



2025

Sustainability Report



mindray

Contents

01	MESSAGE FROM THE CHAIRMAN	3
02	ABOUT THE REPORT	4
03	ABOUT MINDRAY	6
04	2025 HIGHLIGHTS	8
05	INCLUSIVE HEALTHCARE	10
06	SUSTAINABILITY MANAGEMENT	11

07	CORPORATE GOVERNANCE	21	10	GREEN DEVELOPMENT	66
	Governance structure	22		EHS policy and management	67
	Risk management and internal control	23		Climate change response	70
	Compliance operation	26		Green innovation	76
				Green operation	80
08	INSIGHTFUL INNOVATION	33	11	SUSTAINABLE HUMAN RESOURCES	87
	R&D innovation system	34		Talent attraction and retention	88
	Smart healthcare	36		Employee training and development	91
	Interaction and collaboration	42		Diversity and rights protection	97
	Intellectual property protection	44		Employee communication and care	101
				Occupational health and safety	104
09	VALUE CHAIN COLLABORATION	45	12	SOCIAL RESPONSIBILITY	107
	End-to-end collaborative development	46		Rural revitalization	108
	Sustainable supply chain	60		Industry-academics-healthcare professional cooperation	110
	Responsible sales and marketing management	64		Fulfilling social responsibility	113

13	Appendix I: Index of Indicators	117
	Appendix II: Progress of the United Nations Global Compact	122
	Appendix III: Policy List	123
	Appendix IV: Summary of Key Performance Indicators	125
	Appendix V: Independent Assurance Report	132

MESSAGE FROM THE CHAIRMAN



In the context of global technology transformation, economic restructuring, and shifting geopolitical dynamics, sustainable development has become the key driver for companies to identify, adapt to, and pursue change in their journey toward high-quality development. As a global leading medical device and solution provider, Mindray leverages digital intelligence to advance inclusive healthcare and bridge gaps in medical access. Through shared responsibility, we foster internal and external

collaboration to build a resilient and reliable industrial ecosystem. With concrete actions, we practice green and low-carbon initiatives to safeguard our shared home. Guided by our founding mission, we remain committed to protect human health in the new era.

In 2025, Mindray resolves to advance the strategy of “Intelli-Digitalization, Globalization, and Recurring Business Expansion,” delivering innovative healthcare worldwide. We accelerated Intelli-Digital Transformation, deepening our “Devices + IT + AI” healthcare ecosystem to build integrated smart diagnosis and treatment synergy. We refined our sustainable development governance framework by optimizing 6 specialized committees under the ESG Executive Committee to develop sustainable development visions for their respective domains. Through robust governance and clear strategic positioning, Mindray’s ESG performance has steadily improved: we are included in S&P Global Sustainability Yearbook (China Edition) 2025, maintain an AA rating in the MSCI ESG Ratings and achieve a B rating in the CDP Climate Change questionnaire, which demonstrates strong recognition from global capital markets and industry institutions for Mindray’s sustainable development practices.

AI-Empowered Inclusive Healthcare, Charting New Horizons for Life

Mindray optimizes its global innovation system and integrates global resources to strengthen R&D collaboration that underpins the high-quality development of the healthcare industry. Powered by AI, we keep upgrading our intelligent healthcare ecosystem. Notably, the launch of the Qiyuan Medical-specific LLM forms a

full-cycle smart system covering prevention to diagnosis, treatment, and rehabilitation, setting a benchmark for the digital and intelligent healthcare industry.

We are committed to advancing inclusive healthcare by delivering intelligent, efficient and user-friendly products, and providing globalized services with localized implementation. Upholding the principle of Responsible AI in practice, we have established the AI Technical Committee and obtained ISO/IEC 42001:2023 AI Management System certification, ensuring reliable, transparent, and accountable AI application and governance in line with international standards.

Chain-based Collaboration, Building Development Through Talent

Mindray pledges to establish an end-to-end collaborative system spanning product design, manufacturing, post-market surveillance, and customer service. We advance collaborative management across three major domains—capital equipment, reagents, and high-value medical consumables—enabling real-time information sharing and efficient process integration while strengthening quality requirements. We continuously optimize lifecycle product management, uphold quality and safety standards, and safeguard lives entrusted to us with uncompromising excellence.

Talent is the core capital for sustainable corporate development. Mindray endeavors to build a diversified, international, and professional workforce via a comprehensive system for attracting, developing, utilizing, and retaining talents that ensures co-growth and value co-creation of employees and the company.

Eco-Consciousness, Conveying Compassion Through Responsibility

Mindray integrates green development principles throughout the entire product lifecycle. We promote low-carbon technologies and eco-friendly processes in R&D design, packaging, logistics, and operational services, while continuously advancing lean management of energy, water resources, and noise. We also systematically identify and assess climate risks and opportunities, embedding green and low-carbon strategies into our overall development framework that coexists and thrives with the environment.

By leveraging the industrial strengths, Mindray actively engages in social responsibility in inclusive healthcare, emergency response, and educational support. We are committed to channeling quality medical resources to underdeveloped communities, deepening collaborations with charitable organizations like Operation Smile, and continuously promoting AED donations and first-aid trainings to safeguard the fundamental right to health for all.

Looking ahead, the path to sustainable development is never a solitary journey but one where collective action achieves greater picture. Mindray will continue to grow alongside our employees, share responsibilities with our partners, and keep pace with the times, drive high-quality development through technological innovation, advance industrial upgrading through ecosystem collaboration, and extend quality healthcare to more people through global expansion, committed to becoming a mainstay safeguarding human health.

— Li Xiting, Chairman of Mindray

ABOUT THE REPORT

Background

The Sustainability Report 2025 of Mindray (hereinafter "the Report") is the eighth 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, comprehensiveness and materiality to disclose in detail our practices and performance in various fields of corporate social responsibility such as environment, society and corporate governance in 2025.

Abbreviations	Reference
The Group, We, Mindray	Shenzhen Mindray Bio-Medical Electronics Co., Ltd. and its subsidiaries
The Company	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.
Shenzhen Technology	Shenzhen Mindray Technology Co., Ltd.
Shenzhen Research Center	Shenzhen Mindray Scientific Research Co., Ltd.
Hunan Mindray	Hunan Mindray Medical Technology Co., Ltd.
Dangshan Mindray	Dangshan Mindray Medical Technology Industry Development Co., Ltd.
Beijing Changping Production Base	Beijing Mindray Medical Device Co., Ltd.
Wuhan Technology	Wuhan Mindray Technology Co., Ltd.
Hangzhou Mindray	Hangzhou Mindray Medical Electronics Co., Ltd.
Shanghai Long Island	Shanghai Long Island Biotec Co. Ltd.
HyTest	HyTest Invest Oy and its subsidiaries
DiaSys	DiaSys Diagnostic Systems GmbH and its subsidiaries
APT Medical	Apt Medical Inc. (Shenzhen)

Reporting standards

The Report is prepared mainly based on the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*. It also references 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 January 1, 2025 to December 31, 2025. In order to enhance the comparability and completeness of the contents of the Report, some contents are retroactive to previous years or inclusive of 2026, 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). Among them, economic and social performance indicators cover all entities within the scope of consolidation. Environmental performance indicators cover all production, R&D, and office facilities of Mindray, unless otherwise stated in the report. Unless otherwise specified, the currency unit in the Report refers to RMB.

This year, the Group's affiliated listed company, APT Medical Inc. (APT Medical, stock code: 688617.SH), has independently issued its 2025 Sustainability Report in accordance with the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)*. The Group's German subsidiary, DiaSys Diagnostic Systems GmbH (DiaSys), has independently published its 2025 sustainability report in accordance with the EU's *Voluntary reporting standard for SMEs (VSME)*. Specific practices and performance metrics across all sustainability domains for both companies can be found in their respective sustainability reports.

Confirmation and approval

The Report was approved for release by the Board of Directors of the Group on March 27, 2026. 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 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.

Legal Statement

The Report contains forward-looking statements regarding Mindray's future sustainability strategy, objectives, and plans. These statements are grounded in the Group's current judgments and expectations. However, the actual outcomes may vary owing to significant uncertainties, such as fluctuations in the market environment, changes in policies, and technological advancements. The inclusion of a particular piece of information in the Report should not be construed as a characterization of the significance or financial impact (or potential impact) of that information. To obtain a more comprehensive understanding of our financial performance and operations, please refer to our annual report and the various announcements issued on the website of the Shenzhen Stock Exchange (www.szse.cn).

ABOUT MINDRAY

Mindray 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 healthcare 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 high-potential business lines such as animal medicine, minimally invasive surgery, and automated external defibrillators (hereinafter "AED") in advance. 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.

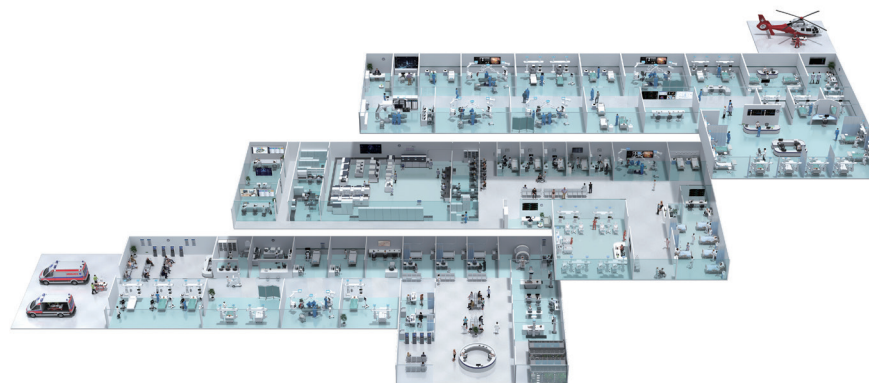
After years of development, we have become a world-leading supplier of medical devices and solutions. Headquartered in Shenzhen, China, Mindray has established 64 international subsidiaries in about 40 countries in North America, Europe, Asia, Africa, Latin America and other regions, as well as 36 subsidiaries and over 30 branches in China. Mindray has developed a R&D innovation platform based on global resource allocation, which includes 12 R&D centers in Shenzhen, Wuhan, Nanjing, Beijing, Xi'an, Chengdu, Hangzhou, Silicon Valley, New Jersey, Minnesota, HyTest of Finland, and DiaSys of Germany. Mindray 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.

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

- MIS: With respect to ultrasound diagnostic systems, Mindray 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.
- PMLS: Mindray offers a wide range of devices 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.

- Smart Healthcare: Mindray assists hospitals in building an intelligent diagnosis and treatment ecosystem by establishing an integrated information management system for medical devices. Our smart healthcare services mainly include M-Connect IT Solution, MiCo+ Medical Imaging IT Solution, and Mindray InnoLab IT solution.



Operating performance

For details of the Company's organizational structure, operating and financial performance, please refer to Mindray's 2025 Annual Report.

Awards and recognitions

In 2025, the awards and third-party ratings that Mindray received in the field of sustainability are presented as follows.

Awards in sustainability in 2025



CCXGFI ESG Rating AA



Best Sustainability Practice Case of Listed Companies in China in 2025, issued by the China Association for Listed Companies



Best Board Practice Case in China in 2025, issued by the China Association for Listed Companies



Best ESG Practice Award of Chinese Listed Companies in 2025, issued by Wind ESG Rating



Best ESG Practice Award of Chinese Listed Companies in 2025, issued by Wind ESG Rating



Shanghai Securities News 2025 ESG Award

ESG Ratings in 2025

MSCI ESG Rating: AA ¹



EcoVadis: Silver Medal



CDP Climate Change: B



Selected for the S&P Global "Sustainability Yearbook (China Edition) 2025"



1. MSCI Disclaimer Statement: The use by Mindray of any MSCI ESG RESEARCH LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Mindray by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

2025 HIGHLIGHTS



Corporate governance

- **100%** employee coverage of anti-bribery training
- **100%** signing rate of anti-fraud and anti-bribery agreements with channel partners and suppliers
- **100%** employee coverage of information security training

Insightful innovation

- **5,212** R&D experts
- **12,983** patents have been applied for, including **9,399** invention patents
- **6,567** patents were authorized, including **3,409** invention patents

Value chain collaboration

- Received **251** quality management system audits by government regulators and external auditors, with a passing rate of **100%**
- **100%** of final product manufacturing facilities receiving ISO 9001 or ISO 13485 quality management system certifications
- **100%** employee coverage of product quality and safety training, and **100%** employee coverage of responsible marketing training
- Provided training and assessment to over **1,800** suppliers and manufacturers

Green development

- GHG emission reduction target (Scope 1 and Scope 2): **25%** reduction in GHG intensity by 2030 compared to 2021 baseline
- Green packaging improvements achieve approximately **213.7** metric tons of annual CO₂ emissions reduction
- Water withdrawal intensity: **51.77** cubic meters per million RMB
- Reuse water: **156,738** tonnes

Sustainable human resources

- **21,288** employees worldwide
- Female employees accounting for **34.78%** of the workforce, and **21.05%** of women in senior management
- Investment in occupational health and safety amounted to RMB **24.84** million
- The number of training participants reached **148,341** person-times

Social responsibility

- Mindray Respiratory Lecture has trained a total of **20,000** clinicians
- Promoting over **480,000** participants in first-aid training
- **427** patients who suffered from sudden cardiac arrest in public places in China had been treated by Mindray AEDs

INCLUSIVE HEALTHCARE — Delivering Quality Medical Care for All

Equitable access to healthcare resources is a shared global challenge. Regions around the world face distinct healthcare challenges due to variations in geography and stages of development. Mindray, driven by its commitment to innovation, has expanded globally to overcome geographical and resource constraints while bridging information gaps, ensuring high-quality medical products and services reach every corner of the world.

The Path of Medical Innovation Across the Andes

Countries in Latin America have long grappled with challenges including the heavy financial burdens in national healthcare, inadequate medical insurance systems, infrastructure shortages, and talent scarcity. Since 2007, Mindray has established a presence in Latin America by employing unique practical methodologies to address systemic healthcare issues across the region. Through technological innovation, we have validated the reliability of medical devices in extreme environments and develops solutions tailored to common challenges of Latin American countries.

Take Bolivia as an example: La Paz, its political capital, sits over 3,600 meters above sea level,

where most anesthesia machines struggle to function effectively in high-altitude environments. With Mindray's advanced, safe, precise, stable, and durable equipment and parameters, doctors can safely perform surgeries at high altitudes, fostering mutual trust between physicians and patients. In medical imaging, the convenience and universality of Mindray ultrasound devices have reduced the burden of healthcare access for local communities, while more accurate diagnostic results have enhanced their understanding of medical care.

Today, Mindray has extended its innovative practices across the entire Latin American, fostering local healthcare capacity through team building, talent development, and medical philanthropy. Our 7 regional subsidiaries form a comprehensive service network, with devices covering 80% of local medical institutions and 90% of staff comprising localized teams. In talent cultivation, we collaborate with global academic societies and local experts to establish an academic exchange platform for Latin American ultrasound professionals, enhancing regional diagnostic capabilities. Through systematic support initiatives—including breast cancer prevention programs across Latin American nations, surgical assistance in remote areas, and specialized cleft lip and palate correction projects—we continuously improve regional healthcare accessibility and foster a new medical ecosystem throughout Latin America.



Orchestrating Healthcare in North Australia

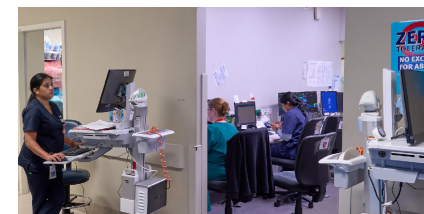
Townsville University Hospital, located in northern Queensland, is the sole tertiary referral center and teaching hospital in this region. It serves the healthcare needs of Townsville's 260,000 residents while providing medical support to 720,000 people stretching from the Papua New Guinea border to the Coral Sea coast—with merely 863 beds and about 6,600 staff. The greatest challenge lies in the geographic dispersion of both the resident population and healthcare delivery points.

To address the complexities of managing multiple campuses and affiliated facilities while serving vast indigenous communities, Mindray's M-Connect IT Solution was deployed at Townsville University Hospital with customized implementation that focused on enhancing continuous medical data transmission to

maximize the advancement of care delivery. Empowered by the M-Connect, the hospital-led medical consortium effectively extends medical coverage to remote rural clinics, which enables the main hospital in hundreds of kilometers away to monitor the conditions of indigenous patients in real time and deliver telemedicine services, thereby ensuring seamless patient information sharing across all healthcare facilities, enhancing cross-regional collaborative treatment capabilities.

Through close collaboration with Mindray, Townsville University Hospital has repositioned itself as a patient-centered leader in innovative care. Moving forward, both parties will explore additional areas of potential cooperation and further expand telemedicine services to reach more patients in remote regions, jointly writing a new chapter in Australian healthcare.

From breakthroughs in plateau medicine across the Andes to telemedicine collaboration spanning Australia's northern territories, Mindray will continue driving global healthcare advancement through technological innovation and localized implementation.





SUSTAINABILITY MANAGEMENT

Mindray has always embraced the vision of "better healthcare for all". Upholding the core values of "align with our customers, value and enrich our people, be precise and practical, always forge ahead", the Group continuously optimizes and perfects its sustainability management system. It promotes the in-depth integration of the sustainability strategy into every link of the value chain, strengthens the sustainability culture, comprehensively enhances the Group's sustainability management capabilities and business resilience, and achieves long-term value creation.

Issues of concern in this section:

- Sustainability governance
- Sustainability strategy
- Response to Sustainable Development Goals (SDGs)
- Building a culture of sustainability

Sustainability governance

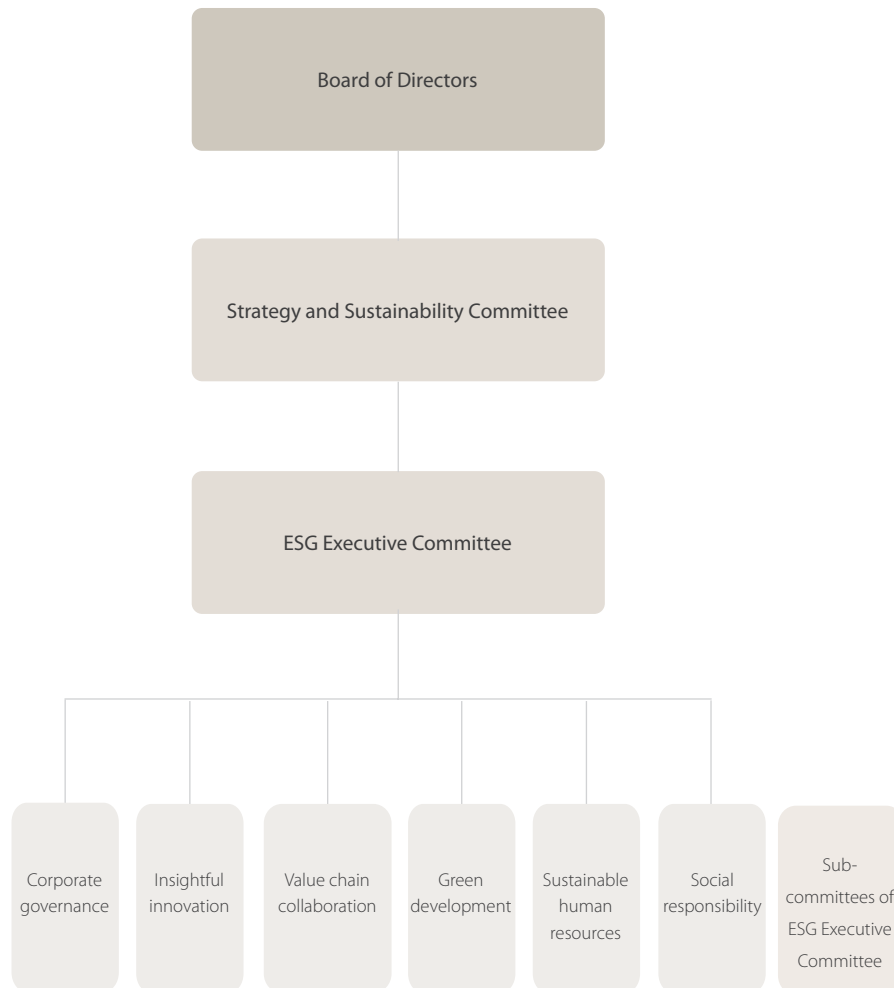

Mindray has established an overarching governance structure and internal systems for the management and oversight of sustainability-related impacts, risks, and opportunities. We have developed a comprehensive sustainability management system, which includes the Strategy and Sustainability Committee of the Board of Directors and the Environmental, Social, and Governance (ESG) Executive Committee. To facilitate the implementation of the sustainability strategy and policies across all business and functional departments, under the ESG Executive Committee, we have set up six sub-committees centered around the six major areas of Mindray's sustainability strategy: corporate governance, insightful innovation, value chain collaboration, green development, sustainable human resources, and social responsibility. This ensures that the concept of sustainability permeates the entire value chain of business activities.

Mindray's Strategic and Sustainability Committee, based on the Group's insights into the macro environment, industry trends, industrial development, technological advancements, and evolving demand patterns, studies uncertain issues that may impact the Group's medium- and long-term development as well as significant industrial opportunities. It provides suggestions for formulating the Group's long-term strategic development plan. The ESG Executive Committee and the ESG System

Management Team, under the guidance of the Strategic and Sustainability Committee of the Board of Directors, continuously monitor the Group's ESG-related risks, formulate reasonable ESG risk mitigation plans, and ensure that the company actively fulfills its social responsibilities in its operations and progresses towards its sustainable development goals.


The Strategic and Sustainability Committee conducts thematic discussions each year on the sustainability management system and ESG management, makes decisions, and offers guidance and suggestions regarding the ESG-related work of the company and all its subsidiaries. In daily operational management, we strictly comply with the *Sustainability Management System* and implement sustainability management responsibilities from the top down. To advance the Group's sustainability efforts, the company scientifically sets performance indicators in the six major areas of focus, covering aspects such as carbon emissions, quality management, product safety, human capital development (including workforce diversity), and technological innovation. These ESG performance indicators are linked to the compensation of relevant directors and senior management, promoting the regularized management of ESG.




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.

Sustainability strategy

With the increase in the global population, the acceleration of population aging, and the continuous enhancement of health awareness, the healthcare industry will maintain stable and rapid development. Mindray seizes the new opportunities and emerging trends of the times, gradually evolving from a supplier of medical device products into a service provider that enhances the overall diagnosis and treatment capabilities of medical institutions. We always keep our corporate mission in mind, firmly embedding the concept of sustainability

in every link of the value chain. By taking technological innovation as the internal driving force and setting the goal of improving access to healthcare, we enable more people to enjoy high-quality healthcare services.

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



Communication with stakeholders

Mindray has established a normalized stakeholder communication mechanism. We maintain positive and effective communication with stakeholders through diversified communication channels, gaining an in-depth understanding of their demands, opinions, and suggestions. Based on the results of the stakeholder questionnaire, we categorize the

issues that different types of stakeholders are concerned about and implement targeted measures to promote the implementation of the Group's sustainability-related issues.

In terms of investor relations maintenance, Mindray provides investors with a wide range of convenient communication channels. We actively communicate and interact with investors through various means, such as phone calls, email, investor relations interactive platforms, the "Investor Relations" column on the company's

official website, media interviews, and earnings briefings. By doing so, we aim to establish and maintain sound investor relations, achieve positive interaction with investors, and offer them scientific, accurate, and transparent reference information for their decision-making.

With the growing significance of sustainability issues, we carried out exchange activities, including ESG roadshows, seminars, and research, with investment institutions, peer companies, the media, and other relevant parties. These

activities comprehensively demonstrated the Group's performance in sustainability. By carefully listening to the feedback from all parties, we have promoted in-depth reflection and further enhancement of ESG management within the company. In the future, we will continue to strengthen ESG communication and interaction with relevant parties, jointly enhance sustainability management of domestic enterprises, and strive to create a Chinese benchmark of ESG practices for the medical device industry.

Stakeholders	Issues of concern			Main communication channels		
Government and regulators	Corporate Governance Anti-corruption	Product quality and safety Occupational health and safety	Information security and privacy protection 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	Corporate Governance Product quality and safety	Anti-corruption Intellectual property management	Customer service management Investor relations	Press conferences Road show Investor communication meetings	On-site visit Announcements on Shenzhen Stock Exchange	Company official website Shareholders' meetings
Customers	Customer service management Access to healthcare	Information security and privacy protection Product quality and safety	Smart healthcare Low carbon products Occupational health and safety	Customer satisfaction surveys Professional customer service team Marketing compliance		
Suppliers and partners	Product quality and safety Supplier management	Anti-corruption Intellectual property management	Green operation Information security and privacy protection	Clause of cooperation agreement Meetings and training		
Employees	Product quality and safety Anti-corruption Intellectual property management	Information security and privacy protection Customer service management	Occupational health and safety Talent acquisition and retention	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	Product quality and safety Intellectual property management Sales and marketing management	Occupational health and safety Corporate Governance	Supplier management Information security and privacy protection	Company website Company official accounts on social media platforms	Industrial revitalization Poverty alleviation through education	Inclusive products Medical assistance services

Materiality assessment

Mindray continuously conducts the annual materiality assessment and analysis on sustainability issues. Following the principle of “double materiality” that considers both impact materiality (impacts on the economy, society and environment) and financial materiality (impacts on the Company’s business performance), focused responses to each issue based on the assessment results are provided in the Report.

Mindray assesses material issues through the following steps:

Research

Through departmental interviews, desk research, and other methods, understand the Group’s business model and value chain, identify potential sustainability-related risks, opportunities, and impacts arising from the latest laws, regulations, and supervisory requirements, and identify relevant stakeholder groups.

Identification

With reference to the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*, we formulate an issues list² tailored to the Group’s business characteristics while considering industry trends and the Group’s operational features. The 2025 Issues list remains consistent with 2024, encompassing 22 issues across environmental, social, governance, and economic dimensions.

Assessment

Impact Materiality Assessment: We engaged internal and external stakeholders through online surveys to evaluate each topic based on the impact severity and likelihood of occurrence. Respondents included company executives, employees, investors, suppliers, customers, and media.

Financial Materiality Assessment: Financial materiality issues were identified by comprehensively evaluating the availability, reasonableness, uncertainty, and utility of relevant financial information, supplemented by external expert advisory opinions.

In 2025, as the Group’s core business operations remained almost unchanged, we reviewed the 2024 materiality assessment results against actual operational conditions and re-evaluated their applicability. Our final sustainability issue assessment results remain consistent with those of 2024, identifying three issues with both impact and financial materiality: product quality and safety, smart healthcare, and climate change.

Review

The process, methodology, and results of the materiality assessment are summarized, disclosed after thorough discussion by company management along with the review and approval by the Board of Directors.

2. The correspondence between Mindray 2025 Sustainability Issues List and Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation) is detailed in Appendix I: Index of Indicators.

The results of materiality assessment of 2025 are presented below:

●●● Top Priority Issues Significant for both impact materiality and financial materiality and should be managed and disclosed primarily.

Product quality and safety Smart healthcare Climate change

●●● Highly Important Issues Highly important for impact materiality and should be managed and supervised accordingly.

Information security and privacy protection	⋮	Talent acquisition and retention	⋮	Investor relations
Intellectual property management	⋮	Employee rights and welfare	⋮	Access to healthcare
Anti-corruption	⋮	Supplier management	⋮	Employee training and development
Corporate governance	⋮	Customer service management	⋮	Occupational health and safety

●●● Important Issues Important for impact materiality and could be managed and supervised properly.

Sales and marketing management	⋮	Diversity and equal opportunity	⋮	Volunteer service and public welfare projects
Industry-academics-healthcare professional cooperation	⋮	Green operation	⋮	Rural revitalization
Low carbon products				

3. Mindray has defined the time horizons as short-term (0–1 year), medium-term (1–5 years), and long-term (5–10 years), considering both the Group’s sustainability strategy and national macro-level policies. This classification aligns with the Group’s strategic planning and resource allocation plans.

Based on the results, we further analyze the potential short-, medium-, and long-term impacts³ of financial materiality issues-related risks and opportunities on the company’s strategy, decision-making, as well as financial position, profit or loss, cash flow and other factors. In the corresponding sections of the Report, we also disclose the metrics and targets associated with each issue, the approaches and plans adopted by the Group to address related risks and opportunities, and the measures and actions taken by the Group to monitor, prevent, manage, control, and mitigate related impacts.

Furthermore, we have integrated the management process for sustainability-related impacts, risks, and opportunities into our internal governance, establishing a closed-loop management mechanism covering identification, assessment, prioritization, and oversight. Under the guidance of the Board’s Strategy and Sustainability Committee, the ESG Executive Committee is responsible for identifying and evaluating the Group’s sustainability-related impacts, risks, and opportunities, formulating appropriate response plans, actively driving corporate sustainability in operations, and striving to achieve our sustainability goals. In accordance with stock exchange requirements and referencing international reporting standards, we regularly disclose sustainability reports, reviewing and assessing the Group’s annual sustainability management performance. For details on our risk management and internal control systems, please refer to the “Risk management, internal control and internal audit” chapter of the Report.

Financial materiality issues	Impacts	Risks	Opportunities	Value chain	Time range	Corresponding Chapters
Product quality and safety	Positive Impact: Rigorous quality control safeguards patient life and health, enhancing public trust in the healthcare system.	Risk of Litigation and Compensation: Incidents related to product quality may lead to class-action lawsuits, resulting in substantial compensation payouts.	Market Access Advantage: Adherence to stringent quality standards facilitates entry into high-end markets, expanding the addressable customer base and diversifying revenue streams.	Own operations Downstream	Short-, medium- and long-term	VALUE CHAIN COLLABORATION Appendix IV: Summary of Key Performance Indicators
	Negative Impact: Product quality defects may compromise patient health or even cause fatalities, potentially triggering social panic and regulatory crises.	Risk of Regulatory Penalties: Non-compliance with quality standards could subject the company to significant administrative fines and losses from production suspensions and operational rectifications.	Customer Retention Benefits: Reducing product failure rates and customer complaints helps increase product repurchase rates, thereby stabilizing revenue sources.			
Smart healthcare	Positive Impact: The application of cutting-edge technologies, such as artificial intelligence and large-scale models, can effectively enhance the accessibility and efficiency of healthcare services, alleviating the uneven distribution of medical resources.	Risk of Sunk R&D Costs: Technology development in the smart healthcare sector is complex, and errors in technical roadmaps or failures in R&D may result in the inability to recoup prior investments.	Market Expansion Benefits: Driven by policy incentives and growing digital demand, innovative products can achieve large-scale sales, increasing market share and generating incremental revenue.	Own operations Downstream	Short-, medium- and long-term	INSIGHTFUL INNOVATION Appendix IV: Summary of Key Performance Indicators
		Risk of Technological Obsolescence: Rapid technological iterations may render developed products uncompetitive in the market.	Business Diversification Value: Expansion into cross-scenario applications helps companies tap into new revenue streams and optimize their revenue structure.			
Climate change	Positive Impact: Promoting the transition to a low-carbon economy can mitigate damage to the ecological environment caused by climate change and enhance community climate resilience. Negative Impact: A high carbon emission model may exacerbate environmental pollution, lead to increased frequency of extreme weather events, and disrupt ecological balance.	Extreme weather events may adversely affect the company's production and operations, while stricter carbon emission policies could result in higher environmental compliance costs, thereby increasing operational pressure. For the specific identification and assessment of climate-related risks, please refer to the "Climate change response" chapter of the Report.	Through green transition and low-carbon innovation, companies can strengthen their sustainable development capabilities, meet market demand for environmentally friendly products, and build a positive social reputation. For the specific identification and assessment of climate-related opportunities, please refer to the "Climate change response" chapter of the Report.	Upstream Own operations	Medium- and long-term	GREEN DEVELOPMENT Appendix IV: Summary of Key Performance Indicators

Response to Sustainable Development Goals (SDGs)

Mindray has officially joined the UN Global Compact (UNGC), and committed to thoroughly implementing the ten principles in the areas of human rights, labor, environment and anti-corruption. We deeply integrate our business with the UN SDGs in pursuit of greater global influence, and strive to improve access to healthcare services to benefit a wider population. Moreover, we proactively take climate actions to protect biodiversity and reduce the environmental impact of our operations, and embed the circular economy concept into our innovation process where sustainability of products matters. Together with stakeholders, we will create a healthier and more sustainable future.

Corporate governance



- Develop an audit plan covering all business locations and perform business ethics audits on an ongoing basis.
- Strengthen business ethics and compliance management, with zero tolerance for corruption, fraud, fraudulent practices and bribery.

Value chain collaboration



- Identify risks throughout product lifecycle, and formulate and implement response plans.
- Promote the implementation of the integrated supply chain and smart manufacturing.
- Strictly manage ESG risks in the supply chain, and incorporate requirements of sustainable procurement into the criteria.

Sustainable human resources



- Set up "Mindray Class" with colleges for building up talent pools for the company in the model of modern apprenticeship.
- Eliminate gender discrimination and guarantee equal opportunities for female employees.
- Prohibit child labor, human trafficking and forced labor, and give employees equal pay for equal work.
- Prohibit discrimination and prejudice based on age, sex, nationality, race, color, and religion.

Insightful innovation



- Apply artificial intelligence ("AI"), 5G, Internet of Things (IoT) and other technologies to promote cutting-edge technology exchanges, and make healthcare resources more accessible to and affordable by more communities.
- Introduce M+ Connect IT Solution, MiCo+ Medical Imaging IT Solution, Mindray InnoLab IT solution and Qiyuan Medical-specific Large Model, innovating smart and intelligent medical solutions.
- Launch "Project 2030" to contribute to the development of the global ultrasound medical industry.

Green development



- Implement green innovation and green design and conduct product carbon footprint studies.
- Regulate water resource management and optimize sewage treatment.
- Formulate energy saving and emission reduction plans for higher energy efficiency and more use of clean energy.
- Strengthen the management of emissions such as wastewater, waste gas, and waste, as well as noise management to minimize environmental impacts.
- Analyze climate-related risks and opportunities, and take mitigation and adaptation measures.

Social responsibility



- Introduce the high-end medical manufacturing industry into Dangshan County, to train local talents and promote local employment.
- Launch the "Mindray Standardized Laboratory Hundred Cities Action" project to improve rural medical standards.
- Collaborate with Operation Smile and Mercy Ships and other charity organizations.
- Provide first aid training courses to the public and promote AED.

Building a culture of sustainability

To enhance the ESG awareness of all employees and facilitate the Group's ESG initiatives, Mindray disseminates ESG training courses to employees via Mindray e-classroom and mandates that all employees complete online learning. Moreover, we have set up the Mindray ESG portal on the

company's intranet, where ESG-related course series are regularly updated for all employees to access. Additionally, the latest ESG news of the Group is synchronized with global employees on a quarterly basis.

ESG courses



Fundamental courses

Basic concepts and evaluation methods

Mindray's ESG organization and content framework



Professional courses

Corporate governance

Insightful innovation

Value chain collaboration

Green development

Sustainable human resources

Social responsibility





CORPORATE GOVERNANCE

A standardized corporate governance structure and operating mechanism are the core driving paths for Mindray to achieve stable operations, and also the fundamental cornerstone for building a comprehensive and multi-level compliance risk prevention and control system. We strictly abide by the relevant laws, regulations and regulatory requirements for the standardized operation of listed companies issued by the China Securities Regulatory Commission and the Shenzhen Stock Exchange, and integrate compliance construction and business ethics into every aspect of our operations and business.

Issues of concern in this section

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

SDGs in this section:



Governance structure

Mindray has established a corporate governance structure comprising the General Meetings, the Board of Directors (the "Board"), and senior management. The Company operates in strict compliance with 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 other applicable laws and regulations, as well as the requirements of its *Articles of Association*. In accordance with this governance framework, the Company exercises its rights and fulfills its obligations by adopting the General Meeting resolutions, electing directors, and appointing senior management, etc. In 2025, the Group's General Meetings, the Board, 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 2025 Annual Report.

Governance structure and Effectiveness of the Board

As of the date of this Report, there were four committees under the Board, including the Strategy and Sustainability Committee, the Nomination Committee, the Remuneration and Assessment Committee, and the Audit Committee. These committees are responsible for overseeing the Group's affairs in specific areas and making decisions on affairs authorized by the Board. The Nomination Committee, the Remuneration and Assessment Committee, and the Audit Committee consist entirely of independent directors. 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. The directors personally attended the general meeting of shareholders, meetings of the Board and meetings of each specialized committee of the Board, and made prudent decisions based on an in-depth understanding of the situation. All

directors fulfilled their duties with due diligence, actively participated in the meetings, and performed their duties diligently. In this year, the attendance rate of the board of directors and the specialized committees of the board of directors was 100%.

