



2023

Sustainability Report Highlights



mindray

An Environmental, Social and Governance(ESG) pioneer

As a global leader in the healthcare industry, in 2023, we have received recognition from many international ESG rating institutions, and have taken steps towards becoming a leader in ESG governance worldwide.

AA

By MSCI ESG Rating

Silver Medal

Recognized by EcoVadis sustainability assessment

Higher than Global Average

Received CDP B in climate change

42.86%

Women in senior management positions

10.79%

Year 2023 GHG emission reduction in carbon intensity(Scope 1 and Scope 2), compared to 2021 baseline

Global Employee Health Model Employer

Awarded by International Health Risk Management Association(IHRMA) for safeguarding employee health and well-being

Innovating for Sustainable Healthcare

We deeply integrate the United Nations Sustainable Development Goals(SDGs) with our sustainable path. In alignment with the company's vision and mission, we have established six sustainable development systems and integrated them into our corporate management.



Corporate Governance

Enhance our sustainable capacity and business resilience.



Insightful Innovation

Through Intelli-Digital and green innovations, we safeguard human health.



Value Chain Collaboration

We provide customers with safe, reliable, high-quality products based on a global network.



Green Development

We reduce energy consumption, efficient resource usage, and helping to create a green ecological planet.



Sustainable Human Resources

We adhere to creating a safe, equal, diverse and inclusive workplace.



Social Responsibility

We value and improve the quality of medical resources for the general public to guard the welfare of society.

Innovating to make healthcare more accessible

More than half of the world's population lacks access to essential health services*. Starting from product development, Mindray works with medical institutions and partners to make quality medical resources more accessible through Intelli-digital and green innovations.

Intelli-digital medical fuels universal healthcare



A rural doctor consults remotely with experts from a top tier hospital via Mico++

Technological upgrades like big data and cloud computing have brought more possibilities for changes in the medical industry. Mindray targets clinical scenarios to connect information-based devices with hospital information systems in real-time, empowering intelligent diagnosis, treatment, and management. The Mico++ remote imaging platform is used in remote areas where medical resources are scarce, bringing expert resources through remote consultation and improving the diagnostic and treatment capabilities of primary care doctors, helping to foster health equity.

Developing environmentally-friendly products



We incorporate the concept of green innovation into our product development to provide our customers with more environmentally friendly products by taking an in-depth look at the impact during the life cycle of our products. Greenhouse gas reduction in anesthesia is a key area of focus in global healthcare systems to measure the extent of carbon emissions. Mindray has reduced anesthetic consumption during product testing through the economical design of anesthetic vaporizers, reducing the amount of anesthetics consumed per product by an average of approximately 15%, equivalent to 30,000 milliliters of anesthetics per year.

Advancing industry development through collaboration

This year, Mindray and Tencent Health achieved strategic partnerships to explore the application of large medical models in critical care and testing and establish a diversified smart ecosystem that can benefit more patients.

Mindray has also launched "Project 2025". Together with global experts and scholars, working to fuel the development of the ultrasound industry in three aspects: primary care education, cutting-edge technology exchange, and joint medical research.



Primary care education

Established **50+** ultrasound training centers and schools with primary care institutions worldwide, benefiting **10,000+** medical students and doctors



Advanced technology exchange

Conducted **2,000+** academic exchanges globally



Joint medical research

Contributed to **100** academic publications

* Source: World Health Organization(WHO)

4,425 R&D experts

RMB **37.79** billion in R&D investments

year-on-year increase of **18.43%**

10,090 cumulative patents filed

including **7,222** invention patents

4,767 patents were authorized

including **2,226** authorized invention patents

Received China Patent **Gold** Award

Fulfilling global corporate citizenship

We are concerned about social issues, actively participating in social welfare programs and join hands with all stakeholders to unleash the humanistic warmth of healthcare technology, so that there are no more coldness and obstacles in the critical moments of life.

Safeguarding innocent smiles



In 2023, Mindray established a strategic partnership with Operation Smile, an international non-profit medical service organization, to support its global cleft lip and palate treatment. Mindray donated a batch of medical equipment to help it establish its first partner hospital in China. Mindray also announced donating medical equipment to Operation Smile Colombia to build two branch medical centers there. During the year, Mindray participated in two Operation Smile surgical programs, with more than 20 employees volunteering for technical support and patient care. In addition, we raised funds for Operation Smile during employee events and on charity days to help children grow up healthier.

Fulfilling social responsibility



On December 18, 2023, a 6.2-magnitude earthquake struck Gansu Province, China. Mindray organized an emergency medical equipment support team to assist local medical institutions in treating the injured, and donated medical equipment worth RMB 3 million to the affected areas in Gansu and Qinghai.

