
			Code implementation	Course: Coding Specifications	Recognize the importance of codingspecifications, grasp what they are, and understand the reasons behind them	
				Course: Write a Function Well	Foster unyielding attitude to detail in the course of design	
				Course: In-depth Mastery of C	Master important but often overlooked points in the C programming language and avoid the pitfalls	Exam
				Course: Design by Contract	Learn the concepts, keywords, and principles of programming by contract and how to apply them	
			Software design	Course: UML Fundamentals	Understand design concepts and ideas	
	Course: Object-Oriented Design Methodology	Understand the concept and ways of thinking about object-oriented programming, and master the principles of object-oriented design				

## Employee performance appraisal and feedback

According to the *Performance Management System V10.0*, Mindray regularly conducts annual performance appraisal covering all employees in China and overseas. Based on the Company's strategy, we have decided performance orientation and principles. We clearly stipulate the specific requirements of the 4 key steps: performance goal setting, performance implementation and coaching, performance evaluation and feedback, and performance results application. Moreover, we record the assessment process

and results through the IT platform to achieve comprehensive online management, and ensure that the assessment process is duly followed and the assessment results are fair and objective.

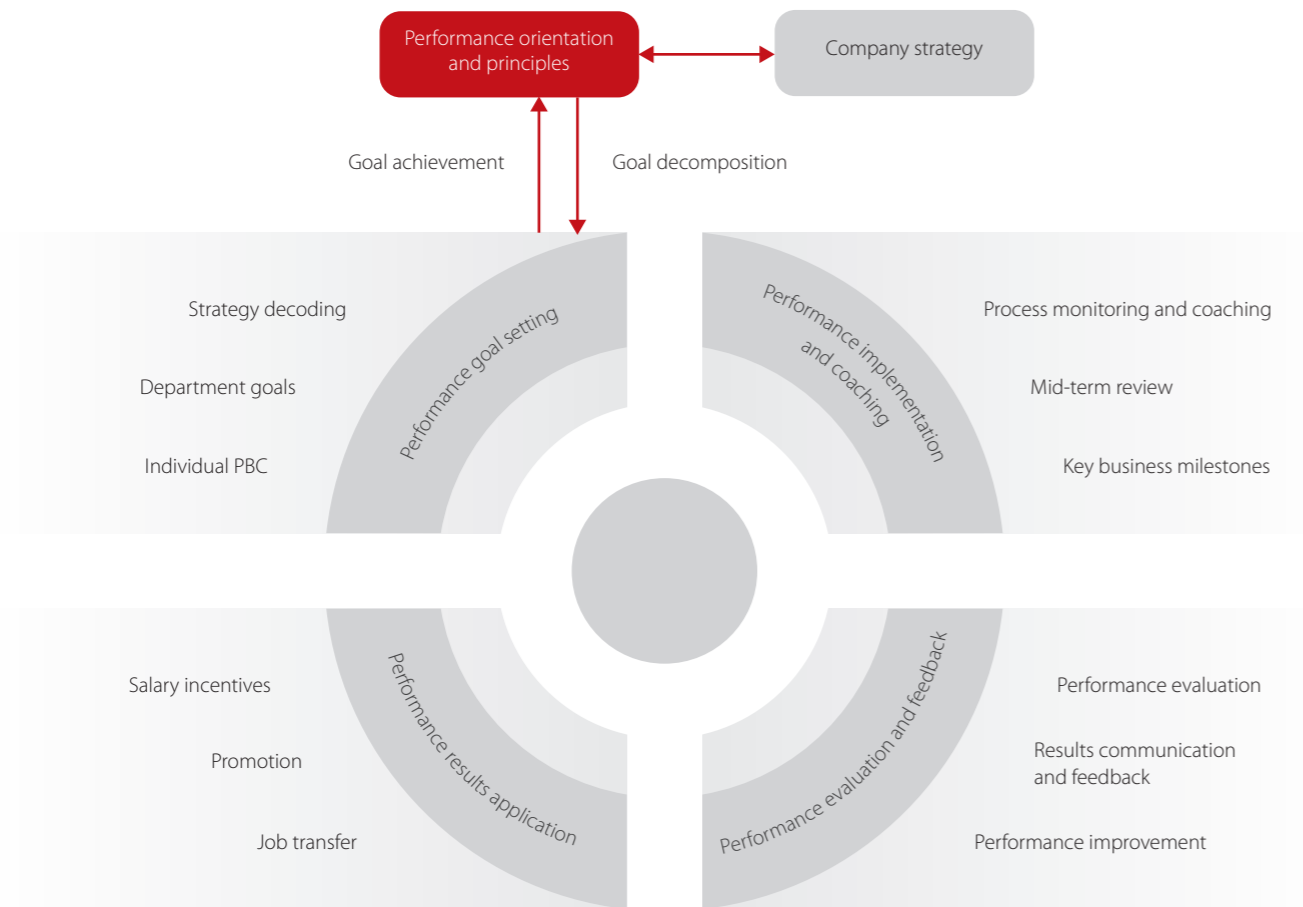
We always value two-way communication between employees and supervisors, which is integrated into all steps of performance appraisal. Supervisors give feedback on performance assessment results and reasons to employees through face-to-face talks, and analyze the shortcomings in their performance and formulate improvement plan jointly with employees. Employees who have any doubts about the results of the assessment can provide feedback through any channel such as 88333HR service hotline, HR public mailbox, compliance mailbox, president's mailbox.

# 100%

Percentage of employees receiving regular performance and career development reviews

\* 2022

### Employee performance appraisal and feedback process



# Health and safety

Mindray has always been committed to the vision of "better healthcare for all", and has set up and perfected an occupational health and safety management system for the purpose of protecting employees' health and safety. We strictly abide by the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and other applicable laws and regulations related to occupational health and safety in the regions in which we operate. We implement the "3 Mai safety concept", cultivate employees' awareness of safety and increase their safety knowledge through cultural activities and training, thus working towards the goal of "zero harm". At the same time, we take a series of measures to create a healthy and comfortable working environment for our employees, and to safeguard their physical and mental health.

## Safety concept and system

In 2019, Mindray first proposed the "3 Mai safety concept" of "I want safety, I have my role, I am taking action." Over the past 4 years, we have been carrying out various safety culture activities to raise the safety awareness of all employees, promote the implementation and application of the safety concept, and as a result, form the cultural concept of "We want safety". During the Production Safety Month and Fire-fighting Month this year, employees vividly practiced the "3 Mai safety concept" by shooting videos and other means.

This year, based on our safety concept, we orderly developed the occupational health and safety system, and strengthened the identification and assessment of operational risks. In 2022, the Group's headquarter and its main production base, Guangming Manufacturing Center and Nanjing Production Base, all passed certifications of ISO45001 Occupational Health and Safety Management System and relevant supervision and review. In 2023, we plan to have three subsidiaries apply for and pass third-party occupational health and safety system certification, to provide strong protection for our employees.

### "3 Mai safety concept"



## Safety management

In accordance with the requirements of management procedures such as *Hazards Evaluation Management Procedure*, *Management of EHS Change Procedure*, *EHS Performance Management Procedure* and *Internal and External Audit Management Procedure*, Mindray identifies existing hazard sources, and evaluates potential hazard sources due to changes in activities, processes, facilities and personnel in a timely manner. Mindray implements risk grading management and regular inspection and improvement in accordance with the principle of "As Low As Reasonably Practicable" to provide a safe working environment for employees.

This year, based on the needs of hazard source control, we independently developed an EHS management platform. By using IT technology, we achieved standardized closed loop management of the entire process covering hazards identification, evaluation, control, inspection (reporting of unsafe conditions/behaviors) and improvement. These efforts improved the convenience, timeliness and effectiveness of hazards control and increased the reserve of relevant knowledge. At the same time, the EHS management platform allows employees to report unsafe conditions/behaviors via mobile phones, thereby nipping them in the bud.

We communicate with employees the result of hazards identification and assessment, measure requirements and unsafe conditions/behaviors through risk maps, bulletin boards, notification cards, training, pre-shift meetings, applet, etc. Through setting the woodpecker award, the EHS contribution award, safety pacesetters and other awards, employees are encouraged to identify safety issues and propose improvement plans such as pump replacement for manual work during sewage treatment and laser marking instead of manual work. Their contribution jointly promotes the continuous improvement of the Group's safety management level. At the same time, we attach great importance to the health and safety management of subcontractors and organize training to help them improve their safety performance.

## Occupational health management

We have formulated and implemented management systems, such as the Occupational Health Management Procedure and the Occupational Health Supervision and Management Regulation. According to them, we have continuously optimized the management level of occupational health hazards such as noise, dust, and toxic chemicals. Engineering measures are adopted to continuously reduce the exposure level of occupational health hazards. For example, noise sources of automated packaging lines are isolated at Nanjing Production Base to reduce noise level at the workplace. We have drawn up the Occupational Hazards List, and provide corresponding training for employees. Besides, we make every effort to give notifications of occupational health hazards and set up warning signs. Based on the monitoring of occupational health hazards, we equip employees with appropriate personal protective equipment, identify job positions that require occupational health examinations, and entrust qualified agencies to conduct pre-service, in-service, off-post physical examinations and emergency physical examinations.