Board Independence and Diversity

We enhance board diversity in terms of gender, cultural background, expertise and other factors. The members of the Board have extensive industry experience and professional ability in the fields of bioengineering, medical devices, computer science, business administration, accounting and law. Our diverse composition reflects a balance in gender, experience, background and expertise. This is not only conducive to enhancing overall governance and insight, but also to making sound decisions in response to risks. So far, the Company's 8th Board of Directors has 11 members, of which 6 are independent directors, constituting more than 1/3 of the total. Moreover, it is compliant with the regulatory requirements of the listing location. Furthermore, there are 3 female directors, representing over 1/4 of the Board.

Capacity building of the Board

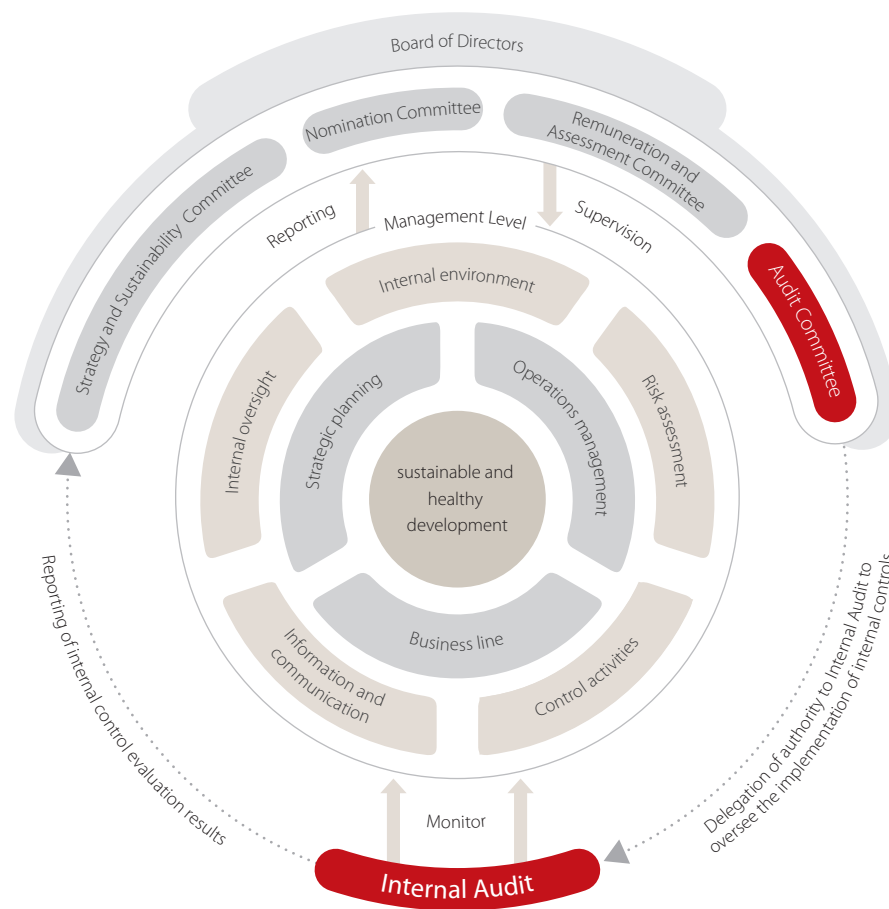
Board members are encouraged to attend various upskilling and compliance training sessions, including special training on national policies, laws and regulations of the securities market, operation mechanism, internal policies, and environmental and social issues (such as climate change). By this means, we have increased compliance awareness and improved the performance of the Board. In 2025, the Board participated in 2 compliance training sessions on information disclosure, including 1 briefing on legal and regulatory updates given 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, and product responsibility.

Risk management, internal control and internal audit

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, Mindray establishes a closed-loop mechanism that interconnects risk management, internal controls, and internal auditing. Guided by a top-level framework and goal-oriented approach for holistic risk governance, we identify and analyze internal and external risks, develop internal control systems, standards, and processes, embedding risk prevention requirements throughout the entire business management cycle. We organize implementation and conduct oversight and inspections, verify the operational effectiveness of the internal control system and the adequacy of risk management execution, thereby enhancing operational efficiency and effectiveness to achieve long-term strategic development objectives.

At the organizational implementation level of this mechanism, the Board-level committees serve as the core body for decision-making and oversight, coordinating the effective operation of the oversight system and regularly receiving reports from the management team and the audit department regarding the company's operational performance and internal control evaluation results. The management team, as the executive body, is responsible for implementing the company's risk management, internal control, and business operation-related tasks and is subject to evaluation and supervision by the audit department. Thereby, a robust management framework is established where decision-making, execution, and oversight functions are clearly defined, well interconnected, and effectively balanced.

Risk Management, Internal Control, and Internal Audit Synergy System



Risk management

Based on a collaborative mechanism integrating risk management, internal control,

and internal audit, the Group has established a comprehensive closed-loop system encompassing goal setting, risk identification and assessment, risk response, and risk monitoring and improvement. This system embeds risk

management throughout the entire process of strategic formulation, business execution, and operational management, ensuring the steady advancement of the Group's strategic planning and development.

Risk Management Procedures

Goal setting	Set objectives by organizing strategic goals, key performance indicators, and other risk-related information to clarify management direction.
Risk identification and assessment	Conduct risk identification and assessment to collaboratively pinpoint potential risks, determining their likelihood of occurrence, impact, and control priority.
Risk response	Develop risk response plans, formulate targeted control strategies, and implement risk response control measures to ensure the continuous and effective operation of control activities.
Risk monitoring and improvement	Monitor and audit to evaluate the effectiveness of existing control measures, continuously iterate and optimize risk management mechanisms, forming a complete closed-loop process from goal setting to continuous improvement.

Measures and Actions

	Based on the Group's insights into the macro environment, industry trends, technological evolution, and market demands, the Board's Strategy and Sustainability Committee examines uncertainties and significant industry opportunities that may impact the company's medium-to-long-term development, thereby establishing top-level strategic risk orientation.
	Under the guidance of company management, relative functional departments fulfill their responsibilities respectively while collaborating to continuously identify and assess internal and external risks that may impact business operations and sustainable development such as performance target achievement and capital security, business continuity, compliance and lawful operations, capital markets, production safety, quality control, talent planning, and information security. Concurrently, departments proactively implement risk response measures to effectively prevent and mitigate various risks.
	The Corporate Strategy Planning and Development Department convenes quarterly meetings with all business units and the marketing system to review product work reports and conduct Business Management Committee sessions, overseeing the implementation of risk mitigation measures.

Internal control

In 2025, pursuant to the *Notice on Strengthening the Construction of Internal Control of Listed Companies and Companies to be Listed and Advancing Internal Control Evaluation and Auditing (Cai Kuai [2023] No. 30)* issued by Ministry of Finance and the China Securities Regulatory Commission, adhering to the requirements outlined in the Basic Standards for Enterprise Internal Control (Cai Kuai [2008] No. 7) and other relevant laws and regulations, Mindray implemented and continuously refined the *Corporate Governance and Internal Control Policy*, focusing on the core aspects of internal control development to enhance standardized operational practices.

Enhancing Internal Control Processes for Group Operations

- We completed comprehensive upgrades to internal control mechanisms across multiple business areas including seal management, business outsourcing, and import/export operations. Notably, for electronic seals, we established a full lifecycle process covering carving/activation-filing-use-custody/modification/ revocation-archiving, issued the dedicated *Group Domestic Electronic Seal Management System* and established a cross-departmental electronic seal access review mechanism, thereby integrating the electronic seal platform with internal electronic workflows, enabling approval records, authorization controls, end-to-end log retention, and audit traceability, which systematically reduced seal usage risks while enhancing operational efficiency and cost savings.

Strengthening Internal Control Systems in Subsidiaries

- We completed a dedicated internal control optimization project for newly acquired listed subsidiaries from the previous year, in which guidance is provided to enhance key business processes such as sales, procurement, and R&D, along with related internal control mechanisms. We also helped optimize their operational management policies covering procurement, inventory management, sales, and budgeting to ensure all control activities comply with regulatory and supervisory requirements.
- We developed and supplemented risk control matrices for key business processes including capital management, inventory management, sales, and procurement for newly acquired or established overseas subsidiaries.

Continuously Promoting Internal Control Management Awareness Initiatives

- We conducted 11 training sessions covering all domestic and overseas legal entities within the Group's internal control evaluation scope, and not limited to this cohort. Content focused on regulatory requirements, legal and policy changes, self-assessment of internal controls, internal control deficiencies, and regulatory penalty cases. Specialized training was also delivered on topics including electronic seal management and email fraud prevention, aligning with business development and hot topics to further enhance employees' internal control awareness and risk prevention capability.
- Annual internal control statements were distributed to management and key personnel, requiring responsible parties to report on internal control effectiveness or potential issues as mandated. This initiative reinforced accountability, enhancing the standardization and effectiveness of the Group's overall internal control framework.

100%

Coverage rate of training for those responsible for internal control

100%

Signing rate of the Mindray Employee Statement on 2025 Internal Control Evaluation

Internal audit

Internal audit serves as an indispensable core safeguard within an enterprise's risk prevention and compliance governance system. Its effective operation bridges the front-end forecasting of risk management while supporting the implementation of internal controls throughout the process. This year, we revised the *Working Rules of the Board Audit Committee* to clarify the committee's authority in overseeing the conduct of directors and senior management, handling shareholder related matters, reviewing financial information, and supervising both internal and external audits as well as the internal control system. At the same time, leveraging internal audit as a key driver, we systematically enhanced our internal audit function across institutional, competency, and digital dimensions, so as to strengthen the alignment between internal audit, risk management, and the internal control system, further solidifying the foundation for our compliant operations and sustainable, resilient development.

Revision of Audit-Related Policies

We revised the *Internal Audit Policy* to further refine and clarify the roles and responsibilities, working mechanisms, and resource guarantees. More explicit and specific requirements have been established for analyzing and evaluating internal audit findings, converting outcomes into actionable insights, tracking corrective actions, and implementing closed-loop management.

Digital Transformation of Internal Audit

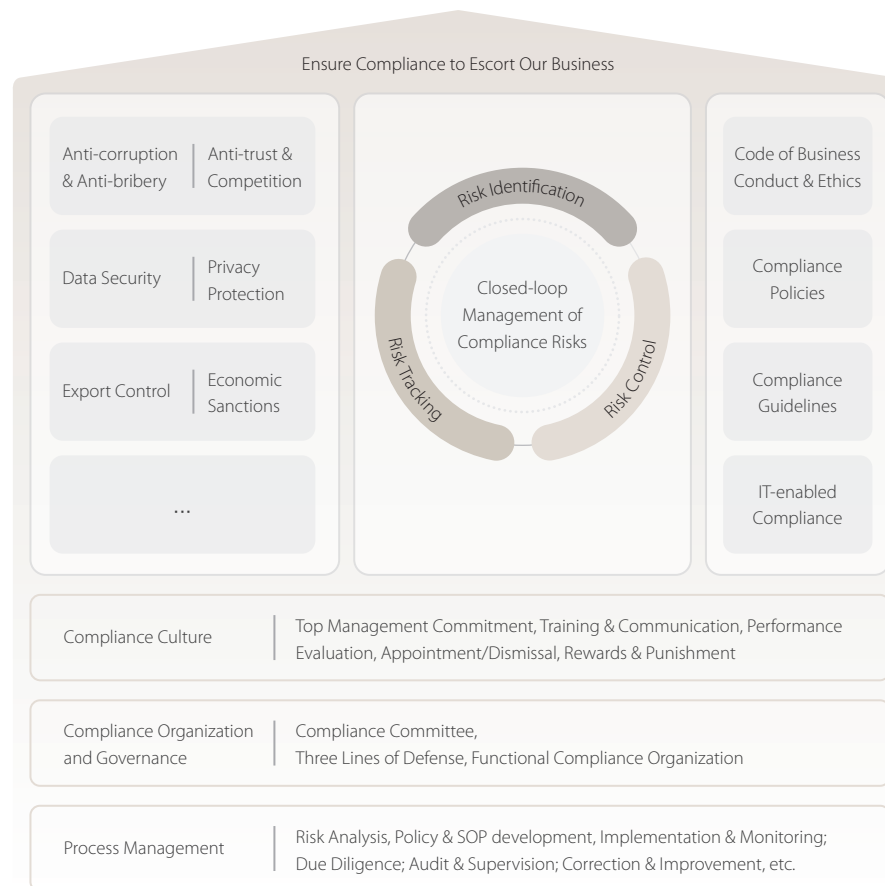
We optimized systems through employee data dictionary to integrate subsidiaries not covered by the internal network into the RuiZhi Audit Platform. This enables the platform to monitor and manage audit rectification progress at non-internal-network subsidiaries, ensuring consistent application of standardized audit oversight across all subsidiaries. The precision of audit rectification management has been further enhanced, with stricter controls implemented at the system level for audit rectification responsibilities, timelines, and result verification. Combined with regular audit rectification review meetings, this further improves the effectiveness of internal audit rectification in advancing the enhancement of the company's internal controls. Concurrently, the RuiZhi Audit Platform strengthened data protection mechanisms by imposing stricter requirements for sensitive information transmission to prevent adverse impacts of information security risks on corporate operations.

Compliance operation

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*, as well as other applicable laws, regulations and supporting guidelines of the countries and regions where it operates. Mindray is committed to implementing end-to-end compliance management across all business activities and processes.

Compliance governance structure and system

Mindray has established an effective framework to manage business ethics and compliance matters worldwide, which is supervised and reviewed by the Board. In addition, the Compliance Committee has been set up as the deliberation and decision-making body for business ethics and compliance management.



In terms of compliance risk 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 for compliance management.

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.

Mindray regards compliance management as a cornerstone for its steady development. Guided by the closed-loop principle of "prevention-detection-response", the Group systematically advances the compliance management framework. Through measures

such as questionnaire surveys, on-site interviews, document reviews and other methods, the Group conducts compliance risk assessments in key areas including anti-bribery, antitrust, data privacy protection, sanctions, and export controls. These efforts comprehensively

strengthen the Group's compliance management capabilities, ensuring lawful and compliant business operations and supporting steady and sustainable growth.

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 Business 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 set up the Supervisory Office to oversee legal affairs and business ethics cases in daily operation, foster a culture of integrity and promote integrity policies.

This year, no confirmed corruption incidents or legal proceedings have occurred within the Group, and one lawsuit was initiated related to anti-competition, antitrust and anti-monopoly practices.

Prevention	Governance	<ul style="list-style-type: none"> Establish and improve governance frameworks
	Information acquisition, risk analysis	<ul style="list-style-type: none"> Continuously and promptly obtain external legislative and enforcement information Update risk analyses to identify major risks
	Policy formulation	<ul style="list-style-type: none"> Develop policies, procedures, guidelines, and templates Integrate compliance controls into business activities and implement IT solutions to enhance efficiency
	Training and communication	<ul style="list-style-type: none"> Communicate compliance policies to employees and external partners
Detection	Process control, due diligence	<ul style="list-style-type: none"> Conduct compliance approvals during business processes Perform due diligence on business partners
	Whistleblowing, audit and oversight	<ul style="list-style-type: none"> Identify compliance issues through whistleblowing, internal audits, and oversight mechanisms Detect compliance risks and efficiency issues via surprise inspections and process data analysis
Response	Incident handling	<ul style="list-style-type: none"> Establish emergency response mechanisms for internal and external compliance incidents Conduct incident investigations
	Correction and prevention	<ul style="list-style-type: none"> Implement corrective and preventive actions for issues identified through whistleblowing, audits, inspections, and unannounced inspections

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, a three-year audit plan of business ethical standards is formulated to cover all operations, mainly including:

Audit Project	Mechanism	Progress in 2025
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 (distributors, 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 made to ensure full coverage every three years.	According to the audit rotation plan, we conducted specialized audits or health checks on the anti-corruption compliance of our subsidiaries on our subsidiaries in China, Europe, Southeast Asia, the Middle East, Latin America, Africa and other regions, based on the complexity of businesses in the jurisdictions where they operate. We place particular emphasis on the standardization of business collaborations with healthcare professionals and the anti-corruption compliance management of our business partners, ensuring all business activities strictly adhere to relevant regulations and Group policies to effectively mitigate corruption risks.
Personal information protection audit (including the <i>General Data Protection Regulation</i> and other national regulations):	We conduct annual risk assessment and audit based on policy updates, enforcement cases, changes in regulatory concerns, historical audit findings, opinions from external advisory in the jurisdictions where our subsidiaries operate. We protect personal data of employees, labor service providers, customers, business partners and other related individuals, and standardize the collection, processing, use, storage, and deletion in different business scenarios. Additionally, we ensure that such data on the official website and in our IT systems are under proper control.	Based on changes in business scenarios and the results of risk assessments, the Group has conducted specialized privacy audits in key areas such as human resources, IT, and property management. This ensures that the execution of relevant business operations fully complies with the requirements of the Personal Information Protection Law of the People's Republic of China and the Group's internal information security systems. In addition, we have carried out specialized GDPR compliance audits for some subsidiaries in the European region.
Responsible marketing audit	To ensure the responsible marketing policy is effectively implemented, the sales and marketing compliance group conducts regular review and periodic inspection of the marketing activities of the Company and its agents. In addition, the Internal Audit Department carries out specialized compliance audits every year, to ensure that relevant marketing activities and promotional materials meet the requirements of laws and regulations, so as to objectively present product information, and prevent misleading or false promotion.	As the Group advances its internationalization strategy and expands its overseas operations, compliance throughout these operations has become critical to the Group's development. This year, the Group has maintained its focus on responsible marketing audits, targeting countries that impose high compliance standards. This ensures that local subsidiaries' marketing and promotional activities align with all applicable local laws and regulatory requirements..

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 Business Conduct and Ethics*, and the *Anti-fraud Code*, aiming to raise their awareness of integrity and improve their ability to resist corruption. This year, the Group conducted anti-corruption training for all directors and provided employees with a total of 18 online and offline compliance courses covering topics such as anti-corruption and anti-bribery, antitrust, data and privacy protection, and export controls, achieving 100% employee coverage.

Meanwhile, we have continuously carried out anti-corruption and anti-bribery publicity and education activities for our branches both at home and abroad, as well as for our distributors and suppliers, so as to build a clean, honest and win-win cooperative relationship between the company and relevant parties. This year, the group's business ethics training has covered 100% of the core distributors of each production line, and the signing rate of anti-fraud and anti-bribery agreements with distributors and suppliers has reached 100%.

52
anti-corruption and anti-fraud training sessions

340
distributors received on-site visits from the Group

108
suppliers received on-site visits from the Group

We always keep internal channels open for whistleblowing and complaints. Employees, suppliers, distributors and other stakeholders are encouraged to publicly or anonymously report any violations of laws, disciplines or the Group's business ethics by means of fax, email and hotline. In accordance with the *Mindray Code of Business Conduct and Ethics*, we introduce a column for complaints and suggestions on the Group's internal management platform and provide 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 employees' concerns and encourage them to offer their views and advice on effective corporate management.

The Supervisory Office, as the dedicated department to handle internal whistleblowing and complaints, directly reports to the Group's Chairman to ensure the independence and objectivity in handling and supervising such 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.

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 about whistleblowers, they will be removed from their position, demoted with pay cuts, or 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 criminal penalties according to the law. (For details, please refer to the Anti-Corruption Policy and the Mindray Code of Business Conduct and Ethics.)

Information security and privacy protection

According to 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*. Also, abiding by ISO/IEC 27701:2019 Privacy Information Management System, ISO/IEC 27001:2022 Information Security Management System, as well as the Information Security Technology - Baseline of Classified Protection of Cybersecurity (GB/T22239-2019), we continue to implement management policies and standards such as the Information Security and *Personal Information Protection Conduct Management Specification*, the *Information Security and Personal Information Protection Training Specification* and the *Sensitive Data Hierarchical Protection Management Regulation for Information Security and Personal Information Protection*, striving to optimize the information security management system of the Group.

In 2025, Mindray introduced the *Group Data Protection Policy* to further strengthen data protection systems across key regions/countries and throughout the entire Group.

In terms of governance structure, the Compliance Committee serves as the highest governing body in Mindray for data security and privacy protection management. 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 terms of system construction and certification, the information security management system of our group has obtained the ISO/IEC 27001:2022 Information Security Management System Certification and the ISO/IEC 27701:2019 Privacy Information Management System Certification. We operate in strict compliance with the requirements of system management and have passed the annual external audit every year. We also focus on promoting affiliated companies involved in product research and development to obtain relevant management system certifications. Meanwhile, Mindray Europe and Mindray North America have each obtained ISO/IEC 27001:2022 certification for their information security management systems. Mindray Netherlands B.V. has been conferred the NEN 7510 Information Security Certification by the Netherlands Standardization Institute (NEN), and has successfully passed annual external audits every year.

Whistleblowing Channels

Reporting in China:

Telephone number/Voicemail:

+86 755 81888787

Fax:

+86 755 26582680-88787

Email address:

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:

Reporting website:

<https://mindray.ethicspoint.com>

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.



With respect to information security management review, we have set up a special review mechanism based on business characteristics. Through the mechanism, we can monitor the vulnerabilities identified in constructing 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 agencies to audit the information security and privacy information management systems annually, with the systems re-certified by ISO/IEC 27001 and ISO/IEC 27701 every three years. We identify risks according to the annual audit recommendations and develop rectification plans to ensure an effective management system.

Customer data and patient privacy are the focal points of information security safeguards for Mindray. In all business activities, we strictly adhere to relevant laws and regulations, establishing and continuously refining customer information security management and privacy protection mechanisms, and impose stringent controls on remote permission changes and remote connections. For distributor data security management, we have built IT systems and established automated control processes for distributors. Meanwhile, we optimized marketing information security policies, provided data privacy compliance assessments for critical business scenarios, and formulating privacy policies. In 2025, guided by our "Design for Service" philosophy, we advanced the cross-

border transmission compliance management project for maintenance data. Through tool development and process transformation, we ensured that no cross-border transmission of personal information occurs during service delivery. Concurrently, we completed over 40 data protection impact assessments covering application scenarios such as the AI Knowledge Base and MSP-service Mini Program, as well as business scenarios including customer personal information collection and remote data transmission. On the product side, the upgraded the Baseline for Product Data Compliance Development continues to deliver results, putting the principle of Privacy by Design into practice.

Additionally, this year, we implemented a series of measures, including training and daily awareness campaigns, to continuously enhance the capabilities of data security management and privacy protection awareness for all employees. We updated training materials and organized multiple rounds of information security and privacy compliance training, online and in-person combined, for diverse groups covering Chinese and foreign employees in the marketing system, new hires, and third-party personnel. Addressing issues identified in daily operations, we promptly compiled and distributed relevant case study materials. In 2025, we distributed quarterly reports and awareness materials in both Chinese and English a total of 20 times, effectively supporting the team in implementing data security requirements.

In 2025, the Company has achieved:



100%

quarterly security vulnerability scan coverage for all servers

97

completed security monitoring scenarios

100%

annual review completion rate for critical business system permissions

Information security training covering over

17,000+ participants



More than

17,000 participants

took personal information protection training

The compliance rate of the monitoring and measurement items for personal information protection reached

100%

100%

of suppliers involved in personal information processing have signed agreements containing data protection provisions.

0

significant personal information leakage incident / significant data security incident

Product cybersecurity

With an increasingly intelligent healthcare ecosystem, the importance of cybersecurity is becoming unprecedentedly prominent. Mindray has consistently prioritized device security and patient data protection. While driving technological innovation and product intelligence upgrades, ensuring cybersecurity remains one of our core strategic priorities. In 2025, the Group continued to refine its management frameworks and technical capabilities, committed to safeguarding the secure and reliable development of the healthcare industry through high-standard governance practices.

The Compliance Committee serves as the highest governing body for product cybersecurity management. Composed of the Group's senior management, it coordinates and directs cybersecurity efforts across the entire organization. The Compliance Office, established by the Committee as the daily management body for product cybersecurity compliance, is responsible for tracking regulatory developments, formulating and maintaining internal compliance policies and procedures, and driving their implementation. Furthermore, an internal Product Cybersecurity Management Working Group has long been established within R&D departments. In 2025, its responsibilities were further clarified and strengthened, such as in the appointment of Cybersecurity Officers across all product lines who are primarily responsible for internalizing and establishing

cybersecurity requirements and standards for each product line, as well as coordinating cybersecurity management throughout the entire product lifecycle.

Mindray steadfastly complies with cybersecurity-related laws, regulations, standards, and requirements in the countries and regions where it operates, including but not limited to: *The Cybersecurity Law of the People's Republic of China*, the *Guidance Principles for Cybersecurity Registration Review of Medical Devices*, documents of premarket and postmarket requirements and guidance by FDA, MDCG 2019-16, IMDRF Principles and Practices, IEC/TR 80001-2-2, TIR57, ISO 14971, and ISO 31000. In 2025, we will fully integrate newly identified laws, regulations, and standards such as the *NIS2 Directive* by the EU. To date, we have established over 20 policies, including the *Product Cybersecurity Risk Management Policy*, the *Product Cybersecurity Change Management Policy*, the *Product Cybersecurity Incident Emergency Response Management Policy*, and the *Product Cybersecurity Penetration Testing Implementation Guidelines*, to ensure secure and compliant design, development, and maintenance of our products.

This year, Mindray continued to advance cybersecurity practices based on the *Mindray Product Cybersecurity White Paper*. We optimized the cybersecurity requirements baseline repository, updated the cybersecurity requirements use case library, and introduced specialized capabilities such as penetration testing to improve proactive product protection. It also generated third-party penetration testing reports covering multiple flagship ecosystem

solutions and products including M-Connect and MiCo+. The Group remains committed to establishing a normalized, sustainable cybersecurity management system to ensure a balanced approach between innovation exploration and security assurance.

Responsible AI

As AI technology is increasingly applied in healthcare, AI safety and ethical compliance have become integral components of corporate governance. Mindray advocates for responsible AI, meaning that while we recognize the opportunities AI technology brings, we equally prioritize the risks it entails. Therefore, as we embrace new technologies and drive progress, the development and adaptation of a responsible AI approach is prioritized to advance toward a sustainable future.

This year, at the internal management level, the Group established an AI Technical Expert Committee, responsible for coordinating the

construction and standardized management of AI technology platforms, systematically cultivating full-stack AI R&D capabilities, and promoting AI innovation pilots and adoption, aiming to accelerate the application and innovation of AI technologies. Regarding AI governance capability development, the Company obtained ISO/IEC 42001:2023 Artificial Intelligence Management System certification in February 2026. We formed a cross-departmental task force to map AI business scenarios and systematically advance standardized management across the entire AI lifecycle. Leveraging the structured methodology of this international standard, we ensure the secure and compliant implementation of medical AI technologies. The Group proactively aligns with domestic and international regulatory requirements, including the *EU AI Act*, and conducted relevant training to ensure the alignment of AI technologies with ethical principles and compliance standards throughout development, deployment, and usage, achieving reliable, transparent, and responsible application.





INSIGHTFUL INNOVATION

Mindray takes customer needs and technological innovation as its top driving force, with R&D serving as the crucial engine for business growth. It integrates intelligent healthcare into its innovative practices. Riding on the wave of digitalization and AI, we are creating more convenient and efficient products and solutions, constructing smart healthcare ecosystems, and facilitating the popularization of advanced medical technologies and high-quality healthcare resources. With collaboration with global partners to jointly tackle healthcare technology challenges, we are committed to expanding the access of healthcare services to enable the advanced achievements of digitalized healthcare to benefit more regions globally.

Issues of concern in this section:

- R&D resources
- Smart healthcare
- Interaction and collaboration
- Intellectual property protection

SDGs in this section:



R&D innovation system

Mindray has created and is constantly refining the Medical Product Innovation (MPI) system tailored to its own development trajectory. Centering on market and client demands, we define a right track through business and product planning to ensure that we “do the right things”. By bolstering product life cycle management and maintain high quality R&D, we endeavor to “do things right”. In addition, Mindray takes a forward-looking approach to technology research, pre-emptively constructs product platforms to “do things in a forward-looking way”. We persistently optimize internal processes, incessantly enhances cost-effectiveness, quality, and scalability, thereby achieving “do things in an efficient way”. The MPI system has augmented

the synergy among departments, boosted the reliability, predictability, and compliance of projects, and comprehensively elevated the Group's performance in R&D innovation and product management, through a systematic innovation-driven mechanism, safeguarding the Group's innovation vitality and continuously delivering new products to the market.

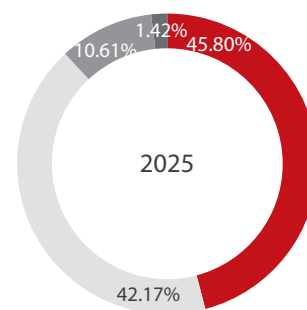
To enhance collaboration efficiency across systems and departments, the Cross-System Collaboration Management Committee (XMC) and the Management Committee of Data and Information System were established at the Group level, connection to three key sectors of instruments, reagents and high-value medical consumables. This year, we have optimized

several R&D managements by launching a series of R&D management improvement projects in the aspects of design quality, lifecycle management and core risk management, thereby systematically strengthening the R&D quality control and risks control. Meanwhile, relying on the XMCs, we formulate work plans, define special tasks, develop platform tools and build measurement systems for various business domains, in order to further tighten the quality requirements. In parallel, the Management Committee of Data and Information System undertakes the demands for the integration and development of data systems put forward by the XMCs and various management improvement projects, through connection across all application scenarios including the business processes and IT systems, which comprehensively improved the operational compliance, quality and efficiency.

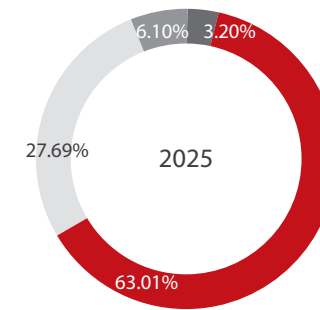
R&D resources

Mindray is dedicated to the innovation of cutting-edge core medical technologies. Our R&D team has assembled preeminent experts and engineers from across the globe who strive unremittingly to drive technological innovation. As of December 31, 2025, the Group had 5,212 R&D engineers, accounting for 24.48% of the total employees. Among the R&D engineers, 26.90% are women, 66.21% hold master's degrees or above, and 87.97% are under 40 years old. This youthful R&D team of high quality furnishes the Group with robust innovative impetus and guarantees of R&D capabilities.

Medical Product Innovation (MPI) system



■ Under 31 years old ■ 31-40 years old
■ 41-50 years old ■ Over 50 years old



■ Master's Degree ■ Bachelor's Degree
■ Others ■ Doctorate degree

Our R&D centers and specialized R&D laboratories, including those for reliability testing, in vitro diagnostic traceability, power supply, parameters, gases, probes, thermodynamics, and other specialized technical laboratories, are all outfitted with advanced equipment and technologies. As of December 31, 2025, the Group had 12 R&D centers, scattering in Shenzhen, Wuhan, Nanjing, Beijing, Xi'an, Chengdu, Hangzhou, Silicon Valley, New Jersey, Minnesota, HyTest Finland, and DiaSys Germany, forming a vast global R&D network.

Our R&D investment has always maintained a leading level in the industry. In 2025, our group's R&D investment reached RMB 3,929 million, accounting for 11.80% of our core business revenue.



Mindray, by virtue of its professional R&D team, leading-edge R&D network, and sustained R&D investment, continuously facilitates the efficient conversion of technological achievements. The R&D-related honors and awards we have obtained this year are as follows:

Award	Project
The 10th Guangdong Patent Award - Gold Prize	Reagent, Methods for Platelet Analysis, and Hematology Analyzers
The 25th China Patent Award -Silver Prize	An Ultrasonic Imaging Apparatus and Its Ultrasonic Imaging Method
2025 China Design Intelligence Award - Glod Prize (the Product Group)	The "miCare" Clinical Decision Support System
2025 China Design Intelligence Award - Honorable Mention (the Product Group)	BeneHeart E/L/H Semi-Automatic AED Series, EM-Guided Laparoscopic Ultrasound Probe
2025 Kunpeng Global Design Award - Future Award	DigiEye U Series Digital Radiographic Diagnostic System, Integrated Molecular Diagnostic System

Smart healthcare

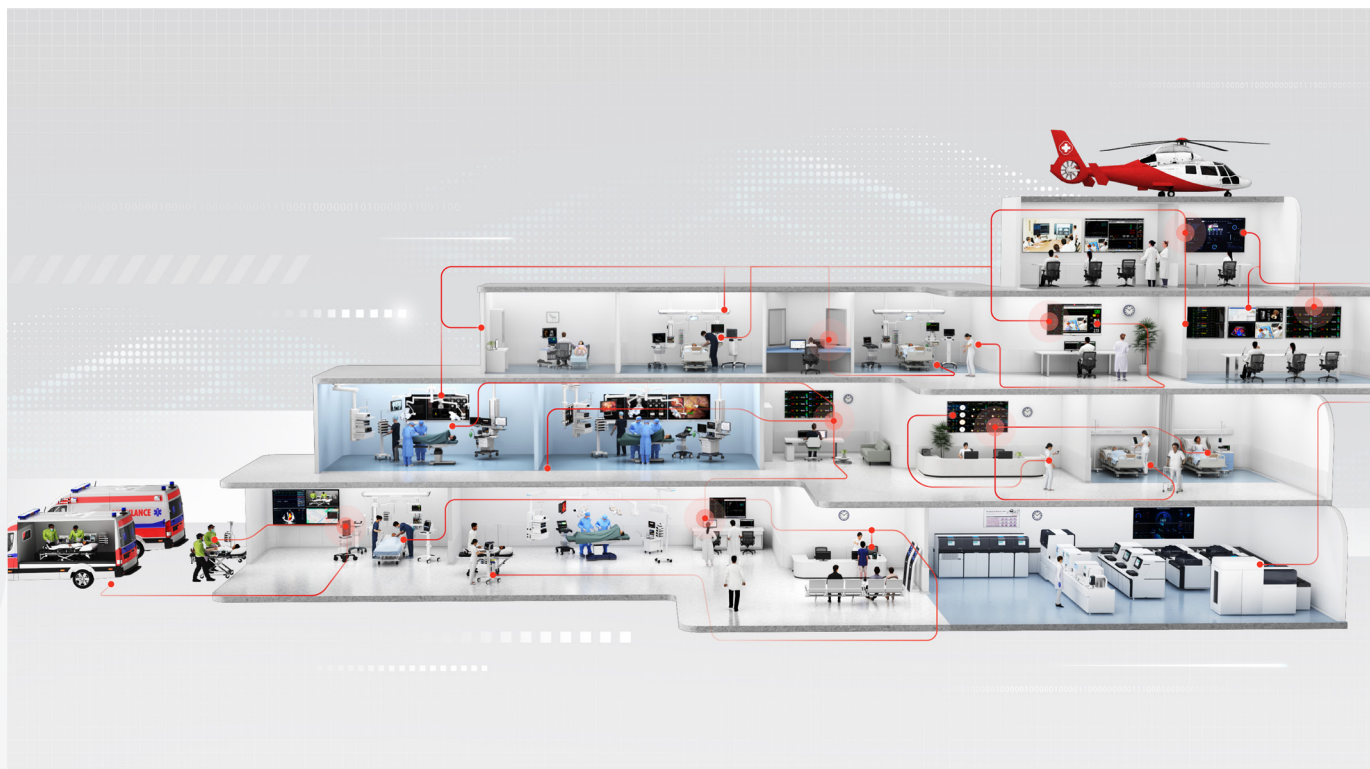
Mindray takes innovation as the cornerstone of its corporate culture, actively immerses itself in the development of smart healthcare, and perseveres in continuous exploration. Guided by clinical needs, we leverage cutting-edge technologies such as AI and large models to optimize product design, build an intelligent healthcare ecosystem, and drive digital and intelligent transformation. Simultaneously, we collaborate with industry partners to innovate healthcare scenarios, propelling the healthcare sector toward a new phase of high-quality development.

Accessible product

The Group is dedicated to giving more people access to high-quality healthcare, endeavoring to overcome key challenges in clinical practice,

and enhancing the overall quality of healthcare services. Centered on the affordability and accessibility of healthcare services, we innovate design concepts and advance manufacturing techniques to reduce the costs of medical

equipment and treatment. Meanwhile, we develop and launch products that are intelligent in technology, friendly for users, and minimalist in design, bringing healthcare resources to larger groups of people.