Mindray makes it a mission to guard people's health and safety. We continue to popularize first aid knowledge, conduct "Saving Life" first-aid training courses, donate AEDs, and promote public access defibrillation programs. We also cooperate with global organizations to safeguard every heartbeat.

Promoting rural revitalization through industry development and education support



Leveraging its industrial strengths, Mindray is building a technology industrial park in Dangshan County, Suzhou City, Anhui Province, China. Upon completion, it will become the organization's fourth largest manufacturing base globally, driving the transformation and upgrading of the local industrial structure.

Chairman Li Xiting donated RMB 1 billion to build a new campus for Dangshan Middle School as an important base for cultivating talents and improving the quality of education.

Organized **39** sessions of Mechanical Ventilation

Training Program involving **4,000+** clinicians

Promoted over **625,000** people to participant in first-aid training

Successfully saved **218** sudden cardiac arrest patients in public places in China by Mindray AEDs

Building a human-centered workplace

Mindray has a global presence and a diverse workforce. We spare no effort to create an exceptional workplace environment and lay a solid foundation for the sustainable development of our global talents.

Diversity and labor rights

Mindray is committed to providing all employees with "equal pay for equal work" as stipulated in the Labor Law; a number of cross-cultural training and cultural exchanges have been conducted, involving employees from more than 13 countries; the employee coverage rate of training on diversity, equality, and inclusion is 100%; during the year under review, we employed a total of 32 people with disabilities, including 8 domestically and 24 overseas.

We unequivocally support the United Nations *Universal Declaration of Human Rights* and the total elimination of child labor. Under the laws and regulations of the countries and regions in which we operate our business, we have issued the *Anti-Discrimination-Harassment-and-Bullying Policy* applicable to local conditions. We protect the rights and interests of female employees, pay attention to their physical and mental health, and strictly forbid any form of gender discrimination in the workplace.



Care for employee wellness, health and safety



Mindray adheres to the talent development concept of "Making Mindray a lifelong university for employees" and launches training programs to meet the needs of multi-role development. At least 9,978 sessions of internal and external courses have been provided, some of which are in 100+ languages, and employees spend more than twice as much time learning online than in 2022.



We also provide multiple channels for employees to make their voices heard and solve problems, for instance, a psychological care center, a hotline for psychological counseling, and online lectures on mental health.



Besides, we organized the "21-Day Exercise Challenge", in which 4,880 employees from 13 countries participated; and carried out some internal activities to enrich the spare-time life of employees and enhance their sense of identity and belonging.



We are committed to continuously enhancing occupational health by providing our employees with occupational health and safety support and protection. In 2023, the headquarters and main production bases passed the ISO 45001 Occupational Health and Safety certification. Diverse publicity, education and training activities on safety were organized, and safety measures such as occupational disease protection and hazardous chemical control was implemented. Advanced technology and scientific management tools were used to prevent and respond to risk events.

18,044 employees worldwide
up **12.08 %** year-on-year

30.10 % of the workforce
and **42.86 %** of the senior
management are women

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

Investment in occupational
health and safety amounted to
14,467,300 yuan with
120,600 training
completions

Global Employee Health Model Employer

2022-2023 H-EAP Award conferred
by the International Health Risk
Management Association

Global Talent Magnet Employer

Awarded by LinkedIn

Minimizing our operational impact

We integrate sustainability into our development strategy and actions to minimize the environmental impacts throughout the life cycle of our production, operations, and products. Through innovative solutions, we promote energy saving, emission reduction and the development of the circular economy to create a greener planet.

Systematic operation toward better environmental performance

Mindray actively participated in third-party certification activities to continuously improve the effectiveness and efficiency of systematic operation. In 2023, the headquarter and main production bases, the Guangming Manufacturing Center and Nanjing Production Base continued to pass the ISO 14001 certification; Shenzhen Mindray Scientific Co., Ltd. and Shenzhen Mindray Scientific Research Co., Ltd. newly passed the ISO 14001 certification.

Energy saving and carbon reduction to address climate change

Mindray sets performance indicators based on the annual green development blueprint so that business units can formulate corresponding action plans. At the same time, a dedicated greenhouse gas management budget is set for the implementation of reduction programs.

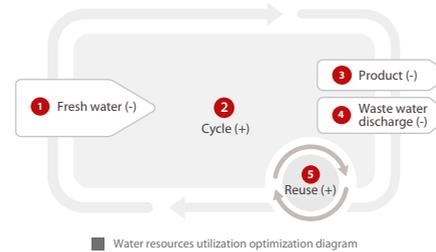
We continue to maximize energy efficiency through technology and equipment improvement and energy efficiency enhancement in the following five areas.