## Dangerous chemicals management and control

We keep optimizing management measures for dangerous chemicals. We have formulated the Dangerous Chemicals Management Procedure and supporting policies for the whole-process management of introduction, usage, transportation, storage, emergency response, disposal, and hazard notification (incl. warning signs). This year, we further strengthened introduction management of chemicals. We employed IT-enabled coding management for the procurement of chemicals in accordance with the List of Prohibited Dangerous Chemicals and the Catalogue of Dangerous Chemicals. Moreover, we have been committed to using fewer dangerous chemicals or replacing them with less harmful substances for the lowest environmental impact. For instance, we stopped using alcohol in cleaning optical components and replaced acetone with alcohol in solution preparation.

### ISO45001 Occupational Health and Safety Management System Certification



9,899.2 thousand RMB

Amount invested in occupational health and work safety

\* 2022

## Occupational health and safety training and emergency management

We have formulated the *EHS Training Management Procedure* which defines an EHS training matrix for employees. We also have developed annual EHS training plans for both new hires and current employees based on relevant laws and regulations, hazard identification results and the Group's EHS management. We also adopt a package of steps to measure training results. We provide timely safety training for employees in new technologies, new production processes, new equipment and new materials adopted to keep their skills and knowledge up-to-date. To accommodate the characteristics and meet the work needs of the new generation of employees, this year, more EHS training programs were launched by means of short videos and other online channels. This lively training is accessible for all employees and helps improve EHS skills and knowledge required. In compliance with the *Emergency Management Procedure*, we regularly conduct fire evacuation drills, chemical emergency drills and bio-leakage drills every year to enhance employees' safety awareness and emergency response skills.

## Physical and mental health of employees

We take various measures to fully protect employees' physical and mental health.

We have built a healthy and comfortable workplace for all. Offices are well equipped with facilities, including tea rooms, air conditioners, and Internet. Vegetated area in the park is expanded. Staff cafeterias are set up to meet employees' daily catering needs. We encourage employees to develop personal hobbies and sustain good life habits for better work-life balance. We organize annual corporate activities such as "21-day exercise challenge" and Mindray Sports Month to fully motivate employees. In 2022, a total of 5,805 employees from 366 departments participated in the "21-day exercise challenge", with 3,663 succeeded. To enrich employees' extracurricular activities, we launched cultural campaigns to promote exchanges between domestic and overseas employees. 18 clubs including dancing, music, basketball, billiards and fitness have been set up at each base of the Group. Team building funds have been provided for employees to help them cultivate their interests and expand their social circle.

We highlight mental health and development of employees, and fully promote a physical and mental health care program. This year, employee psychological care rooms at the headquarter and Guangming Manufacturing Center were officially put into operation. At these rooms, national second-level psychological consultants helped employees cope with hassles and puzzles in work and life. Meanwhile, we launched a consultation hotline to provide professional, free and confidential consultation. We held monthly lectures and health day activities on different topics, and invited counselors to share the way of mental health care and emotional regulation, thus getting employees in better shape.

111,690.15 hours

Total hours of EHS training

84,859 person-times

Total number of employees attending EHS training

0.0116

Lost time injury rate

0.0116

Recordable incident rate

\* 2022



Employee psychological care room at the headquarter



Employee psychological care room at Guangming Manufacturing Center

### Photography activities - Work Well Live Well @ Mindray

To enrich employees' extracurricular life and display mindset of employees in different countries and regions, we organized a photography activity, Work Well Live Well @ Mindray, and invited our global employees to share beautiful moments in their work and life.



Photography, "Envision More", by an employee from Mindray Indonesia

### Mental health week at Nanjing Production Base

Thanks to meticulous preparation, Nanjing Production Base presented employees with a series of activities during the Mental Health Week from 28 November to 2 December 2022. These activities included mental health lectures, psychology games, coloring therapy, interpretation of psychological test results, and individual face-to-face counseling. Employees actively participated in activities, and learnt mental health knowledge in games. This helped them release the pressure of work and life.



Mental health lecture

# Diversity and equal opportunity

Diversity, equality and inclusion are important elements of Mindray's core values. It is our commitment to ensure that all employees are entitled to statutory rights. Following the *Labor Law*, we give equal remuneration for work of equal value and ensure that employees in the same position or rank reside in the same salary bandwidth. We fully respect regional cultural differences, and prohibit discrimination and prejudice on the basis of age, sex, nationality, race, color, and religion. We treat every employee equally, and provide them with equal opportunities and broad prospects for growth.

## Diversity policy and management

We keep improving policies and management measures for diversity, equality and inclusion. The general manager of the Human Resources Center is appointed to oversee our diversity performance. This year, we updated the *Diversity and Inclusion Policy* to the *Diversity, Equality and Inclusion Policy*. In this new policy, we include provisions on equal opportunity, and clarify disciplinary action and complaint procedures under the Group's compliance requirements and the laws and regulations of the countries where we operate. This policy is applicable to the Group and all its branches. We also have introduced the *Anti-Discrimination, Anti-harassment and Anti-Bullying Policy* to clarify the definition of discrimination, harassment and bullying, define management responsibilities and complaint procedures, and provide a guarantee for an equal and safe workplace.

In addition, we employ people with disabilities who meet our business requirements to help them secure jobs. We set up barrier-free passages and accessible toilets in our parks to provide convenience for employees with disabilities and support them to perform their duties. As at 31 December 2022, we have employed 12 employees with disabilities, 8 in China and 4 overseas.

# 100%

Mindray has set up 51 overseas subsidiaries in 42 countries and hired 100% local employees in 29 countries.

# 12%

Percentage of foreign employees in the Group

# 82%

local staff rate in overseas businesses

# 29%

Percentage of racial minority employees at Mindray North America

# 21%

Percentage of racial minority employees in management at Mindray North America

# 100%

Coverage rate of training on diversity, equality and inclusion

\*As at 31 December 2022

## Cultural diversity

Each year, we organize campaigns and training on diversity, equality and inclusion for all employees to promote cultural diversity at workplace. The training is launched through an online learning platform, covering management policies such as the *Diversity, Equality and Inclusion Policy* and the *Anti-discrimination, Anti-harassment and Anti-bullying Policy*. In addition to policy training, we require employees in key positions like human resources recruitment and management to take a series of courses such as *Cross-cultural Management* to obtain a comprehensive understanding of cultural differences between countries and regions. We fully respect the culture of countries or regions where we operate. We have launched various localized training courses and materials, including multilingual (Chinese, English, Russian, Spanish, Portuguese, German, French, Italian, Dutch, Indonesian, etc.) posters and animation about our core values, so as to meet the learning needs of employees around the world.

### Diversification initiatives at Mindray North America

#### America

As an Equal Opportunity Employer, Mindray North America follows the principles of equal opportunity, confidentiality, respect, clear communication, anti-harassment, fair wages, and immigration compliance in recruitment and interview to ensure that all employment-related decisions are made on a non-discriminatory basis, thereby promoting a diverse workforce at the source. To prevent discrimination in recruitment, Mindray North America lists questions not to ask in interviews, including questions about the candidate's birth date, family background, religion and parents' nationality, such that implicit discrimination due to interviewer's stereotype could be avoided.

#### Training on diversity, Equality and Inclusion

In December 2022, we launched Diversity, Equality and Inclusion (DEI) training to promote the importance of diversity for corporate and individual development. The course encompassed DEI definition, and our philosophy, commitment and current achievements in DEI, as well as the grievance and reporting mechanism. It aimed to present a full picture of the Group's DEI related policies and management measures for employees to obtain a deeper understanding. As at 31 December 2022, we have provided DEI training for all employees.



■ A poster (in French) about Mindray's core values

## Protection of female rights and interests

In strict accordance with the laws and regulations such as the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, we pay attention to the protection of female employees' rights and interests, especially during their pregnancy, confinement and breastfeeding. We respect female employees' rights to equal opportunities and career pursuit, and prohibit any form of workplace gender discrimination, such as preventing them from getting promoted on the grounds of pregnancy, fertility, etc. Committed to improving female employees' welfare, we offer benefits such as pregnancy leave, maternity leave, breastfeeding leave and half-day off on Women's Day, set up lactation rooms in the workplace, and present gifts to all female employees on every International Women's Day. To encourage a healthy lifestyle, we open fitness courses such as yoga and aerobics and organize a variety of fun activities for female employees to relax their body and mind.

29.06%

Percentage of female employees

37.50%

Percentage of female employees in senior management

30.37%

Percentage of female employees in new hires

22.84%

Percentage of female employees in R&D positions

\*As at 31 December 2022

### Female employee's stories

Since joining Mindray, Yanina Mabel Ogen has been working hard and rising up to challenges, practicing the concept of staying close to customers. In 2022, despite the severe macroeconomic downturn and strict exchange control in Argentina, she led the Argentine PMLS sales team to address challenges, by winning high-end customers, improving distribution channels and introducing a two-level framework. In doing so, she exceeded the sales target of the year and was selected as the "Outstanding Employee in 2022".