BeneVision V Series Patient Monitor

The BeneVision V Series Patient Monitors are equipped with the EIA™ Early Insight Assistance function, enabling second-level vital sign acquisition and integrating data from ventilators and infusion pumps. By identifying potential deterioration trends ahead of traditional parameter alarm thresholds, the system supports earlier clinical intervention, helping reduce ICU length of stay and enhancing the efficiency of medical resources utilization. The feature also empowers junior clinicians to strengthen their clinical assessment skills, accelerating the adoption of high-quality monitoring practices across a broader range of care settings.

Built on a unified critical-care bedside device ecosystem, the V Series enhances clinical efficiency through intelligent connectivity between point of care ultrasound devices and patient monitors. Through the HemoSight™, ultrasound-derived hemodynamic parameters are synchronized with vital signs from the patient monitor for unified display, review, and storage. The Ultrasound Integration function supports more accurate assessment of hemodynamic changes and enables a comprehensive evaluation of patient volume responsiveness, contributing to improved quality of care in critical settings.

Furthermore, the MRV Pod™ Critical-care Cable-lite Monitoring Module, featuring a wireless and intelligent design, ensures stable and reliable communication with V Series monitors. It enables uninterrupted real-time monitoring of

patients' vital status during early mobilization, intrahospital transport, and CT examinations. By strengthening patient safety across multiple clinical scenarios and significantly reducing nursing workload, the solution helps healthcare systems deliver more consistent, accessible, and high quality monitoring services.

MN2880 Integrated Molecular Diagnostic System and Its Reagents



MN2880 Integrated Molecular Diagnostic System adopts the classic method of magnetic bead-based nucleic acid extraction and purification combined with real-time fluorescent PCR. Compared with traditional nucleic acid testing, the achievement of full-process automation reduces the operational time by 76%, shortens the time to deliver the first test result to 38.5 minutes, and allows 480 test results obtainable within 8 hours. This ensures the nucleic acid testing capacity of medical laboratories during influenza seasons and significantly shortens patients' waiting time for results.

The MN2880-associated Nucleic Acid Detection Kit for 2019-nCoV/Influenza A Virus/Influenza B Virus/Respiratory Syncytial Virus realizes simultaneous detection of four pathogens and result generation from a single sample in one test. It facilitates targeted medication

administration for patients within 48 hours, raises the detection rate of respiratory pathogens in outpatient and emergency departments from 30% to 65%, and effectively accelerates the mainstream application of nucleic acid testing in clinical practice.

Detection kit for PIVKA-II



In China, hepatocellular carcinoma features a low early diagnosis rate. It is estimated that 60-70% of patients are diagnosed at the middle and advanced stages, and the 5-year overall survival rate of hepatocellular carcinoma currently stands at only 14.1%⁴. Addressing the clinical pain points of limited sensitivity and high risk of false negatives in traditional single Alpha-Fetoprotein (AFP) tests, we have innovatively integrated a multi-indicator detection scheme that combines AFP with PIVKA-II, which can accurately cover the early identification needs of AFP-negative individuals. Feasibility studies show that compared to AFP testing alone, it increases the detection rate of liver cancer by at least 30%, helping high-risk groups of liver cancer to "detect and intervene early" and improve the overall treatment efficiency.

DigiEye U Series Ceiling-Mounted Digital Radiography System



The DigiEye U Series Ceiling-Mounted Digital Radiography System integrates a number of innovative technical solutions to improve the DR examination level. Its intelligent whole-process quality control solution covers the entire examination of positioning, imaging, to management, which reduces repetitive imaging caused by non-standard positioning and enhances the image quality. Well connected with the Mindray's Milmaging IT Solution, this system facilitates standardized examination and result mutual recognition across Medical Consortia. In addition, its VaStitch imaging solution breaks through traditional technical bottlenecks by expanding stitching imaging from a 1D linear mode to a 2D planar mode, effectively addressing the imaging challenges of special cases such as severe scoliosis, bending position and patients with higher BMI. Meanwhile, for pediatric scenarios, the system is configured with ResShutter respiratory gating technology which can automatically trigger exposure at the moment of a child's full inspiration. This effectively overcomes the difficulties in respiratory cooperation for pediatric patients.

4. Data quoted from *Expert Consensus on Early Screening Strategies for Liver Cancer in China* by Prospective Surveillance for Very Early Hepatocellular Carcinoma (PreCar) expert panel.

Women’s and children’s health

Women’s and children’s health is a core component of global public health, crucial for achieving sustainable development goals. Global governments and international organizations around the world are actively taking measures to

improve the health status of women and children by providing necessary healthcare services, education, and nutritional support. Mindray has a profound understanding of the core needs in safeguarding maternal and child health. Through

introducing innovative products and solutions, organizing academic exchanges and health popularization, we empower the target quality improvement and upgrading of maternal and child medical services, to fully consolidate the protective barrier for maternal and child health.

Non-contact respiratory monitoring technology, a gentle protection for newborns

For newborns, traditional contact-based respiratory monitoring technology relies on adhesive ECG electrodes, which can easily cause skin irritation or injury. Electrode detachment may also lead to false alarms, affecting clinical decision-making. To better safeguard vulnerable populations such as preterm and low birth weight infants, Mindray introduced the FreeResp™ non contact respiratory monitoring solution. Using a wireless and non invasive approach, the system continuously detects respiratory signals and accurately identifies the risk of apnea.

This technology effectively eliminates the potential iatrogenic harm and discomfort associated with conventional contact-based monitoring, demonstrating precise and human-centered care for neonatal patients. At the same time, it reduces the need for frequent incubator access by medical staff, lowering the risk of hospital-acquired infections and creating a safer, gentler clinical environment for newborns.



Plasma electrosurgical resection solution, safeguarding reproductive health for women

The innovation of plasma electrosurgical resection solution launched by Mindray is designed for gynecological minimally invasive surgery. It is equipped with finer-diameter instruments combined with intelligent and precise control technology with specific care for women with cervical stenosis and fertility needs. While ensuring precise and efficient surgery, it can significantly reduce the risk of tissue damage and protect fertility as well. Through the integration of cutting and coagulation operations enabled by an innovative ring electrode, and combined with an instant response mechanism, this solution can largely avoid tissue damage, thus making the operation gentler, safer and more precise. Currently, this solution has been applied in many key hospitals nationwide, and its clinical value has been recognized.



Detection kit for estradiol (E2), empowering endocrine therapy for breast cancer

Precise monitoring of estradiol (E2) levels is a critical step in the endocrine therapy of breast cancer. Traditional chemiluminescent competitive assay reagents fall short in sensitivity, while mass spectrometry, despite its high precision, is difficult to apply on a large scale due to high costs and other factors. To address these challenges, Mindray detects E2 levels based on the single epitope multiple sandwich (SEMS) technology. Its sensitivity and accuracy are comparable to those of mass spectrometry, the precision for ultra-low concentration samples is 6 times higher than that of the chemiluminescent competitive assay, and it demonstrates excellent anti-interference capability against common therapeutic drugs. This kit not only ensures the accuracy of detection, but also significantly reduces instrument and testing costs, supporting clinicians in adjusting patients’ treatment plans, and empowering personalized precision medication in clinical practice.



Nuewa I10 diagnostic ultrasound system, elevating OB/GYN diagnostic performance

Powered by the next-generation iZST+ platform, the Nuewa I10 delivers superior imaging performance through advanced technologies for acoustic data, boosting confidence in early detection and complex cases. Featuring the Smart OB Vue, it automatically acquires standard obstetric planes in accordance with guidelines, while integrating auto-measurement and annotation to dramatically increase screening efficiency, minimize missed structures, and ensure accurate measurements. Through its “Devices + IT + AI” ecosystem, the Nuewa I10 effectively reduces the skill barrier for users, promotes standardized high-quality care, and expands access to advanced ultrasound diagnostics.



Smart ecosystem

Our smart healthcare ecosystem is centered around patients. On one hand, it optimizes medical workflows and improves the utilization efficiency of medical resources in hospitals, including human, financial, and material. On the other hand, it deeply integrates expert knowledge with clinical data, helping hospitals transform into a dual-driven model of "clinical experience plus data application", thereby enhancing the quality and efficiency of clinical diagnosis and treatment, promoting equitable healthcare delivery, and serving as a typical application of new quality productive forces in the medical field.

In 2025, building on innovations in medical Internet of Things and device integration, Mindray Healthcare leveraged its specialized information systems "miCare, InnoLab and Milmaging" together with the Qiyuan large language model tailored for healthcare, to launch an innovative digital and intelligent solution. This solution establishes an intelligent closed-loop system covering the entire diagnosis and treatment process, fully striving to build a benchmark model for digital healthcare.

miCare Ecosystem

"With safeguarding medical quality and safety as its core goal, the miCare Ecosystem integrates the Qiyuan Medical Large Model to connect key business segments such as critical care treatment and perioperative management. It consolidates medical resources, deeply integrates into clinical

scenarios, and builds an integrated digital-intelligent solution covering the entire diagnosis and treatment process.

As of December 31, 2025, "miCare Ecosystem" IT solution has been deployed in more than **1,000** hospitals nationwide, with **40** newly added Grade A tertiary hospitals

Qiyuan Critical Care Large Model is the world's first clinically implemented vertical large model in the critical care field, filling the gap in the large-scale application of AI large models in critical care medicine. Leveraging miCare ICU Clinical Decision Support System the model integrates bedside device data and clinical information to enable visualized management and precision decision support throughout the entire critical care process. It can dynamically monitor patient conditions, intelligently alert to potential risks and generate personalized diagnosis and treatment recommendations, thus effectively enhancing the quality of critical care medical response. As of December 31, 2025, the model has been deployed in dozens of Grade A tertiary hospitals nationwide, serving more than 10,000 patients.

Qiyuan Perioperative Large Model as the intelligent core of miCare Perioperative Clinical Decision Support System, deeply integrates the dual framework of data-driven and intelligent empowerment, applying AI throughout the entire pre-operative, intra-operative and

post-operative processes. Preoperatively, it conducts AI-based intelligent visits to identify anesthesia risks in advance and assists in generating individualized anesthesia plans. Intraoperatively, it monitors vital signs in real time and provides intelligent early warning of crises. Postoperatively, it automatically generates summaries and emergence recommendations. In this way, the system comprehensive enhances the quality and safety of perioperative medical care, optimizes the efficiency of medical resource utilization. Apart from that, it can also be extended to scenarios such as painless endoscopic diagnosis and treatment to realize process automation and mobile operation, thereby alleviating the workload of medical personnel.

Driving the Implementation of Digital-Intelligent Solutions Based on Hospital Application Demonstrations

Mindray's Qiyuan Large Model started with critical care medicine and has expanded to disciplines such as perioperative care. It has established joint R&D mechanisms with multiple medical institutions and completed the full-process verification from technological R&D to clinical implementation. After verifying the deployment of the large model, several large Grade A tertiary hospitals have served

With IoT technology as its core, **miCare Device Management System** establishes an intelligent management network covering all hospital medical devices. Through real-time monitoring of equipment operation status, intelligent early warning of potential failures, and full-lifecycle data tracking, the system safeguards patient care and hospital operational safety. Meanwhile, based on analysis of equipment utilization rates and cost-benefit evaluation, the system can accurately identify assets that are idle and underutilized, promote resource sharing across departments, and empower medical institutions to achieve green and low-carbon operations.

as regional demonstration centers. They have organized dozens of national training sessions, on-site teaching and case seminars to demonstrate the pathways and effectiveness of AI-assisted diagnosis and treatment, forming a replicable model for promoting intelligent healthcare.

In terms of clinical effectiveness, application data from the First Affiliated Hospital of Zhejiang University School of Medicine on miCare ICU Clinical Decision Support System and Qiyuan Critical Care Large Model shows that the system can advance sepsis screening and early warning by 4 to 22 hours compared with traditional methods, reduce false alarm rates by 27%, strengthen early intervention capabilities for critically ill patients, and improve medical safety.

InnoLab Laboratory IT Solution

Mindray InnoLab Ecosystem aims to build a value creation center for clinical laboratories. It leverages the framework of the “Devices + IT + AI” framework and the physical link of laboratory testing lines, integrates devices for clinical biochemistry, immunoassay, hematology and coagulation testing, and delivers an intelligent solution for the entire laboratory. It realizes the unified management of sample workflows and operational workflows, enhancing the efficiency and accuracy of laboratory testing.

As of December 31, 2025, the laboratory solution of the Mindray InnoLab Ecosystem has been deployed in nearly **1,100** hospitals nationwide, with over **500** new deployments completed in 2025 alone.

Qiyuan Laboratory Testing Large Model assists laboratory physicians in reviewing and interpreting difficult samples, and provides services including audit grade classification, logic visualization, sample processing suggestions and clinical communication recommendations. The intelligent auxiliary audit system developed

based on this model can be integrated with the existing Laboratory Information System (LIS) in clinical laboratories, which has been deployed at The Shenzhen Hospital of Southern Medical University. During the one-month application, it has reviewed a total of 80,000 reports covering 80 laboratory testing items. The adoption rate of its review and interpretation suggestions exceeds 90%, and its review and interpretation capability reaches the level of senior laboratory physicians with 3-5 years of professional experience, which demonstrates of its empowerment on clinical laboratories to complete report review with high quality.

Mindray InnoLab Information Management System integrates key modules such as the Mindray Laboratory Management System (mLMS), reagent management and middleware, connecting equipment, sample, quality control and patient data in a holistic manner. It is also equipped with AI applications including intelligent operation management, and assessment and audit preparation that empower intelligent development and operation of clinical laboratories. The outcomes of its core applications are remarkable. For example, intelligent form filling system reduces the time spent compiling various forms from 30 minutes to 1 minute; automatic sample comparison cutting the time spent from 2 hours to 5 minutes by well streamlining the procedures.

5G+Low-altitude medical services, creating a model for medical services in mountainous areas

Restricted by its mountainous geographical characteristics, Songyang County, Lishui City, Zhejiang Province, has long faced a series of challenges such as weak primary medical and informatization capabilities and great difficulties in integrating medical resources. Against this backdrop, led by the County People’s Hospital, Songyang County has built a “1+N” regional medical testing sharing network, and empowered the high-quality development of county-level medical care through three core initiatives.

Songyang County has actively developed the pathway of “5G+Low-Altitude Medical

Services”, in which an intelligent logistics system and an unmanned aerial vehicle transportation platform is employed to realize specimen distribution and real-time tracking for all 18 public medical institutions in the county. This attempt reduces the specimen delivery time in mountainous areas from 2 hours to 1 hour, and expands the public health service network of chronic disease prevention and control and early cancer screening. Also, it has established a homogenization management platform to standardize quality control standards and result mutual recognition rules, improving the homogenization level of county-level testing quality. In addition, the county has built a county-wide informatization platform, which achieves data standardization and interconnection of specimen test results, effectively reduces duplicate tests, alleviates the medical burden on patients, and facilitates the implementation of hierarchical diagnosis and treatment.



Milmaging IT Solution

Milmaging IT Solution realizes the integration of cross-departmental information through system integration. It leverages AI intelligence to optimize the entire workflow, empowering physicians with intelligent support in ultrasonic equipment and information management across all pre-diagnostic, intra-diagnostic and post-diagnostic scenarios, driving the full-scenario digital upgrading of ultrasonic diagnosis and treatment from the departmental level to the hospital-wide level and further to the regional level.

As of December 31, 2025, the Milmaging IT Solution has covered **31** provinces, municipalities and autonomous regions across China, with cumulative deployments exceeding **20,100** units, including over **4,500** new deployments completed in 2025 alone.

Qiyuan Ultrasound Large Model is equipped with advanced digitalized technology that empowers fields such as breast ultrasound and obstetric and gynecological ultrasound through functions including automated patient exam creation, extraction of historical features, automatic measurement and intelligent report quality control, which effectively addresses

clinical pain points and comprehensively enhances the efficiency and quality of diagnosis and treatment in target fields. For instance, the latest breast ultrasound large model boosts the accuracy of BI-RADS diagnosis by 5%-10%, owing to its Chain-of-Thought (CoT) technology that reconstructs the diagnostic pathways of senior clinicians to deliver more precise and intelligible smart diagnostic solutions for clinical practice.

Milmaging IT Solution helps in the development of precise diagnosis, medical service homogenization, lean management and scientific research innovation across all scenarios of medical imaging. Among its portfolio, the **OB/GYN Ultrasound Digital-Intelligent System** can synchronize device data, enabling AI structural recognition and large model-based report generation, improving service quality and efficiency while reducing the error rate of medical reports. The **Remote Ultrasound Digital-Intelligent System** provides remote collaboration solutions for various scenarios and helps foster the professionalism of primary care physicians. The **Ultrasound Digital-Intelligent Imaging System** enhances the operational efficiency of ultrasound services with functions such as intelligent appointment scheduling and automatic triage. The **Ultrasound Scientific Research Platform** supports the efficient implementation of scientific research projects and the research on cutting-edge topics through scientific research data and project management, as well as quantitative analysis applications.

Hospital-wide ultrasound interconnectivity solution, enables cross-departmental collaboration in ultrasound imaging

Shenshan Medical Center, Memorial Hospital of Sun Yat-sen University serves as a National Regional Medical Center in Eastern Guangdong. To address challenges in ultrasound care, including high clinical examination volumes and inconsistent ultrasound proficiency across departments, the hospital implemented an institution-wide ultrasound connectivity solution under the Milmaging IT Solution. This solution breaks down information barriers between clinical departments and the ultrasound department, establishing an efficient collaborative

diagnostic model where “clinicians perform on-site scanning while ultrasound specialists centrally review and issue reports.” Complementary ultrasound skills training and assessment programs for clinicians further support standardized management of clinical ultrasound across the hospital. Simultaneously, this solution enables real-time management of all hospital ultrasound images. For complex cases, it facilitates rapid response to remote consultation requests from clinical departments, allowing ultrasound specialists to provide real-time guidance. This comprehensive approach significantly enhances the overall quality and efficiency of ultrasound diagnostics throughout the hospital.



Interaction and collaboration

Mindray regards interaction and cooperation as a crucial part of promoting technological innovation. At present, Mindray has established an extensive cooperation network with numerous universities, research institutions, hospitals, and enterprises. Through various forms of cooperation, we seek to complement each other's strengths, share resources, jointly improve the diagnostic and therapeutic technology levels of medical devices, and drive the innovation and development of the industry.

In addition, we continue to advance our efforts in standardization. We have established a dedicated Standardization Committee within the Group and formulated and implemented employee incentive mechanisms. Meanwhile, we actively participate in various seminars on standardization in this industry to share and promote our standardization outcomes with outstanding industry representatives and companies at home and abroad.

In 2025, we participated in the development and revision of a total of **14** national, industry, and association standards, including **7** for national standards, **4** for industry standards, and **3** for association standards.

Establishment of a Long-Term Strategic Partnership with The Chinese University of Hong Kong, Shenzhen School of Medicine

In October 2025, the iCUHKSZ-International Conference on Intelligent Medical Innovation themed "AI Empowered: Mapping the Future of Healthcare" by CUHK-Shenzhen School of Medicine and CUHK-Shenzhen Hospital, was successfully held. During the conference, Mindray and CUHK-Shenzhen School of Medicine officially signed a Strategic Cooperation Memorandum. Through industry-academia-research collaboration, the two parties aim to build a sustainable innovative healthcare system and promote academic exchanges at home and abroad. Going forward, both sides will continue to deepen cooperation in areas such as smart hospital, industry-academia-research platform establishment, international academic exchanges, and talents cultivation in medical-engineering integration.

Multicenter Clinical Study on the Standardization of High-Throughput Nucleic Acid Rapid Testing System Application in Pediatric Outpatient and Emergency Departments

In June 2025, Mindray High-Throughput Nucleic Acid Rapid Testing System MN2880 was officially launched, ushering in the new era of nucleic acid testing in full-automation. In the same month, Mindray initiated the Multicenter Clinical Study on the Standardization of High-Throughput Nucleic Acid Rapid Testing System Application in Pediatric Outpatient and Emergency Departments in Nanjing. Collaborating with multiple hospitals on joint research, we are committed to establishing industry standards and norms for high-throughput nucleic acid rapid testing in pediatric outpatient and emergency settings. In October 2025, during the 19th National Congress of Laboratory Medicine, experts from Shanghai Children's Hospital demonstrated the outstanding application performance of the system in pediatric outpatient and emergency nucleic acid testing through clinical case analysis, further validating its clinical value in such as high performance, contamination prevention and control, and ultra-high testing efficiency.

Ultrasound medicine holds a significant position in the medical field and is one of the crucial means of medical imaging diagnosis. In September, at the ISUOG World Congress 2025, Mindray officially announced the successful

completion of Project 2025 and unveiled Project 2030, aiming to team up with global experts and scholars to jointly advance the development of the global ultrasonic medicine industry in three key aspects: fundamental education and training,

cutting edge technology exchange, and medical research collaboration.

Aspects	2025 Goals (Achieved)	2030 Goals	Progress Against 2025 Goals (as of 2025)
Fundamental Education and Training	Established more than 50 ultrasound training centers and schools and benefited 10,000 medical students and physicians.	The number of established ultrasound training schools reaching 150, and to benefit 50,000 medical students and physicians.	By 2025, Mindray has partnered with various experts and institutions to establish nearly 70 ultrasound schools worldwide. Meanwhile, through collaborations with multiple medical societies, Mindray has launched educational programs related to standardized ultrasound training and specialized subspecialty development, such as the Fangyuan Path and Xinglin Program, reaching tens of thousands of young physicians around the world.
Cutting-Edge Technology Exchange	Organized more than 2,000 academic exchange activities.	Organize more than 5,500 academic exchange activities.	By 2025, through initiatives like the Mindray Ultrasound Forum (MUF), the m-Elite Program, Resona Club, and MindTalk, Mindray has organized over 2,000 academic exchange events, promoting the dissemination and training of cutting-edge knowledge and technologies.
Medical Research Collaboration	Published 100 academic papers in key journals and periodicals.	Publish over 300 academic papers in key journals and periodicals.	Mindray's cutting-edge technologies have empowered physicians worldwide to publish nearly 300 research papers, collaboratively exploring clinical applications and medical research in various disease areas.

During the implementation of Project 2030, we will collaborate with more physicians worldwide through a series of cooperative activities, gain in-depth insights into clinical needs, proactively explore cutting-edge innovations, promote global academic and talent exchanges, and contribute to the cause of inclusive healthcare.



Partnering with MUST to Usher in a New Chapter of m-Elite in the Asia-Pacific Region

In October 2025, Thailand's first m-Elite Academic Exchange Activity was held at King Chulalongkorn Memorial Hospital in Thailand. Organized by the Medical Ultrasonic Society of Thailand (MUST) and co-hosted with Mindray, this event attracted nearly 100 professionals in the ultrasound field from Thailand, Indonesia, the Philippines, Myanmar, Sri Lanka, Pakistan and other countries in Asia-Pacific region. Combining academic lectures and hands-on workshop training, the event provided a platform for participating experts to discuss cutting-edge academic topics, and exchange technical experience through practical exercises. In addition, to address the talent gap of ultrasound technicians in Thailand, we actively collaborated with local hospitals and deepened cooperation with MUST to promote the establishment and implementation of a standardized ultrasound training system, filling the gap in talent cultivation of this industry.



Intellectual property protection

Mindray implements the principle of “creating and safeguarding our own intellectual property rights while respecting those of others”, constantly enhancing and perfecting its intellectual property management system. The Group has established an Intellectual Property Department and deployed a series of intellectual property management systems including patent management and trademark management, with corresponding management platforms that provide comprehensive support for our intellectual property management. In 2025, drawing on the MPI management system, we developed an Intellectual Property Project Management System fully tailored to R&D projects, further enhancing the management standards for innovation and intellectual property.

We actively protect key innovations through a global patent portfolio. As of December 31, 2025, Mindray has filed a total of 12,983 patent applications, including 9,399 invention patent applications; and obtained 6,567 granted patents, including 3,409 granted invention patents. In 2025, Mindray filed 758 more invention patent applications and 521 new granted invention patents.

Beyond outstanding performance in innovation quantity, the quality of our innovations has also received high recognition from external parties. As of December 31, 2025, Mindray has won a total of 44 patent awards, including 17 national-level patent awards, 12 in provincial level, and 15 in municipal level. In 2025, Patent ZL201811083498.7 entitled *An Ultrasound*

Imaging Apparatus and Its Ultrasound Imaging Method, received Silver Award in the 25th China Patent Award, and Patent ZL201980008289.21 entitled *Reagent, Methods for Platelet Analysis, and Hematology Analyzers*, won the Gold Prize in the 10th Guangdong Patent Award. The technologies covered by these patents have been applied in Mindray’s core products, effectively improving the efficiency and quality of clinical diagnosis and treatment.

While actively protecting our own innovations and building global intellectual property capabilities with a patent portfolio, Mindray also fully respects the intellectual property rights of others. We always comply with international rules and local laws worldwide, resolve disputes, and

ensure the security of global business operations.

Upon the 2025 World Intellectual Property Day on April 26, we conducted a three-day specialized training program on intellectual property management for 430 of our R&D core employees, aiming to enhance their awareness and capabilities in intellectual property protection. In addition, Mindray has been honored with the title of National Intellectual Property Demonstration Enterprise and has obtained certification of ISO 56005 *Innovation and Intellectual Property Management Capabilities (Level 4)* from an authoritative third-party institution. This certification demonstrates our mature capabilities in innovation and intellectual property management.





VALUE CHAIN COLLABORATION

The collaboration and integration of value chain is a crucial pillar to build sustainable development for an enterprise. Mindray has long been oriented in full-value chain management and in-depth collaboration across all faculty from a strategic level, and is committed to building an integrated solution covering the entire process from quality design, process control to value delivery. We innovate the flexible supply network model and build a supply chain ecosystem platform. At the same time, we have established a closed-loop customer service system, driving the transformation of service models toward discipline and consulting-based services. Under the guidance of the value of sustainable development, we join hands with external stakeholders including customers, suppliers and partners to co-construct a full-value chain ecosystem and empower the coordinated upgrading of the industrial chain.

Issues of concern in this section:

- End-to-end collaboration development
- Sustainable supply chain
- Responsible sales and marketing management

SDGs in this section:



End-to-end collaborative development

Mindray has established an efficient business chain collaborative management system that continues to be improved and refined in actual operation. We extend the coverage of the system according to the expanding global business layout, so as to achieve our end-to-end collaborative development of our own while enhancing the efficiency of full-value chain management.

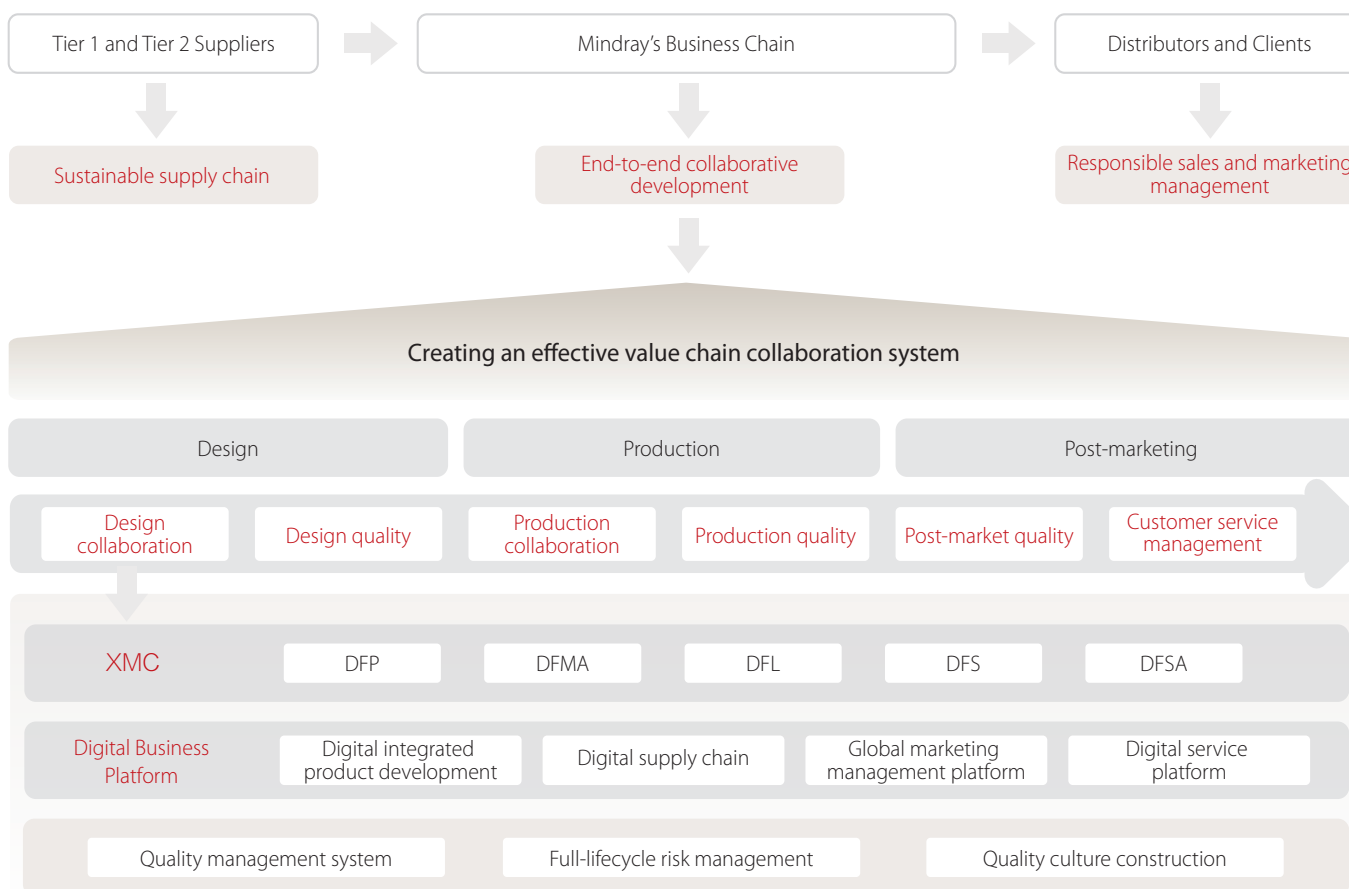
Business chain collaborative management system

In 2025, the Group further optimized the framework of its business chain collaboration management system, and built a full-value chain ecosystem spanning suppliers, in-house operations and customers, making collaborative operations more orderly and fully integrated.

We have established an end-to-end collaborative development system covering the entire stages of product design, production, post-listing and customer service. Relying on the Cross-System Collaborative Management Committee (XMC), we coordinated product-side management across the board, covering three major business areas: devices, reagents and high-value medical consumables, aiming for close integration of business and quality. We take digitalization as

a key leverage to promote the integration of data management and business operations, providing strong support for the efficient operation of XMC and the collaborative development of the entire chain. Meanwhile, we deepen product management based on quality systems, quality culture development and risk management, and continuously consolidate the foundation of quality and safety.

Business chain collaborative management system



Collaborative design management

Mindray incorporates quality management in the product design into the Medical Product Innovation (MPI) system. As a core component of MPI, the Design for X (DFX) process which is oriented to the full product lifecycle systematically integrates demands for products across all business lines including procurement, manufacturing and assembly, service, and marketing, into the entire process of product conceptualization, R&D and market launch, thereby continuously strengthening product quality management. This year, guided by business needs, the XMC and its subordinate management teams (XMT) across three major business segments of capital equipment, reagents and high-value medical consumables formulated and iterated the medium and long-term plans for each area from a holistic

perspective, striving to enhance organizational collaboration capabilities, the efficiency of the global supply chain system and customer service standards. Relying on the quality management system, they drove efficient collaboration across multiple manufacturing bases, and gradually implemented the overall vision of strengthening collaboration throughout the end-to-end processes as well as the value chain.

Under the leadership and the guideline of XMC, the Group focuses on the following management optimization directions and takes corresponding actions in four major areas: manufacturing engineering and quality, procurement engineering and quality, marketability and delivery, and service.

Manufacturing Engineering and Quality (DF Manufacture)

Led by top-level manufacturing planning covering delivery, quality, cost and inventory, and underpinned by full-process quality compliance, we focus on building global localized production capacity and continuously upgrading manufacturing engineering capabilities.

Procurement Engineering and Quality (DF Procurement)

We concentrate on the continuous optimization of supplier and material management. With the goal of improving material quality, we steadily strengthen our capabilities to ensure timely product delivery and stable quality.

Marketability and Delivery (DF Sales, DF Planning, and DF Logistics)

We concentrate on creating an outstanding operational system. By shortening product delivery cycles and improving the quality and efficiency of storage and transportation, we ensure our products and solutions are delivered to customers efficiently, in full and with consistent quality.

Service (DF Service)

Our focus has gradually extended to providing service support for customers' business operations throughout the product lifecycle, aiming to level up customer satisfaction and help clients improve business quality and efficiency.

Instrument DFP improvement program – strengthening material quality management

Material quality is the foundation for product quality. In 2025, under the overall coordination of the Instrument Product XMC, we facilitated R&D and Procurement departments to jointly set up a material quality management optimization team that focuses on upgrading management processes for core materials at the design, procurement and supplier stages. The team implemented a series of measures, including optimizing identification rules for core material, clarifying and strengthening responsibilities of the material development team, refining strategy formulation for material procurement, increasing the weight of quality in component and factory selection, and improving sample verification and quality management. To advance assessment capabilities of supplier quality system, the team completed quality system audits, guidance and rectification for more than 100 material suppliers. Performance data after rectification shows that the quality of relevant materials has met expected management targets, effectively ensuring the quality of instrument products.

Reagent DFS improvement program – enhancing customer service efficiency

During product installation or its daily use by customers, service personnel are required to verify whether the products' analytical performance meets laboratory quality management requirements. As the number of installed units at client sites grows rapidly, challenges such as large sample volumes, cumbersome procedures, low efficiency, and high service costs in product performance verification have become increasingly prominent.

In 2025, leveraging DF Service's optimal full-value chain analysis approach, the Reagent Service Engineering XMT team initiated an improvement program starting with immune products. The team conducted a comprehensive decomposition of the entire performance verification process to identify optimization opportunities. By redesigning performance test samples and pretreatment processes from the outset, they categorized samples, reduced storage and transportation requirements, streamlined operating steps from 9 to just 2, and introduced automated sample testing. This initiative not only resolved key challenges in clinical settings but also minimized errors and significantly cut service hours and expenses. The XMT team plans to extend these optimizations to other IVD products in the future.

Improvement program on high-value medical consumables XMC – production and processing capacity building

The production processes of ultrasonic scalpel products in the high-value medical consumables sector need to be transferred among multiple manufacturing bases of the Group, resulting in long production cycles and insufficient delivery flexibility. In 2025, through the special program for organizational capacity building of cross-system collaboration for high-value medical consumables, the Group achieved breakthroughs in product R&D, design and production processes that enables centralized production and processing capacity for each production procedure, significantly improving product delivery efficiency.

At present, the turnover inventory of ultrasonic scalpel products has been reduced by approximately 60%, and the production cycle has been shortened by about 56%, allowing products to be delivered to customers more efficiently and with higher quality.

Collaborative production management

Mindray has fully implemented an integrated supply chain system and innovated the model of flexible supply network. Through the coordinated layout of overseas production centers and intelligent warehousing and distribution, we have built a new supply system featuring "regional manufacturing + global scheduling". Meanwhile, we strengthened internal and external collaboration. Internally, we enhanced collaboration across R&D, marketing, finance, and customer service, while externally, we strengthened partnerships with suppliers, creating a seamless business-wide coordination framework. We have continued to advance lean improvement, enhanced end-to-end business digitalization, and expanded the scope and depth of automation. Data-driven approaches have also involved empowering the supply chain to achieve operational excellence.

This year, the Group focused on building a global supply network, though promoting localized layout of reagents and instruments, advancing the construction of overseas local factories, and establishing an overall structure where factories radiate surrounding countries. Meanwhile, we optimized transaction routes to enhance flexibility and reliability, providing strong support for adapting to diverse overseas scenarios. To support the efficient operation of the global supply network, we also promoted

the construction of On-Time Delivery (OTD) capabilities, systematically sorted out business scenarios, and established standard processes and management mechanisms for the OTD link. Following the pace of global factory and base construction, we formed a closed-loop management of "process design, pilot operation, and standard optimization". The current pilot operation has achieved the expected goals.