- Energy demand reduction at source
- Use of cleaner energy sources
- Technology and process improvement
- Waste heat recovery
- Management improvement

Over the years, carbon reduction actions combined with other management measures result in an 8.51% reduction from 2022 in carbon emission intensity in 2023.

Water conservation benchmarking for better efficiency

In 2023, the Guangming Manufacturing Center became one of only six municipal water conservation models in Shenzhen. Mindray continues to apply water resource utilization optimization diagrams to improve water resource utilization efficiency.



Through these measures, the water withdrawal intensity in 2023 reaches 34.58 m³/million yuan, a decrease of 11.90% compared with 2022. The volume of water reclaimed is 82,188 m³.

Green operation, act together

Mindray continues to invest in expenses to reduce environmental impacts. In 2023, we invested a cumulative amount of RMB 10,856,100 in pollutant disposal facilities, including water treatment, hazardous waste concentration and reuse facilities. Based on different types of pollutants (waste water, exhaust gas, waste, and noise), Mindray adopted advanced technologies and scientific management methods to continuously reduce the generation and discharge of pollutants, reducing approximately 3,945 tons of waste liquid for outward processing during the year.

GHG emission reduction target (Scope 1 and Scope 2) :

25% reduction in carbon intensity by 2030 compared to 2021 baseline.

Carbon emission intensity:

2.15 tons of carbon dioxide equivalent per million RMB,

8.51% reduction compared to 2022

Water withdraw intensity:

34.58 cubic meters per million RMB

Reuse water:

82,188 cubic meters

Annual reduction of approximately

3,945 tones of liquid waste shipped out for disposal

Collaborating to create a sustainable future

Mindray establishes and continues to improve the comprehensive quality management system, focusing on customer needs and leveraging the global supply chain. We coordinate business functions internally and collaborate with external stakeholders to promote sustainable development of the value chain and the business.

Product quality and safe

In strict compliance with applicable national and regional laws and regulations, Mindray establishes a rigorous and comprehensive quality management system, and integrates an end-to-end risk control process to ensure safe and stable product quality with robust and lean management.

We have obtained;



Quality Management System

- 100% pass in Quality Management System audit and 100% coverage in Management System Certification for Final Product Manufacturing Bases
- ISO 9001 and ISO 13485 certification
- Mindray headquarters and North America passed the quality system audits of the Medical Device Single Audit Program (MDSAP)



Accredited Laboratory

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



Product Safety Certification

- 59 new products passed product safety certification
- Nationally Recognized Testing Laboratories (NRTL) accreditation
- Certification Bodies' Scheme (CB)
- Certification of the National Institute for Metrology, Standardization and Industrial Quality, INMETRO
- Global Wireless Certification

Sustainable supply chain

While focusing on building five supply bases in China, we have established a comprehensive global supply network to cover product delivery and spare parts management for global markets at the regional level.

Mindray integrates the concept of sustainable procurement into the full lifecycle management of suppliers. The procurement management committees conduct hierarchical review and decision-making for full lifecycle management of suppliers. Moreover, we evaluate suppliers' sustainability in several ways. We organized quarterly operation and technology exchange conferences; held 420 training sessions on knowledge of quality system regulations, and educated 256 core suppliers on the concept and requirements of sustainable development.



Responsible sales, marketing and service worldwide



"Customer-oriented" is one of our core values. We rigorously manage our promotion content, channels & network, marketing and tender activities to ensure information transparency and accuracy, and fair transactions.

Our supply network and operation capabilities have been supporting the globalization strategy. We have cultivated more than 2,000 channel partners in about 190 countries and regions around the world. We have expanded our presence in clinical scenarios to drive disciplinary development. During the year, we conducted hundreds of training sessions for medical engineers and clinicians worldwide.

Protecting the information security of customers is our top priority. Mindray has played a leading role in promoting industry compliance by participating in the preparation of the *White Paper on Data Security for Medical Devices* led by the China Academy of Information and Communication Research (CAICR).

We focus on understanding the needs of our customers, and have been awarded the Five-star After-sales Service Certificate with a high score of 97.9 points.

Received **132** quality audits by regulatory and audit bodies, with a pass rate of **100%**

100% of employees received quality and responsible marketing training

27 products were spot-checked by the regulatory with a pass rate of **100%**

Conducted **420** training sessions for suppliers

100% response to resolve customer complaints

Advancing our corporate governance

We believe that the creation of social value depends on sound business growth. To this end, we create sustainable economic benefits through effective corporate governance and all-round compliance management.