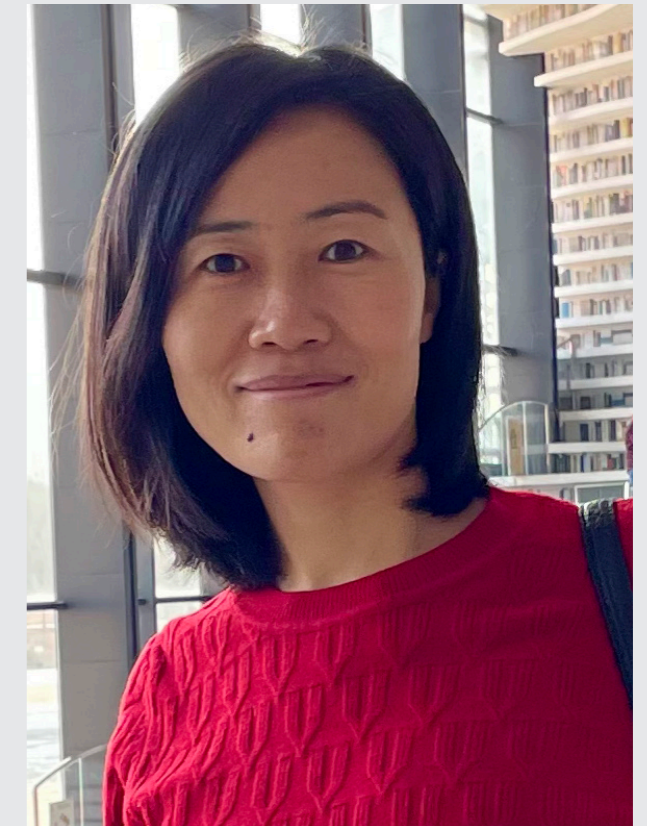
Yanina Mabel Ogen

Kaushika Khoosal has been working in Mindray UK for nearly 8 years. As a core member of PMLS sales team, Kaushika always steps up to the challenges of the UK market. With strong expertise, she contributed to Mindray's brand building in southeast UK and its business development in London and other regions. In 2017, Kaushika was granted "Sales Championship Award", and now, she has been promoted as a sales manager in southern UK.



Kaushika Khoosal

Cao Jianfang joined Mindray R&D Department after graduating with a master's degree. During the 18 years of working, she has stuck to practical spirit and customer-oriented thinking, and devoted herself to the front-line clinical work at different stages. By digging into the clinical difficulties and demands, she has planned and designed many well-received innovative products. Serving as the Business Director of Minimally Invasive Surgery, she studies new business knowledge quickly, determines the clear development direction of Minimally Invasive Surgery, and drives the team to launch new products efficiently.



Cao Jianfang



# SOCIAL RESPONSIBILITY

The Outline of the 14th Five-Year Plan and Vision 2035 set forth clear requirements for sustainable development. As a medical device company with the mission to "advance medical technologies to make healthcare more accessible", it is incumbent upon Mindray to promote the health of the entire society. We fully capitalize on our strengths in healthcare to drive rural revitalization with industrial revitalization, invest medical resources to help improve the services of primary care, and promote exchanges and cooperation to advance the quality development of the healthcare industry. Our corporate responsibility also urges us to raise public awareness of first aid, pay attention to animal welfare issues and protect biodiversity.

### Issues of concern in this section

- Rural revitalization
- Industry-academics-healthcare professional cooperation
- Fulfilling social responsibility

### SDGs in this section:



# Rural revitalization

The key objective of rural revitalization is to make people and industries prosperous. To this end, Mindray has not only leveraged its strengths to expand the medical device industry chain to Dangshan county, Anhui province but also financed local education programs to drive the overall development of the region. Besides, we have developed a multi-channel rural revitalization strategy to support the growth of local industries with distinctive features.

## Drive rural revitalization with industrial revitalization

Industrial revitalization is the top priority of rural revitalization. Mindray insists on deepening industrial cooperation and has brought the medical healthcare industry to Dangshan County, Suzhou City, Anhui Province, to facilitate the transformation and upgrading of the local industrial structure. We are taking practical actions to live up to our commitment of "driving rural revitalization with industrial revitalization" and making every effort to put Dangshan's industrial growth on a "fast track", in the hope of creating a bright future.

### Move forward with Dangshan for common development

On 28 April 2022, the construction of Dangshan Mindray Medical Technology Industrial Park officially started. Dangshan Mindray Medical Technology Industrial Park is located in Dangshan Economic Development Zone, covering a total area of about 298 mu and a gross floor area of approximately 200,000 square meters. Upon completion, the park will become the fourth largest manufacturing base of Mindray in the world, covering the orthopedic field, producing high standard bone nails that meet the specifications of human implants, providing core components for other bases through precision machining and conventional machining, and supporting the assembly of various main business products. At present, the construction of the industrial park is proceeding smoothly. We have recruited 70 local mechanics in two batches, with plans to train them into skilled technicians in slitting machine operation and machine fine-tuning. The first batch began their training in Shenzhen and Wuhan more than a year ago, and the second round of hires was onboarded in



Groundbreaking ceremony of Dangshan Mindray Medical Technology Industrial Park

the third quarter of 2022. The construction of Dangshan Mindray Medical Technology Industrial Park is an important milestone in Dangshan's economic development, and also a significant part in the supply chain of Mindray. Looking ahead, Mindray will continue to join hands with Dangshan County for in-depth cooperation and make joint efforts to write a new chapter of cooperative development.

### Promote the industry development and cultivate education talents for Dangshan

The development of rural education is a vital part of the rural revitalization strategy. On 26 October 2022, at a donation ceremony, Li Xiting, Chairman of Mindray, announced a donation of 1 billion RMB to build a new campus for Dangshan Middle School in Anhui province. The new campus is located in Dangshan Economic Development Zone, south of Mindray Avenue, covering a total area of about 220 mu and a gross floor area of roughly 120,000 square meters. Upon completion, it can accommodate 90 classes of boarding students. The new campus can not only significantly improve the learning, working and living environment of Dangshan Middle School, but also can expand the school's teaching capacity to a considerable extent.

Education is a longstanding concern for Mindray and Li Xiting. As early as 2004, Li Xiting donated more than 6 million RMB to Dangshan Middle School and Li Tun Primary School in Dangshan County. In 2010, he donated another 6 million RMB to Dangshan Middle School to help with the library's building. In addition, Li Xiting has also made lots of donations to fund many hope primary schools in Huaibei and Jinzhai in Anhui and Huining in Gansu. In June 2020, Li Xiting donated 106.8 million RMB to his

alma mater, University of Science and Technology of China (USTC) in his own name, and established the "Li Xiting Fund", focusing on the development of the School of Physics, and the introduction and cultivation of top talents for USTC's science and technology projects, etc.



Donation ceremony of new campus for Dangshan Middle School

## Promote rural development by purchasing agricultural products from farmers

Mindray commits itself to the rural revitalization strategy. We hope our efforts can not only assist farmers with product marketing and income growth but can also spur economic growth with high-quality products. To boost the agricultural economy, we have opened up more sales markets through multiple channels, broadened the service boundary and relied on industrial upgrading to raise farmers' income.

Rich in pears, Dangshan County is renowned as "China's pear capital", and is the world's largest contiguous orchard recognized by Guinness World Records. Dangshan has nearly 1 million mu of contiguous orchards, with an annual production of 1.5 billion

kilograms of Dangshan pear, yellow peach, apple and other fruits. Of this figure, the annual output of Dangshan pear is about 750 million kilograms, accounting for 1/8 of all the pears produced in China. Dangshan is one of the Top ten counties for fruit production and the Top one for fruit processing in China.

Every year, Mindray purchases pears, grapes, yellow peaches and other fruits from Dangshan and distributes them to employees as holiday benefits, helping local farmers increase sales and income. Also, we have produced Dangshan pear syrup, canned yellow peaches and other healthy products as business gifts.

In 2022, Mindray purchased nearly **20,000** boxes, or **100 thousand** kilograms, of fruits from Dangshan, including grapes and yellow peaches, costing **2.08 million** RMB in total.



Pear orchard in Dangshan

# Industry-academics-healthcare professional cooperation

17

provinces

1,274

grass-roots health commissions, TCM medical institutions, and women and children medical institutions, etc. in different districts or counties

2,415

participants joined in offline programs since launch

21

offline training sessions for basic-level health commission administrators in 2022

1,074

participants in 2022

more than 100 thousand

viewers attracted in each of the live broadcasts of the Quality Response to Grassroots Questions

Industry-academics-healthcare professional cooperation plays a vital role in the technical innovation of Mindray, and also acts as a key link to push forward medical technologies and develop talents training. We set our sights on the shortage of China's primary healthcare system and contribute to the optimization of talent training system and infrastructure; we join hands with universities on industry-academics-healthcare programs to reserve talents for the industry; we unify the strengths of all sectors, and exchange ideas with experts from other nations on how to improve the utilization efficiency of medical resources and make quality medical resources more accessible.

## Focus on primary healthcare improvement and talents training

To further build a community with shared medical resources in counties and learn from the successful experience in advanced districts, Mindray has cooperated with Tsinghua University since 2019 to carry out a comprehensive capacity enhancement program for healthcare system managers. In 2021, Mindray combined forces with the School of Public Health of Peking University to conduct various forms of medical education and training activities across the country.

In the future, we will combine "online and offline" forms, look for more training bases and set up expert groups to help develop an annual plan for the training series.