In terms of lean improvement, we have built an Operational Excellence Management Platform. Based on traceability and visualization, we have improved the accuracy and efficiency of traceability through platform-based management, making the traceability paths visible. Production process data can be integrated into the platform and operational efficiency can be strengthened through multi-dimensional operational dashboards. The platform brings together the existing management systems to enable real-time monitoring and visual presentation of core operational indicators such as quality, cost and delivery. It has effectively addressed pain points including scattered production data and complex on-site management, comprehensively improving the collaborative efficiency and refined management level of supply chain operations. It covers the complete digital information collection and presentation from the supply chain cockpit to the workshop and line progress dashboards.

In terms of intelligent manufacturing, we actively explored the application of large language

models and other technologies in various production scenarios. For example, by building a dedicated AI-assisted diagnosis and analysis assistant trained on multi-model product fault databases, we shortened the upfront fault analysis cycle and improved the efficiency of fault location and maintenance plan implementation, supporting the intelligent upgrading of supply chain production. We also built a full-process intelligent quality control system for the complete assembly line of medical devices based on AI action recognition and visual inspection technologies. Relying on the self-developed AI Ruimou series vision platform, we realized static and dynamic inspection in multiple processes. Through behavior monitoring, abnormal early warning and precise verification, we avoided human deviations and reduced error rates, ensuring the stability, consistency and compliance of assembly quality from the source.

Product quality and safety

Ensuring the quality and safety of products is of utmost importance for patient health. Mindray strictly complies with the applicable laws and regulations in the countries and regions where it operates. Relying on the value chain collaborative management system, it establishes and perfects a rigorous comprehensive quality and safety management system as well as risk management procedures, ensuring the stability, quality, and safety of products through robust and lean management.

Quality management system

Robust product quality serves as the bedrock of corporate competitiveness and is one of the pivotal factors in winning customer trust. Mindray positions quality system development as the core pillar of its product management framework, actively upgrading and expanding existing certifications while rigorously implementing annual supervisory audits of its quality management system. As of December 31, 2025, the ISO 9001/ISO 13485 quality management system certifications have achieved 100% coverage of all the product manufacturing bases of our Group. The quality regulations, standards and product certifications obtained by the Group are listed below:

Quality management system

ISO 9001 Quality Management System Certification

ISO 13485 Quality Management System Certification

Qc080000 Hazardous Substance Process Management (HSPM) System Certification

The Company and Mindray North America passed the quality system audits of the Medical Device Single Audit Program (MDSAP)

The Company and Mindray North America have been audited by the United States Food and Drug Administration (FDA) several times

Product Certification

EU Medical Device Regulation (MDR) Product Certification

EU In Vitro Diagnostic Devices Regulations (IVDR)

1,547 medical device registration certificates

In 2025, Mindray underwent a total of **251** quality management system audits by government regulators and external auditors, with a passing rate of **100%**. Among them, the Group has passed **74** audits of third-party certification organizations, **164** audits of Medical Device Good Manufacturing Practice and **13** audits of Medical Device Good Supply.

In 2025, **14** Mindray products were sampled by regulatory authorities, with a **100%** pass rate.

This year, Mindray focused on advancing compliance management and system development. In terms of compliance management, we completed gap analysis on redline requirements in key international markets, improved the global compliance system, established international compliance redlines, and carried out regular monitoring and optimization of domestic compliance redline management. In terms of system development, we established a quality management system for international contract manufacturing (EMS) to jointly support the implementation and quality control of contract manufacturing business. We have improved the quality management framework for international marketing subsidiaries and the quality management system for overseas factories. Meanwhile, we set up an organization and operation mechanism for introducing customs import and export declaration requirements, consolidating the foundation of quality and compliance in an all-round way.

In September 2025, with our medical device quality management model featuring innovation-driven globalization, Mindray received the Honorable Mentioned of

the 5th China Quality Award, highlighting Mindray's outstanding quality management capabilities and benchmark status in the industry.



Honorable Mentioned Certificate of the 5th China Quality Award



Quality culture construction

Mindray, in line with quality management regulations and standards and based on product characteristics, formulates a systematic annual quality training program. Each year, it regularly provides training courses related to quality management and product safety to all employees. We also conduct regular quality awareness campaigns through quality annual meetings, quarterly meetings, and weekly meetings. Additionally, we periodically release quality bulletins, industry quality news, quality-themed posters, and other promotional materials to enhance the Group's quality culture.

This year, to strengthen the management of quality management and product safety training, we established a training planning system and a hierarchical training framework based on course types and trainee categories, upgraded the Quality Training Management Guidelines, and continuously improved the effectiveness of quality training in terms of the implementation of training requirements, training accuracy, and course accessibility.

In 2025, our Group organized the Quality Management and Product Safety training for all employees. A total of 21,288 employees participated in the training, achieving 100% coverage of all employees.

<p>Annual Meeting</p>	<p>The Group conducts two executive-level quality meetings annually. These meetings disseminate knowledge of quality regulations, analyze and summarize the attainment of quality objectives, and determine product quality and safety improvement plans.</p>
<p>Quarterly Meeting</p>	<p>A Quality Committee has been established at the Group level, with seven business system specific Quality Committees under it. Each system holds quarterly quality meetings.</p>
<p>Weekly Meeting</p>	<p>Departments hold regular quality meetings every week. They statistically analyze the achievement of quality objectives and formulate product quality and safety improvement plans.</p>
<p>Professional Training</p>	<ul style="list-style-type: none"> • For directors and managers, we designed over 12 courses and conducted 8 specialized training courses related to quality trends, R&D, production and post-listing activities. • For other employees, we carried out training on compliance and specialized quality management competency enhancement training, and developed more than 22 professional courses. • In 2025, we provided employees with over 500 quality management training sessions.
<p>Culture Promotion</p>	<p>Through channels such as electronic bulletin boards and electronic advertising boards, we released promotional materials including quality newsletters, industry quality information, and quality posters.</p>

Full-lifecycle risk management

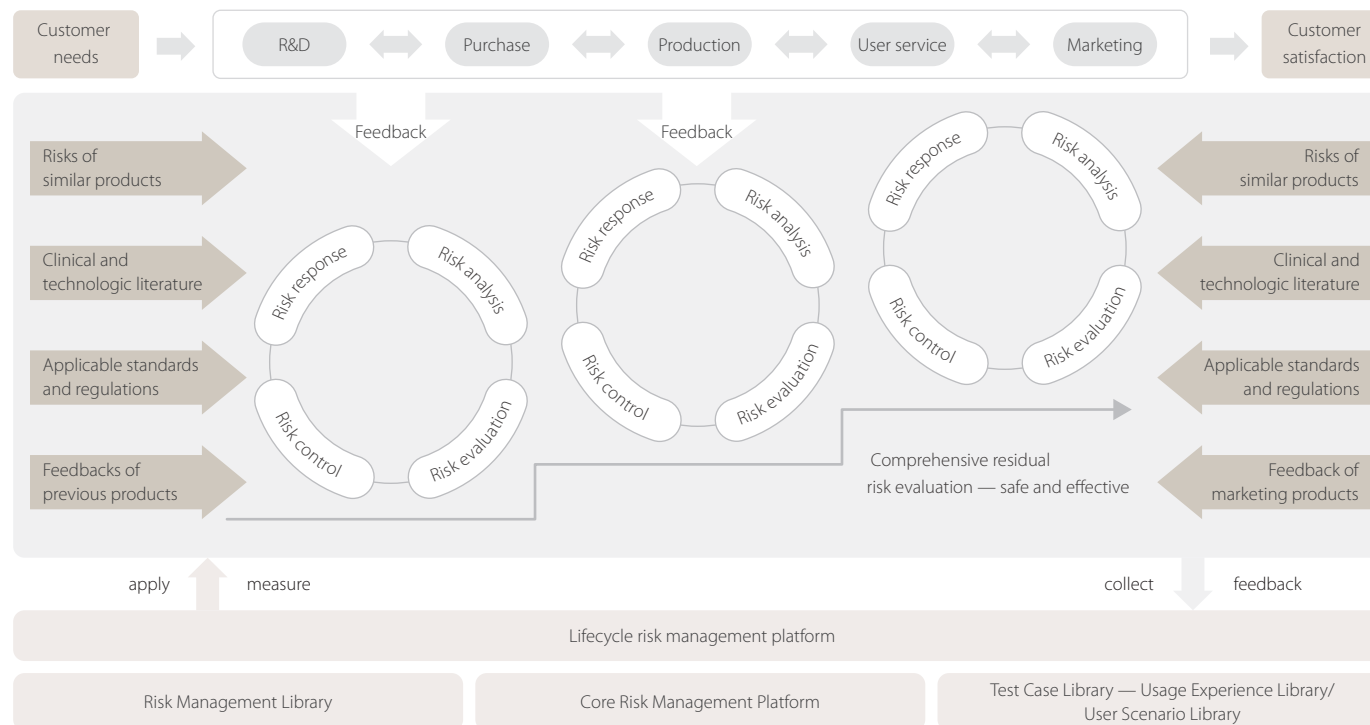
Systematic product life cycle risk management effectively safeguards Mindray's value chain collaborative management system. Drawing on ISO 14971 Application of Risk Management to Medical Devices and the GB/T 42062-2022 Application of Risk Management to Medical Devices, the Group integrates risk management and quality management requirements, continuously enhancing the end-to-end product risk management system. Considering the characteristics of the three major product categories, devices, reagents, and high-value medical consumables, we have established risk control processes that cover all aspects including risk identification, design control, verification, materials, production, and service. Meanwhile, we have clearly designated the risk control leaders and specific risk control projects for devices, reagents, and high-value medical consumables, closely integrating the quality planning process, risk management standards, and MPI process. Our quality management staff are responsible for continuously overseeing and measuring the implementation of core-risk control at all stages and evaluating its effectiveness.

This year, in terms of devices and high-value

medical consumables, we developed core risk databases for all our 25 major categories of products, covering PMLS, MIS, IVD and high-value medical consumables, and established 21 databases for core risk testing cases. On this basis, combining online quality status and new project application practices, we will continue to optimize the core risk database and test case database. Relying on the core risk supervision and measurement mechanism, we have implemented special supervision and disclosure for key high-risk products of PMLS, achieving rapid identification and resolution of core risk issues.

For reagents, we have strengthened product risk control through a series of measures to ensure reagent performance and stability. In 2025, we took immune reagents as the pilot to complete the sorting out of unique core risks, covering three categories: reagent kits, calibrators and controls, and general consumables. We identified core risk sources and simultaneously built a core risk database for typical immune reagent products. Meanwhile, we formulated core risk control measures for reagents from the dimensions of materials, processes, and verification respectively, established a core risk database for reagent materials and a test case library for verification, and fully implemented risk control.

End-to-end risk management



To promptly address potential risks to safety and continuity of product supply and ensure the provision of products that satisfy customers, the Group, grounded in product risk management,

comprehensively identifies risks and formulates and enacts a systematic contingency plan.

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/en/about-us/environmental-social-governance/business-chain>.

Material Procurement

We have established a procurement risk management mechanism and a dual-sourcing procurement mechanism. By diversifying the global supply network, engaging in strategic cooperation with key suppliers, and implementing primary and alternative strategies for key materials, we aim to mitigate supply chain disruption risks and ensure the uninterrupted delivery of key materials.

Warehousing

Through the multi-site layout of raw material warehouses, including Mindray's raw material warehouses at various locations and stockpiling in suppliers' raw material warehouses, we ensure convenient delivery and reduce the impact of warehouse related risks on production. By establishing the Extended Warehouse Management (EWM) system and promoting warehouse automation, we have improved the collaborative efficiency of material delivery and enhanced quality assurance.

Production

We enhance the institutional framework by formulating emergency protocols and response plans. Besides, we establish and continuously optimize the multi-base layout by setting up back-up manufacturing sites to guard against potential risks in the production. This approach ensures the safety of employees and the continuous operation of production and guarantees the sustainable supply of products during natural disasters, public health emergencies, and extraordinary incidents.

Design quality management

Product safety management is the core of Mindray's design quality management. We frontload product safety management to the product conceptualization and development stages to ensure that safety-related standard requirements are implemented in product design. For all products manufactured at different manufacturing bases, we have established product technical requirements in accordance with regulations, ensuring that the safety, performance and quality of each product category meet regulatory standards and customer needs. In accordance with regulations such as the *Reliability Work Guidelines* and the *Product Safety Design Requirements*, we conduct reliability and safety management throughout the entire process, including design and development, verification, validation, and manufacturing, to ensure stable and reliable product quality. Meanwhile, we continue to promote research on product safety and effectiveness. In 2025, we carried out a total of 17 special safety research projects, which helped to ensure the safety and effectiveness design in the early stage of product development through safety issue identification and precautionary testing.

Research on potential product-related health issues

Mindray keeps track of concerning cases in the market through regular collection of potential product-related health issues and internal analyses, then formulating corresponding measures for improvement. In response to a quality incident of a breathing humidification therapy device announced by a certain company, our analysis found that when patients use the therapy device at night, the heated breathing circuit is covered by quilts, leading to local heat accumulation which may cause health problems such as blisters and burns if used for a long time. To avoid potential risks in the future, we added enhanced testing for single faults of heated breathing circuits that ensure coverage of all device modes and different configurations to improve product safety in use from the source.

The Group has set up thorough product testing and verification procedures. Our product verification requirements cover key raw materials and other materials, modules, subsystems, and complete machines. For reagents, we also require verification testing at all levels for intermediate products and semi-finished products. We advance product verification planning to the product pre-research or conception stage, and align verification testing programs with product design, clarifying the methods, devices, environmental requirements, and parameters. Besides basic function and performance verification testing, we have complete and rigorous specifications in place for electromagnetic compatibility (EMC), security, environment, reliability, biosafety, transportation, and special material testing. Testing processes and data are fully recorded in accordance with regulations or guidance to ensure the traceability of testing and verification.

In addition, Mindray has established a laboratory system with a rational structure and high-operational efficiency that safeguards the safety, reliability, and compliance of our products. Notably, three product safety laboratories of the Group have obtained accreditation from the China National Accreditation Service for Conformity Assessment (CNAS) and a series of international third-party testing certifications. Among them, the Reliability Testing Laboratory of the Group Headquarters has been recognized as Customer Testing Facility Level 1 (CTF-1) laboratories by multiple authorities including SGS, Intertek, TÜV SÜD, and TÜV Rheinland. Through inter-laboratory comparison during internal assessments, our testing capability is equivalent to that of top laboratories in the same industry, which can continuously provide guarantee for the quality and safety of the Group's products. All laboratories strictly carry out serious certification on personnel qualifications, information recording and data management in accordance with system requirements. In 2025, the product safety laboratory received 1 CNAS expansion and re-evaluation audit, 5 third-party CTF-1 laboratory audits, and other professional laboratories of branch companies received 2 audits.

Our specialized laboratory is capable of undertaking 126 standard tests, covering the testing of all in-development and on-sale products at the headquarters and supporting the testing of products from some of the Group's subsidiaries. Based on the results of the analysis on external recalls and internal failure, we have conducted precautionary testing on all products. From both safety and quality perspectives, we identify weaknesses in the early stage of product design and other emerging product issues, to timely control potential product risks from the source. In 2025, the specialized laboratories independently carried out over 7,155 tests and proactively tested all the issues identified in the analysis of the Group's products.

The qualifications on Mindray's laboratories have laid a foundation for our product safety certification thanks to their contribution to the accuracy and reliability of tests. In 2025, the Group obtained a total of 141 product safety certification certificates, covering categories such as Nationally Recognized Testing Laboratories (NRTL) Certification, Certification Bodies' Scheme (CB), Certification of the National Institute for Metrology, Standardization and Industrial Quality, INMETRO, Voluntary Certification (VOC), including 40 Electromagnetic Compatibility (EMC) certification certificates. Meanwhile, we actively built a cybersecurity platform. Sorting out product cybersecurity requirements according to countries and regions, we have newly obtained 53 cybersecurity certification reports or certificates this year.

Furthermore, in terms of clinical trial quality management which is a crucial component of design quality management, Mindray strictly adheres to the ethical guidelines of the *Good Clinical Practice for Medical Devices* and the *World Medical Association Declaration of Helsinki*. All clinical trials are conducted only after approval from regulatory authorities, with passed ethical review by the Ethics Committee in accordance with regulations, and the informed consent form signed by both researchers and subjects. We have established a clinical business function management system that runs through the entire product life cycle to improve clinical function and base supervision mechanism. We also built a comprehensive clinical quality control process framework to make sure that clinical verification during the development process, human genetic resources supervision, clinical ethics, and international clinical activities all comply with relevant regulatory requirements.

Production quality management

Production quality management is a critical component in ensuring product quality. Mindray maintains strict quality control across both raw materials and production process.

We have established and continuously improved an incoming raw material control system. We have formulated procedures such as the *Control Procedures for Incoming Material Inspections*, the *Guidelines for Sampling Plan Determination*, the *Reagent Plant Sampling Procedures*, and the *Control Procedures for Non-Conforming Products*. Relying on comprehensive and multi-level material testing capability platform, we have enhanced quality assurance for all categories of raw materials. As for devices, as of December 31, 2025, in the inspection on device raw material, we introduced over 50 high-end, high-precision equipment sets and over 7,000 other testing devices and devices and conducted approximately 600,000 inspection batches annually with the capability to test over 100,000 distinct material codes. As for reagents, we have newly added external testing methods for certain materials in the immunology production line, including proton nuclear magnetic resonance spectroscopy, mass spectrometry, inductively coupled plasma mass spectrometry, and gel

permeation chromatography, to strengthen quality control over the physicochemical properties of materials. As of December 31, 2025, the annual testing volume for reagent raw materials (including all categories of raw materials required for production processes) is projected to reach approximately 60,000 batches, with testing capabilities covering approximately 19,000 distinct material codes.

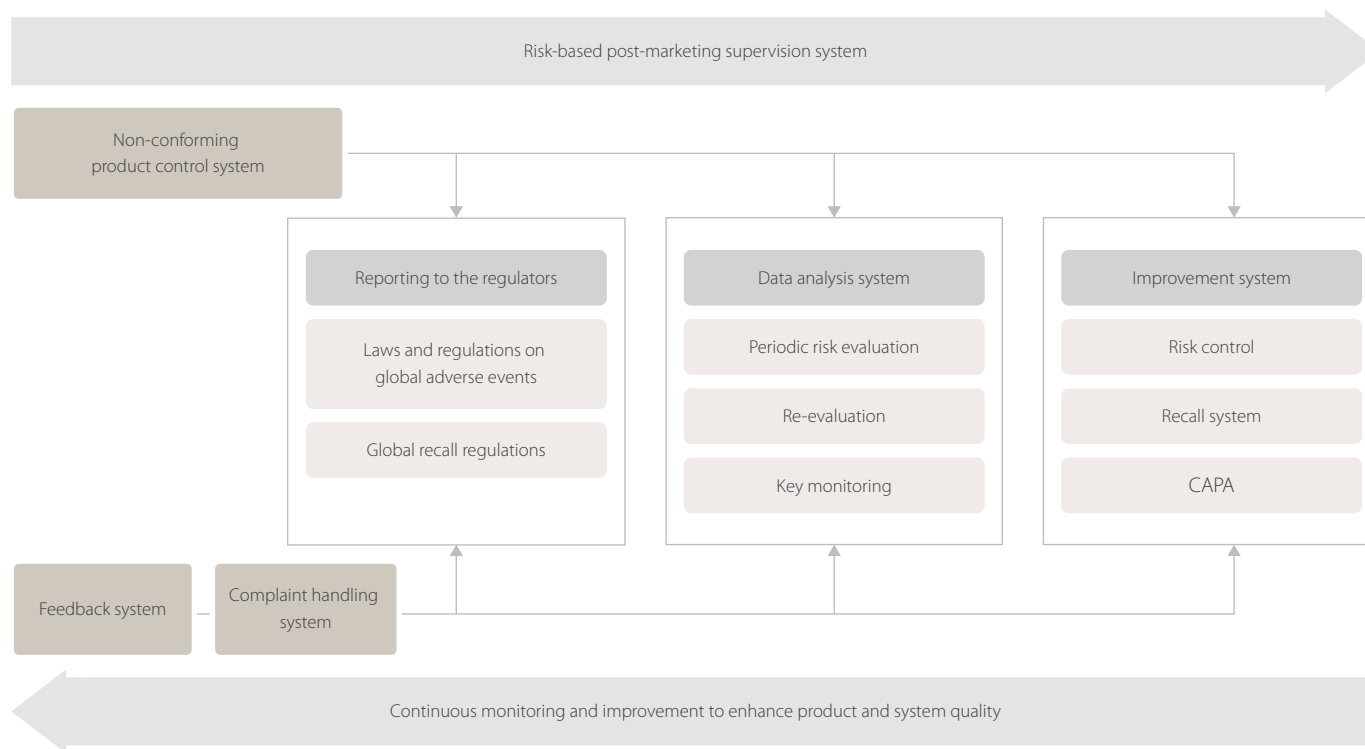
In the production process, we have implemented strict quality standards and comprehensive process control to clarify standards and key processes and formulate corrective and preventive measures for each link. Meanwhile, we have established organizations for cross-departmental collaboration which optimizes the management structure, mechanisms and processes and continuously improves product quality and its global competitiveness. For device production quality control, we have developed a systematic inspection framework, including the *Final Quality Control (FQC) Inspection Standard for Devices*, the *Mass-Produced Device Safety Inspection Standard*, and the *Appearance Inspection Standard*, covering all stages of device manufacturing. For reagent production, we ensure quality through a comprehensive in-process inspection system, supported by guidelines such as the *Reagent Product Quality Control Procedure*, the *Guidelines for Reagent Analytical Method Validation*, and the *Reagent*

Sample Retention Management Procedure.
 In addition, we focus on the optimization of equipment and methods to balance quality improvement, efficiency enhancement and employee care. For example, by optimizing the transfer devices for DR and IVD instruments, we facilitate the efficiency of product transfer and flipping, which can avoid product appearance damage and reduce operational safety risks. Also, through eliminating the differences in automated debugging of IVD biochemical needles, we have increased operational efficiency and effectively reduced employee fatigue from operation.

Post-list quality management and surveillance

Adhering to the principle of "Early Detection, Early Decision Making, and Early Resolution", Mindray always attaches great importance to the health and safety of customers. We have established a professional independent post-list surveillance team under our Quality Center. This team is responsible for tasks such as adverse event monitoring and product recalls and continuously optimizes the post-list surveillance system in line with corresponding regulatory standards and internal management systems.

The post-market surveillance and management system of Mindray



This year, the Group has comprehensively strengthened post-list quality management, focusing on enhancing compliance management standards and issue resolution capabilities. Efforts have been concentrated on three core dimensions: system optimization, management of major quality issues, and IT platform development, driving forward all related initiatives.

In system optimization, we completed the restructuring of the management document framework, continuously refined decision trees for critical issues such as product recalls and adverse events, conducted in-depth analysis of key international regulations in regions like Australia and the EU while simultaneously establishing implementation guidelines, effectively enhancing process execution

efficiency. Regarding major quality issue management, we routinely advanced the trial operation of China's vigilance system to support regulatory pilot programs, implemented monthly adverse event monitoring for key products to proactively identify risks and issue early warnings; Internationally, we focused on key markets by establishing localized return/exchange processes and refining escalation

pathways and resolution mechanisms for critical issues, ensuring timely responses and efficient resolutions. For IT platform development, we leveraged AI technology to enhance adverse event handling efficiency. Preliminary testing has shown approximately an 80% improvement in issue classification efficiency, providing technical support for post-listing adverse event surveillance.

Upon receiving complaints and feedback from the customers, the Group's service team promptly records the information on the electronic complaint handling platform. Based on the nature of the complaint, a cross-departmental task force is formed to coordinate the investigation and resolution process. When necessary, a special meeting is convened to determine product disposition plans based on risk assessment outcomes. Following investigation and resolution, corrective actions are evaluated and implemented, with results communicated to customers in a timely manner to ensure closed-loop processing. In 2025, the Group received a total of 261 domestic complaints and 392 overseas complaints regarding products and services, achieving a 100% complaint response rate.

In addition, we establish standardized product recall control procedures strictly according to the laws and regulations in the countries and regions where we operate, including the *Medical Device Recall Management Measures*. For products requiring recall, the Group confirms decisions through meetings, prepares all required

documentation in compliance with regulatory requirements, completes regulatory filings, and systematically carries out recall information dissemination, terminal recall execution, and record retention. Following completion of the recall, we promptly evaluate its effectiveness and submit relevant reports to regulatory authorities, ensuring recalls are conducted in a standardized and effective manner. In 2025, Mindray initiated 4 product recalls, all of which were voluntary. The Group's post-listing error correction and improvement mechanisms functioned effectively, enabling proactive management of product risks and ensuring patient safety. This year, the Group experienced no major safety or quality incidents related to its products or services, and our products and services received no warnings from regulatory authorities.

Customer service management

The Group strictly complies with the *Service Management Procedure* to establish a comprehensive global user service system and continuously expand service coverage and elevate the service brand in practice. By deeply explore the needs of global users, we establish and practice the service value of "more care", offering users more accessible services from four dimensions: matriXpert™, optimize, reinforce, and evolve, in order to drive our service model from equipment-based support to discipline-focused

services and consulting, safeguarding the digital and intelligent transformation of healthcare institutions.

With upgraded digital and intelligent service platform through AI, we established a customer-oriented service management system. Leveraging core platforms such as the Digital and Intelligent Global Interaction Center, the global network of tier-three training centers, the iService remote service platform, a global spare parts assurance warehouse network, the MSP-

Service on-site service management platform, the medical technology service large model, and the Technical Information Service (TIS) platform, we provide customers with comprehensive, full-lifecycle service support. Additionally, our multidisciplinary professional service team comprises over 13,000 certified service engineers, forming a specialized, standardized service network spanning the globe, which serves as the fundamental foundation for building our global service competitiveness.



MatriXpert™: Service Delivery and Technical Support

As the cornerstone of our services, matriXpert™ focuses on the core needs of worry-free medical diagnosis and treatment for healthcare institutions, providing comprehensive lifecycle service assurance for equipment. This year, we have continuously strengthened our foundational support capabilities while simultaneously introducing an AI technology platform to comprehensively enhance service efficiency.

In building our global digitalized intelligent interaction center, we aim at higher accessibility for global users and thereby actively expand language and regional coverage and strengthen our ability to connect with international clients. We innovated interaction models by launching a global service portal in 2023 that uses equipment QR codes as the “first point of contact.” As of December 31, 2025, this model had covered 192 countries worldwide, with cumulative scans exceeding 31,000. Customers anywhere can instantly access localized service hotlines, equipment operation tutorials, and other support by scanning the device QR code.

By 2025, the number of international regional inbound calls reached **73,000**, marking a **133%** year-over-year increase. The number of closed-loop follow-ups exceeded **98,000**, representing a **94%** rise compared to 2024.

Meanwhile, we have continuously increased investment in our global spare parts inventory network. By 2025, overseas inventory resources grew by 21% year-over-year, effectively reducing service response times and enhancing localized service support capabilities.

The coverage capability of our iService remote service platform also achieved steady improvement in 2025. Leveraging this platform, our service model has evolved from reactive response to proactive service and predictive early warning. The average fault repair time for VIP customers decreased by 9%, while the quality control failure rate for IVD customers dropped from 2.56% to 1.68%, effectively ensuring the continuous and stable operation of testing systems.

In terms of the global network of tier-three training centers, in July 2025, Mindray

inaugurated its largest immersive customer training experience center globally in Wuhan, marking a significant milestone in its worldwide tiered training center network. Through immersive product demonstrations, scenario-based clinical training, and authoritative certification systems, the center advances the convergence of medicine and modern engineering technology. It bridges the innovation-to-translation chain among enterprises, hospitals, and research institutions, fosters the growth of medical technology professionals, and comprehensively showcases Mindray's practical achievements in implementing its “Devices + IT + AI” solutions.



■ Mindray Customer Training Experience Center (Wuhan)

Optimize: Lean Management and Procedure Refinement

“Optimize” focuses on the core demands of healthcare institutions for cost control, efficiency gains, and quality enhancement to deliver a suite of lean service solutions by leveraging multiple dimensions, including benefit analysis, process optimization, and continuous improvement, which significantly boost equipment utilization, clinical efficiency, and departmental profitability, thereby optimizing operational efficiency while simultaneously improving healthcare service quality and patient satisfaction.

In 2025, specialized lean service solutions across departments achieved remarkable results. Notably, the Smart Lean® Management Service targeting laboratory departments has expanded to over 30 provinces, municipalities, and autonomous regions nationwide, with tertiary hospitals accounting for 60% of clients. Our Lean Maintenance Workshop service targeting equipment departments drives scientific, standardized, and regulated approaches to medical equipment maintenance, quality control, and disposal through on-site planning and solution design, currently benefiting over 200 healthcare institutions nationwide. In the ultrasound field, our Ultrasound Lean Service has provided specialized quality improvement solutions to 178 clients, deeply integrating lean principles into clinical practice.

Reinforce: Consulting Services Empowering Disciplinary Development

To meet the demand for high-quality discipline development in medical institutions, we leverage our extensive product portfolio and integrate global disciplinary expertise to build a service

team with multidisciplinary capabilities in engineering, clinical practice, and IT, to deliver diversified solutions including cross-disciplinary talent development, academic research collaboration, and international exchange programs.

In 2025, we established and launched the Mindray Clinical Engineer Certification (MCCE) system that effectively addresses the industry-wide challenges of inconsistent competency

standards, knowledge frameworks, and training certifications for multidisciplinary professionals. Beyond internal staff development, this system is opened to service partners, medical institutions, universities, and other stakeholders through 2 training cycles comprising 4 certification classes, earning unanimous recognition from industry peers.

We continuously advance global academic exchanges in medical engineering. As of

December 31, 2025, we had organized 19 global academic events, establishing interactive collaboration platforms for medical engineering teams. Concurrently, we provide research-oriented transformation and academic project consulting services for these teams, facilitating access to over 500 interdisciplinary research directions. As of December 31, 2025, we established 117 collaborative research projects.

Evolve: digital-intelligent services driving ecological evolution

We actively promote the development of smart services through integrated planning, comprehensive deployment, efficient operation and maintenance, and iterative upgrades, accelerating the evolution of the digital ecosystem aligning with the evolving digital and intelligent transformation needs of hospitals at different stages. In September 2025, we officially launched the “mi-IoT” Equipment Management Information System, which enables intelligent

lifecycle management of all medical devices across the hospital and has been deployed in leading hospitals in Zhejiang, Shanghai, Chengdu, and other regions. Centering on data-driven innovation, this system breaks down information silos between clinical practice, management, and research, establishing an integrated ecosystem where equipment data enhances clinical diagnosis and treatment efficiency, empowers management decision-making, and lays the foundation for research and innovation.

Leveraging the M-Connect IT Solution, MiCo+ Medical Imaging IT Solution, and Mindray InnoLab IT solution, Mindray’s service team provides end-to-end consulting for smart

hospital construction. We assist medical institutions in implementing smart hospital projects such as smart wards, unattended wards, regional healthcare, and regional medical centers, having cumulatively delivered enhanced clinical and management value to over 1,600 healthcare facilities. In the laboratory sector, we deliver Total Laboratory Automation (TLA) pipeline solutions while providing digital business diagnostics and agile development services to over 20 hospitals. Together with our clients, we co-create smart laboratory operational models.



Medical Equipment Management Dashboard of “mi-IoT”

Customer satisfaction survey

Mindray has always prioritized customer needs, continuously refining our service follow-up and feedback mechanisms to ensure effective communication of customer concerns. This year, we comprehensively upgraded our international customer satisfaction survey system based on existing frameworks, with a focus on key markets and core products to advance our feedback mechanisms toward greater scientific rigor, precision, and global reach. During this period, we established a quarterly end-user satisfaction survey mechanism covering seven major international regions for the first time. We also upgraded our questionnaire system to support 18 languages. The service quality questionnaire incorporates five objective metrics: Net Promoter Score (NPS), after-sales service satisfaction, response time, service professionalism, and service attitude. The product quality questionnaire features open feedback channels centered on functionality, performance,

reliability, and usability. As of December 31, 2025, the Group had collected 1,101 service quality questionnaires and 748 product quality questionnaires. By optimizing the customer satisfaction survey system, we have effectively enhanced the efficiency and authenticity of gathering global end-user evaluations of Mindray products and services, which provides precise data support for product iteration and service quality improvement, further solidifying the foundation of customer satisfaction.

According to a Chinese medical equipment industry data survey, in March 2025, Mindray, through its leading product capabilities and exceptional service capacity, secured two prestigious awards: "Gold Award for Excellent National Brand" and "Gold Award for Product Line", which demonstrates high recognition on our after-sales satisfaction from both the industry and customers. Notably, in the comprehensive ranking for retention rates exceeding 10%, Mindray's monitoring products claimed first place across all metrics, maintaining its top position for 15 consecutive years.



■ Gold Award for Excellent National Brand" and "Gold Award for Product Line"

Sustainable supply chain

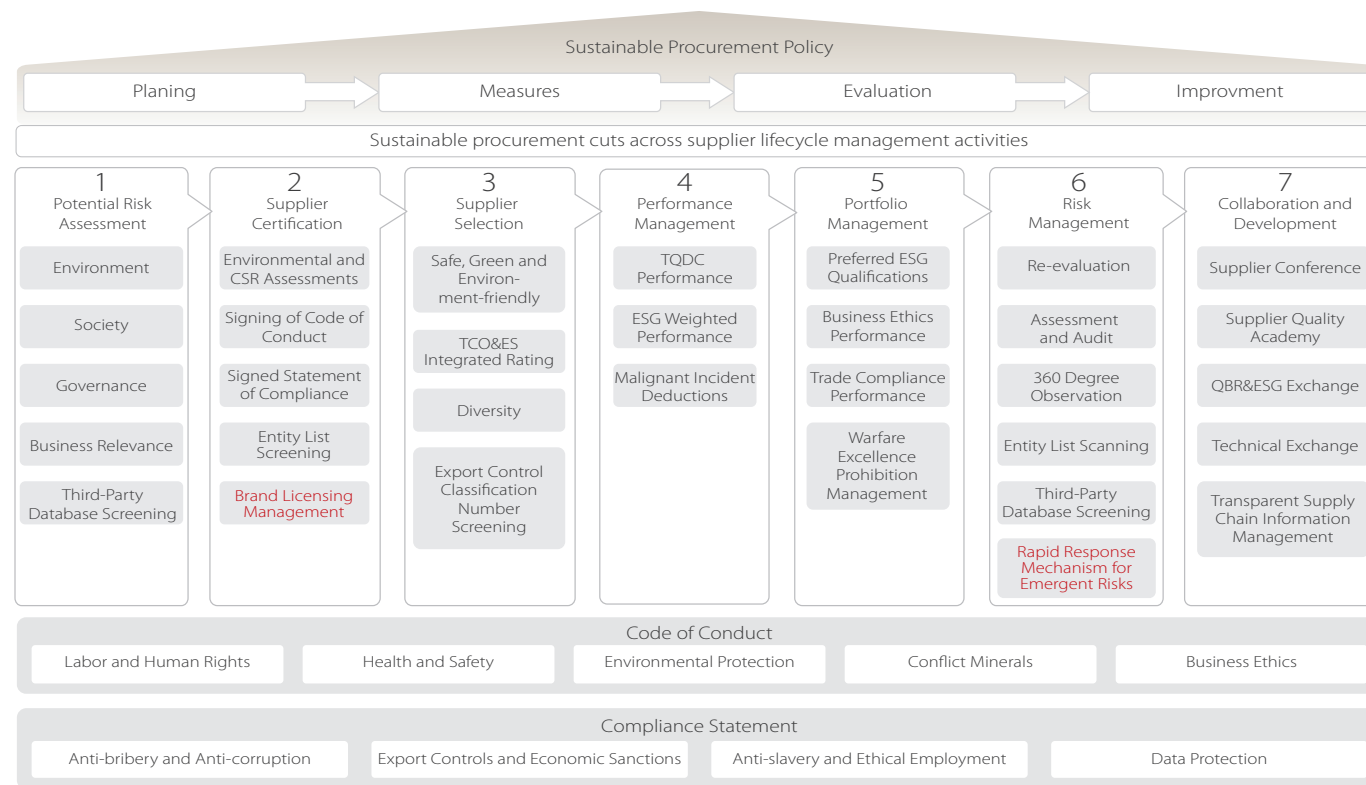
Mindray is dedicated to enhancing the quality, resilience, and sustainability of the supply chain. It integrates the concept of sustainable procurement into the whole life cycle management of suppliers, and establishes a robust and sustainable supply chain management system to lay a solid foundation for promoting high-quality and sustainable development of the supply chain.