Board of Directors governance structure



In 2023, our General Meeting of Shareholders, the Board of Directors, the Supervisory Committee, and the senior management made management decisions and supervised operations in strict accordance with the normative operating rules and internal regulations, and the specialized committees of the Board of Directors performed their duties well.

The members of the Board of Directors boast rich industry experience and diversified professional capabilities. As of today, the eighth session of the Board of Directors consists of 11 members, including 6 independent directors and 3 female directors.

In 2023, the members of the Board of Directors participated in 6 compliance trainings on information disclosure and received ESG-related trainings, including those on climate change, carbon emissions, and product responsibility.

Information security and privacy protection

Mindray puts data privacy protection at the core of its compliance management, and it has formulated and implemented such management regimes and standards as the *Personal Information Protection Management Policy*, the *Guidelines for Impact Assessment of Personal Information Protection*, and the *Personal Information Protection Management Specification*.

Our information security management system has been certified by ISO/IEC 27001:2022 Information Security Management System and ISO/IEC 27701:2019 Privacy Information Management System.

100%
Security vulnerability scanned for all servers

0
personal information leakage incidents

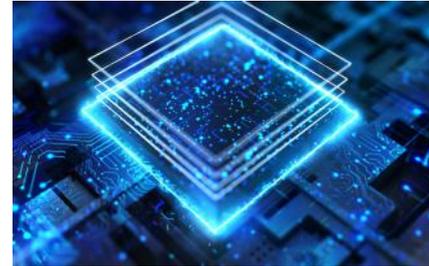
100%
Annual review completed for key business system permissions

30+
qualified indicators for personal information protection monitoring

100%
compliance rate of personal information protection controls

81+
scenarios with security monitoring

Risk management and internal control



Thanks to the risk management and internal control system cycle, we can effectively identify and assess the internal and external risks faced in the course of business operation and development. In 2023, Mindray formulated the *Corporate Governance and Internal Control System* as the general guideline, reaffirming the governance structure and the responsibilities of each unit within the internal control system.

We passed ISO 37001:2016 certification and established an Anti-bribery Management System as required. During the year, we have conducted 10 internal trainings that involve all relevant departments and business processes under the internal control evaluation range; provided 35 compliance courses for employees, with 44,909 completions and 100% coverage; and organized 20 offline anti-corruption and anti-fraud trainings, with 1,273 completions.



Organized and participated in nearly **700** investor exchanges throughout the year,

communicating with **7,200** investors



100%
employee coverage rate in anti-bribery training



100%
employee coverage rate in information security training

2023 ESG performance at a glance

Our Recognitions

MSCI ESG Rating

AA

EcoVadis Sustainability Assessment

Silver Medal

CDP Rating

B

Insightful Innovation

- 4,425 R&D professionals
- RMB 37.79 billion in R&D investment, year-on-year increase of 18.43%
- 10,090 cumulative patents filed, including 7,222 invention patents
- 4,767 authorized patents, including 2,226 authorized invention patents
- Obtained 1 China Patent Gold Award

Green Development

- GHG emission reduction target (Scope 1 and Scope 2): 25% reduction in carbon intensity by 2030 compared to 2021 baseline.
- Carbon emission intensity: 2.15 tons of carbon dioxide equivalent per million RMB, 8.51% reduction compared to 2022
- Water withdraw intensity: 34.58 cubic meters per million RMB
- Reuse water: 82,188 cubic meters
- Annual reduction of approximately 3,945 tones of liquid waste shipped out for disposal

Social Responsibility

- Organized 39 sessions of Mechanical Ventilation Training Program, attracting involving 4,000+ clinicians
- Promoted over 625,000 people to participant in first-aid training
- Successfully saved 218 sudden cardiac arrest patients in public places in China by Mindray AEDs

Value Chain Collaboration

- 100% response to resolve customer complaints
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- 27 products were spot-checked by the regulatory, with a pass rate of 100%
- Conducted 420 training sessions for suppliers
- 100% of employees received quality and responsible marketing training

Sustainable Human Resources

- 18,044 employees worldwide, up 12.08 % year-on-year
- 30.10 % of the workforce, and 42.86 % of the senior management are women
- 100% local staff rate in 29 countries
- Investment in occupational health and safety amounted to 14,467,300 yuan with 120,600 training completions

Corporate Governance

- Organized and participated in nearly 700 investor exchanges throughout the year, communicating with 7,200 investors
- 100% employee coverage rate in anti-bribery training
- 100% employee coverage rate in information security training

The logo for Mindray, featuring the word "mindray" in a bold, red, lowercase sans-serif font. The background is a light gray gradient with a large white semi-circle on the left side.

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For more information, please visit:

<https://www.mindray.com/en/about-us/environmental-social-governance>

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