Targeting at community health service centers, town health centers, and regional medical centers, the "Mindray Standardized Laboratory' Hundred Cities Action" project aims to promote the construction of standardized laboratories, keep rural medical level in pace with developed areas, improve the laboratory testing, diagnosis and operation capabilities of primary medical institutions in all-around manner, and standardize their laboratory management systems, test procedures, and biosafety, so as to

Since the launch of the training program for health administrators of primary-level health commissions, a total of **2,415** administrators from grass-roots health commissions, TCM medical institutions, and women and children medical institutions, etc. from **1,274** districts or counties in **17** provinces have taken part in the offline learning.

In 2022, a total of **1,074** participants attended 21 offline training sessions for basic-level health commission administrators, and each of the 3 online consultations for primary healthcare attracted more than **100 thousand** viewers.



Inauguration of Mindray standardized laboratory at the healthcare center of Shayuan community, Haizhu District, Guangzhou

support the sharing of regional medical resources. In 2022, Mindray built 311 standardized laboratories in total.

## Cooperate with universities to benefit students

University-enterprise cooperation on talent development is conducive to the sharing of resources and information between both sides. Mindray has set up scholarships at universities and engaged in a variety of industry exchanges with such universities

to create a favorable environment for talent development and to reserve talent resources for the healthcare industry.

Data highlights:

- Since 2017, Mindray has set up the "Mindray Scholarship" in 50 medical schools in China, with more than 2,300 students receiving a total of 13.09 million RMB between them. In 2022, "Mindray Scholarship" was established in 12 medical schools, including Xiangya School of Medicine of Central South University and Lanzhou University, with a total amount of 2.66 million RMB earmarked.
- In 2022, Mindray entered into strategic cooperation agreements with Zhejiang Chinese Medical University, Wenzhou Medical University, Hangzhou Medical College, North Sichuan Medical College, under which Mindray will support them in discipline build-up, talent cultivation, and development of teaching laboratories or research and training bases.
- In 2022, Mindray's research institutes and manufacturing bases welcomed hundreds of visitors, all students and faculty members, from Sun Yat-Sen University, Southern University of Science and Technology (SUSTech), Shenzhen University, Northwestern Polytechnical University, Xi'an Jiaotong University, Nanjing University of Aeronautics and Astronautics, etc.
- Mindray collaborates with universities to develop training courses, with an eye to sharing its years of industry and management experience with students, so that they could have a better understanding of the healthcare industry and transit from research to industrialization mindsets. In addition to the professional training courses like *Industry Status of Artificial Intelligence in Healthcare and Mindray Intelligent Exploration and Medical Device Risk Management*, etc. We also offer soft skills courses like *Time Management* and *Structured Thinking* to ease students' transition from campus to the workplace. In 2022, we trained 2,708 people in 8 universities and research institutes, including Tsinghua University, South China University of Technology, Harbin Institute of Technology, Xi'an Jiaotong University, Xidian University, Wuhan University, and Wuhan Institute of Virology, Chinese Academy of Sciences.

## Join hands with Xi'an Jiaotong University to offer summer course of "Smart Healthcare Talent Pilot Program"

In July 2022, Mindray worked with the School of Life Science and Technology of Xi'an Jiaotong University to develop the summer course of "Smart Healthcare Talent Pilot Program", which was divided into two categories, namely technology and general knowledge. The course was designed to help students deepen their understanding of the medical industry, enhance their overall employability, and support the cultivation of cross-disciplinary talents. The first online course attracted more than 200 students and teachers from various schools of Xi'an Jiaotong University.

**mindray 迈瑞** | 西安交通大学 | 生命科学与技术学院

### 智慧医疗人才领航 暑期课程

**课程一 《医疗器械行业状况与发展趋势》**  
7.20(周三)19:00-20:30

课程讲师: 李新胜  
迈瑞医疗集团副总裁, 2001年毕业于清华大学生物医学工程专业, 获工学博士学位。2002年加入深圳迈瑞生物医疗电子股份有限公司, 从事多参数监护仪、麻醉机、呼吸机、呼吸机等医疗设备的业务规划和产品研发以及创新工作, 目前负责迈瑞医疗生命信息与支持、医学影像、体外诊断三条业务线的产品研发工作。

- 全球医疗卫生领域现状、机遇及挑战
- 医疗器械行业状况, 剖析行业差距与潜力
- 医疗器械领域未来技术创新与交叉方向

腾讯会议链接

**课程二 《想清楚, 说明白—结构性思维》**  
7.21(周四)19:00~20:30

课程讲师: 闫飞  
迈瑞医疗集团金牌专职讲师, 拥有16年人才培养与发展工作经验。赋能迈瑞各级员工, 并多次受邀给渠道商/医院/医疗相关机构等授课。授课特色以绩效为导向, 以学员为中心, 持续保障课程案例鲜活, 通过丰富的教学方法以及深入浅出的演绎, 帮助学员学习成果转化。

- 什么是结构性思维
- 结构性思维的四个特点
- 子结构学习, 促进思考和表达的结构化

腾讯会议链接

提交课前问题, 有机会获得迈瑞医疗赠送的精美小礼品哦~

**主办单位**  
西安交通大学生命科学与技术学院  
迈瑞医疗集团  
西安交通大学就业创业指导服务中心

Poster of summer course "Smart Healthcare Talent Pilot Program" by Xi'an Jiaotong University

## Build cooperation platforms to strengthen communication

Mindray has joined forces with research institutions and industry experts to seek multilateral cooperation. We focus on the major technical issues and difficulties in medical device-related sectors and constantly perfect our innovation system for medical equipment, striving to advance the course of global healthcare and jointly protect human life and physical well-being.

### Lanzhou International Forum on Innovation and Development of Medical Engineering

On 25 June 2022, initiated by the Medical Engineering Branch of Gansu Medical Association and undertaken by Mindray, the Belt and Road Initiative Lanzhou International Forum on Innovation and Development of Medical Engineering took place in Lanzhou. Experts from countries along "Belt and Road" routes and the Medical Engineering Branch of the Chinese Medical Association (CMA) were invited to discuss the hot topics in medical engineering, such as new challenges in medical engineering in the



era of digital transformation, consumables management under DRG/DIP payment and whole life cycle management of medical devices.

### Pacific Rim Health Innovations Conference

In September 2022, Mindray supported the hosting of the 1st Pacific Rim Health Innovations Conference (PRHIC). The conference was jointly curated by the First Affiliated Hospital of Sun Yat-Sen University and the University of California, Berkeley, where the COVID-19 pandemic, robotic surgery, the use of medical data, digital medical technology innovation and other topics were discussed. More than 100 domestic and overseas counterparts from 29 countries participated in the online discussion of smart medical innovation.

### The 5th Asia Medical Week

On 19 November 2022, Mindray, in collaboration with Zhongshan Hospital of Fudan University, held the 5th Asia Medical Week event in Shanghai. Since the event was founded 5 years ago, Mindray and Zhongshan Hospital have been working together to use this academic exchange platform to spread China's clinical diagnosis and treatment, hospital management and other experience to the world.

# Fulfill social responsibilities

Mindray takes the initiative to undertaking the responsibility of protecting the health and safety of the public. Over the years, we spare no effort in promoting the public access defibrillation (PAD) program, donate AED equipment and actively carry out first aid trainings to improve the first aid awareness and skills of the public. We provide medical and scientific support for animal conservation and increase publicity thereon to make the importance of biodiversity widely recognized and valued.

## Take precautionary measures and popularize AED

Along with the shift of the medical service model and the rising demand for first aid services from all walks of life, the scope of first aid services has expanded from hospital emergency departments to public settings. The sudden cardiac arrest deaths in China reach 540 thousand every year, ranking the first in the world. There are about 1,500 deaths of sudden cardiac arrest every day, and 90% of them happened outside hospitals. Almost half of patients of sudden cardiac arrest can be revived if they are given AED and cardio-pulmonary resuscitation (CPR) in 4 minutes, and this is called "Golden 4 minutes". Therefore, installing and promoting AED in public is vital to pre-hospital care.

Bearing in mind public life safety, Mindray is dedicated to raising first aid awareness and popularizing the use of AED to save lives. Technically, Mindray always applies the state-of-the-art technologies to AED and innovates continuously from easy to use, efficiency, reliability and management cost, to comprehensively improve the quality and standard of first aid in public. As for installation and implementation, Mindray promotes the AED installation in public places, accelerating the installation in developed areas, and strengthening the promotion in undeveloped areas. To strengthen cultural promotion, Mindray leverages new media resources channels to deepen the public's awareness of AEDs and enhance the public's first aid skill.

# 1,000

units of AED equipment have been donated

# 148

patients who suffered from sudden cardiac arrest in public places in China had been treated by Mindray AEDs

# over 500,000

participants directly and indirectly got the first aid training

This year, Mindray has provided **more than 20** AED training sessions to Peking University, Chinese University of Hong Kong, Shenzhen Chamber of Commerce (SCC), Ping An Insurance, CITIC Securities, Alibaba, China Southern Power Grid, China Mobile South Base, Shahe Palm Golf Course and other universities and Fortune 500 companies.

As at 31 December 2022, Mindray had donated **1,000** units of AED equipment to its partners and contributed, directly or indirectly, to the first aid training for over **500,000** participants.

As at 31 December 2022, **148** patients who suffered from sudden cardiac arrest in public places in China had been treated by Mindray AEDs.