Supply chain management system

The Group is committed to refining supply chain management strategy and strictly implementing the *Mindray Sustainable Procurement Policy* its supporting systems. By optimizing the three-tier procurement management committee structure comprising R&D, planning, and procurement functions, we implement tiered reviews and collective decision-making for supplier onboarding, selection, evaluation, and elimination to ensure rigorous and rational management processes. This year, we further integrated brand licensing management into the committee's remit, strengthening compliance oversight and sustainability monitoring of authorized suppliers.

To enhance supply chain resilience and information management transparency, we have established a comprehensive management

Mindray's sustainable supply chain management system



framework outlining supplier compliance declarations and codes of conduct, alongside a multi-tiered interactive management system. This year, we developed a rapid response platform and model for sudden risks, leveraging digital tools to promote information visualization and sharing across critical processes such as

procurement, production, and logistics. This ensures swift response capabilities during emergencies, safeguarding stable supply chain operations. We continuously implement the PDCA management model, conducting ESG performance evaluations of suppliers and developing improvement plans based on

assessment results to enhance management efficiency. Meanwhile, we promote the signing of supplier codes of conduct, conduct ESG surveys, and strengthen supplier capacity building and training to better support sustainable supply chain development.

Supplier certification and selection

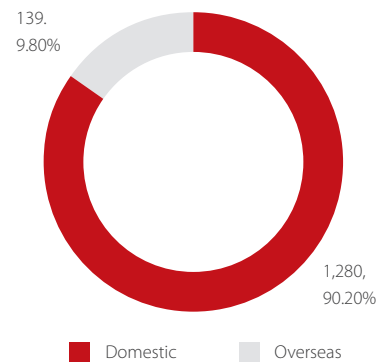
During supplier certification and selection, Mindray, adhering to the *Supplier Cooperation Principles* and the requirements outlined in the Supplier Certification Operational Guidelines, along with the geographical location and industry characteristics of suppliers, incorporate appropriate sustainable procurement requirements into the assessment scope and concurrently conduct supplier ESG risk assessments, brand authorization reviews, entity list scanning, and on-site audits. Secondary evaluations and collective decision-making are implemented during the admission process. We also require suppliers to sign documents such as the *Procurement Cooperation Framework Agreement* (including the Supplier Code of Conduct), the *Supplier Quality Assurance Agreement*, the *Environmental Commitment Letter*, and the *Supplier Compliance Statement*, to ensure that suppliers meet our environmental and social responsibility standards. As of December 31, 2025, 79% of Mindray's Tier 1 suppliers have obtained ISO 9001 or ISO 13485 quality system certification.

The Group comprehensively reinforced risk assessment and management across all aspects of the supply chain, with a focus on key aspects such as environmental, social, and governance (ESG) factors, as well as business relevance. During the supplier certification process, we strictly enforce entity list screening and brand authorization procedures. We conduct on-site audits of all secondary

suppliers' quality management systems, quality process management procedures, and hazardous substance management processes to control risks at the source. In the supplier selection stage, we implemented precise Export Control Classification Number Screening (ECCN) compliance measures to guarantee the introduction of secure supplier resources, thereby building a healthy and stable supplier and material resource pool.

As of December 31, 2025, Mindray had a total of 1,419 Tier 1 suppliers. The number of suppliers by region is shown below:

Representation of Tier 1 Suppliers



Supplier Cooperation Principles

- Adhere to the principles of openness, fairness and justice to incorporate factors such as labor and human rights, health and safety, environmental and climate protection, materials compliance and conflict minerals, and business ethics into our *Supplier Code of Conduct*, and encourage suppliers to sign the code of conduct and update relevant agreement templates to prevent possible ESG risks.
- Incorporate policies concerning human rights, environment and society, and diversity into the supplier assessment; give preference to the suppliers with disabled employees and female in management, when their conditions are comparable.
- Encourage and favor suppliers aligned with green environmental principles, compliant with the latest environmental directives such as RoHS and REACH, including but not limited to ISO 14001, SA 8000 and QC080000; employ strict packaging requirements to avoid product quality risks from the suppliers, while encouraging the use of green and recyclable packaging.
- Under equal conditions, prioritize suppliers with geographically proximate locations or convenient transportation access, as well as those with fewer intermediate distribution links, to minimize environmental impacts from transportation.

Supplier assessment and audit

Mindray has established a scientifically sound and rational supplier performance evaluation methodology and a category-specific assessment mechanism. In daily management, we continuously evaluate suppliers' performance through multiple means, including on-site audits, questionnaires, and performance appraisals. Based on the evaluation results, we support suppliers in building their sustainable capabilities. In accordance with the *Supplier Certification Operation Guidelines*, we specify the corresponding evaluation materials for new suppliers according to different categories. Based on the *Supplier Performance Assessment Operation Guidelines*, we conduct regular evaluations of existing suppliers in terms of quality, delivery, technology, cost, and ESG performance. This year, no suppliers with material issues were identified during regular evaluations.

Based on the requirements outlined in the guidelines and the results of performance evaluations, we categorize suppliers into strategic, preferred, conditional, and prohibited suppliers. For prohibited suppliers, we will no longer establish new partnerships and will gradually scale back or phase out existing operations. We also continuously assess the health of our supply chain to ensure the sustainable development of our resource pool for the coming year. Each year, we dynamically update our supplier resource pool and strictly manage supply chain risks.

The Group has established a rigorous and comprehensive supplier audit procedure. In accordance documents such as the *Good Manufacturing Practice for Medical Devices* and the procurement cooperation framework agreement, we conduct comprehensive audits of Tier 1 and Tier 2 suppliers on a regular basis and have established a management objective to perform on-site audits for all new suppliers. Based on the *Supplier Life Cycle Management Procedure*, we specify the audit plan for suppliers. On-site audits serve as a critical component of the audit process. Auditors conduct field visits to suppliers' production facilities to evaluate product safety and quality assurance matters through Quality Process Audits (QPA) and Quality System Audits (QSA). QPA focuses on the compliance and stability of production processes, while QSA examines the effectiveness and completeness of the quality management system. Through QPA and QSA, we obtain precise supplier quality information, providing robust support for optimizing supplier management.

We also collaborate with the production-related departments to regularly assess the quality of supplied materials to ensure the quality of all categories of raw materials. In terms of

This year, in line with the *Supplier Life Cycle Management Procedure*, we conducted audits of all suppliers. Among these, we performed on-site audits on all new suppliers and **246** Tier 1 suppliers.

environmental compliance, we implement strict HSF compliance audits on suppliers and require those with a high HSF risk level to have strict management of the incoming materials.

Through initiatives such as annual supplier re-evaluations and conflict minerals investigations, we assess specific sustainability issues and advance traceability efforts on raw materials for suppliers. Additionally, we verify the legitimacy of suppliers selling branded products and supplement brand authorizations to mitigate legal, financial, and reputational risks. For suppliers excelling in environmental and social performance, we offer special incentives including supplier awards, preferred supplier programs, and priority bidding invitations. In recent years, we have conducted annual on-site environmental and social impact assessments of suppliers, with none identified as having potentially significant negative environmental or social impacts. In 2025, 100% of new suppliers passed our environmental and social assessments.

To assess the ESG management performance of suppliers, we launched an annual supplier ESG questionnaire in line with the Supplier Code of Conduct to promptly identify and track potential ESG risks within the supply chain. The questionnaire encompasses five dimensions including general information, labor and human rights, health and safety, environmental and climate protection, and business ethics. This year, a total of 1,800 valid questionnaires were retrieved, with a supplier participation rate of 95.49%. We will comprehensively evaluate supplier questionnaire results, ESG ratings,

procurement volumes, and other factors to identify key suppliers requiring improvement. We will then develop and implement targeted ESG empowerment programs, such as ESG training and collaborative initiatives to address specific issues.

Supply chain collaboration

Mindray actively empowers suppliers to build compliance and sustainability capabilities. By promoting sustainability concepts and sharing ESG management expertise and methodologies, we enhance their environmental and social responsibility performance, driving collaborative development across the procurement value chain. Internally, we conduct specialized training for procurement teams to ensure buyers thoroughly understand the Group's sustainable procurement requirements and management approaches, enabling them

to effectively guide suppliers. This year, we completed comprehensive training for all internal buyers, achieving a 100% pass rate on assessments. Externally, we empower significant suppliers through regular ESG awareness sessions, providing training and assessments to over 1,800 suppliers and manufacturers this year. Additionally, we provided 32 suppliers rated D in ESG performance with performance improvement coaching, continuously enhancing the sustainability capabilities of suppliers within our resource pool.

We encourage suppliers to foster a strong quality culture and allocate resources to quality management, ensuring products meet stringent quality standards throughout the entire process. To this end, we annually conduct supplier quality assurance training through channels such as supplier communications, Supplier Quality Academy, and online quality training, to jointly promote stable and sustainable quality development in the healthcare industry.

Supplier communications

We actively organize Quarterly Business Review (QBR), quality workshops, technical exchange conferences, and other events, to actively communicate with the suppliers.

Supplier Quality Academy

We established the Supplier Quality Academy, developing a comprehensive curriculum encompassing general training, targeted improvement initiatives, and sustainable enhancement programs to empower suppliers in elevating their quality management and sustainable development capabilities. Training outcomes are integrated into the supplier performance evaluation system, serving as a key reference for the following year's collaboration. In 2025, we invited 140 significant suppliers and 294 core management personnel to participate in the Supplier Quality Academy training.

Online quality training

We provide online quality training for Tier 1 and Tier 2 suppliers. In 2025, we delivered quality training courses to 1,800 suppliers, covering all high-risk suppliers, with 95.49% of suppliers completing the course assessments.

Supplier quality conference under the theme of “Quality and Safety — Core Risk Management and Control 2.0”

In May 2025, Mindray convened a Supplier Quality Conference themed “Quality and Safety — Core Risk Management and Control 2.0” to further enhance product quality and risk control capabilities, jointly charting a new blueprint for quality development. The event brought together

140 suppliers and approximately 294 senior executives. Focused on material quality, participants conduct in-depth analyses of risk points across supply chain segments. Discussions centered on application scenarios and collaborative design, engineering development and manufacturing, and the effectiveness of quality management systems. Attendees also shared practical achievements such as supply chain optimization strategies and enhanced raw material testing mechanisms. Following training sessions, specialized task forces were established to systematically identify quality risks and advance closed-loop management, thereby strengthening the foundation for delivering high-quality medical devices.



Supplier quality conference



Responsible sales and marketing management

Mindray remains customer-centric, rigorously controlling promotional content, channel networks, marketing activities, and bidding processes throughout the sales cycle. We ensure that all sales information provided to customers accurately reflects the characteristics of our products and services, guaranteeing transparency, accuracy, clarity, and fairness in transactions. We continuously refine internal management processes and audit mechanisms, rigorously combating infringements to maximize the protection of customer rights and interests, and earnestly fulfilling our responsibilities to both our customers and society.

Sales and marketing management policy

Mindray strictly adheres to consumer protections and business ethics laws and regulations in the countries and regions where it operates, including the *Civil Code of the People's Republic of China*, the *Regulation on the Supervision and Administration of Medical Devices* and the *Bidding Law of the People's Republic of China*. We have formulated and implemented the *Responsible Marketing Policy* to standardize marketing, advertising, and sales-related activities, thereby safeguarding the rights and interests of patients and consumers. In 2025, we comprehensively upgraded the *Responsible Marketing Policy* by introducing

additional consumer protections clauses and measures, clarifying the laws, regulations, and internal standards the Group must adhere to, establishing behavioral requirements regarding anti-monopoly and anti-unfair competition, defining codes of conduct for interactions with Healthcare Professionals (HCPs) and others, and refining provisions for third-party due diligence and responsible marketing audits. Meanwhile, the scope of the new version expanded from internal employees to all third-party enterprises and individuals conducting business on behalf of Mindray under lawful authorization, providing robust support for building a fair and trustworthy marketing environment in the healthcare industry.

To ensure comprehensive implementation of the *Responsible Marketing Policy*, we regularly conduct specialized audits led by the Group Internal Audit Department and promptly implement corrective actions based on audit recommendations. Additionally, we continuously provide responsible marketing training to all employees and third parties. Training covers consumer rights and legal protections, and business ethics systems, including the *Responsible Marketing Policy* and the *Mindray Code of Business Conduct and Ethics* featuring interpretations of laws, regulations, and policies alongside case studies. Delivered through diverse formats such as on-site presentations, online learning, and portal communications, our responsible marketing training is conducted

repeatedly to ensure every employee and partner deeply understands the principles of responsible marketing and aligns their daily conduct with company requirements.

In 2025, we provided responsible marketing training to all employees, achieving **100%** coverage.

In 2025, we delivered specialized marketing training to employees within the marketing system, totaling approximately **67,910** training hours and attracting **29,312** participants.



Responsible marketing training in Mindray



Distributors management

Mindray, in partnership with its distributors, provides clients with accurate, consistent, professional, and responsible marketing services. We have developed and released a series of management system documents to refine channel partner management requirements, covering the entire life cycle of channel partners. Based on risk assessments, we implement tailored due diligence programs for different distributors and decline to sign contracts with those failing to meet requirements. Simultaneously, we have developed comprehensive partnership agreement templates that explicitly outline compliance requirements for distributors. Through training and communication, we ensure every partner understands and adheres to these obligations.

We continuously strengthen channel compliance management and process development across both China and international regions. In China, we conduct biannual compliance screenings for all contracted distributors using authoritative platforms like the National Enterprise Credit Information Publicity System, fortifying our compliance defenses. Internationally, we dedicate compliance briefings and training sessions during channel conferences to heighten partners' awareness. Should any partner face investigations or significant disciplinary actions due to significant issues during collaboration, we immediately terminate the partnership and place them on a blacklist. Furthermore, we apply new IT management features for channel partners to enhance compliance oversight through digital means.



Fight against infringements

In recent years, as brand influence of Mindray has continued to grow internationally, online infringement activities have become increasingly diverse and complex. To effectively address this challenge, we have systematically advanced our online brand protection initiative since 2022, by establishing a Digital Channel Risk Management Task Force and engaging professional monitoring agencies to build a digital rights protection network to achieve comprehensive monitoring coverage across major social media platforms, third-party e-commerce marketplaces, and independent websites. Focusing on conducting authorized compliance reviews for Mindray's brand terms and related derivative content, we implemented tiered responses to unauthorized content, enabling precise targeting of infringing activities such as counterfeit brand accounts and the refurbished sale of discarded products, effectively safeguarding consumer rights. Simultaneously, we established an internal reporting channel, creating a dual-track enforcement model of "proactive monitoring + reactive handling" to form a comprehensive online brand protection management system. Through continuous optimization, this project has established standardized collaboration mechanisms and developed a tiered infringement response system, further enhancing enforcement efficiency.

In 2025, the Group's Domestic Legal Affairs Department led the completion of four anti-counterfeiting cases, all involving civil lawsuits. A total of 70 instances of infringing display and sales activities were successfully addressed. Regarding brand asset protection, we proactively registered and recovered multiple domains through legal enforcement, achieving strategic renewal management for 231 key brand keyword domains.

The completion of
4 anti-counterfeiting cases

Successfully addressed
70 instances of infringing display and sales activities .

Achieving strategic renewal management for
231 key brand keyword domains.



GREEN DEVELOPMENT

Mindray is firmly committed to the path of green development, uphold and practice the philosophy that “lucid waters and lush mountains are invaluable assets”. The Group continuously refine the EHS governance framework and system and embed the concept of green development throughout the entire product life cycle, including sustainable investment in green innovation, institutionalization of green operations, active contribution to climate change mitigation, striving to build an environment-friendly enterprise.

Issues of concern in this section

- EHS policy and management
- Climate change response
- Green innovation
- Green operation

SDGs in this section:



EHS policy and management

Mindray strictly follows the *Environmental Protection Law of the People's Republic of China*, the *Bundes-Immissionsschutzgesetz (BImSchG)*, the *Packaging and Packaging Waste Regulation (PPWR)*, the *Waste Electrical and Electronic Equipment Directive (WEEE)* and other applicable laws and regulations of countries and areas where it operates. We also continues to refine and strictly follow internal policies including the *Environmental Management Procedure*.

In 2025, we integrated green management requirements and measures across all business processes and undertook iterative refinement based on our existing model to further improve

the green development model covering the entire product life cycle. This initiative aims to drive the development of a green, low-carbon and circular economy by resource utilization efficiency increase and ultimately achieve harmonious coexistence with nature.

EHS governance framework

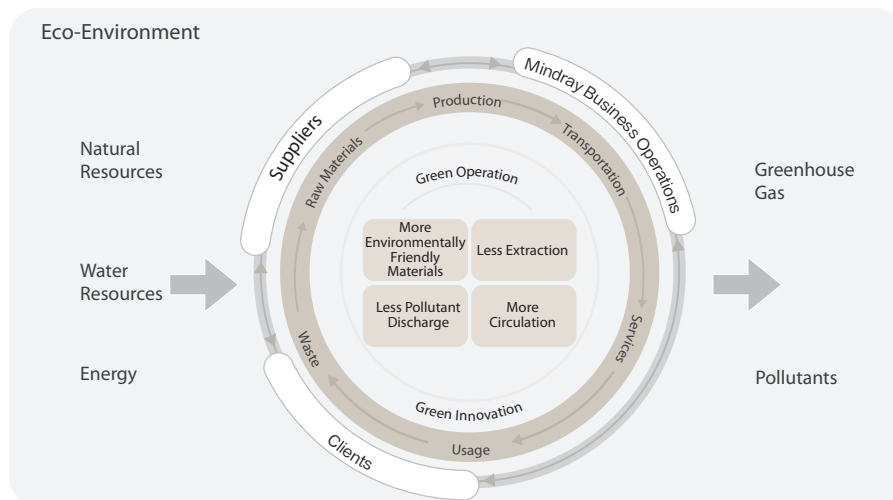
Adhering to the principle of "putting equal emphasis on business management and EHS governance" and the guideline of "unified

leadership, local supervision, responsibility implementation, hierarchical management, targeted guidance and full participation", the Mindray has established a scientific and efficient 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, SSC). The Executive Deputy General Manager of the Group (also a member of SSC) 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 coordinates the policies optimization, strategic planning, goal-setting and other matters of EHS management, and is also responsible for supervising the daily EHS management practices. Each business unit has established a dedicated EHS implementation organization accordingly to ensure the effective implementation of EHS management requirements, thus elevating the overall EHS management performance, and further strengthens the capability of risk prevention and control.

Mindray's whole-lifecycle green development model for products



Mindray's EHS governance structure



EHS management system

The Mindray EHS policy is signed and approved by the Chairman of the Board to guide all business activities, including the entire life cycle of product research and development, production, sales and services, as well as administrative services, supplier and contractor management, mergers and acquisitions and other services. Based on the requirements of ISO 14001 environmental management system and ISO 45001 occupational health and safety management system, guided by the EHS policy and integrating the cutting-edge practices of the industry and the characteristics of the enterprise, we continuously refine our EHS management system, and strive to achieve robust performance in both environmental protection and occupational health and safety.

EHS policy

Implement advanced technology and scientific management to eliminate hazards, reduce occupational health and safety risks, prevent pollutions and protect environment.

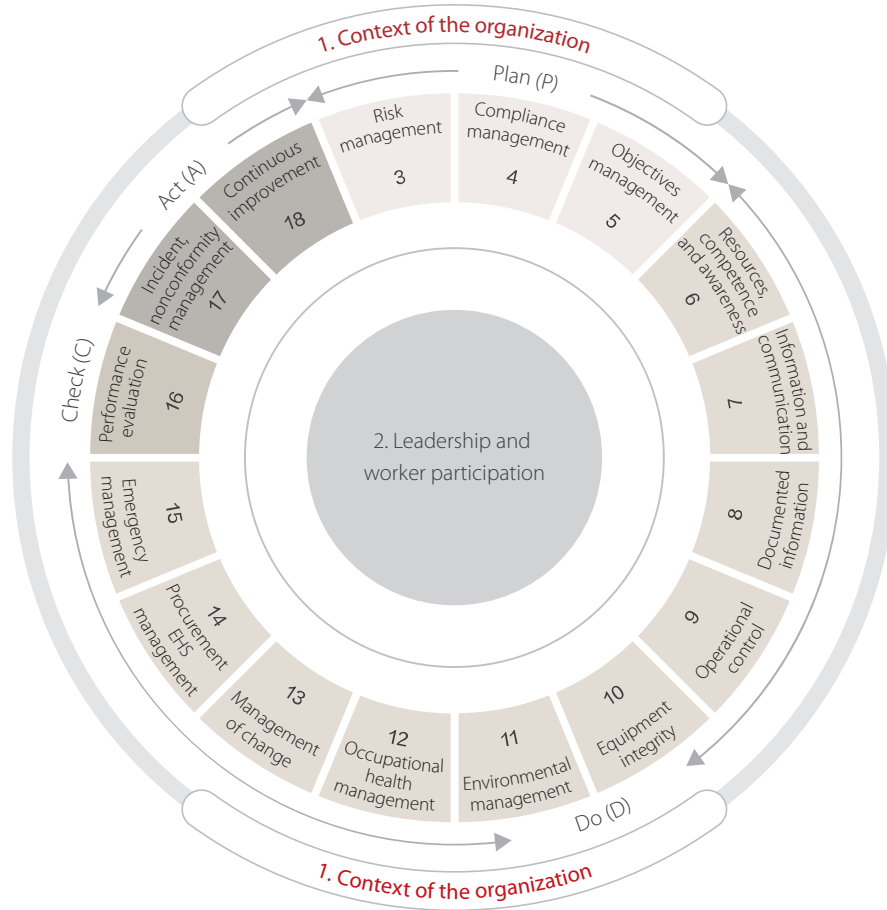
Provide safe and healthy working environment and protect workers from injury and illnesses.

Comply with legal requirements and other requirements, continually improve EHS management system.

Promote full participation, actively negotiate with workers on EHS affairs, cultivate a culture of "BE SAFE" and improve EHS performance.

The Group has established the EHS management system with "leadership and worker participation" as the core and continuously improve EHS management through four steps: planning, operation and assurance, performance monitoring and optimization. At the same time, we set differentiated performance targets and accountability systems each year based on the business characteristics of the department to promote active participation at all levels in EHS affairs and comprehensively prevent and control EHS risks.

EHS management system framework



This year, we continuously refined EHS management and enhanced its reliability and feasibility. At the organizational level, we have conducted an ongoing inventory of the organizational resources and capabilities of EHS functions at all levels and provided targeted enablement in a timely manner. In terms of risk control and management, we launched an uninteruptable equipment management platform and a construction management platform, in which real-time risk early warning and closed-loop management is achieved throughout the entire process via technological innovation, driving a marked improvement in the effectiveness of associated risks control. In addition, we have focused on environmental protection, and control over hazardous chemicals and biological risks, further strengthening the corresponding management requirements and their implementation. In 2025, Mindray did not experience any major environmental incidents or receive any administrative penalties for environmental violations.

System evaluation and certification

Mindray continues to promote ISO 14001 environmental management system certification among production and R&D entities and expand its coverage, in order to enhance the overall effectiveness of EHS management.

87.6%

ISO 14001 Environmental Management System Certification coverage

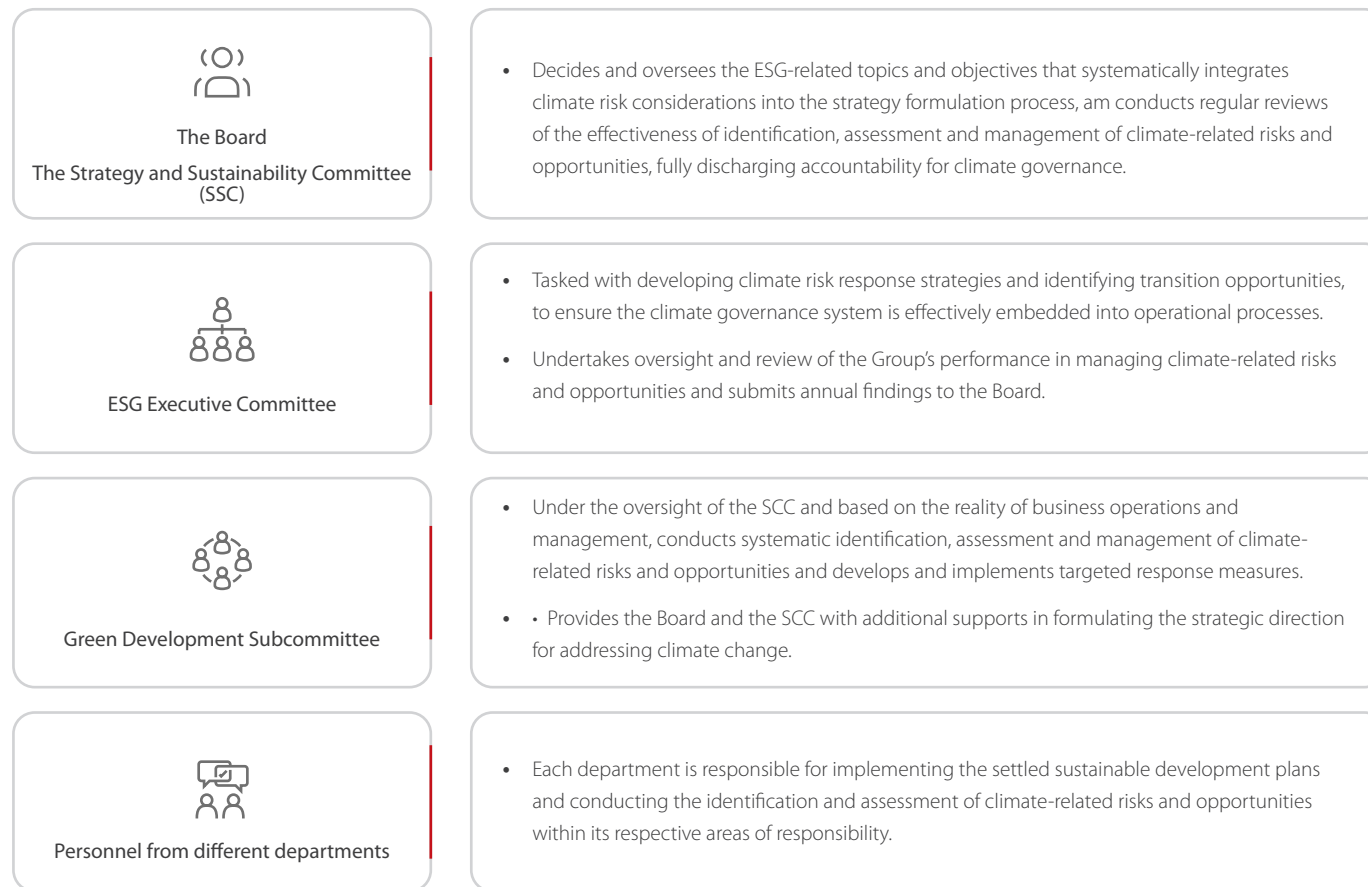
Climate change response

In 2025, with the intensified climate warming globally, we are so aware of urgency and importance of addressing climate change that we integrate climate change response into holistic corporate governance system and development strategy. Acting across four core dimensions governance, strategy, climate risk management, and indicators and targets, we continue to bolster our capabilities to identify, assess and respond to climate-related risks and opportunities, aiming to raise our climate resilience and develop a practicable blueprint for our low-carbon development.

Climate governance

Mindray has established a top-down climate governance structure to systematically manage climate change-related issues. The Strategy and Sustainability Committee, affiliated to the Board, is responsible for collaborating, planning and supervising the progress on sustainability-related issues. The committee holds regular meetings annually to determine sustainable development strategies including climate responses and monitors climate-related risks and opportunities, which helps to ensure the successful integration of climate governance system into decision-making procedures of the Group.

Mindray Climate Governance Structure



Climate Strategy

Mindray continues to deepen the management system on climate-related issues and identify the short-, medium- and long-term climate-related risk and opportunities based on our strategies planning as well as operation reality. To be more specific, we systematically inspect the impact of climate change on our operation model, value chain and finance, and use scenario analysis to promote climate resilience. We continue to explore the mitigation and adaptation methods against climate change and promote integration of climate response actions and sustainability development management system, string for elevating responsive competence against climate change.

Analysis Scope

Mainly covers all our core operational entities, including all controlled assets, with a focus on five major production bases and twelve R&D centers, while also considering climate risks across the supply chain and key markets such as China, Europe, and Southeast Asia.

Scenarios Involved and Selection Criteria

Physical Risk

- Scenario involved: Intergovernmental Panel on Climate Change (IPCC) SSP1-1.9 (Sustainable Development Pathway), SSP2-4.5 (Medium Pathway), SSP5-8.5 (High Fossil Fuel Development)
- Selection Criteria: Mindray's manufacturing bases are distributed across global regions, each facing varying impacts from extreme weather events. IPCC scenarios enable a comprehensive assessment of specific physical risks faced by manufacturing sites in different climate zones under varying temperature increase levels, and quantification of the financial impact of extreme weather on production and delivery.

Transition Risk

- Scenario involved: International Energy Agency (IEA) NZE 2050 Scenario (Net Zero Emissions), APS Scenario (Announced Pledges), STEPS Scenario (Stated Policies)
- Selection Criteria: The three IEA scenarios align with the objectives of Paris Agreement and China's "dual carbon" policy. They enable effective assessment of Mindray's transition risks and adaptation pathways under varying policy intensities, supporting the Group in refining its strategic planning.

Time Scope

Short-term (0-1 year), Medium-term (1-5 years), Long-term (5-10 years)

Assumptions

- Business Stability: As a leading enterprise in the medical device industry, consistent and stable business operation will be maintained.
- Asset and Management Stability: Core manufacturing and R&D bases operate reliably with no planned relocation. Existing mitigation measures (photovoltaic systems, water conservation, emergency systems) function continuously and stably. The climate governance framework remains robust, with the Green Development Subcommittee and ESG Executive Committee consistently performing risk assessment and strategic implementation roles.
- Emissions Reduction Progress: Steadily advancing toward the 2030 target of 25% emissions reduction while maintaining absolute emissions under control. Photovoltaic installations are progressing according to plan.
- Value Chain Collaboration: Core suppliers are deeply engaged in low-carbon transformation, and localization initiatives are proceeding smoothly.

Identification of Climate Risks and Opportunities

Based on the scenarios selected in consideration of the aforementioned physical risks and transition risks, we have identified climate-related risks and opportunities with material potential

impacts on the Group across business models, value chains and financial dimensions over the short term (0–1 years), medium term (1–5 years) and long term (5–10 years).

Types of risk	Potential impacts				Impact time horizon	Impact magnitude	
	Business mode	Value chain	Finance	Response measures			
Physical risks	Intensified Typhoon	Production bases in the southeastern coastal areas such as Shenzhen and Nanjing are disproportionately affected, facing risks of direct physical damage (e.g., damage to factory premises, flooding of equipment) and operational suspension.	Typhoons may damage suppliers' production facilities or logistics networks, causing delays or even disruptions to the supply of key raw materials and components	Damage to factory premises, equipment and inventory leads to higher costs including asset repair or replacement costs; revenue losses during business disruptions and additional expenses for disaster emergency response will also rise.	<ul style="list-style-type: none"> Incorporate typhoon-resistant design into supply chain bases (e.g., the under-construction Longhua Global Supply Chain Headquarters Base) to mitigate asset damage risks of the infrastructures; Adopt dual or multi-sourcing strategies for key raw materials to diversify risks and leverage the group's global inventory network (2 overseas regional distribution centers, 6 overseas warehouses and 12 domestic warehouses) to guarantee delivery capabilities. 	Short to medium term	High
	Flood	Core production bases located in monsoon regions may face direct physical damage due to flood events, including structural damage to factory premises, flooding of production equipment and outages of technical systems.	The damage and closure of external infrastructure such as roads, bridges and ports will hinder the transportation of finished products, leading to delays in order fulfillment and a decline in customer satisfaction.	Additional capital expenditures will be incurred for production facility repair, scraping damaged inventory and maintenance of on-site infrastructure.	<ul style="list-style-type: none"> Prioritize suppliers' geographical location and transport accessibility during selection to shorten supply chain radius and reduce transportation exposure risks; Conduct flood vulnerability assessments of global production bases, implement targeted infrastructure reinforcement or layout optimization, and hold regular flood prevention drills to enhance emergency response capabilities. 	Short to medium term	High
	Increased frequency of extreme high temperatures	A rise in extreme high-temperature days in summer may compromise the health and safety of employees at inland production bases, reducing labor productivity; it may also drive up equipment failure rates and reduces production capacity.	High temperatures impair warehouse working conditions and operational efficiency, pose challenges to the storage of temperature-sensitive raw materials, work-in-progress and finished products, and increase the complexity of warehouse management.	Higher energy costs will result from increased load and extended operation time of refrigeration systems; additional expenses may also be incurred for high-temperature subsidies and employee medical examinations.	<ul style="list-style-type: none"> Promote robotics and smart equipment on production lines to reduce employees' heat exposure risks; Continuously monitor and optimize energy consumption via the energy management platform to curb operational cost hikes from increased cooling demands; Incorporate heat-resistant design into new product R&D and factory construction, e.g., improving ventilation and adopting thermal insulation materials. 	Short to medium term	Medium
	Epidemics	Epidemics such as dengue and malaria may become a systemic health risk at operating locations, directly affecting employee health and attendance rates and forcing increased investment in epidemic prevention resources.	Mass employee illness or quarantine leads to labor shortages and lower productivity; the spread of epidemics across partner networks (suppliers, logistics providers, etc.) elevates the risk of supply chain disruptions.	Extra operational expenses will be generated for employee medical support, disinfection of production and office premises, and procurement of epidemic prevention supplies.	<ul style="list-style-type: none"> Optimize flexible employment and remote work mechanisms to quickly fill labor gaps during outbreaks and ensure continuous operation of R&D and administrative functions. 	Short to medium term	Medium

Types of risk	Potential impacts				Impact time horizon	Impact magnitude	
	Business mode	Value chain	Finance	Response measures			
Transition risks	Emerging regulations	In the implementation of the national Dual Carbon Strategy, relevant laws, regulations and policies will be continuously refined; the Group needs to invest resources in developing low-carbon technologies and optimizing its energy structure to meet the latest compliance requirements and market access thresholds.	Full-lifecycle supervision of product carbon footprints transmits compliance requirements from the Group to the entire value chain, requiring enhanced low-carbon procurement standards for upstream suppliers and carbon data provision for downstream customers, which increases the difficulty of collaborative value chain management.	Higher compliance costs may be incurred, including explicit expenses for carbon allowance purchases or carbon tariff payments, and capital investments for equipment upgrading and energy-saving retrofits to meet new energy efficiency standards.	<ul style="list-style-type: none"> Closely track changes to relevant laws, regulations and policies, and enhance potential carbon cost management. 	Medium to long term	High
	Technology development	The Group may face systemic risks of core products becoming misaligned with mainstream market trends; existing business models and technical pathways may rapidly lose competitiveness, making it difficult to meet downstream customers' green procurement standards and putting the Group at a disadvantage in future market competition and bidding.	Amid the rapid development of green technology, failure to provide low-carbon compliant products will not only bar the Group from green supply chain systems of major customers but also risk replacement by more eco-friendly competitors, weakening its bargaining power and long-term partnerships in the value chain.	Disadvantages in product carbon footprints caused by insufficient green R&D investment may lead to revenue decline from lost orders (failing to meet key customers' procurement requirements), which in turn impacts profit margins.	<ul style="list-style-type: none"> Incorporate green development concepts into all stages of product development, accelerate investment in green and low-carbon production processes, and refer to the "Green innovation" section of this chapter for details. 	Medium to long term	High
	Market Trends	A shift in customer preferences toward eco-friendly and low-carbon products will challenge the Group's existing product portfolio and market positioning; an underdeveloped green product line or inadequate market communication will lead to underperformance in key niche markets (e.g., domestic and overseas high-end ESG-focused markets).	Sales will be affected by market preferences, forcing upstream R&D, procurement and production to align collaboratively with low-carbon standards; green full life cycle management will face fierce market competition.	The shift in market preferences may expose the Group to pricing pressure or market share erosion in high-value bidding projects due to insufficient green competitiveness, which further impacts the overall revenue structure.	<ul style="list-style-type: none"> Strengthen carbon footprint management across the entire product lifecycle and adopt green production processes; Enhance market communication to fully understand customer needs. 	Medium to long term	Medium
	Reputation	Increased attention from key stakeholders (investors, customers, rating agencies) to corporate climate actions and transparency may affect market recognition of the Group's sustainable development strategies (e.g., emission reduction targets and progress).	A damaged reputation in green development and energy conservation may undermine cooperative relationships with key partners in the value chain.	Weakened climate reputation may create barriers to obtaining preferential financing and meeting specific customer demands, and exert a negative impact on long-term market valuation.	<ul style="list-style-type: none"> Set and disclose appropriate emission reduction targets, and closely monitor and manage progress; Enhance transparency in climate action disclosures. 	Medium to long term	Medium

Types of opportunity		Potential impacts				Impact time horizon	Impact magnitude
		Business mode	Value chain	Finance	Response measures		
Climate Opportunities	Resource efficiency	Drive the transformation of business toward lean and circular operations, create new revenue models through optimized resource design and efficiency service provision, and enhance business resilience.	Systematically reduce resource dependence and strengthen supply chain resilience through green procurement, digital production optimization and circular logistics.	Help lower operational costs, improve cash flow through green financing, and attract investments by enhancing resource resilience.	<ul style="list-style-type: none"> Launch targeted resource efficiency optimization actions, promote the "Water Resource Utilization Optimization Method", systematically monitor, assess and optimize water recycling processes, boost water efficiency and cut water consumption per unit output. 	Short to medium term	Medium
	Market opportunities	Promote business transformation toward a circular economy, explore new markets through low-carbon solutions, and build long-term customer relationships via the "Product-as-a-Service" model to enhance revenue stability.	Advance the decarbonization of the entire value chain: adopt green raw materials upstream, improve quality and efficiency with clean technologies midstream, enhance transparency through green logistics downstream, and strengthen supply chain resilience through ecological cooperation.	Boost operating revenue through green products, further optimize financing channels and attract more investors.	<ul style="list-style-type: none"> Apply for relevant government preferential policies, such as energy or low carbon incentives; Encourage suppliers to adopt eco-friendly materials, processes and transportation methods. 	Short to medium term	Medium

Mindray promotes its operational resilience against climate change by conducting a systematic assessment of physical and transition risks under different climate scenarios. We focus on resilient infrastructure construction, supply chains diversification, production decarbonization and digital operations. We identify risks proactively and dynamically allocating strategic resources to uphold stable business continuity and strategic resilience amid an uncertain climatic future. Meanwhile, aligning with market and policy directions, we bolster the competitiveness in sustainability of our products and services, keep pace with the green development trends in the domestic market, and actively lay out advanced decarbonization technologies, endeavoring to consolidate





our market position in the industry amid the profound and complex implications of climate change.