## Release the White Paper on Public Awareness of AED in China

In September 2022, Mindray, together with the School of Journalism and Communication, Peking University, published the White Paper on Public Awareness of AED in China. In the white paper, the spatial-temporal distribution of AED popularity in social media in China, the factors affecting the public's willingness to accept AED training and the ways different people participate in AED training were investigated and analyzed. For the first time, the Company has systematically considered the issue of AED first aid from the perspective of academic research on "health communication", hoping to make more people understand the current situation of AED first aid in China and promote the popularity of AED. The white paper conference was streaming on the university-level new media platform and news media platform of Peking University, with more than 1 million views. The science experts participated in the Roundtable Forum of the conference and gave first-aid demonstrations to popularize first-aid awareness and technology to the public.



White Paper on Public Awareness of AED in China

## Conserve biodiversity and improve the life quality of animals

The beauty of species lies in their diversity, and the international community has reached a consensus on protecting biodiversity. Mindray Animal Medical, a wholly-owned subsidiary of Mindray, provides support to protect biodiversity and improve the quality of life of animals so that people and animals can coexist in harmony.

In 2022, Mindray Animal Medical partnered with Laurent Locquet, a UK animal cardiologist, to perform cardiac examination periodically on rare animals such as polar bears, tigers, lions, and orangutans, and collect data for animal cardiology research. In addition, we also worked with Estonian anesthesiologist Dr. Aleksandr Semjonov to offer technical support and training in anesthesia for pet and rare wildlife conservation organizations in Europe, the Middle East and Africa. This helped more clinicians gain professional knowledge of anesthesia and rescue animals by more advanced and safer means.

We are also concerned about the stray animals around us. Compared to companion animals, they live in a more complicated environment, lack professional care, and have more difficulties accessing basic animal medical services such as spaying and neutering and medical examinations. Together with licensed veterinarians, Mindray Animal Medical has participated in the conception and refinement of the "Mobile Animal Clinic". To meet the actual needs of disinfection and sealing, mobile transportation, power supply, heat preservation and moisture retention, convenient operation and stable operation, Mindray Animal Medical has selected equipment that is suitable for the limited space of the van and hammered out a set of solutions that can fit the environment of communities and animal bases.



Dr. Laurent Locquet performs cardiac examination on polar bears



Dr. Aleksandr Semjonov offers courses on wildlife anesthesia in South Africa

### Mindray Animal Medical's "Mobile Animal Medical Clinic" for rescuing stray animals

In September 2022, Mindray Animal Medical donated 155,000 RMB (22,000 USD) worth of medical devices to Beijing TaiDaQuan Stray Dog Care Center, supported by the China Small Animal Protection Association (C.S.A.P.A). The one-stop solution of the "Mobile Animal Medical Clinic" (equipped with blood analyzer, biochemistry analyzer, anesthesia machine, monitor and other medical devices) can roughly satisfy all the needs of small animal hospitals for diagnosis, treatment and operation equipment while enhancing the ability of animal protection institutes and local communities to provide first-aid and prevent epidemics.

The "Mobile Animal Medical Clinic" is not only an "animal medical kit" shuttling between bases but also a "mobile classroom" popularizing animal science and pet raising knowledge in schools and communities. It could deliver quality programs and content to more places across the country, improve the efficiency of small animal rescue and treatment, and quickly respond to the medical questions from rescuers.



爱心捐赠证书

Every year on animal holidays, Mindray Animal Medical disseminates knowledge about animal conservation on social media and in-person platform, in an effort to increase public awareness of animal care and biodiversity protection in the entire society, and work with the public to compose the beautiful rhyme of life.

#### World Black Bear Day 4 June

Share the story of Sichuan Longqiao Black Bear Protection Center, the largest black bear protection center in Asia, and encourage people to make donation to the organization to save black bears.



#### International Guide Dog Day 27 April

Share the heartwarming story of the Olympic champion Carina and her guide dog Riley to popularize the knowledge about guide dogs and increase their recognition in the public.



#### World Camel Day 22 June

Disseminate knowledge about diseases of camels that have long lived in the desert and their prevention, discovery and detection, and enhance the public's understanding of the diverse biological communities in the arid and barren land of the world.

#### International Tiger Day 29 July

Release the public service video of International Tiger Day and share the story of two internationally renowned veterinarians who saved tigers with Mindray's animal medical devices, drawing public attention to and biodiversity.



#### International Dog Day 26 August

Share the story of the abandoned puppy Doudou and call on everyone to care for animals and raise pets scientifically.

# Appendix I: Index of GRI Standards

Statement of use	Shenzhen Mindray Bio-Medical Electronics Co., Ltd. reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location of the report
General Disclosure		
GRI2: The organization and its reporting practices		
GRI 2-1	Organizational details	ABOUT MINDRAY
GRI 2-2	Entities included in the organization's sustainability reporting	ABOUT MINDRAY
GRI 2-3	Reporting period, frequency and contact point	ABOUT MINDRAY
GRI 2-4	Restatements of information	ABOUT MINDRAY
GRI 2-5	External assurance	Appendix IV: Independent Assurance Report
GRI2: Activities and workers		
GRI 2-6	Activities, value chain and other business relationships	VALUE CHAIN COLLABORATION
GRI 2-7	Employees	SUSTAINABLE HUMAN RESOURCES, Appendix III: Summary of Key Performance Indicators
GRI2: Governance		
GRI 2-9	Governance structure and composition	Please refer to the Annual Report for details
GRI 2-10	Nomination and selection of the highest governance body	Please refer to the Annual Report for details
GRI 2-11	Chair of the highest governance body	Please refer to the Annual Report for details
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Please refer to the Annual Report for details
GRI 2-13	Delegation of responsibility for managing impacts	Please refer to the Annual Report for details
GRI 2-14	Role of the highest governance body in sustainability reporting	SUSTAINABILITY MANAGEMENT
GRI 2-15	Conflicts of interest	Please refer to the Annual Report for details
GRI 2-16	Communication of critical concerns	CORPORATE GOVERNANCE

GRI Standard	Disclosure	Location of the report
GRI 2-17	Collective knowledge of the highest governance body	Please refer to the Annual Report for details
GRI 2-18	Evaluation of the performance of the highest governance body	Please refer to the Annual Report for details
GRI 2-19	Remuneration policies	Please refer to the Annual Report for details
GRI 2-20	Process to determine remuneration	Please refer to the Annual Report for details
GRI2: Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	SUSTAINABILITY MANAGEMENT
GRI 2-23	Policy commitments	CORPORATE GOVERNANCE, VALUE CHAIN COLLABORATION
GRI 2-24	Embedding policy commitments	CORPORATE GOVERNANCE, VALUE CHAIN COLLABORATION
GRI 2-25	Processes to remediate negative impacts	CORPORATE GOVERNANCE
GRI 2-26	Mechanisms for seeking advice and raising concerns	CORPORATE GOVERNANCE
GRI 2-27	Compliance with laws and regulations	Appendix II: Policy List (with a focus on its business operation in China Mainland), CORPORATE GOVERNANCE, INSIGHTFUL INNOVATION, VALUE CHAIN COLLABORATION, GREEN DEVELOPMENT, SUSTAINABLE HUMAN RESOURCES
GRI2: Stakeholder engagement		
GRI 2-29	Approach to stakeholder engagement	ABOUT THE REPORT
GRI 2-30	Collective bargaining agreements	SUSTAINABLE HUMAN RESOURCES
GRI3: Material Topics 2022		
GRI 3-1	Process to determine material topics	ABOUT THE REPORT
GRI 3-2	List of material topics	ABOUT THE REPORT
Economy		
GRI201: Economic Performance		
Management approach disclosures		ABOUT MINDRAY
GRI 201-1	Direct economic value generated and distributed	Please refer to the Annual Report for details
GRI 201-2	Financial implications and other risks and opportunities due to climate change	GREEN DEVELOPMENT
GRI203: Indirect Economic Impacts		
Management approach disclosures		SOCIAL RESPONSIBILITY
GRI 203-1	Infrastructure investments and services supported	SOCIAL RESPONSIBILITY



GRI Standard	Disclosure	Location of the report
GRI 203-2	Significant indirect economic impacts	SOCIAL RESPONSIBILITY
<b>GRI205: Anti-corruption</b>		
Management approach disclosures		CORPORATE GOVERNANCE
GRI 205-2	Communication and training about anti-corruption policies and procedures	CORPORATE GOVERNANCE
GRI 205-3	Confirmed incidents of corruption and actions taken	CORPORATE GOVERNANCE
<b>GRI206: Anti-competitive behavior</b>		
Management approach disclosures		CORPORATE GOVERNANCE
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	CORPORATE GOVERNANCE
<b>GRI207: Tax</b>		
Management approach disclosures		Please refer to the Annual Report for details
GRI 207-1	Approach to tax	Please refer to the Annual Report for details
GRI 207-2	Tax governance, control, and risk management	Please refer to the Annual Report for details
GRI 207-3	Stakeholder engagement and management of concerns related to tax	Please refer to the Annual Report for details
<b>Environment</b>		
<b>GRI302: Energy</b>		
Management approach disclosures		GREEN DEVELOPMENT
GRI 302-1	Energy consumption within the organization	GREEN DEVELOPMENT, SUMMARY OF KEY PERFORMANCE INDICATORS
GRI 302-3	Energy intensity	SUMMARY OF KEY PERFORMANCE INDICATORS
GRI 302-4	Reduction of energy consumption	GREEN DEVELOPMENT
GRI 302-5	Reductions in energy requirements of products and services	GREEN DEVELOPMENT
<b>GRI303: Water and Effluents</b>		
Management approach disclosures		GREEN DEVELOPMENT
GRI 303-1	Interactions with water as a shared resource	GREEN DEVELOPMENT
GRI 303-2	Management of water discharge-related impacts	GREEN DEVELOPMENT
GRI 303-3	Water withdrawal	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
GRI 303-4	Water discharge	Appendix III: Summary of Key Performance Indicators
GRI 303-5	Water consumption	Appendix III: Summary of Key Performance Indicators
<b>GRI304: Biodiversity</b>		
Management approach disclosures		SOCIAL RESPONSIBILITY

GRI Standard	Disclosure	Location of the report
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	During the Reporting Period, Mindray had no operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.
GRI 304-2	Significant impacts of activities, products and services on biodiversity	SOCIAL RESPONSIBILITY
GRI 304-3	Habitats protected or restored	During the Reporting Period, Mindray had no habitats protected or restored.
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	During the Reporting Period, Mindray had no IUCN Red List species and national conservation list species with habitats in areas affected by operations.
<b>GRI305: Emissions</b>		
Management approach disclosures		GREEN DEVELOPMENT
GRI 305-1	Direct (Scope 1) GHG emissions	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
GRI 305-2	Energy indirect (Scope 2) GHG emissions	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
GRI 305-4	GHG emissions intensity	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	GREEN DEVELOPMENT
<b>GRI306: Waste</b>		
GRI 306-1	Waste generation and significant waste-related impacts	GREEN DEVELOPMENT
GRI 306-2	Management of significant waste-related impacts	GREEN DEVELOPMENT
GRI 306-5	Waste directed to disposal	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
<b>GRI308: Supplier environmental assessment</b>		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 308-1	New suppliers that were screened using environmental criteria	VALUE CHAIN COLLABORATION
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	VALUE CHAIN COLLABORATION
<b>Society</b>		
<b>GRI401: Employment</b>		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 401-1	New employees hires and employee turnover	SUSTAINABLE HUMAN RESOURCES, Appendix III: Summary of Key Performance Indicators
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SUSTAINABLE HUMAN RESOURCES

GRI Standard	Disclosure	Location of the report
<b>GRI402: Labor/Management Relations</b>		
	Management approach disclosures	SUSTAINABLE HUMAN RESOURCES
<b>GRI403: Occupational Health and Safety</b>		
	Management approach disclosures	SUSTAINABLE HUMAN RESOURCES
GRI 403-1	Occupational health and safety management system	SUSTAINABLE HUMAN RESOURCES
GRI 403-2	Hazard identification, risk assessment, and incident investigation	SUSTAINABLE HUMAN RESOURCES
GRI 403-3	Occupational health services	SUSTAINABLE HUMAN RESOURCES
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	SUSTAINABLE HUMAN RESOURCES
GRI 403-5	Worker training on occupational health and safety	SUSTAINABLE HUMAN RESOURCES, Appendix III: Summary of Key Performance Indicators
GRI 403-6	Promotion of worker health	SUSTAINABLE HUMAN RESOURCES
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SUSTAINABLE HUMAN RESOURCES
GRI 403-8	Workers covered by an occupational health and safety management system	SUSTAINABLE HUMAN RESOURCES
GRI 403-9	Work-related injuries	Appendix III: Summary of Key Performance Indicators
GRI 403-10	Work-related ill health	SUSTAINABLE HUMAN RESOURCES, Appendix III: Summary of Key Performance Indicators
<b>GRI404: Training and education</b>		
	Management approach disclosures	SUSTAINABLE HUMAN RESOURCES
GRI 404-1	Average hours of training per year per employee	SUSTAINABLE HUMAN RESOURCES, Appendix III: Summary of Key Performance Indicators
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	SUSTAINABLE HUMAN RESOURCES
<b>GRI405: Diversity and equal opportunity</b>		
	Management approach disclosures	SUSTAINABLE HUMAN RESOURCES
GRI 405-1	Diversity of governance bodies and employees	SUSTAINABLE HUMAN RESOURCES, Appendix III: Summary of Key Performance Indicators
<b>GRI406: Non-discrimination</b>		
	Management approach disclosures	SUSTAINABLE HUMAN RESOURCES
GRI 406-1	Incidents of discrimination and corrective actions taken	During the Reporting Period, Mindray had no incidents of discrimination.
<b>GRI407: Freedom of association and collective bargaining</b>		
	Management approach disclosures	SUSTAINABLE HUMAN RESOURCES

GRI Standard	Disclosure	Location of the report
<b>GRI408: Child labor</b>		
	Management approach disclosures	SUSTAINABLE HUMAN RESOURCES
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	During the Reporting Period, Mindray had no operations and suppliers with significant risk for incidents of child labor.
<b>GRI409: Forced or compulsory labor</b>		
	Management approach disclosures	SUSTAINABLE HUMAN RESOURCES
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	During the Reporting Period, Mindray had no operations and suppliers with significant risk for incidents of forced or compulsory labor.
<b>GRI414: Supplier social assessment</b>		
	Management approach disclosures	VALUE CHAIN COLLABORATION
GRI 414-1	New suppliers that were screened using social criteria	VALUE CHAIN COLLABORATION
GRI 414-2	Negative social impacts in the supply chain and actions taken	VALUE CHAIN COLLABORATION
<b>GRI416: Customer health and safety</b>		
	Management approach disclosures	VALUE CHAIN COLLABORATION
GRI 416-1	Assessment of the health and safety impacts of product and service categories	VALUE CHAIN COLLABORATION, Appendix III: Summary of Key Performance Indicators
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During the Reporting Period, Mindray had no incidents of non-compliance concerning the health and safety impacts of products and services.
<b>GRI417: Marketing and labeling</b>		
	Management approach disclosures	VALUE CHAIN COLLABORATION
GRI 417-1	Requirements for product and service information and labeling	VALUE CHAIN COLLABORATION
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	During the Reporting Period, Mindray had no incidents of non-compliance concerning product and service information and labeling.
GRI 417-3	Incidents of non-compliance concerning marketing communications	During the Reporting Period, Mindray had no incidents of non-compliance concerning marketing communications.
<b>GRI418: Customer privacy</b>		
	Management approach disclosures	VALUE CHAIN COLLABORATION
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the Reporting Period, Mindray had no substantiated complaints concerning breaches of customer privacy and losses of customer data.

# Appendix II: Policy List

Sections of report	Applicable laws and regulations (Partial)	Internal Policies	Sections of report	Applicable laws and regulations (Partial)	Internal Policies
CORPORATE GOVERNANCE	<i>Criminal Law of the People's Republic of China</i>	<i>Anti-corruption Policy</i>	INSIGHTFUL INNOVATION	<i>Cybersecurity Law of the People's Republic of China</i>	<i>Mindray Intellectual Property Management Manual</i>
	<i>Criminal Procedure Law of the People's Republic of China</i>	<i>Anti-fraud Code</i>		<i>Patent Law of the People's Republic of China</i>	<i>Patent Management Regulation</i>
	<i>Civil Code of the People's Republic of China</i>	<i>Anti-monopoly Policy</i>		<i>Copyright Law of the People's Republic of China</i>	<i>Trademark Registration Management Process</i>
	<i>Company Law of the People's Republic of China</i>	<i>Mindray Code of Conduct and Ethics</i>			<i>Copyright Management Regulation</i>
	<i>Interim Provisions on Banning Commercial Bribery</i>	<i>Employee Manual</i>			<i>Patent Reward and Payment Regulation</i>
	<i>Oversight Law of the People's Republic of China</i>	<i>Policy for Whistleblowing and Complaints</i>			
	<i>Labor Law of the People's Republic of China</i>	<i>Personal Information Protection Management Policy</i>			<i>Reliability Work Guide</i>
	<i>Public Security Administration Punishments Law of the People's Republic of China</i>	<i>Guidelines for Impact Assessment of Personal Information Protection</i>			<i>Instrument and Equipment Management Procedure</i>
	<i>Bidding Law of the People's Republic of China</i>	<i>Personal Information Protection Management Specification</i>			<i>Supplier Management Procedure</i>
	<i>Regulation on the Implementation of the Bidding Law of the People's Republic of China</i>	<i>Information Security Conduct Management Specification</i>			<i>Supplier Certification Guide</i>
<i>Anti-Unfair Competition Law of the People's Republic of China</i>	<i>Information Security Training Specification</i>			<i>Supplier Performance Assessment Guide</i>	
<i>Data Security Law of the People's Republic of China</i>	<i>Sensitive Data Hierarchical Protection Management Regulation</i>			<i>Responsible Sales and Marketing Policy</i>	
			VALUE CHAIN COLLABORATION	<i>Product Quality Law of the People's Republic of China</i>	<i>Marketing System Information Security Management Regulation</i>
				<i>Regulations on the Supervision and Administration of Medical Devices</i>	<i>Marketing Conference Platform Management Specification</i>
				<i>FD&amp;C Act</i>	<i>Marketing Systems Distribution Channels Management Regulation</i>
				<i>European Union MDR &amp; IVDR Regulation</i>	<i>Sensitive Data Hierarchical Protection Management Regulation</i>
				<i>Advertising Law of the People's Republic of China</i>	
				<i>Law of the People's Republic of China on the Protection of Consumer Rights and Interests</i>	
				<i>Trademark Law of the People's Republic of China</i>	