Additionally, we have integrated climate strategies into our overall business planning, exploring the development of transition plans while continuously increasing investments in energy-saving equipment, environmentally friendly processes, photovoltaic power generation, and other infrastructure to achieve greenhouse gas reduction targets. This year, multiple production bases within the Group initiated energy-saving infrastructure projects, including equipment upgrades, ice storage cooling systems, and photovoltaic power generation facilities, with total investments

exceeding RMB 130 million. Among these, the ice storage cooling systems at the Wuhan, Dangshan, and Shenzhen production bases are projected to save over RMB 7 million in annual electricity costs. The photovoltaic system at the Wuhan production base is expected to save approximately 1,700 MWh of electricity annually, translating to over RMB 1.3 million in yearly electricity cost savings. By 2026, we plan to invest over 80 million yuan to continue advancing the construction of energy-saving equipment like ice storage cooling and photovoltaic systems. This initiative will expand to cover more production bases both domestically and internationally, continuously optimizing our energy structure and reducing carbon emissions.

Climate risk management

To systematically identify and manage climate change-related risks and opportunities, Mindray has integrated climate-related risks into its comprehensive risk management process, covering the entire process from risk identification to response measures. Through continuous monitoring and regular assessments, Mindray ensures that it can timely respond to the new challenges and opportunities brought about by climate change. Our climate risk management process is as follows:

 Risk Identification	<ul style="list-style-type: none"> Environment-related risk identification and assessment work is carried out at least once a year, led by the Green Development Subcommittee, with the participation of managers from across business lines.
 Risk Assessment	<ul style="list-style-type: none"> Through the risk identification procedures, the Company identifies and assesses environment-related risks in all production and operation links and generates an environment-related risk identification and assessment form.
 Prioritization	<ul style="list-style-type: none"> According to the environment-related risk identification and assessment form, the climate-related risks that may have financial or strategic impacts on the Company are integrated into existing risk categories (e.g., business continuity, compliance and legal operation, production safety, etc.). After comparison of the urgency of response actions for climate-related risks and opportunities under different scenarios, relative priorities will be established, and risk response measures will be formulated according to these priorities.
 Supervision	<ul style="list-style-type: none"> Under the guidance of the Strategy and Sustainability Committee of the Board, the ESG Executive Committee and the Green Development Subcommittee continue to pay attention to the Group's list of identified environmental risks and supervise the implementation of control measures. Based on international ESG reporting disclosure standards (such as GRI, TCFD, etc.), the Company regularly discloses sustainability reports to review and evaluate the Group's annual ESG management performance, including the identification and response to climate-related risks and opportunities, key performance indicators for greenhouse gas emissions, and the implementation of green operations management.

Metrics and targets

Mindray has established a long-term energy management target, i.e. GHG reduction target. Each year, the target will be broken down by business units based on the green development blueprint to promote the formulation and

implementation of corresponding action improvement plans. At the same time, a dedicated greenhouse gas management budget is set each year for the implementation of greenhouse gas reduction plans.

Mindray has committed to GHG emission reduction target (Scope 1 and Scope 2): 25% reduction in GHG intensity by 2030 compared to 2021 baseline.

GHG emissions (excluding APT Medical):	2025	2024	2023	2022	2021
Scope 1 and scope 2 GHG emissions (tones of CO ₂ equivalent)	67,147.99	73,947.73	75,186.11	71,426.15	61,047.06
Intensity of GHG (tones of CO ₂ equivalent/million RMB)	2.19	2.13	2.15	2.35	2.41

GHG emissions (including APT Medical):	2025	2024	2023	2022	2021
Scope 1 and scope 2 GHG emissions (tonnes of CO ₂ equivalent)	80,118.90	88,593.45	84,908.13	77,921.04	66,537.76

The types of energy used by Mindray include electricity, pipeline natural gas, liquefied petroleum gas, gasoline and diesel, with electricity being the Company's main source of energy. Data on energy consumption by type in 2025 are as follows:

Purchased electricity 187,085 MWh	Pipeline natural gas 1,998,201 m ³	Gasoline 60,930 liters
---	---	----------------------------------

Liquefied petroleum gas 14,585 kg	Diesel 8,600 liters
---	-------------------------------

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

Green innovation

Mindray adheres to the green manufacturing strategy, driving green innovation across all stages of the product life cycle, including design, packaging, logistics and services. We commit significant resources to material upgrading, process optimization and workflow improvement by eliminating the use of hazardous substances and materials, enhancing the efficiency of resource and energy utilization, and building a new circular economy development model based on the 3R principles of "Reduce, Reuse, and Recycle."

Green design

Mindray upholds the philosophy of green manufacturing and weaves sustainable development into every stage of the product life cycle. From R&D and design, packaging and transportation to logistics and distribution, and end-user services, we advance green innovation on an ongoing basis, devoting efforts to material innovation, process upgrading and workflow optimization, phasing out hazardous substances and materials, which raises the overall efficiency of resource and energy utilization. By establishing a circular system rooted in the 3R principles, we are actively exploring and practicing a new paradigm for the circular economy.

Case: Green innovation products

"Ultra-Slim" Portable Ultrasound System

- **Low-Power Consumption:** The product cuts power consumption by 48% compared with the previous generation, drastically reducing electrical power consumption on operation, which thus boosts the battery life of the built-in power supply and curbs carbon emissions.
- **Compact design:** This optimized design reduces overall dimensions by 34% versus the prior generation, lowering the consumption of raw and packaging materials. This design reduces pollutant emissions and energy consumption throughout production and its transportation, increasing the overall transportation efficiency and reducing the product's carbon footprint across its entire life cycle.
- **Lightweight design:** The weight of this generation is trimmed by 43% to a mere 2 kg, reducing raw material usage and transportation fuel consumption while enhancing portability. It is therefore ideal for use in remote areas, disaster relief and other field scenarios.



Diagnostic Ultrasound System

CL-900i Chemiluminescence Immunoassay Machine

- **Lower Consumption:** Concentrated cleaning solutions are used which saves more than 9 times the storage space for cleaning solution bottles. It also extends the open-vial life of reagents that lower overall reagent consumption.
- **Larger Package:** An intensive large-packaging design is first adopted by Mindray for reagents to reduce the use of packaging materials and enhance usability for high-throughput customers.



Chemiluminescence Immunoassay Analyzer CL-9000i

SV50 Non-Invasive Ventilator

- **Integrated Design:** It well integrates non-invasive ventilation, high-flow oxygen therapy and invasive ventilation functions into a single unit, enabling multi-scenario application with one device, which significantly reduces the ward space occupied by medical equipment and lowers hospital resource investment in infrastructure development.
- **High Compatibility:** It adopts a universal breathing circuit design that enhances compatibility across different operating modes and reduces the use of specialized disposable consumables, thus cutting down medical waste.



SV50 Ventilator

Green manufacture

- **Manufacture of ultrasound probe**

The original PVC 8306 adhesive used in the production containing hazardous components such as toluene, dichloromethane and acetone, has been replaced by the newly adopted adhesive that no longer contains aforementioned hazardous components.

- **Component Specification Restructuring for Microbial Mass Spectrometry Kits**

We have invested in R&D to verify the product's temperature stability and restructured the packaging format of reagent kits, converting some components requiring low-temperature storage to ambient temperature storage. This adjustment has eliminated the use of refrigerants in storage and transportation, as well as the consumption of foamed polystyrene (EPS) and other materials for

cold-chain packaging. It has also reduced electricity consumption during storage and fuel consumption in transportation, thus achieving a substantial reduction in carbon footprint and resource consumption.

- **Standardized Packaging Solution with Solid Wood Pallets for Reagents**

We have promoted 1200*1000mm standard-sized solid wood pallets as packaging materials, which achieve precise compatibility with intelligent logistics equipment such as automated storage and retrieval systems and Automated Guided Vehicles (AGVs), enabling fast and accurate material handling and improving operational efficiency by 30%. In addition, standardized pallets facilitate circular use among supply chain partners, as well as maintenance and refurbishment, which extends their service life and reduces wood consumption.

In addition, we conduct lifecycle assessments on products to monitor the environmental impacts across production stages. We also study products and analyze carbon emission data throughout product design, development, usage and other phases. Up to now, our product carbon footprint analysis capabilities have become increasingly mature, and we have conducted carbon footprint studies on various products including patient monitors, hematology analyzers, color Doppler ultrasound systems and external defibrillators in response to market demands, with 9 products obtained carbon footprint certifications this year.



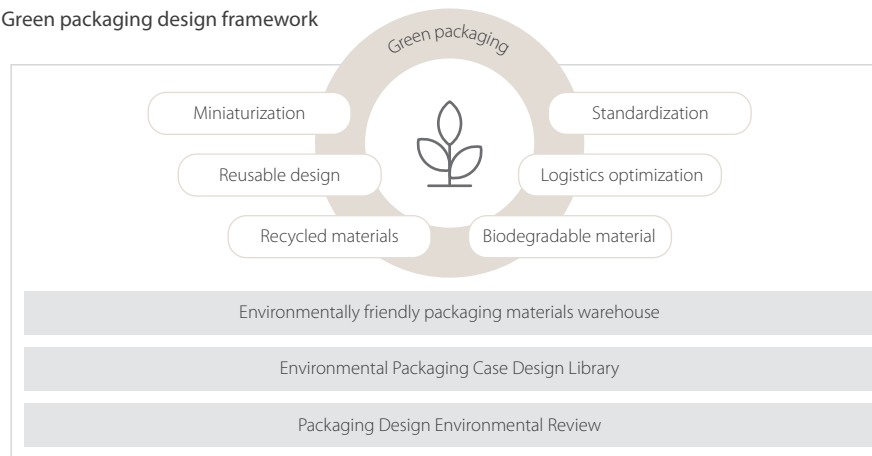
■ Product Carbon Footprint Verification Statement

The Group consistently adheres to the principles of green and sustainable development, fully implements ESG governance requirements, and actively participates in establishing industry standard systems. Since 2022, we have contributed to drafting the group standard *T/CERDS 3—2022 Enterprise ESG Evaluation System*, helping to build a scientific and unified framework for corporate ESG assessment and providing professional guidance for standardized ESG development across the industry. Building upon this foundation, we have further deepened our involvement in developing three carbon footprint-related standards: *T/SQIA 144-2026 General Technical Requirements for Carbon Footprint Reduction Assessment*, *T/SQIA 128-2025 Technical Requirements for Carbon Footprint Assessment of Cardiac Defibrillator*, and *T/SQIA 129-2025 Technical Requirements for Carbon Footprint Assessment of Cardiac Defibrillator of Multifunction Patient Monitors*. These standards fill gaps in carbon footprint accounting and reduction evaluation within the medical device sector. By leading environmental and governance responsibilities through standards, we continuously refine our own sustainability system. This drives the standardized and systematic implementation of ESG development and low-carbon transformation in the healthcare industry, facilitating collaborative carbon reduction across the supply chain.

Green packaging

Mindray continues to refine our green packaging design framework, integrating green concepts such as reduction, standardization, reusability, biodegradability, and recyclability into packaging design, and has improved and optimized the logistics plan. We endeavor to optimize the information repository recording the cases of environmental-friendly packaging materials and packaging design and steadily refine the environmental review for packaging to eliminate overpackaging and improve resource utilization efficiency.

Green packaging design framework



In 2025, we rolled out green packaging improvements, cutting carbon dioxide emissions by an estimated **213.7** tonnes annually.



Highlights	Product	Measures and Outcomes
	DR75 High-End Suspended Digital Radiography System	By introducing integrated package, the volume of package cover has been reduced by 26.4%.
Logistics optimization	MX3.0 Compact Color Ultrasound System	By designing a novel package layout, the volume of package cover is reduced by 25.5%.
	Flat Panel Detector for Comprehensive Radiology	By replacing the wood with paper and quitting pallets, the volume of package cover has been reduced by 62.7%.
Miniaturization	Moore Desktop Ultrasound System	By localizing lightweight cardboard production and optimizing the support structure of pallets, the annual usage of wood and cardboard is reduced by about 15 tonnes.
	Orthopedic Knee Joint Products	By upgrading the support structure of the package, the annual usage of cardboard is reduced by 2.3 tonnes.
	Next-Generation High-End Patient Monitor	By refining the package structure and materials, the annual usage of cardboard is reduced by 12 tonnes.



Green logistics and service

We strive to build a green logistics and service system. Beyond reducing transportation demands through product and packaging miniaturization and lightweighting, we also minimize carbon emissions during transit through various other means. This includes converting temperature-controlled products to ambient-temperature shipping via technological innovation, reducing transportation carbon emissions through supply chain localization, selecting lower-carbon transport modes (such as ocean freight and new energy vehicles), and improving cargo space utilization. Meanwhile, we are progressively integrating green development principles into our service system. This includes strengthening remote interactive service capabilities to reduce unnecessary on-site visits, thereby enhancing service convenience and effectiveness while contributing to energy conservation and emissions reduction.

Optimizing the supply chain network for defibrillator accessories to reduce carbon emissions

We have strategically optimized transportation routes for defibrillator accessories. The original model where European suppliers first shipped products to the Chinese headquarters before global distribution gives way to direct procurement at European regional hubs to serve European customers without transit. This optimization has reduced unnecessary air-sea intermodal transportation mileage by nearly 15,000 kilometers and decreased the packaging materials required for long-distance transportation. It is preliminarily estimated that the optimization of transportation routes has reduced cross-border transportation carbon emissions related to defibrillator accessories by more than 70%.

Mindray's Medical Technology Service Large Model for Remote Services

In September 2025, Mindray's Medical Technology Service Large Model was officially launched. As a vertical AI expert focusing on the field of medical technology services, this model supports barrier-free communication

in more than 100 languages and provides 24/7 AI intelligent Q&A services for customers, covering scenarios such as equipment operation, clinical application, maintenance and troubleshooting. Since its launch, it has handled more than 63,000 consultations with a problem-solving accuracy rate of over 80%. By reducing the number of non-essential on-site services, it helps lower carbon dioxide emissions generated by technical personnel's business trips.



■ Launch of Medical Technology Service Large Model for Remote Services

Green operation

Mindray strictly complies with relevant environmental protection laws and regulations in all regions of its production and operations. The Group integrates green development into the entire process of corporate operations and collaborates with stakeholders to actively adopt measures featuring low resource consumption, low pollutant discharge and high recycling, such as green office practices, energy management and water resource management. It also continuously strengthens noise and emission management to minimize the environmental impact of its operations. This year, the Company was awarded the title of "National Green Factory" for the year 2025.

We actively promote green office initiatives and implement green office actions in daily operations.

Mindray's Green Office Action

- Implement the "Five Turn-Offs" management requirement on a regular basis, i.e. turn off doors, windows, taps, lights and equipment after work.
- Prioritize low-energy-consumption office equipment in the procurement; adjust monitor brightness appropriately; and implement air conditioner shutdown at night.
- No print unless necessary; adopt double-sided printing and small-font typesetting and others to step toward paperless office.
- Fully equip office buildings with water-saving devices and reduce the use of bottled purified water in offices.
- Actively advocate green commuting for employees; regularly compile and monitor carbon emission data.

Energy management

Based on the reality of production and operations, Mindray refines the *Administrative Measures for Energy and Energy Facilities* and other internal regulations and policies, continuing to improve our energy management systems and optimize the energy management platform to achieve standardization, intensification and intellectualization for energy management. Meanwhile, we formulate and strictly implement energy management objectives through energy conservation and emission reduction plans and arrange dedicated personnel who follow up and monitor progress to ensure healthy management of energy consumption data with the aim to maximize energy efficiency. This year, the company passed the ISO 50001 energy management system certification again.

In 2025, we still focus on four core areas to implement efficient and precise energy management measures: source control, clean energy, technological improvement, and waste heat recovery.

Reduce energy demand at the source

- In 2025, the Guangming Manufacturing Center upgraded the control system for heating devices in the monitor room and added a timing reminder to avoid energy waste and potential safety hazards such as excessive aging heating, overtime operation and overheating, achieving precise heating and saving over 70,000 kWh of electricity for the whole year, reducing carbon dioxide emissions by approximately 37 tonnes.
- The Group Headquarters upgraded its central air conditioning system by replacing low-efficiency systems with higher-efficiency compressors and circulation systems, which optimized operating hours and saved approximately 204,000 kWh of electricity annually, reducing carbon dioxide emissions by approximately 108 tonnes.

Adopting clean energy

- All manufacturing bases of Mindray adopted clean energy solutions tailored to local conditions, including ground-source heat pumps, ice storage, water storage and centralized cooling systems. Solar power generation systems were deployed on a large scale at Mindray's Dangshan Base, Nanjing Base and Xi'an R&D Center. In 2025, the cumulative solar power generation reached 3,451,583 kWh, reducing carbon dioxide emissions by 1,831 tonnes.
- The Wuhan Manufacturing Base started the construction of a solar power generation system in 2025, which is expected to generate more than 1.71 million kWh of electricity per year after commissioning, reducing carbon dioxide emissions by approximately 900 tonnes.
- In 2025, Shenzhen Headquarters and manufacturing bases purchased a total of 44,980 MWh of green electricity, reducing carbon dioxide emissions by approximately 24,000 tonnes.

Advancing manufacturing technology and procedure

- In 2025, the Guangming Manufacturing Center conducted an inventory of waste gas emission points, in which waste gas emissions at different periods were classified and integrated, and the operation schedule was adjusted accordingly. It also adopted an integrated 24-hour and 12-hour operation mode for waste gas treatment systems, saving about 112,000 kWh of electricity per year, reducing carbon dioxide emissions by approximately 60 tonnes.
- The Guangming Manufacturing Center improved the production process for new models of immune diagnostic instruments, which optimized the component aging verification method by adopting modular and combined testing to avoid repeated test steps, effectively reducing the number of tests and shortening test duration, saving approximately 339,000 kWh of electricity in 2025, reducing carbon dioxide emissions by approximately 180 tonnes.
- In 2025, the Nanjing Base adopted an intelligent centralized lighting control system to realize precise lighting control in public areas, saving 46,000 kWh of electricity, reducing carbon dioxide emissions by approximately 25 tonnes.

Waste heat recovery

- The Group established a preventive maintenance system to ensure the stable operation of existing waste heat recovery equipment and maintain optimal heat exchange efficiency through routine and standardized professional operation and maintenance.
- The Guangming Manufacturing Center carried out waste heat recovery renovation on the fresh air handling units of air conditioners in the reagent clean workshop, fully recovering waste heat from air conditioning operation to realize cascade utilization and higher energy efficiency.
- Mindray's Hytest Invest Oy upholds green equipment selection in the whole production and operation process by giving priority to ventilation equipment with heat recovery systems to realize efficient recovery of production waste heat at the source.

Improving energy efficiency of Heating, Ventilation and Air Conditioning systems

Energy consumption of Heating, Ventilation and Air Conditioning (HVAC) systems accounts for more than 40% of the total building energy consumption, which makes the improvement of the operational efficiency of HVAC systems a key measure to reduce overall building energy consumption. Therefore, Mindray launched a dedicated HVAC energy-saving project to promote gradual energy-saving upgrades in phases and by region. In 2023, the Guangming Manufacturing Center took the lead in carrying out a pilot HVAC energy-saving renovation, achieving electricity savings of 13,500 kWh that year. From 2024 to 2025, the Group Headquarter has been upgrading its

central air conditioning system step by step. It replaced the low-efficiency equipment with high-efficiency compressors and circulation systems and implemented remote intelligent monitoring renovation, which saves its electricity consumption by 476,000 kWh in 2024 and 680,000 kWh in 2025. Combined with the long-term energy-saving benefits of the project, to date, the project has achieved cumulative electricity savings of 10.51 million kilowatt-hours, reducing carbon dioxide emissions by approximately 5,570 tonnes, demonstrating significant energy-saving and carbon-reduction outcomes.

Water resource management

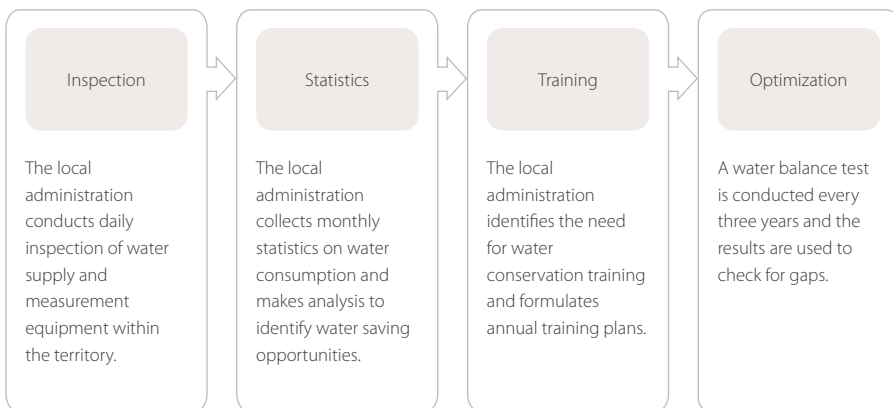
Fully aware of the preciousness of water resources, Mindray strictly adheres to laws and regulations regarding water management in all regions where it operates, such as the *Water Law of the People's Republic of China*, *Wasserhaushaltsgesetz* of Germany, and others. Guided by the principle of water conservation, we are committed to enhancing water use efficiency, promoting water recycling, and eliminating water waste.

We have established a comprehensive water management cycle to optimize water usage across all stages, from withdrawal, consumption, and recycling to discharge. We also enhance

overall management through inspection, statistics, training, and optimization. To alleviate water stress for our operation bases located worldwide, we discarded all the regent project involving large amount of water withdrawal. In 2025, the Group did not experience any challenges in securing water supplies, and none of the regent base was operated in water-stressed areas. Additionally, in 2025, the Group Headquarters was listed as "2024 Shenzhen Water-Saving Units" by the Water Authority of Shenzhen Municipality in 2025. This marks the second time that Mindray has been awarded such an honor for its water conservation management following the Guangming Manufacturing Center honored as a municipal-level Water-Saving Benchmark Enterprise in 2023.

In 2025, we continue to consolidate water management form the following five aspects: minimizing freshwater consumption, lifting equipment's water recycling rate, reducing the

water requirements of products and lessening water discharge and increasing the usage of recycled water.



- The Biochemical Project has promoted the bottle-free washing process for products, covering 97% of products and saving 25,000 cubic meters of water during the year.
- The Company has fully adopted sensor faucets and optimized sensor settings, with an annual fresh water saving of up to 8,899 cubic meters.
- The popularization of the bottle-free washing process and sensor faucets reduced the use of fresh water at the source and correspondingly reduced wastewater discharge by the same amount.
- The Guangming Manufacturing Center upgraded the generation and recycling methods of concentrated water in the pure water preparation process, adjusted the operation time of the concentrated water system according to seasons, and directly used concentrated water to supplement cooling tower water during the high-temperature summer period, increasing the annual recycled volume of concentrated water by approximately 9,900 cubic meters .
- The Wuhan R&D Base has built a rainwater collection system, which collects, treats, purifies and disinfects rainwater within the park before using it for greening irrigation and flushing. Based on Wuhan's precipitation conditions, the annual collectible rainwater volume ranges from 500 to 2,000 cubic meters.

Collaborating on value chain innovation to build a water-saving future

The Group has integrated the idea of “low resource consumption and low pollutant discharge” into the entire operation process and continuously tapped into water-saving potential. We noticed that the bottle washing link in IVD reagent production consumes a large amount of water resources but does not directly create value for customers. Therefore, since 2023, we have joined hands with packaging suppliers to launch collaborative innovation that promotes bottle-free washing from the

source of production. By supporting suppliers in upgrading their production environment, building a full-process clean control system, and pre-positioning quality control links, we have jointly managed to produce and apply bottle-free washing bottles at large scales. After the successful pilot in 2023, this process was promoted to more product lines in 2024, achieving annual water savings of approximately 15,000 cubic meters. Up to 2025, it covered most biochemical products, with water savings reaching 25,000 cubic meters that year. Since the promotion of the bottle-free washing process, the cumulative water savings have reached 76,000 cubic meters. We will continue to promote the application of the bottle-free washing process in all IVD products, ultimately achieving zero bottle washing.

During the Reporting Period,

the Group's third-party facilities withdrew

1,723,127

cubic meters of water

water withdrawal intensity of

51.77

cubic meter per million RMB

reused

156,738

cubic meters of water.

Noise management

Abided by the laws, regulations and standards for noise control in the countries and regions where it operates, Mindray has carried out comprehensive strict control and management of noise pollution throughout the entire operation process. When selecting the equipment, we give priority to configuring low-noise production equipment that effectively reduces noise from its source. For irreplaceable equipment that cannot refrain from noise, we conduct overall optimization from the plane planning and layout stage to strictly control the layout position of high-noise facilities,

avoid setting noise sources at the boundary. We also adopt targeted professional technical measures such as noise elimination treatment, sound absorption structure, sound insulation barriers and equipment vibration reduction to minimize noise and other environmental impact of production and operation on surrounding communities. Meanwhile, the company has established a long-term management mechanism that prevents and accurately controls noise pollution through measures such as regular inspection and maintenance of production equipment and continuous monitoring of factory boundary noise emission levels, ensuring that the noise control effects remain up to standard continuously.



Roof-mounted air conditioning external units



Soundproof enclosures

Implementing noise control to build a quiet community environment

Due to structural constraints, air conditioning external units must be installed outdoors, mostly on building roofs, which generates high noise during operation. To mitigate this issue, the Shenzhen Headquarters constructed soundproof enclosures for the roof-mounted air conditioning external units, effectively reducing noise by 30 dB and blocking noise propagation at the source, thereby avoiding noise disturbance to surrounding communities.

Waste management

Mindray has always upheld source reduction and compliant operation as the bottom-line principles for waste management. The Group strictly abides by laws and regulations of the countries and areas where it 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 *Bundes-Immissionsschutzgesetz* and *Kreislaufwirtschaftsgesetz* of Germany and others.

Based on these laws and regulations, the Group also has formulated and implemented policies such as the *Pollutants Management Regulation* and the *Hazardous Wastes Management Procedure*. Continuous efforts are made to strengthen the management of emissions such as wastewater, waste gas, noise and solid waste. We ensure that all our manufacturing and R&D bases obtain valid discharge permits (or registration) and disclose environmental data according to related regulation⁵. Also, we adopt advanced technology and scientific management methods to continuously reduce the generation and emission of pollutants.

5. Mindray Guangming Manufacturing Center discloses environmental information in accordance with regulations. For reference, please visit: <https://www-app.gdeei.cn/gdeepub/front/dal/ent/list/detail?entId=f2c0d7de-bc31-4f12-83e3-49798031d7e6>.

Wastewater management

Mindray adheres to the principles of compliance and treats all types of wastewaters in accordance with the principles of "separation of clean water and sewage, rainwater and sewage and up-to-standard discharge", to ensure proper wastewater disposal. We employ a range of effective strategies to enhance wastewater treatment efficiency and manage wastewater through in the six aspects of "reduction at source, classified collection, wastewater treatment, daily monitoring, maintenance and back-up and reclaimed water reuse", adopting a variety of effective measures to improve the efficiency of wastewater treatment, so as to minimize the environmental impact of our operations on water ecosystem. This year, wastewater discharge from all our manufacturing bases strictly complied with the environmental standards and requirements of the respective operating locations.

Reduction at source

Reduce pollutants at the process source to avoid or minimize the generation of pollutants and/or wastewater volume. For example, the Guangming Manufacturing Center adopts the bottle free washing process in reagent production, which eliminate the generation of wastewater completely.

Classified collection

Implement the source management strategy of differentiated quality diversion and classified collection. We select pipeline materials scientifically based on the physical and chemical properties of wastewater and downstream treatment processes and collect wastewater by category.

Compliance treatment

Following classified collection at the source, we adopt appropriate treatment technologies according to pollutant characteristics and discharge requirements to achieve stable and compliant discharge

Routine monitoring

We strictly comply with regulatory requirements, formulate and fully implement the *Annual Self-Monitoring Plan*, and conduct regular, systematic manual monitoring at all pollutant discharge points to ensure full coverage with no omissions. Meanwhile, we have established an online real-time monitoring platform networked with regulatory authorities as required, enabling real-time data collection and sharing of eligible key links. We take the initiative to accept government and public supervision, making monitoring standardized, transparent and traceable. In addition, based on its mature smart park wastewater and waste liquid monitoring system, the Guangming Manufacturing Center has established a three-level wastewater indicator monitoring mechanism to achieve more reliable and stable compliant discharge.

Maintenance and back-up

Engage qualified professional service providers to provide on-site operation and maintenance for wastewater treatment equipment and keep key treatment facilities as backup, so that repair and replacement can be conducted immediately in case of equipment failure or other emergencies, which ensures the stable operation of the wastewater treatment system.

Reclaimed water reuse

Emphasize reclaimed water reuse as a key measure to reduce environmental pressure, continuously optimize reuse routes, and strive to achieve cascade utilization and maximum reuse of water resources in production and greening.

Three-level wastewater indicator monitoring mechanism at the Guangming Manufacturing Center

During the year, based on its well-established smart park wastewater and waste liquid monitoring system, Guangming Manufacturing Center established a three-level wastewater indicator monitoring mechanism. It uses rapid monitoring kits to track the treatment performance of key indicators in process wastewater, tests the main indicators of discharged water through the wastewater analysis laboratory. External testing is regularly engaged to verify the accuracy of online wastewater monitoring equipment, so as to avoid non-compliance risks caused by equipment deviations.

Waste gas management

Mindray has formulated management policies such as the *Pollutants Management Regulation* to systematically and continuously advance gas treatment operations under the guiding principle of “classified collection, centralized treatment and up-to-standard discharge”. In operation, we conduct regular inspection and maintenance of waste gas treatment equipment and timely replace aging components to ensure the steady and stable operation of the treatment system. Meanwhile, we perform regular monitoring of waste gas emission indicators to ensure that all emission points comply with national and local standards, achieving comprehensive compliant discharge of waste gas.

- In Wuhan Manufacturing Base, pickling waste gas is treated by primary and secondary alkaline liquid spray towers for absorption and neutralization before being discharged in compliance with standards.



- In Guangming Manufacturing Center, waste gas containing particulate matter, tin and its compounds, and total non-methane hydrocarbons is treated by water spraying and two-stage activated carbon adsorption processes before being discharged in compliance with standards.



- In Nanjing Manufacturing Base, waste gas containing VOCs is treated by water washing and catalytic combustion before being discharged in compliance with standards.



Waste management

Mindray attaches great importance to waste management and has established a sound and refined classified collection system. We implement sorted delivery, clear labeling and differentiated disposal for hazardous waste, medical waste, general industrial solid waste and domestic waste. In the Chinese mainland, we provide training for employees on waste reduction and sorting in accordance with relevant laws and regulations, to avoid improper waste classification and disposal and improve the reuse and recycling of materials. In addition, we invite qualified third-party institutions for waste treatment whose *Hazardous Waste Business Permits* is seriously verifies and environmental protection obligations are clearly defined in the contract to ensure full accountability. For the transfer of hazardous waste (including medical waste), we have fully implemented digital management, in which we fill in transfer information through the hazardous waste management system, designate compliant transportation and receiving entities, and upload the real-time synchronized transfer manifest information to the national regulatory platform after system review, thus achieving full-process traceability and a compliant closed-loop management for hazardous waste circulation.

	2025	2024	2023
Weight of hazardous waste (Tonnes)	1,219.86	1,058.26	729.51
Intensity of hazardous waste (Tonnes per million RMB)	0.04	0.03	0.02

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

Eliminate	Improve production processes and optimize reagent formulations to eliminate hazardous waste, achieving waste-free and clean production.
Reduce	Reduce waste generation by extending the service life of materials, avoiding waste, improving processes and introducing high-efficiency equipment.
Reuse	Implement a reuse mechanism for production auxiliary materials, and clean and refurbish key consumables to reduce solid waste generation.
Recycle	Entrust qualified third parties to recycle harmless general industrial waste such as paper, wood and metals.
Compliance	Strictly abide by environmental protection laws and regulations in all operating locations to ensure the compliant disposal of all waste.

Alcohol reuse project of the Ultrasound Imaging Division

During the year, starting from the principle of “less pollutant discharge and more recycling”, Guangming Manufacturing Center initiated a review of local clean production opportunities based on the principle of “minimizing emissions and maximizing recycling,” identifying alcohol reuse as a key improvement direction for waste reduction. During the manufacturing process of certain components, alcohol is required for cleaning both the parts and their corresponding fixtures. Post-cleaning, the alcohol is disposed of as hazardous waste in compliance with regulatory requirements. After balancing quality and environmental requirements, process optimization was implemented. Alcohol used for cleaning wafers is now repurposed for cleaning fixtures with lower cleanliness requirements. This reduces both alcohol consumption and disposal volume (approximately 1,500 liters annually plus corresponding packaging bottles) while effectively lowering volatile organic compound (VOC) emissions.

Ecosystem and Biodiversity Conservation

Ecosystem and biodiversity conservation is a key path for enterprises to achieve sustainable development. Mindray strictly adheres to relevant laws, regulations, and policies, such as the *Forest Law of the People's Republic of China*, the *Wild Animal Conservation Law of the People's Republic of China*, the *Biosecurity Law of the People's Republic of China*, and the *Opinions on Further Strengthening Biodiversity Protection*. We fulfill the *United Nations Convention on Biological Diversity* and adopt multiple approaches to promote biodiversity conservation and reduce the impact and dependence of our product life cycle on ecosystems and biodiversity. This year, the Group did not have any production plants or operation sites within the red line of ecological protection or areas with high biodiversity value. None of our production activities, products, and services have caused any significant impact on biodiversity. For more details on the measures and actions we have taken in biodiversity conservation, please refer to the section of “Social Responsibility” in this report.