Sections of report	Applicable laws and regulations (Partial)	Internal Policies
GREEN DEVELOPMENT	<i>Environmental Protection Law of the People's Republic of China</i>	
	<i>Regulations on the Administration of Construction Project Environmental Protection</i>	
	<i>Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes</i>	<i>Environmental Management Procedure</i>
	<i>Directory of National Hazardous Wastes</i>	<i>EHS Manual</i>
	<i>Water Pollution Prevention and Control Law of the People's Republic of China</i>	<i>EHS Performance Management Procedure</i>
	<i>Atmospheric Pollution Prevention and Control Law of the People's Republic of China</i>	<i>Pollutants Management Regulation</i>
	<i>Environmental Protection Tax Law of the People's Republic of China</i>	<i>On-line Monitoring System of Wastewater Working Instruction</i>
	<i>Soil Pollution Prevention and Control Law of the People's Republic of China</i>	<i>Hazardous Wastes Management Procedure</i>
	<i>Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise</i>	<i>Regulations on the Administration of Medical Wastes</i>
	<i>Energy Conservation Law of the People's Republic of China</i>	<i>Environmental Facilities Operation Management Regulation</i>
	<i>Circular Economy Promotion Law of the People's Republic of China</i>	<i>Emergency Management Procedure</i>
	<i>Water Law of the People's Republic of China</i>	<i>Natural Disaster Response Plan</i>
	<i>Regulation on the Administration of Permitting of Pollutant Discharges</i>	
<i>Regulations on the Administration of Medical Wastes</i>		

Sections of report	Applicable laws and regulations (Partial)	Internal Policies
SUSTAINABLE HUMAN RESOURCES		<i>Employee Manual</i>
		<i>Recruitment and Deployment Management Regulation</i>
		<i>Combating Trafficking in Persons Policy</i>
		<i>Human Management Regulation</i>
		<i>Labor Law of the People's Republic of China</i>
		<i>Labor Contract Law of the People's Republic of China</i>
		<i>Social Insurance Law of the People's Republic of China</i>
		<i>Labor Discipline Management Regulation</i>
		<i>Remuneration Management System</i>
		<i>Remuneration Management System for R&amp;D</i>
		<i>Remuneration Management System for Sales &amp; Marketing Division</i>
		<i>Performance Management System V10.0</i>
		<i>Hazards Evaluation Management Procedure</i>
SOCIAL RESPONSIBILITY		<i>EHS Change Procedure</i>
		<i>Internal and External Audit Management Procedure</i>
		<i>Occupational Health Management Procedure</i>
		<i>Occupational Health Supervision and Management Regulation</i>
		<i>Occupational Hazards List</i>
		<i>Dangerous Chemicals Management Procedure</i>
		<i>EHS Training Management Procedure</i>
		<i>Diversity, Equality and Inclusion Policy</i>
		<i>Anti-discrimination, Anti-harassment and Anti-bullying Policy</i>
	<i>Charity Law of the People's Republic of China</i>	

# Appendix III: Summary of Key Performance Indicators

## General disclosure

### Information on employees and other workers

Indicators	Unit	Data in 2022
Total headcount	Person	16,099
Total headcount by gender		
Male	%	70.94
Female	%	29.06
Total headcount by geographical region		
China (including Hong Kong, Macao and Taiwan)	%	88.04
Overseas countries or regions	%	11.96
Total headcount by educational background		
Bachelor's degree or above	%	72.18
College degree	%	8.15
Technical degree or below	%	19.67
Total headcount by employee category		
Manufacturing personnel	%	29.23
Sales & Marketing personnel	%	25.29
R&D personnel	%	24.39
Financial personnel	%	1.78
Administrative personnel	%	0.99
Customer service personnel	%	10.87
Others	%	7.45

Indicators	Unit	Data in 2022
Total headcount by rank		
Senior management	%	0.34
Middle management	%	3.94
General staff	%	95.72
Total headcount by age group		
Under 31 years old	%	36.14
31-40 years old	%	48.35
41-50 years old	%	11.49
Over 50 years old	%	4.02
Employee engagement survey		
Participation rate of employee engagement survey	%	93

### Supply chain

Indicators	Unit	Data in 2022
Qualified suppliers by geographical regions		
Mainland China	%	84
Overseas	%	16

## Economic indicators

### Indirect economic impacts

Indicators	Unit	Data in 2022
Infrastructure investments and services supported		
Number of participants in rescue training	Person-times	500 thousand

### Anti-corruption

Indicators	Unit	Data in 2022
Communication and training about anti-corruption policies and procedures		
Times of anti-corruption training	Times	22
Coverage of anti-corruption training	%	100
Confirmed incidents of corruption and actions taken		
Number of confirmed incidents of corruption	Case	0

### Anti-competitive behavior

Indicators	Unit	Data in 2022
Legal actions for anti-competitive behavior, anti-trust and monopoly practices		
Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Case	0

4. Environmental indicators that include energy, emissions, and environmental compliance entities disclosed in 2021 and 2022 cover the office/R&D/production sites in which the Company held more than 50% interests & rights and which were put into operation all year round during the reporting period; while water resources and waste in the environmental indicator disclosure do not cover domestic and foreign marketing companies of the Group.

5. Refer to the *Guidance for Accounting Method and Reporting of GHG Emissions by Industrial Enterprises* published by National Development and Reform Commission on 6 July 2015 for the calorific value conversion factor for consumption of non-renewable fuels; as for the volume-weight conversion factor for gasoline & diesel and the calorific value conversion factor for power consumption and heat consumption, refer to *Energy Statistics Manual* published by International Energy Agency, *Country Specific Electricity Grid Greenhouse Gas Emission Factors* published by Carbon Footprint and *IGES List of Grid Emission Factors* issued by Institute for Global Environmental Strategy.

6. The internal energy intensity=consumption of gasoline, diesel, piped natural gas, liquefied natural gas, liquefied petroleum gas, purchased power & heat used by entities which environmental indicators are disclosed / the Group's revenue in 2022.

7. Water withdrawal intensity=water withdrawal of the third-party facilities within environmental indicators disclosed in 2022 / the Group's revenue in 2022.

## Environmental indicators<sup>4</sup>

### Energy

Indicators	Unit	Data in 2022
Energy consumption		
Total energy consumption within the organization <sup>5</sup>	GJ	460,728.10
Total consumption of non-renewable fuel		
Gasoline	liters	46,673.75
Diesel	liters	3,907.16
Piped natural	Cubic meter	1,420,649.69
Liquefied petroleum gas	kg	33,521.00
Power and heat purchased for consumption		
Power consumption	kWh	108,917,530.00
Heat consumption	GJ	9,686.46
Total consumption of renewable fuel		
Solar energy production	kWh	98,330.00
Energy intensity		
Internal energy intensity <sup>6</sup>	GJ/million RMB	15.2

### Water resource management

Indicators	Unit	Data in 2022
Water withdrawal		
Third-party facilities (municipal water supply)	Cubic meter	1,191,827.18
Water withdrawal intensity		
Water withdrawal intensity of third-party facilities <sup>7</sup>	Cubic meter/ million RMB	39.25
Others		
Reclaimed water reuse	Cubic meter	77,872.00

Emissions<sup>8</sup>

Indicators	Unit	Data in 2022
Direct (Scope 1) GHG emissions <sup>9</sup>		
Direct (Scope 1) GHG emissions	Tonnes of CO2 equivalent	5,519.37
Energy indirect (Scope 2) GHG emissions <sup>10</sup>		
Energy indirect (Scope 2) GHG emissions	Tonnes of CO2 equivalent	63,456.57
GHG emissions intensity <sup>11</sup>		
GHG emissions intensity	Tonne/ million RMB	2.27

## Effluents and Waste

Indicators	Unit	Data in 2022
Waste directed to disposal		
Weight of hazardous wastes	Tonne	516.53
Intensity of hazardous wastes <sup>12</sup>	Tonne/ million RMB	0.02

## Environmental Compliance

Indicators	Unit	Data in 2022
Significant fines and non-monetary sanctions for violation of environmental laws and/or regulations		
Total monetary value of significant fines in 2022	RMB	0
Total monetary value of significant fines in 2021	RMB	0
Total number of monetary sanction cases caused by environmental events in 2022	Times	0
Total number of non-monetary sanction cases caused by environmental events in 2022	Times	0

8. As the coverage was adjusted in 2022, during the calculation of GHG emissions, as for the emission factor for power, refer to the national grid emission factor stipulated in the *Notice on Key Points Concerning Reporting and Management of Enterprise GHG Emissions in 2022* published by Ministry of Ecology and Environment of the PRC on 15 March 2022; as for emission factor for flow combustion source & refrigerant and global warming potential, refer to the *Reporting Guidance on Environmental Key Performance Indicators* published by Stock Exchange of Hong Kong Limited on 25 March 2022; as for calorific value factor and emission factor for other energies, refer to *IPCC Guidelines for National Greenhouse Gas Inventory, GB/T 2589-2020 General Principles for Calculation of Comprehensive Energy Consumption* issued by the State Administration of Market Supervision and Administration and the National Standardization Administration, as well as the *Energy Data Manual* issued by the International Energy Agency.

## Others

Indicators	Unit	Data in 2022
HSF (Hazardous Substances Free)		
Acceptance rate of HSF	%	100
Test pass rate of HSF	%	100

## Social indicators

## Number of new employees

Indicators	Unit	Data in 2022
Total number of new employees	Person	3,312
New employees by gender		
Male	%	69.63
Female	%	30.37
New employees by geographical region		
China (including Hong Kong, Macao and Taiwan)	%	85.05
Overseas countries or regions	%	14.95
New employees by age group		
Under 31 years old	%	61.29
31-40 years old	%	32.00
41-50 years old	%	4.92
Over 50 years old	%	1.78

9. GHG emissions (Scope 1) generated include emissions from burning of stationary combustion sources (except for power installation) for power, heat or steam generation, including burning of gasoline, diesel, piped natural gas, liquefied natural gas and liquefied petroleum gas; emissions from burning of flow combustion sources, including gasoline consumption for official vehicles; HFCs & PFCs emissions from using freezing and air-conditioning equipment; CO2 and nitrous oxide emissions generated by materials.

10. GHG emissions (Scope 2) generated include emissions generated by using purchased power & heat.

11. Intensity of GHG emissions = sum of the Group's GHG emissions (Scope 1) and GHG emissions (Scope 2) in 2022 / the Group's revenue in 2022

12. Intensity of hazardous wastes = weight of the hazardous waste for disposal in the environmental indicators disclosed in 2022 / the Group's revenue in 2022.

Employee turnover

Indicators	Unit	Data in 2022
Turnover rate <sup>13</sup>	%	15.8

Occupational health and safety

Indicators	Unit	Data in 2022
Worker training on occupational health and safety		
Total hours of occupational health and safety training for workers	Hour	111,690.15
Total number of employees attending occupational health and safety training	Person-times	84,859.00
Work-related injuries		
Deaths and death rate arising from work-related injuries	Person; %	0; 0
Lost time injury rate	%	0.0116
Recordable case rate	%	0.0116
Work-related ill health		
Work-related ill health	Person	0
Occupational health and safety investment		
Occupational health and safety investment	RMB ten thousand	989.92

13. The calculation formula for turnover rate is: employee turnover rate=annual number of resigned employees/annual average number of employees on the job

Training and education

Indicators	Unit	Data in 2022
Average hours of training per year per employee		
Average training hours	Hour/person	22.00
Performance and career development reviews		
Employees receiving regular performance and career development reviews	%	100

Diversity and equal opportunity

Indicators	Unit	Data in 2022
Diversity of governance bodies and employees		
Percentage of female employees by category		
Senior management	%	37.50
New hires	%	30.37
R&D employees	%	22.84

Child labor, forced or compulsory labor

Indicators	Unit	Data in 2022
Operations and suppliers at significant risk for incidents of child labor		
Number of operations and suppliers	Case	0
Operations and suppliers at significant risk for incidents of forced or compulsory labor		
Number of operations and suppliers	Case	0



## Non-discrimination

Indicators	Unit	Data in 2022
Incidents of discrimination and corrective actions taken		
Total number of incidents of discrimination during the Reporting Period	Case	0

## Supplier assessment

Indicators	Unit	Data in 2022
Rate of supplier risk rating and audit	%	11.96
Frequency of communication with suppliers by meeting, on-site communication	Times	785
Training times of suppliers	Times	658

## Customer health and safety

Indicators	Unit	Data in 2022
Incidents of non-compliance concerning the health and safety impacts of products and services		
Any incident in which a fine or penalty is imposed for violation of regulations	Case	0
Any incident in which a warning is imposed for violation of regulations	Case	0
Any incident against code of voluntary	Case	0

## Marketing and Labeling

Indicators	Unit	Data in 2022
Incidents of non-compliance concerning product and service information and labeling		
Any incident in which a fine or penalty is imposed for violation of regulations	Case	0
Any incident in which a warning is imposed for violation of regulations	Case	0
Any incident against code of voluntary	Case	0
Incidents of non-compliance concerning marketing communications		
Any incident in which a fine or penalty is imposed for violation of regulations	Case	0
Any incident in which a warning is imposed for violation of regulations	Case	0
Any incident against code of voluntary	Case	0

## Customer privacy

Indicators	Unit	Data in 2022
Substantiated complaints concerning breaches of customer privacy and losses of customer data		
Complaints received from outside parties and substantiated by the organization	Case	0
Complaints from regulatory bodies	Case	0
Total number of identified leaks, thefts, or losses of customer data	Case	0
Substantiated complaints concerning breaches of customer privacy	Case	0


## Customer services

Indicators	Unit	Data in 2022
Number of products and services related complaints received and how they are dealt with		
Customer complaint response rate	%	100
Customer complaint resolution rate	%	100
Overall satisfaction with complaint settlement	%	100

## R&amp;D and innovation of products

Indicators	Unit	Data in 2022
R&D resources and patent application		
R&D investment	RMB 100 million	31.91
R&D engineer	Person	3,927
Number of patents applied	Case	8,670
Number of invention patents	Case	6,193
Number of authorized patents	Case	3,976
Number of authorized invention patents	Case	1,847

# Appendix IV: Independent Assurance Report



## ASSURANCE STATEMENT

**SGS-CSTC'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE SHENZHEN MINDRAY BIO-MEDICAL ELECTRONICS CO., LTD.'S ESG REPORT FOR 2022**

**NATURE OF THE ASSURANCE/VERIFICATION**  
 SGS-CSTC STANDARDS TECHNICAL SERVICES CO., LTD. (hereinafter referred to as SGS) was commissioned by SHENZHEN MINDRAY BIO-MEDICAL ELECTRONICS CO., LTD. (hereinafter referred to as MINDRAY) to conduct an independent assurance of the Chinese version of MINDRAY's ESG Report for 2022 (hereinafter referred to as the Report).

**INTENDED USERS OF THIS ASSURANCE STATEMENT**  
 This Assurance Statement is provided with the intention of informing all MINDRAY's Stakeholders.

**RESPONSIBILITIES**  
 The information in the Report and its presentation are the responsibility of the directors or governing body and the management of MINDRAY. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all MINDRAY's stakeholders.

**ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE**  
 The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognised assurance guidance and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2 General Disclosure 2021 for organisation's reporting practices and other organizational detail, GRI 3 2021 for organisation's process of determining material topics, its list of material topics and how to manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards.

The assurance of this report has been conducted according to the following Assurance Standards: SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)

Assurance has been conducted at a moderate level of scrutiny.

**SCOPE OF ASSURANCE AND REPORTING CRITERIA**  
 The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria: GRI Standards 2021 (Reference)

**LIMITATIONS AND MITIGATION**  
 Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

Data tracing on headquarters level, not including original data of all subsidiaries.  
 The assurance process only involved interviews with the relevant departments and certain employees of headquarters and consultation with relevant documents. No external stakeholder involved.

**STATEMENT OF INDEPENDENCE AND COMPETENCE**  
 The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from MINDRAY, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

**FINDINGS AND CONCLUSIONS**

**ASSURANCE/VERIFICATION OPINION**  
 On the basis of the methodology described and the verification work performed, the specified performance information included in the scope of assurance is accurate, reliable, and has been fairly stated.

The assurance team believes that the Report is with reference to the GRI Standards 2021.

**Principles**

**Accuracy**  
 MINDRAY's information in the report was accurate, enable to release multiple qualitative and quantitative information with indicators for stakeholders.

**Balance**  
 The Report followed the balance principle and truthfully disclosed the positive and negative information.

**Clarity**  
 The Report was presented different ways with words, charts, graphics and pictures, also described with actual cases to ensure the stakeholders understanding easily.

**Comparability**  
 MINDRAY had disclosed performance indicators in 2022, previous data of partial indicators were disclosed, which could help stakeholders to understand and compare the improved performance year by year.

**Completeness**  
 The Report included coverage of material aspects and boundaries, to reflect significant economic, environmental and social impacts and enable stakeholders to assess the organization's performance in the reporting period.

**Timeliness**  
 Verification showed that the reported data and information was timely and effective. MINDRAY discloses its ESG report annually from 2018, which indicates good timeliness.

**Verifiability**  
 The data and information can be traced and verified.


**Management Approach**  
 The Report had disclosed the management approach of identified material topics.

**General Disclosures**  
 The general disclosures were presented in accordance with GRI 2: general disclosures 2021.

**Topic-Specific Disclosures**  
 MINDRAY's topic-specific disclosures related to the material topics in economic, environmental, and social areas were in accordance with GRI Standards 2021.

**Findings and recommendations**  
 Good practices and recommendations for sustainability report and management process were described in the internal management report which has been submitted to the management of MINDRAY for continuous improvement.

Signed:



For and on behalf of SGS-CSTC

David Xin  
 Sr. Director – Knowledge  
 16/F Century Yuhui Mansion, No. 73, Fucheng Road, Beijing, P.R. China

Mar. 27<sup>th</sup>, 2023  
 WWW.SGS.COM

**mindray**迈瑞

**Shenzhen Mindray Bio-Medical Electronics Co., Ltd.(300760)**

Office Address: Mindray Building, Keji 12th Road South, High-tech Industrial Park, Nanshan,  
Shenzhen 518057, P. R. China.

Tel: 0755-81888998 / 0755-81888996

Email: [mr.esg@mindray.com](mailto:mr.esg@mindray.com)