SUSTAINABLE HUMAN RESOURCES

Mindray consistently regards human capital as a key pillar in enhancing our core competitiveness. We are committed to building a diversified international workforce and constantly improving the mechanism for selecting, cultivating, employing and retaining talents, so as to fully explore the value of talents and stimulate their innovative vitality. We have formulated a formal talent development strategy, continued to promote the construction of talent pools, and recruited talents through various channels. Also, we provide employees with a scientifically designed compensation system and comprehensive benefits to enhance their sense of belonging and fulfillment. Building upon this foundation, we establish a high-quality talent development framework that supports continuous learning and skill advancement. We respect and safeguard employee rights, resolutely eliminate all forms of bias and discrimination, and continuously strengthen occupational health and safety management. Ultimately, we strive for mutual growth and long-term development for both employees and the enterprise.

Issues of concern in this section:

- Talent attraction and retention
- Employee training and development
- Diversity and rights protection
- Employee communication and care
- Occupational health and safety

SDGs in this section:



Talent attraction and retention

Mindray continuously improves human resource management system and actively builds an international talent pool. By optimizing employee recruitment mechanisms and enhancing compensation incentive systems, the company consistently improves talent attraction and retention outcomes. Materializing the people-oriented core values with concrete actions, the Group comprehensively enhances workforce stability, and is committed to creating a fair, stable, harmonious, and dynamic workplace environment.

Employee recruitment

The Group 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 (USERRA)* and other applicable labor and employment laws and regulations in the places where the Group operates. The Group has formulated a series of internal management systems, such as the *Recruitment and Deployment Management Regulation* and the *Employee Manual* to standardize the recruitment and on-boarding process. In doing

so, the Group adheres to the basic principles of recruitment and ensures fairness, impartiality and openness in the recruitment process, to avoid external breaches of laws and regulations and to eliminate non-transparent practices.

This year, we have been honored with multiple employer awards, demonstrating that the Group's efforts in talent management have gained external recognition.



2025 Talent Management Awards

Multi-channel talent introduction

Supported by the digital talent management platform, Mindray has formulated a systematic talent development strategy to develop and strengthen the pools of talent and carried out talent planning based on business needs. Through diverse channels including campus recruitment, social recruitment and internal recruitment, the Group synergistically enhances talent reserves, optimizes talent structure, and provide robust talent support for the company's long-term growth.

Campus Recruitment

We maintain long-term partnerships with multiple prestigious universities to conduct diverse campus recruitment activities to attract top talent.

Social Recruitment

We establish relevant systems and utilize diverse recruitment channels—including online platforms, job fairs, and headhunting—to attract top talent.

Internal Recruitment

We encourage eligible employees to apply for relevant positions through our internal recruitment platform. Alternatively, the Human Resources Center recommends suitable roles within the internal talent market, fostering cross-departmental mobility to ensure every employee reaches their full potential.

In 2025:

A total of **2,388** employees⁶ proactively applied for and completed internal transfers in Mindray.

“Mindray Class”, building an internship platform for the growth of students

Since 2019, Mindray has been working with vocational and technical colleges to set up “Mindray Class” for building up talent pools for the Company in the model of modern apprenticeship and cultivating reserve talents. In 2025, we newly set up 13 Mindray Classes across several colleges and universities, with a total of 581 people receiving training. As of December 31, 2025, a cumulative total of 405 students from Mindray Class programs have completed internships at Mindray. Additionally, we distributed scholarships and management fees totaling RMB 121,500 across all Mindray Classes that benefit 118 students, further motivating their growth and development.

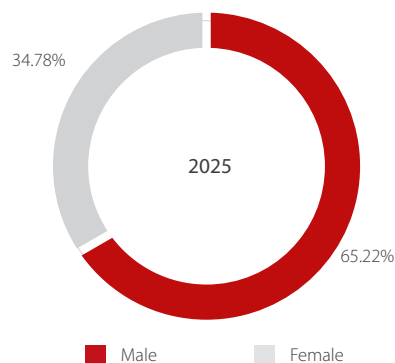
6. This data excludes APT Medical.

Employee structure

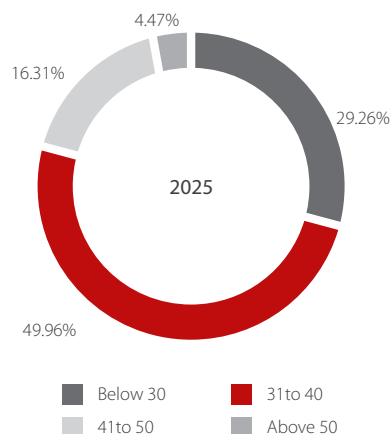
Mindray continues to advance the development of a diverse and international talent pool. By attracting top-tier talent and professional expertise from around the world, the company injects sustained momentum into its innovation-driven growth and global business expansion.

Year	2025
Total Employees	21,288
Proportion of signing labor contracts	100%

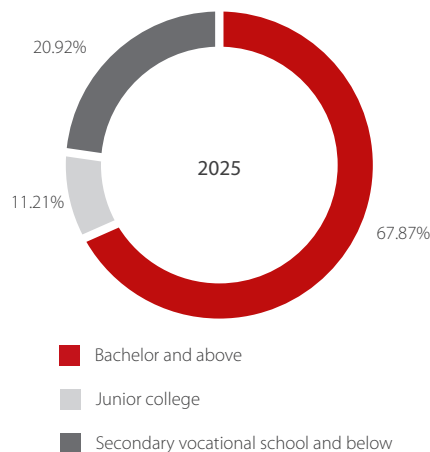
Proportion of Employees by Gender



Proportion of Employees by Age



Proportion of Employees by Educational Attainment



Employee stability

Mindray places high importance on maintaining team stability among its employees. We actively implement talent retention measures and strive to optimize our human resources management system. We are committed to retaining talent through career development opportunities, competitive compensation, a supportive work environment, and robust institutional frameworks:

- We take the initiative to understand the difficulties encountered by employees in career development and personal life, and respond to the demands of employees in career development, working hour management, remuneration incentives, communication channels and other aspects promptly.
- We balance the work and life of employees by strengthening the talent allocation and recommending suitable jobs and locations for employees as much as possible.
- To meet the development needs of employees, we launch talent training programs such as "Fast/ Cross-Level Promotion Program" and "Hipo Camp" and opened up the promotion channel for technical experts.
- We continue to refine the employee incentive mechanism and welfare system, adhere to the independent selection and training of management personnel, and regularly carry

out internal communication and exchanges to collect employees' suggestions.

- We have strengthened the tracking and statistics of employee turnover, analyzed and evaluated the reasons for employee turnover from multiple dimensions, and launched talent retention programs suitable for different positions.

As a leading enterprise of medical device industry, Mindray is committed to breaking technical and geographical boundaries, and introducing advanced technologies and extending the sales network by mergers and acquisitions. Since our first cross-border acquisition in 2008, we have successfully completed more than 10 mergers and acquisitions projects. Before mergers or acquisitions, we first identified the core team, key products, and corporate cultural differences of the acquired enterprises and formulated appropriate integration schemes according to the operation situation and cultural habits in their locations. Also, we carefully studied the laws, regulations and other compliance requirements of the place where the acquired enterprises operate, undertook local human resource management policies, employed localized management teams, and fully respected their management system and employee needs. In addition, we continued to optimize the talent attraction and retention measures of the acquired enterprises, and provided richer remuneration incentives and broader development space for the talents of the acquired enterprises, so as to cope with the potential risk of employee turnover brought by mergers and acquisitions, and

promote steady development of their business scale. During the year, we have incorporated APT Medical into the Group's ESG management framework, with its core management team and key technical personnel remaining stable.

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

Employee compensation and incentives

Mindray strictly complies with the *Labor Law of the People's Republic of China*, the *Pay Transparency Nondiscrimination Provision of the United States* and other labor and employment laws and regulations in force in the countries and regions where the Group operates. Moreover, Mindray has formulated relevant systems such as the *Remuneration Management System*, the *Management Regulations for Special Awards for R&D Personnel*, the *Remuneration Management System for R&D*, and the *Remuneration Management System for Sales & Marketing Division*. We have built a diversified incentive mechanism and set a remuneration structure consisting of fixed salary, variable salary and long-term incentives for all employees (including non-officer and non-sales staffs), where variable salary and long-term incentives are linked to the Company's performance and individual performance to motivate the employees. Additionally, to establish and refine a mechanism

for sharing benefits among employees and shareholders, enhance employee cohesion and corporate competitiveness, Mindray launched its first employee stock ownership plan since its listing in January 2022. The plan allocated shares with a total value of approximately RMB 1 billion for employee equity incentives, covering 2,507 core employees and key technical personnel.

Beyond compensation and long-term incentives, we provide all employees with a comprehensive range of non-monetary benefits. In addition to legally mandated social insurance and housing provident fund contributions, we supplement these with multiple insurance policies including critical illness coverage, term life insurance, and accident insurance. Eligible employees also

receive interest-free housing loans. Especially, we prioritize addressing the housing needs of employees without personal property in their work locations, assisting them in applying for rental subsidies or public rental housing benefits to alleviate housing-related concerns. We also foster a human-centered work environment through annual health checkups, team-building activities, and holiday gift distributions.

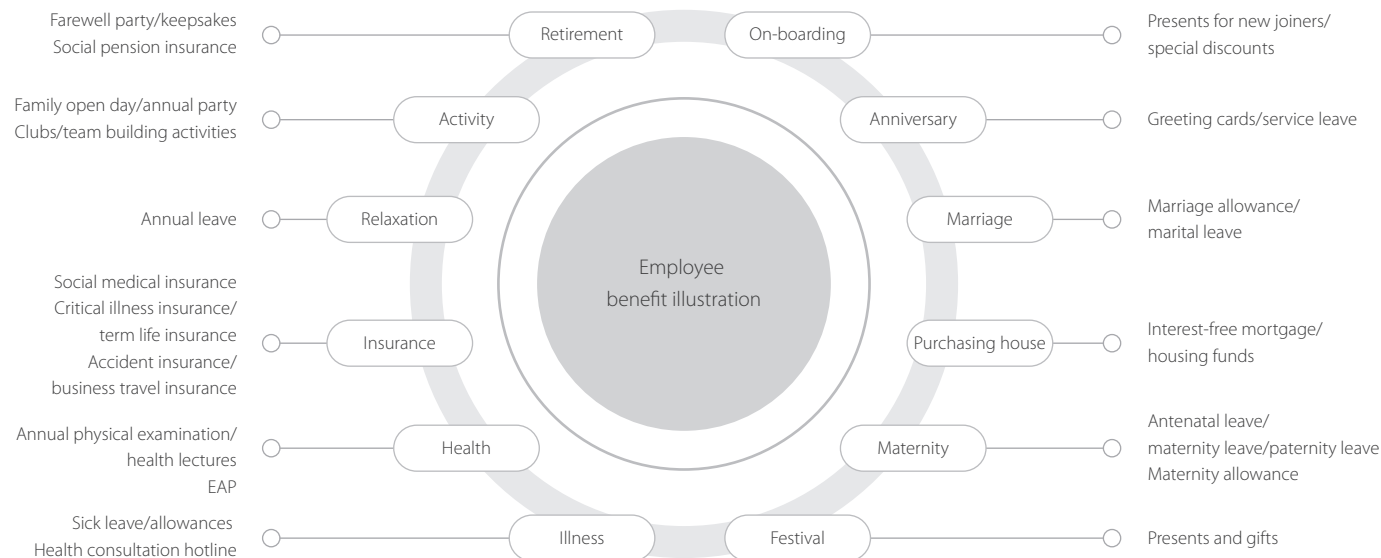
Meanwhile, we provide paid parental leave benefits to all employees across our global operations. Within China, we refine and implement the requirements for marriage leave, maternity leave, paternity leave, and childcare leave in each province based on local laws; Globally, our Diversity, Equity, and Inclusion

Policy explicitly includes maternity leave, paternity leave, and childcare leave alongside compensation and benefits as matters protected by equal treatment. We commit to providing corresponding childcare-related leave in accordance with local labor regulations across different countries and prohibit any form of discrimination.

In 2025:

A total of **743** men and **245** women who took parental leave/maternity leave/paternity leave within China.

Employee benefit system



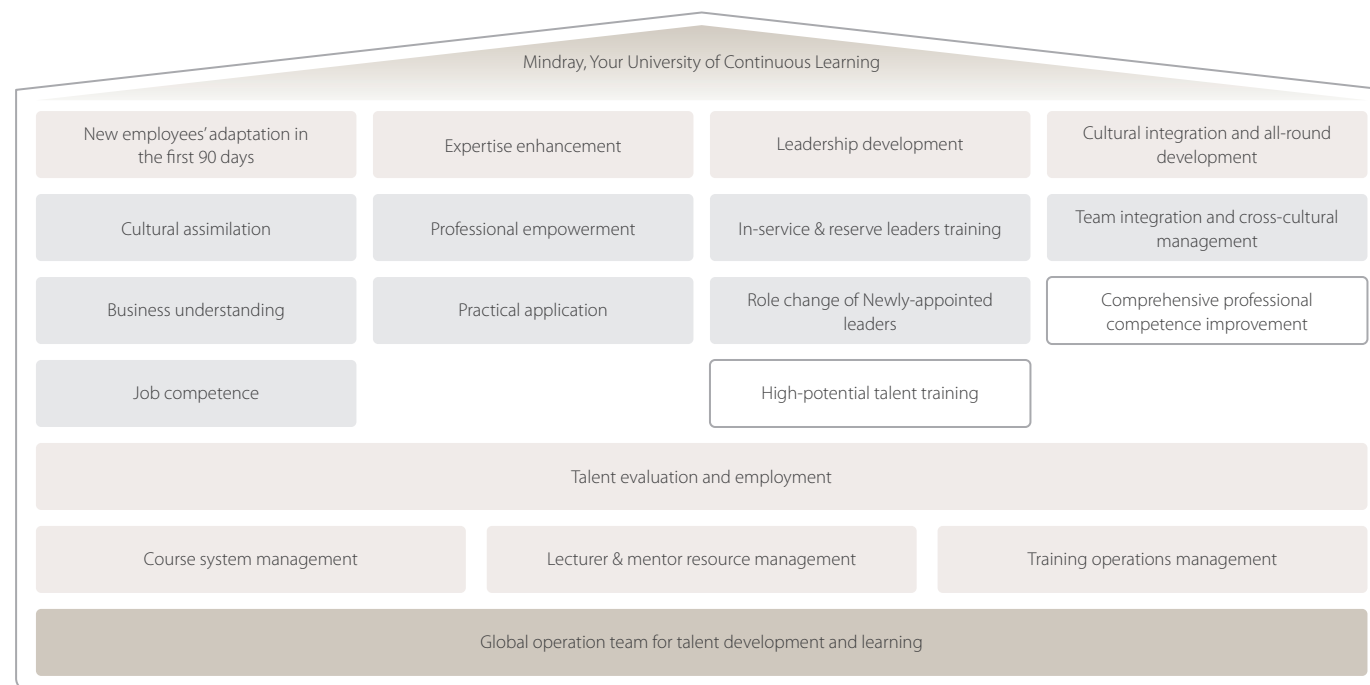
Employee training and development

Mindray continuously prioritizes employee career development and personal growth, continuously refining its talent development system, streamlining career advancement pathways, and implementing comprehensive career development and skills training programs tailored to diverse job requirements. We have also optimized our performance evaluation and feedback mechanisms. Concurrently, we remain committed to cultivating and selecting outstanding talent through internal development initiatives, focusing on overseas talent development, and strengthening our international workforce. This approach empowers employees to grow through practical experience and propels their career trajectories toward steady advancement.

Training and development system

Guided by our commitment to continuous learning, as reflected in “Mindray, Your University of Continuous Learning”, we continuously enhance our three core talent development systems for management, professional, and new employees, while strengthening our international training system for overseas local employees. Centered on four key modules—new employee adaptation, expertise enhancement, leadership development, and cultural integration and all-round development—we aim to cultivate globally minded talent with innovative thinking.

Mindray's international talent training and development system



In 2025:

Total number of employees trained:

21,288

Total training hours:

701,155.89
hours

Total employee training budget:

RMB 17.3383 million

Employee training coverage rate:

100%

Average training hours per employee:

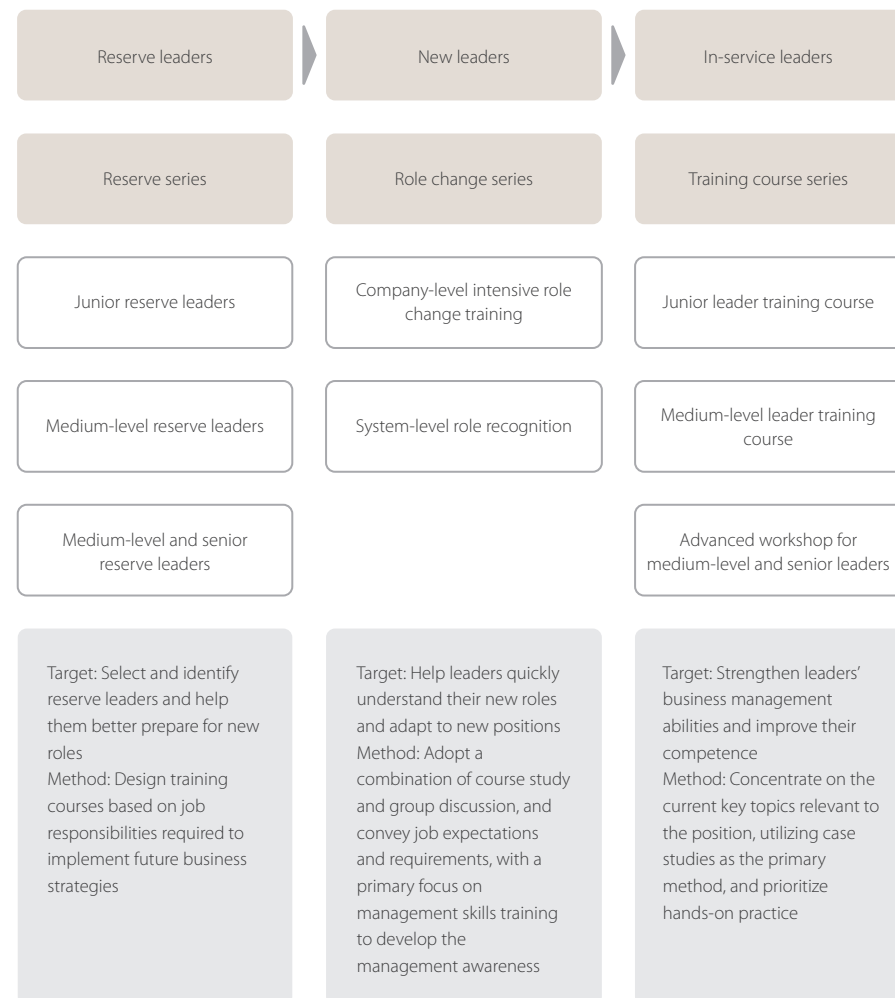
32.94 hours

Skills and knowledge development training

Mindray has established a comprehensive knowledge and skills development training system covering all employees. We design tiered and categorized growth pathways tailored to different talent groups while creating customized development programs aligned with the operational contexts of overseas personnel to better support career advancement. We are also continuously upgrading digital learning tools and actively exploring AI applications in training. Through more precise content matching and learning assessments, we enhance training efficiency and effectiveness, achieving synergistic progress in both employee capability enhancement and organizational development.



Management talent training system



Cases of Skills and Knowledge Development Trainings

Graduate and Internship Development Programs

We continue to advance our graduate internship initiative. By 2025, we had onboarded a cumulative total of 1,369 interns across domestic regions, with 259 transitioning to full-time roles upon completion of their internships. Our overseas internship recruitment now spans countries including France, Germany, India, and Brazil.

Campus Recruitment and Young Talent Development Program

We offer cross-regional Youth Training Programs and the Huangpu Initiative for campus recruits and young professionals. These initiatives rigorously assess topic relevance and skill development objectives. Through immersive sessions like product and solution presentations in real-world exhibition settings, we systematically impart knowledge and skills while conveying corporate values. This comprehensively enhances participants' expertise in professional knowledge, customer insights, and client communication, providing clearer career pathways and robust support for their professional growth.

Pre-emptive Development of Management Awareness and Capabilities for Frontline Supervisors

By 2025, we have further refined the systematic training mechanism for frontline supervisors by launching the R&D Technical Manager Development Program. Centered on the core roles and key responsibilities of technical managers, the program employs scenario-based training, specialized workshops, and experience sharing from outstanding executives. This approach helps technical managers efficiently translate theoretical knowledge into professional practical skills, building management experience and solidifying capabilities to prepare them for future advancement to higher-level management positions.

Overseas Talent Development—New Foreign Executive Transition Program

To strengthen systematic support for new foreign executives in knowledge, skills, and career development that helps them adapt faster to the role requirements and enhance management capabilities, we refine the company-wide development framework and standardize related processes in 2025. Focusing on accelerating integration and role transition for new foreign executives, we systematically develop the International Region Human Resources Guide and 17 supporting template forms, which provides new foreign executives with ready-to-use learning and management tools. We also optimized the previous centralized implementation approach by headquarters by taking into full consideration the business characteristics and cultural differences across various countries and regions to grant local teams greater flexibility and involvement within the standardized framework. This effectively supported the successful transition and capability enhancement of foreign new executives within their local environments.

Composite Leaders Training Program

Starting in 2024, we launched a comprehensive training program for mid-to-senior management executives. Through systematic coursework and hands-on learning, participants gained deeper insights into subsidiary operations, governance, and the business logic of R&D, production, and sales. This initiative continuously broadened their perspectives and enhanced strategic thinking capabilities, providing robust support for their long-term growth within the company. In 2025, aligning with the company's business strategy and management talent development needs, we further refined the curriculum framework. By integrating high-quality internal and external resources, we provide training focused on three core modules: business strategy, industry trends, and operational management. Throughout the year, the program covered 201 management personnel and relevant staff across all business systems, achieving an overall satisfaction rating of 9.5. This effectively deepened the capabilities of management talent and enhanced the organization's overall governance effectiveness.

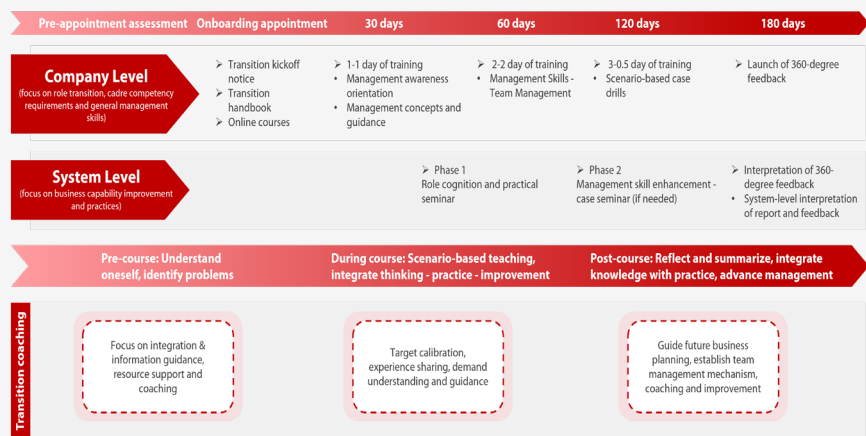


■ Training Sites

180-Day Transition Plan for New Managers

We deliver operational guidelines for key milestones to HR business partners globally, enabling unified empowerment and standardized execution worldwide. The content is continuously optimized based on regional feedback to enhance applicability and implementation effectiveness. Meanwhile, by launching the new leadership transition platform, we have integrated key processes, including training, coaching, tracking, and assessment, into online management systems. This enhances operational efficiency while ensuring the quality of leadership transitions. Building on this foundation, we continuously introduce classic courses such as *Situational Leadership*, *Management Psychology*, and *Intergenerational Leadership* to provide systematic support for the capability development and long-term growth of management talent.

180-Day Transition Plan for New Managers



Job-specific development training

We are comprehensively advancing talent reviews and succession planning to enhance professional competency in key positions through systematic development, thereby

providing robust talent support for high-quality business growth. For management personnel across all levels in critical business domains such as marketing, R&D, and supply chain, we have established a tiered and categorized development system tailored to the capability characteristics and growth needs of talent at

different stages. By integrating training with practical application and employing scenario-based and case-study approaches, we enhance learning effectiveness. These methodologies are extended to specialized training programs for roles such as technical managers, product

managers, and regional sales supervisors, ensuring development content aligns closely with job realities and business contexts. This further strengthens the professional depth and competence of talent in key positions.

Cases of job-specific development training

R&D Technical Manager Competency Development Program

Focusing on core competency requirements for R&D technical management roles, we developed a technical manager role model to define clear career progression pathways. This initiative reached over 600 technical managers, helping them gain a clearer understanding of their responsibilities and skill requirements while aligning role expectations. Meanwhile, we developed a systematic

training framework and development plan for technical managers based on their skill progression pathways. This includes a training blueprint and over 30 tiered, high-quality courses, prioritizing the enhancement of key competencies in technical coordination, team management, and cross-departmental collaboration. By 2025, we delivered scenario-based empowerment training to over 200 technical managers, effectively strengthening their job skills and overall competency. Both the training content and delivery methods received widespread acclaim from participants.



Training Sites

International NSM Training Program

We continue to advance project development and steadily expand the scope of overseas talent cultivation. Focusing on the core competencies of National Service Managers (NSM) and service marketing capabilities, the program combines online learning with hands-on field practice to help overseas talent adapt more quickly to role requirements while enhancing their on-site problem-solving and customer management skills. Th this program, a total of 12 globally benchmarked case studies have been developed, and an initial NSM service marketing case library has been established. This provides replicable and scalable practical references for ongoing overseas talent development and lays the foundation for our overall global service capability enhancement.

Additionally, we provide employees with diverse training resources and learning platforms and collaborate with multiple educational institutions to jointly develop training programs that continuously expand learning opportunities and career development pathways. We actively encourage all employees to pursue continuing education and advanced studies, providing strong support for academic advancement, obtaining various vocational

skill certifications, and acquiring job-related professional qualifications, with vocational skill level assessments conducted by the Group. All related certification and recertification fees are fully covered by us to effectively reduce employees' learning costs and motivate them to continuously enhance their professional capabilities and career competitiveness.

Joint Training Programs with Educational Institutions

Overseas Talent Leadership Development Program

Collaborating with external professional leadership training institutions, Mindray systematically develops transition training for newly appointed supervisors and leadership enhancement courses for manager-level personnel. For newly appointed frontline supervisors, this program employs an approach of “supporting them as they get started and accompanying them along the way” to help them rapidly transition from independent contributors to team managers. For managerial staff, the focus is on comprehensively enhancing integrated management capabilities, strengthening team leadership, business coordination, and organizational management skills.

French Internship Development Program

The French subsidiary maintains stable partnerships with local universities to implement internship and practical training initiatives, which helps students deeply integrate theoretical knowledge with practical work, enhances professional skills, builds a sustainable talent pipeline for the French team, and effectively enriches local talent reserves.

Cooperation Initiative with Egyptian Universities

Collaborating with institutions including Cairo Medical and Global Technology to organize multiple university exchange activities, Mindray aims to enhance industry awareness, foster academic-practical interaction, and cultivate future healthcare professionals with international perspectives for the local region.



■ Cooperation Initiative with Egyptian Universities

Graduate Student Development Program

Mindray run graduate programs in collaboration with prestigious institutions, such as Tsinghua University Shenzhen Graduate School and University of Science and Technology of China. Through industry-academia-research collaboration, it aims to strengthen targeted talent cultivation and scientific innovation partnerships.

Academic Advancement and Certification Programs

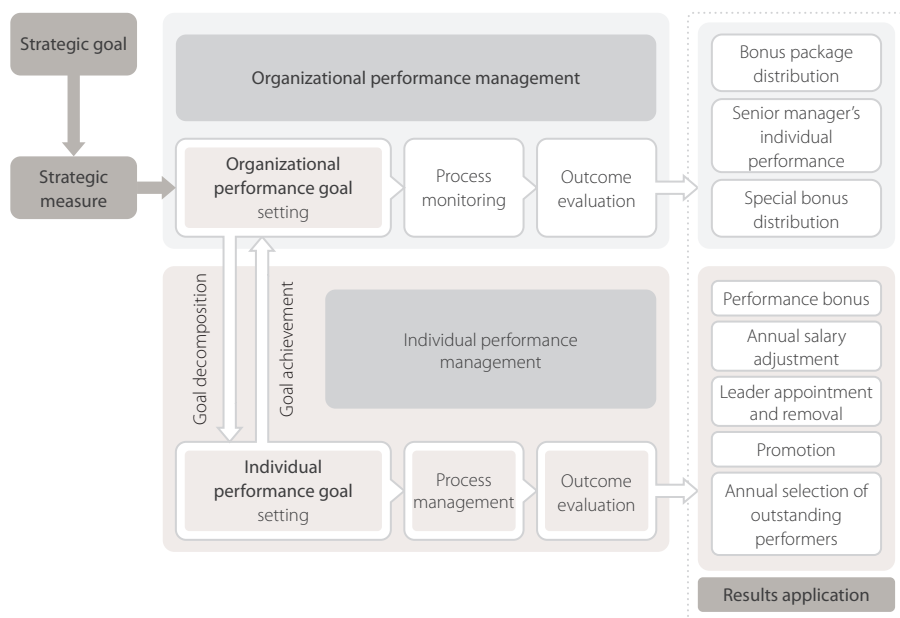
- This year, skill certification subsidies were provided to 138 employees, with actual reimbursements totaling RMB 144,500. Covering certifications such as Special Operations Operator Certificates and Special Equipment Safety Management and Operator Certificates and so on, all of which effectively enhance employees' professional qualifications in critical positions.
- The Fifth Mindray Labor Skills Competition was held for operational staff across China, attracting 1,269 registrants among whom 148 individuals received various awards and 471 participants earning bonuses totaling RMB 297,200. By promoting learning and practice through competition, the event ignited employees' enthusiasm for learning and competitive spirit, fostering a positive atmosphere of lifelong learning and pursuit of excellence.

Employee performance appraisal and feedback

According to the Performance Management System, Mindray regularly conducts annual performance appraisals covering all employees in China and overseas. We have established a comprehensive performance evaluation model that integrates individual and organizational performance, continuously refining a fair, scientific, objective, and transparent performance assessment mechanism. For individual performance evaluations, we focus

on tracking key stages through our assessment platform, including goal setting, process review, performance evaluation, and performance discussions. For organizational performance evaluation, we emphasize the decomposition, alignment, and execution of objectives from strategy to implementation, in order to clarify performance tasks for department heads and employees, as well as the composition of group performance targets, ensuring individual goals effectively support organizational objectives. In 2025, we have refined the Chinese and English versions of the Performance Management System and comprehensively upgrade the performance management platform, achieving unified, standardized, and integrated management of the performance management system for both Chinese and foreign employees.

Mindray performance management panorama



Percentage of employees receiving regular performance and career development reviews in 2025 was **100%**.

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

mailbox. Apart from that, we conduct a unified mid-term performance review across the Group to ensure both top and bottom performers are included, and the communication feedback is recorded and provided on our online platform. In 2025, we continued to optimize the mid-year performance review, improved employee communication channels, and enhanced management transparency and communication efficiency.

Additionally, we have carefully considered the learning characteristics of the new generation of frontline managers and specifically developed scenario-based micro-courses and key guidance materials. These resources allow managers to engage in in-depth and effective communication with employees at each critical stage of the performance management process, providing guidance and feedback.

Mindray performance management process



Diversity and rights protection

Diversity, equity and inclusion are important elements of Mindray's core values. We are committed to ensuring equal rights for employees in employment opportunities, career development, compensation, and benefits, while respecting their diverse backgrounds and unique contributions. We also provide support tailored to meet employees' needs, ensuring every individual feels fairly treated, valued, and cared for.

Diversity policy and management

Mindray pledges that all employees shall receive equal pay for equal work and that employees in the same position and at the same grade receive the same pay grade, while fully respecting cultural differences across countries and regions. There shall be absolutely no discrimination or prejudice based on an employee's age, gender, nationality, race, skin color, or religious beliefs. We are also committed to realizing, safeguarding and promoting the fundamental interests of all employees and enhancing the protection of their rights and interests. As an international

company, we fully respect the cultural differences between countries and regions, and prohibit discrimination and prejudice based on age, sex, nationality, race, color, and religion. We provide employees with equal development opportunities and broad prospects for growth. This year, we continued to implement the *Diversity, Equity and Inclusion Policy* at the Group level, while adhering to the principle of equal opportunities. We also performed the disciplinary and grievance procedures that meet the Group's compliance requirements and local laws where we operate, equally providing every employee with equal opportunities for growth and a broad platform for development. Also, Mindray keeps improving policies and management measures for diversity, equity and inclusion, with diversity performance overseen by the general manager of the Human Resources Center.

In addition, we hire people with disabilities who meet our business requirements to support their employment. We set up barrier-free passages and accessible toilets within our facilities to provide convenience for employees with disabilities and support them to perform their duties.

As of December 31, 2025:

Mindray had **64** overseas subsidiaries in about **40** countries, and hired **100%** local employees in **22** countries.

Percentage of foreign employees in the Group was **17.28%**

Minority representation at the North American subsidiary (by employee and management level): Percentage of racial minority employees at Mindray North America was **31%**, and percentage of racial minority employees in management at Mindray North America was **32%**.

Number of employees with disabilities: **27**

Coverage rate of training on diversity, equity and inclusion was **100%**.

Diversity awareness training

We work to foster a diverse workplace environment, continuously conduct Diversity, Equity, and Inclusion (DEI) training and organize diverse cross-cultural exchange activities to enhance employees' multicultural awareness.

Every year, we conduct annual DEI learning and training for all employees, covering topics such as the Diversity, Equity and Inclusion Policy. In 2025, DEI trainings are delivered to all employees, covering DEI definitions, our DEI philosophy, commitments, current status, and grievance and reporting mechanisms, aiming to deepen employees' understanding of the Group's DEI policies and measures while providing insight into our diversity management and development status. We also continue to offer cross-cultural micro-courses in both Chinese and English to enhance managers' cross-cultural management awareness and capabilities, thereby building bridges for effective cross-cultural communication.

Meanwhile, we organize diverse cultural events worldwide to promote representative traditional Chinese festivals and encourage celebrations of local holidays, showcasing Mindray's inclusive corporate culture and fostering a harmonious workplace environment.

Coverage of traditional Chinese festival celebrations

Chinese New Year in 10 countries, Dragon Boat Festival in 14 countries, Mid-Autumn Festival in 11 countries.



United Kingdom - Chinese New Year



Kenya - Chinese New Year



India - Dragon Boat Festival



Argentina - Mid-Autumn Festival



Italy - Dragon Boat Festival



United Arab Emirates - Dragon Boat Festival

Coverage of local traditional festivals and commemorative celebrations

Easter in 4 countries, Eid al-Fitr in 4 countries, Father's Day in 3 countries, as well as local New Year, Independence Day, and significant milestone anniversaries.



South Africa - Christmas



United Arab Emirates - Eid al-Fitr



India - Diwali



Thailand - Songkran

Labor rights protection

As a responsible corporate citizen, Mindray upholds the principle of respecting and protecting human rights, integrating it into the Group's mission, core values, and multiple systems related to talent management, business ethics, and supplier management. We explicitly endorse the United Nations' *Universal Declaration of Human Rights*, and have issued relevant *Combating Trafficking in Persons Policy* which prohibits any form of human rights violations such as human trafficking, commercial sex, and forced labor, and the *Antidiscrimination, Anti-harassment and Anti-bullying Policy* which clearly defines discrimination, harassment, and bullying, outline management responsibilities and complaint procedures. Violators are subject to punishment according to the *Labor Discipline Management Regulation*. Additionally, 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 Resources 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 and

other recruitment-related personnel such as interviewers are trained in this aspect to eliminate employment of child labor. For any violations discovered, corrective and disciplinary actions will be promptly implemented based on the severity of the offense, ensuring all actions are conducted in accordance with established rules and regulations.

To further strengthen the protection of employee rights and interests, the Trade Union of Shenzhen Mindray Bio-Medical Electronics Co., Ltd.⁷ represents 100% of the workforce in collective bargaining with the company and has signed a Collective Agreement. This agreement clearly stipulates key matters such as employee compensation, working hours, and rest and leave entitlements, and a legally compliant working hours system has been well established and strictly enforced that clearly defines overtime limits. The Human Resources Center is delegated to the oversight of daily supervision and guidance to promote reasonable task allocation by business departments. For overtime necessitated by operational requirements, department and project leaders must proactively explain the reasons and arrangements to employees, in which process, overtime pay should be promptly provided in accordance with the law, and compensatory time off will be reasonably arranged, with employees' rights to rest and fair compensation effectively safeguarded.

In 2025:

Mindray conducts comprehensive audits of employee rights protection, covering key areas such as child labor, forced labor, discrimination, harassment, and bullying to ensure effective management of related risks. No material labor disputes were reported across any of our operating locations. No risks of child labor or forced labor were identified, and no incidents involving child labor, the assignment of minors to hazardous work, or forced labor occurred.

Training on protection of employees' rights and interests

In November 2025, the Group organized the training sessions on "combating human trafficking, prohibiting child labor, and raising anti-harassment awareness". The training elaborated on the policies including the Combating Trafficking in Persons Policy, the Recruitment and Deployment Management Regulation, and the Anti-Discrimination, Anti-Harassment and Anti-Bullying Policy. With a coverage rate of 100%, the training aimed to deeply promote the Group's policies and requirements related to the protection of employees' rights and interests.

7. Referring solely to the legal entity of Shenzhen Mindray Bio-Medical Electronics Co., Ltd., excluding its subsidiaries.

Employee grievance

Mindray has implemented transparent, smooth and confidential employee grievance reporting and escalation procedures. We have created an online portal for complaints and suggestions on the intranet, and set up 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. Our administrators of complaints and suggestions channels are fully involved in the process of receiving complaints, arranging for processing, and following up on the progress to outcome of the complaints, to ensure that employee grievance and reports are handled in systematic and institutionalized manner. 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 people involved in the investigation is prohibited. At the same time, our investigation and processing work is 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 legal, rule-based, fair, and

just.

This year, the Human Resources Department received a total of 6 complaints and suggestions. Based on their content, the respective department heads reviewed the situations, evaluated solutions, reached conclusions, and promptly provided feedback to employees. All complaints and suggestions have been processed according to established procedures.



Portal for employees’ complaints and suggestions

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 refuse all forms of workplace gender discrimination and ensure female employees are not disadvantaged in career advancement due to pregnancy, childbirth, or similar reasons. Equal opportunities are guaranteed for female as male employees in terms of career development and safeguard women’s right to equal promotion in workplace.

Meanwhile, we continuously enhance our benefits system for female employees to further boost their sense of recognition, happiness, and belonging:

- Provide female employees with statutory and leave benefits including maternity leave, breastfeeding breaks, and a half-day holiday for International Women’s Day.
- Establish lactation rooms across company premises to offer safe, private rest and breastfeeding spaces for pregnant employees, those on maternity leave, and breastfeeding mothers.
- Offer psychological counseling and Employee Assistance Program (EAP) support services to pregnant employees, those on maternity leave, and breastfeeding mothers.

- Continuously develop themed activities around International Women’s Day. Domestically, we organized the “Celebrating Women’s Beauty” craft workshop (530 participants) and women’s health lecture series (300 participants); Internationally, we conducted Women’s Day celebrations across 13 countries in 2025.

As of December 31, 2025:

Percentage of female employees in senior management:

21.05%

Percentage of female employees:

34.78%

Percentage of female employees in new hires:

41.52%

Percentage of female employees in R&D positions:

26.90%


Employee communication and care


Mindray has always valued communication with and care for its employees and provides various channels to listen to employees' thoughts and solve their problems, always striving to understand and address their needs promptly. We also continuously organize diverse cultural exchange and recreational activities to enrich employees' leisure time and foster team interaction and integration, comprehensively safeguarding employees' physical and mental well-being and foster a warm, inclusive workplace culture that enhances employees' sense of belonging.


Employee communication and exchange


We have established diversified and multi-level communication channels for employees to make their voices heard in different ways.

Employee communication channels

- 

The Human Resources Center has set up a position of employee communication specialist to continuously focus on employees' career growth and 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 direct communication channel for our employees to communicate with the Chairman, through which the Chairman can widely obtain employees' opinions and suggestions on Mindray's management, team building and other aspects, and to understand and solve employees' urgent needs and hot issues in a timely manner.
- 

We hold annual meetings on a regular basis to communicate business development status and future planning with employees, and learn employees' visions for the future development of Mindray.
- 

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

Employee engagement survey

To gain an in-depth understanding of the Group's operational and management situation, we conduct annual employee surveys and

continuously optimize our employee research system. In March 2025, we upgraded our survey methodology and launched a global employee engagement survey, achieving an overall participation rate of 92.6%. The survey results show that 84.78% of our employees are in an engaged state, 80.23% of them recognize our

management, culture, work, and development, and about 89.16% of them are confident in Mindray's development. Meanwhile, some employees also expressed further expectations for training and development support.

Focusing on enhancing employee experience and organizational effectiveness, the HR team collaborated with managers at all levels to conduct systematic analysis and closed-loop management based on survey findings, identifying key improvement areas and driving implementation. The company continuously refined learning and development resources alongside capability enhancement mechanisms, strengthened two-way communication and exchange, and advanced collaborative frameworks and critical process optimization to elevate organizational operational efficiency. Organizations at all levels have formulated and advanced over 180 targeted improvement action plans. For organizations with relatively weaker performance, the HR team has provided specialized coaching and driven enhancements. Through dedicated meetings to align team objectives and clarify role responsibilities, combined with regular review mechanisms, the team continuously monitors the implementation of improvement measures, fostering sustained growth in organizational vitality and employee engagement.

Physical and mental health of employees

Centering on four key dimensions—physical, mental, financial, and social well-being—we have established a comprehensive employee care system encompassing health checkups, psychological counseling, housing support, and diverse activities. This holistic approach enhances employees' sense of well-being and belonging while strengthening team cohesion, covering everything from daily health protection and psychological empowerment to housing security and social connections.

Meanwhile, we implement flexible work arrangements for key positions in management, marketing, and R&D. While ensuring completion of assigned tasks and meeting fixed working hour requirements, employees are granted flexibility to adjust their daily work schedules, which supports work-life balance, alleviates work pressure, and promotes physical and mental well-being. For Mindray's overseas subsidiaries, we offer international employees the option of remote or hybrid work arrangements tailored to local operational needs so that employees may apply for the most suitable work model based on their individual circumstances. This effectively reduces commuting stress and work-related anxiety, laying a solid foundation for efficient job performance. Ultimately, it empowers employees to better realize their personal value in work-life balance.

Comprehensive health management panorama



In 2025, we comprehensively upgraded our "Total Wellness Program" to provide employees with holistic care:

- **Physical Health:** Conducted four health lectures and free clinics focusing on nodules, spinal health, and women's health; organized a "21-day Wellness Program" for employees around the world, with a total of 4,703 employees participating.
- **Mental Health:** Provided employees with psychological counseling services; hosted a global "21-Day Happiness Program" (3,078 participants), "May 25 Mental Health

Awareness Month" (611 participants), "October Mental Health Month" (550 participants) and two sessions of mind-body wellness camps (950 participants).

- **Financial support:** Offered public rental housing assistance, residency registration support, and government subsidy application guidance.
- **Social health and sense of belonging:** Hosted "2025 Mindray Family Day" events (across 6 domestic bases and 15 overseas subsidiaries), photography contests (participation from 20 countries), employee club activities (across

7 bases), fun sports meeting (across 5 bases, 1,800 participants), Queqiao Festival events (across 4 bases), Dangshan Mid-Autumn Festival celebrations, and diverse team-building activities.



Global themed activity: 2025 Mindray Family Day



Posters of "21-day Wellness Program" (left) and "21-Day Happiness Program" (right)

Employee Wellness Initiatives

- The Mexico team launched a Breast Cancer Awareness Month health promotion campaign featuring oral and vision screenings, AED training, and breast cancer education. The local team also formed the cross-departmental soccer team "Mindray Dragons," encouraging employees to leave their desks for the field. Through cross-team collaboration and healthy competition, these initiatives enhance physical fitness, relieve stress, and foster team integration among employees, reinforcing the "One Team" spirit and vividly embodying the core value of "Enrich Our People."
- The Australian team organized pickleball activities, painting sessions, and seated massage experiences. By combining exercise with relaxation, these initiatives helped employees alleviate work stress, unwind, boost vitality, and enhance well-being, fostering a positive atmosphere of employee care.
- In Europe, the German team actively participated in two major corporate running events. Employees competed alongside colleagues from the UK, demonstrating excellent physical fitness and team spirit among tens of thousands of participants.
- The U.S. team hosted its fifth Annual Health & Wellness Fair, offering services including physiological screening, bone density testing, massage and foot reflexology, as well as blood glucose, lung function, and carotid artery assessments, which empowers employees to gain comprehensive insights into their health status, providing ongoing care and support for their physical and mental wellbeing.



Occupational health and safety

Employees' health is the cornerstone of corporate development and social harmony and prosperity. To this end, Mindray constantly promotes occupational health and safety management. We comply with 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*, *Arbeitsschutzgesetz (the German Occupational Safety and Health Act, ArbSchG)*, and other applicable occupational health and safety laws and regulations in the places where we operate. Under the guidance of our EHS policy, we continuously enhance our occupational health and safety management system, through systematic risk prevention and control measures to effectively mitigate and address various risks, ensuring the occupational health and safety of our employees and providing a solid foundation for the company's steady development.

3 Mai safety concept

Mindray consistently practices and deepens the "3 Mai safety concept" that "My Safety, My Role, My Action". Work safety months, fire safety months, safety themed quizzes and other campaigns have been organized for years, to increase our employees' understanding of and involvement in safety. Meanwhile, we offer the Woodpecker award, the EHS contribution award, safety pacesetters and other awards to motivate

our employees to actively identify and address hidden risks. Currently, the 3 Mai safety concept has been widely accepted and implemented throughout the Group.



3 Mai safety concept

In 2025:

ISO 45001 Occupational Health and Safety Management System Certification coverage (including APT Medical): **87.6%**

Occupational Health and Safety Investment: RMB **24.84** million

Lost-Time Injury Rate: **0.016**

Recordable Incident Rate: **0.029**

Workdays Lost Due to Injuries: **23** days

Annual Work-Related Fatalities and Rate Over Past Three Years: **0**

Safety management

Centering on ISO 45001 Safety Management System, Mindray has established a closed-loop lifecycle process encompassing risk identification, risk management, risk inspection, and improvement. By implementing the *Hazards Evaluation Management Procedure and Project Management Procedure*, we have fully integrated risk control into our intelligent management platform, enabling standardized operations from risk source identification and assessment to continuous monitoring. Meanwhile, by leveraging the PDCA (Plan-Do-Check-Act) cycle and quantifiable performance metrics, we ensure safety risks are continuously optimized under systematic control, fortifying a comprehensive safety defense across all business scenarios.

Regarding core safety management measures and outcomes, we maintain a balanced approach to digital empowerment and engineering improvements, combined with enhancing managers' safety leadership capabilities, to ensure the effective operation of the safety management system:

- Fully integrate EHS change processes into internal construction and renovation workflows to ensure risks are prioritized in identification and control throughout the process.

- Utilize IT solutions and unmanned on-site monitoring platforms to manage the location and inspection processes of live equipment.
- Employ a multi-channel approach for on-site risk communication, including risk maps, notification cards, and mobile apps, to help employees accurately understand workplace risk information.
- Continuously refine internal/external audit and unannounced inspection mechanisms, implementing targeted rectifications for common issues, such as optimizing equipment integrity management and standardizing emergency resource allocation protocols.
- Management personnel across bases and business units convene regular EHS meetings, prioritizing occupational health training needs and implementation effectiveness during performance reviews and improvements. In daily management, the "Five Questions on Risk" approach is actively used to communicate with employees about workplace health risks. This ensures timely understanding of employees' awareness of occupational health hazards and provides targeted guidance to guarantee the implementation of safety management measures. In 2025, managers at all levels participated in multiple safety inspections, driving improvements in several occupational health-related risks.

Regarding contractor safety management (including visitors and contractors entering Mindray's premises, as well as suppliers providing products or services to Mindray), we have established and implemented the *Contractor EHS Management Procedure* to specify minimum qualification requirements and outlines provisions for risk identification and control, emergency management, training, and safety inspections, aiming to ensure contractors possess the necessary safety capabilities to perform work for the Company.

Occupational health management

Mindray has formulated and implemented management policies such as the *Occupational Health Management Procedure*. We take the initiative to identify, evaluate, control, and monitor occupational hazards. We also use new technologies to eliminate or reduce occupational health risks, and maintain the smooth operation of protective facilities and emergency equipment, thus maintaining effective control over occupational hazards. To better protect the occupational health of our employees, we have established an occupational health management platform to manage occupational hazards and exposed personnel throughout the exposure cycle. In addition, we provide effective occupational health protection for exposed personnel through hazard notification, training, regular health checks, and the provision of appropriate personal protective equipment.

This year, we continued to employ various measures to strengthen occupational disease prevention, further enhancing employee health protection and providing solid support for a safe, healthy, and sustainable working environment.

Noise Control

- Guangming Manufacturing Center reagent packaging area: Installed variable frequency drives to reduce conveyor belt speed and added mufflers, lowering noise levels from 106 dB to 82 dB.
- Wuhan Technology: Conducted specialized occupational health hazard investigations for noise exposure. Through process improvements like reducing purging pressure, significantly decreased noise-exposed positions, reducing affected personnel by 88%.

Chemical and Hazardous Factor Control

- Guangming Manufacturing Center assembly line: Replaced PVC 8306 adhesive, eliminating five occupational disease hazards associated with acetone, toluene, etc.

Equipment and Engineering Safety Improvements

- Nanjing Production Base: Installed fall arrest nets on levels 2-6 of the automated storage system to prevent cargo falls; added interlock controls to tower bridge wire stripping equipment to reduce mechanical injury risks.

Automation Efficiency Enhancement and Physical Labor Hazard Prevention Optimization

- Mindray Animal reagent production line: Promoted automation of reagent filling and disc/plate ball placement equipment to reduce labor requirements and enhance efficiency; introduced "automated anesthetic vaporizer testing equipment" to replace manual testing.
- Guangming Manufacturing Center blood cell packaging line: Developed an auxiliary system for reagent packaging stacking, replacing manual handling of 10 L reagents with vacuum suction cup-based mobile devices to reduce operational load and improve stacking safety.

Dangerous chemicals management and control

Mindray strictly adheres to the regulations and laws of the countries and regions in which it operates, including the *Regulation on the Safety Management of Hazardous Chemicals*, the *Chemikaliengesetz (Chemicals Act, ChemG)*, and the *Gefahrstoffverordnung (Hazardous Substances Ordinance, GefStoffV)*. We have established and implemented the *Hazardous Chemicals Safety Management Procedure* along with supporting systems. We also use IT, AI, and other technologies to regulate and manage the introduction, use, transportation, storage,

emergency response, and disposal of hazardous chemicals. Meanwhile, we incentivized business departments to eliminate or substitute hazardous chemicals through measures such as setting annual performance targets and establishing special awards. Additionally, we continued advancing AI-powered monitoring and information platform management for highly toxic chemicals, further enhancing the reliability and safety of their management.

This year, we comprehensively advanced hazardous chemical prevention and control efforts from source to process to end-of-pipe, with specific measures as follows:

Source Control: Elimination and Substitution

- Eliminate high-risk chemicals: Independently developed and continuously expanded the *List of Prohibited Hazardous Chemicals*, adding seven chemicals including mercury nitrate and nickel sulfate to the ban, preventing the introduction of high-risk chemicals at the source and completely phasing out the use of dichloromethane.
- Substitute highly toxic chemicals: Replacing high-risk categories with low-risk alternatives, such as substituting dichloromethane-containing adhesives with dichloromethane-free adhesives at Guangming Manufacturing Center.

Process Control: Engineering Controls and Information Management

- Engineering controls: Implement ventilation and monitoring systems to reduce personnel exposure risks. Bright Food's production facility has introduced intelligent hazardous chemical cabinets to achieve full-process control over storage, usage, return, and disposal.
- Digitalized management: Coordinate cross-departmental efforts for comprehensive hazardous chemical inventory and control alignment. Launch an information management platform to digitize oversight of introduction, procurement, and warehousing, preventing non-compliance risks.

Foundational Safeguards: Labeling, Training, and Health Management

- Labeling and documentation: Ensures all hazardous chemicals are equipped with standardized labels and safety data sheets.
- Personnel training and health management: Provides specialized training for all personnel exposed to hazardous chemicals and arranges pre-employment, on-the-job, and post-employment medical examinations as required by regulations.
- Personal protective equipment: Supplies appropriate PPE to exposed personnel based on the hazard characteristics of the chemicals.

Emergency Management

- Emergency response: Establish hazardous chemical emergency resource allocation standards, comprehensively regulating resource configuration from emergency scenarios, types, and quantities to setup distances, training, and maintenance requirements.

Occupational health and safety training and emergency management

We continue to implement the EHS Training Management Procedure and define an EHS training matrix for employees. Based on relevant legal requirements, hazard identification results, and the Group's EHS management status, we formulate annual training plans to systematically and orderly conduct EHS training, including emergency management, to further enhance employees' safety awareness and emergency response capabilities. This year, occupational health and safety emergency response plans achieved 100% coverage of real-world scenarios, with on-site response protocols fully implemented. Emergency response teams achieved 100% qualification in skills assessments, while emergency supplies were 100% compliant with standards and maintained in effective condition.

In 2025:

221,093 hours

Total hours of EHS training

148,341 person-times

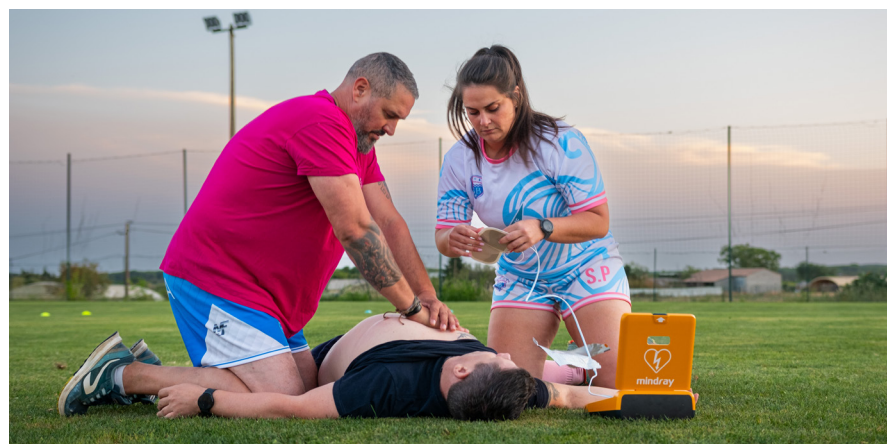
Total number of employees attending EHS training

Emergency drills

Managers at all levels actively organized or participated in emergency drills covering fire response, hazardous chemical spills, electrical accidents, and other scenarios, which reinforced employees' safety awareness and emergency response capabilities, providing robust support for building a healthy and secure work environment.

Digitalized Training

We launched an E-learning-based online EHS video course system, fully transitioning new employee EHS training into video format. With animations, scenario demonstrations, and narrations, we enhanced course engagement and compliance. The platform also covers 20 major categories of on-the-job EHS training, including hazardous chemicals, occupational disease prevention, and defensive driving, providing employees with a systematic, on-demand safety empowerment channel.





SOCIAL RESPONSIBILITY

Mindray, taking “Advance medical technologies to make healthcare more accessible” as its mission, is dedicated to building a healthy world through social commitments and actions. We leverage our strengths in the healthcare sector to forge and refine the regional healthcare industry chain and support agricultural procurement initiatives, driving comprehensive rural revitalization. We also promote industry-academics-healthcare professional cooperation to advance talent development and healthcare accessibility. Meanwhile, we engage in charitable endeavors to donate medical devices and promote first aid trainings. We also expand our efforts into veterinary care, striving to elevate the quality of life for animals and preserve biodiversity.

Issues of concern in this section:

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

SDGs in this section:



Rural revitalization

Mindray leverages its strengths in healthcare industry to drive industrial restructuring in Dangshan County, Suzhou City, Anhui Province. There, we donate to support education, contributing to improving the local learning environment and enhancing the quality of education. In the meantime, we continue to innovate the models of targeted agricultural assistance, helping to boost the development of the rural economy in the region.

Driving rural revitalization with industrial revitalization

Anchoring in industrial revitalization, Mindray provides comprehensive support for the revitalization and development of Dangshan across the talent, ecological and cultural domains. Dangshan Mindray Medical Technology Industrial Park (Dangshan Base) has established a robust talent reserve system through the tri-regional linkage of Shenzhen, Wuhan and Dangshan, effectively enabling local talents to come back and give back to their hometowns. The new campus of Dangshan Middle School, funded by a RMB 1 billion donation from Mindray Chairman Li Xiting, is set for commissioning in 2026, offering more young students access to high-quality educational resources. In addition, we attach great importance to the improvement of people's wellbeing in Dangshan, and therefore, step up support for local infrastructure including the expansion of the local wastewater treatment plants and the construction of rural roads to upgrade the living environment for local community.

Promoting industrial and educational development in Dangshan

The Dangshan Mindray Medical Technology Industrial Park (Dangshan Base) is a crucial component of the Group's supply chain. Once completion, the park will be the fourth largest global manufacturing base for Mindray. Since its groundbreaking in April 2022, the construction of the Dangshan Base has progressed steadily. The production facilities at the base have been progressively commissioned, and auxiliary buildings have been completed and handed over for use. In 2025, the Dangshan Base recruited 28 new employees, bringing its total workforce to 260. The base adopts an integrated approach of theoretical learning, hands-on practice, mentorship and assessments to drive productive skill training among its employees. Over 100 employees from the base registered for the Group's Skills Competition, with many advancing to the finals and achieving excellent results. The administrative service

team of the Dangshan Base has recruited a total of over 70 local employees to date. Over 300 local workers are employed in the infrastructure construction of Dangshan Base, the new campus project of Dangshan Middle school, and wastewater treatment plants expansion project. Other supporting services, such as energy supply, have been sourced from local vendors, thereby boosting local employment in Dangshan.

Centering on intelligent and green operation, the Dangshan Base actively embraces green and low-carbon initiatives. The base is equipped with solar photovoltaic panels, energy-efficient glass, full heat exchange ventilation system and other energy-efficient equipment to maximize the use of natural resources and reduce energy consumption. In the production process, the base utilizes specialized equipment to treat oil mist and solid waste. It also applies advanced "three-waste" treatment technologies to enhance the treatment efficiency and purification effect of exhaust gases and liquid waste. To support its workforce, the Dangshan Base offers well-furnished talent apartments, creating a healthy and efficient living and working environment

that fosters employee well-being and a strong sense of belonging..

Li Xiting, Chairman of Mindray, donated RMB 1 billion to fund the construction of a new campus of Dangshan Middle School in Anhui that was commenced in April 2023. By the end of 2025, all its buildings had been topped out, and the project has moved into the phase of interior decoration and external construction, with official commissioning scheduled for 2026. Covering a total area of 123,600 square meters, the new campus is designed as boarding school holding 90

classes in total. Upon completion, it will serve as a key base for Dangshan to cultivate young talent, fully leverage educational resources and optimize the development of the local education industry. The expansion of the wastewater treatment plants in Dangshan County supported by Li Xiting with both funding and professional technical expertise, is also scheduled for commissioning in 2026, with its daily sewage treatment capacity set to increase from 110,000 to 130,000 tons. The newly constructed rural roads in Litun Village, Dangshan County have been officially commissioned and put into use.



Promoting rural development by purchasing agricultural products from farmers

As a core initiative for our rural revitalization support, Mindray assists local farmers in selling their agricultural products. We boost the marketing of premium local agricultural produce by expanding and diversifying sales channels, and actively extend their service reach, thereby driving steady income growth for local farmers in Dangshan County.

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. It possesses nearly a million mu of contiguous orchards, yielding approximately 750 million kilograms of Dangshan pear annually. This year, we continued to purchase fruits, such as grapes, yellow peaches, and pears, from Dangshan County and other areas as holiday gifts for the Group’s employees. Meanwhile, our “Ruijing” platform, together with “Shenzhen Rural Revitalization Pavilion”, an e-commerce platform supporting rural development, launched an activity themed “Build a Low-Carbon and Shared Life” where employees can earn green points via low-carbon travel and spend them to purchase agricultural products at the “Shenzhen Rural Revitalization Pavilion”



In 2025, Mindray purchased a total of **47,918 boxes** of fruits including grapes, yellow peaches and pears, with a total weight of approximately **220,000 kg**, and a total procurement value exceeding RMB **3.84 million**.

Industry-academics-healthcare professional cooperation

Mindray continuously advances industry-academics-healthcare professional cooperation, and shares insights into cutting-edge innovation trends in medical technology. Targeting the weak links in the development of primary healthcare systems, we strive to strengthen the construction of talent cultivation systems and infrastructure development; we jointly develop industry-university-research cooperation programs with universities to cultivate and reserve professional talents for the medical industry; we integrate resources from all sectors, deepen international exchanges and cooperation, and explore pathways for the popularization of cutting-edge medical technologies.

Focusing on primary healthcare improvement and talents training

Focusing on primary healthcare improvement and talents training

Since 2019, we have partnered with Tsinghua University to carry out a comprehensive capacity enhancement program for healthcare system

managers. Starting from 2021, Mindray has combined forces with the School of Public Health of Peking University to conduct diversified medical education and training activities across the country. Since the launch of the training program for health administrators of primary health commissions, a total of 9,384 administrators from primary health commissions, TCM medical institutions, and women and children's medical institutions, etc., from over 2,100 districts or counties in 26 provinces have taken part in the offline learning. In 2026, a total of 46 offline training sessions for primary health commission administrators were organized, with a total of 2,477 participants.

Mindray launched the "Mindray Respiratory Lecture" program in 2018 to promote the standard respiratory therapy technologies and advance the overall quality of respiratory therapy. This program provided targeted training courses for clinicians to support their clinical respiratory therapy, thereby improving the respiratory therapy ability of clinicians and respiratory therapists. In 2025, we organized 85 sessions of Mindray Respiratory Lecture covering 73 cities and attracting 5,033 medical professionals. A total of 20,000 clinicians has been trained in this program. For training on the high-end functions of anesthesia machines and the high-

end modules of monitors, we held 19 sessions of "Mindray Anesthesia Lecture" and 1 session of "Mindray Monitoring Lecture", with a total on-site attendance of over 800 participants and a cumulative number of trained personnel around 2,000. Based on the "Mindray Respiratory Lecture", we have established the "Mechanical Ventilation Training Base" with regional medical centers to promote mechanical ventilation technology. In 2025, we set up 9 training bases in prestigious tertiary hospitals in Guangzhou, Nanjing and so on, bringing the total number of completed training bases to 16.

To help bring rural medical standards up to those in developed regions, Mindray launched the "Mindray Standardized Laboratory Hundred Cities Action" project targeting community health service centers, township health centers, regional medical centers and other institutions. Through the construction of standardized laboratories, we aim to enhance the standardization of primary laboratories in terms of management system, testing technology, and biosafety, thereby strengthening the testing, diagnosis, and operational management capabilities of primary medical institutions. As of December 31, 2025, we had built a total of 762 standardized laboratories, of which 205 were built in 2025.

Cooperating with universities to benefit students

With the aim of sharing resources between the company and universities and promoting industry-academics-research cooperation, we insist on conducting multi-channel, multi-form and multi-level exchange and cooperation activities with universities. This is to forge the foundation for talent development in the healthcare industry.

- In 2025, the R&D center and production bases of Mindray across China received **68** visits from **33** universities, including Tsinghua University, Wuhan University, Southern University of Science and Technology, Sun Yat-sen University, Xi'an Jiao Tong University, with a total of **1,886** students and teachers.

- In 2025, “Mindray Classroom”, offering premium courses on soft skills at workplace, delivered **33** lectures to universities in China, which were attended by **2,762** teachers and students from Huazhong University of Science and Technology, University of Science and Technology of China, Shanghai Jiao Tong University and Zhejiang University and others. In close response to the current employment landscape of college graduates, we have newly developed two targeted courses called “Career Planning” and “Employment Skills Enhancement” this year, aiming to provide college students with more professional and practical guidance as they prepare to enter the workplace.
- In 2025, Mindray held **7** first aid training sessions for **8** universities in China, covering **425** faculty and students from Huazhong University of Science and Technology, University of Science and Technology of China, Sichuan University and others, strengthening their emergency self-rescue and mutual aid capabilities to safeguard life and health in campus.

- In 2025, Mindray launched the “Open Day at Research Institutes”, inviting **94** graduates from Xi’an Jiaotong University, Xidian University, Southeast University and so on to visit the Xi’an Research Institute and Mindray Nanjing for the open day tour.
- Mindray supported the 10th National Biomedical Engineering Innovation Design Competition for College Students, boosting cooperative talent cultivation between industry and academy. This effort injects youthful vitality into the industry and consolidates its talent foundation. The competition attracted registrations from over **280** institutions, more than **4,200** teams and over **15,000** students, all setting historical new highs.

Building cooperation platforms to strengthen communication

Mindray focuses on major technical issues and difficulties in the field of medical devices, and has joined forces with research institutions, international medical regulatory agencies, and industry experts to seek multilateral cooperation. In 2025, we participated in a total of 2,562 events including various exhibitions, medical conferences, and academic exchange forums.

Arab Health 2025

Arab Health 2025 was held in Dubai in January 2025, with over 800 Chinese enterprises in attendance to showcase their innovative achievements. Mindray unveiled the whole set of its Smart Hospital Ecosystem, including the M-Connect IT Solutions and MiCo+ IT Solutions, which provide customized solutions for various clinical departments. A portfolio of novel technologies also made their debuts at the event, such as the UX7 Multifunctional Imaging Platform, Resona A20 Premium Ultrasound System, TE Air Wireless Handheld Ultrasound, and mWear™ Wearable Monitoring System and others.

The 91th China International Medical Equipment Fair

In April 2025, the 91st China International Medical Equipment Fair (CMEF) was held in Shanghai. Mindray exhibited over 40 innovative products and solutions, including the Qiyuan Critical Care Large Model, at the expo, with several new products covering core fields such as emergency care, operating rooms, critical care units, general wards, in-vitro diagnostic (IVD) reagents and equipment, and medical imaging. Among them, the Qiyuan Critical Care Large Model has been successively deployed at numerous leading medical institutions, including The First Affiliated Hospital of Zhejiang University, Shanghai Renji Hospital, and Peking University Shenzhen Hospital. At this pivotal stage where General Large Models are accelerating their application in vertical domains, Qiyuan has achieved a landmark leap in AI cognition for its internalized clinical thinking.

2025 EuroMedLab

The 2025 EuroMedLab was held in May 2025 in Brussels, Belgium. Mindray presented 44 high-quality academic posters at the conference, covering three core fields of Immunology, Clinical Laboratory Testing and Biochemistry, and many leading laboratory testing technologies such as differential testing for myocardial injury, endocrine monitoring of breast cancer and AI-enabled hematology analysis. During the conference, Mindray hosted 4 seminars where in-depth exchanges with industry experts and relative clients were conducted successfully.

ADLM Clinical Lab Expo

In July 2025, the ADLM Clinical Lab Expo kicked off. Mindray created an integrated zone combining technology display, academic exchange and scenario experience, and showcased its self-developed TLA Total Laboratory Automation Line MT 8000 for the first time. This line connects multiple testing areas including hematology, glycated hemoglobin testing, coagulation, biochemistry and immunology, capable of high-throughput processing of 1,000 samples per hour. Coupled with contact-free sample processing technology and an intelligent emergency scheduling algorithm, it has improved the operational efficiency of the laboratory by 40% and reduced labor costs by 35%.

The 6th China International Clinical Engineering Forum (ICEF)

Mindray leverages its strengths in the integration of “Devices + IT + AI” along with rich practical explorations, to offer new perspectives for clinical engineering professionals worldwide and to empower the high-quality development of the clinical engineering discipline. With the support of International Federation for Medical and Biological Engineering (IFMBE), the Global Clinical Engineering Alliance (GCEA) and the China Society of Clinical Engineering (CSCE) of the China Association of Medical Equipment, we officially released the Global Classic Case Collection of Star Clinical Engineering Practices at ICEF. The collection compiles practical cases from 37 countries and transformative insights from 30 experts, fully demonstrating the achievements of clinical engineering teams in technical management, skill application and integrated innovation. In addition, we have actively built a model platform serving as a window for international exchanges, which takes real clinical scenarios as the carrier and fully showcases the effective implementation outcomes of digital and intelligent healthcare.



Group Photo at the 6th ICEF

Fulfilling social responsibility

Mindray remains committed to being a responsible corporate citizen and fulfills its responsibilities of serving society and safeguarding public health. We carry out charitable donations on an ongoing basis, expand cooperation channels with public welfare organizations at home and abroad. We routinely promote the public access defibrillation (PAD) programs and donate AEDs, striving to be a guardian of public health. We also invest in the research and development of veterinary medical equipment and provide technical support for improving the quality of animal life.

Smiles for All

Founded in 1982, Operation Smile is an international non-profit organization dedicated to providing professional and free medical assistance to patients with cleft lip, cleft palate, and other facial deformities. Mindray, in alignment with its corporate mission of “better healthcare for all”, has established a strategic partnership with Operation Smile. This collaboration supports Operation Smile’s goal of delivering safe care to one million patients, addressing medical needs in underserved regions. Mindray donated medical devices to Operation Smile and supported the establishment of medical centers and operation

rooms in regions with a high prevalence of cleft lip and palate cases. These facilities enhanced healthcare access and expanded services to neighboring communities. Mindray helped organize medical training to establish a permanent healthcare team in underserved regions that ensured accessibility for patients. Under the “Global Medical Standards” set by Operation Smile, we provide safe and high-quality care to the patients, including cleft lip and palate surgeries, dental treatments, speech therapy, psychological counseling, and nutritional assessments. Mindray donated medical devices to Wenshan Rehabilitation Hospital in Yunnan, the first partner hospital of Operation Smile in China. We also supported the establishment of operation rooms and a volunteer service base. In Colombia, we funded the construction of medical center in Montería, which established the first cleft lip and palate operation room in northern Colombia. The year of 2025 marks the third year of Mindray’s full-scale cooperation with Operation Smile. As of December 31, 2025, Wenshan Rehabilitation Hospital in Yunnan has screened 312 patients with cleft lip and palate through regular free medical clinics and routine surgical procedures, provided free cleft lip and palate repair surgeries for 189 of them, and performed 301 surgical procedures for patients with other diseases. The medical center in Colombia screened over 1,400

patients with cleft lip and palate, and performed surgeries for 131 cleft cases and 1,750 patients with other conditions.

Additionally, Mindray has actively engaged employees and partners in philanthropic activities. We launched the “Smile for All” initiative and called on employees to participate in voluntary medical service programs of Operation Smile. Colleagues from various departments participated in the program this year. They took various roles in patient support, medical record management, and imaging assistance, supporting patient screening, surgical procedures, and providing technical support for surgeries. In July 2025, 8 employees participated in voluntary medical service programs in Yinchuan, Ningxia Province. They assisted in screening 166 patients and facilitated surgeries for 69 patients.

On our “Family Open Day”, we set up a charity booth to sell “Smile for All” souvenirs and showcase the achievements of voluntary medical service programs of Operation Smile. This

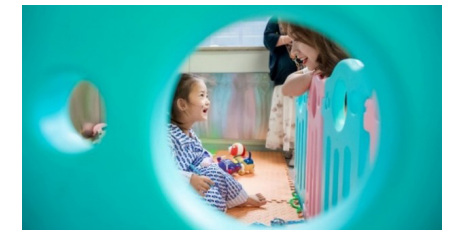


In July 2025, Mindray employees took part in the free medical clinic of Operation Smile held in Yinchuan, Ningxia Province.

initiative aims to unite everyone in raising hope for the treatment of children with cleft lip and palate. As of December 31, 2025, through charity sales, online fundraising, and donations from partner conferences, we raised over RMB 72,000 for the Operation Smile special fund.

The Company has also organized global initiatives such as cycling events to support Operation Smile among employees worldwide. Employees from Mindray Italy accumulated exercise mileage through activities such as cycling and running, and organized charitable fundraising during holidays. Together they raise funds of 12,788 Euros for Operation Smile to support its physician training program and surgical initiatives in Africa.

Moving forward, we stand firm in our commitment to collaborating with Operation Smile to enhance the safety, quality and accessibility of cleft lip and palate treatment and care. We will keep nurturing the seeds of smiles and hope, watching them grow, thrive and bear fruitful results for years to come.



Joining in charitable giving to deliver love and care

We actively fulfill our social responsibilities by dedicating ourselves to public welfare initiatives, and make our contribution to medical accessibility and inclusiveness, emergency relief, education support, and other such areas.

Sailing Beyond Borders: Mindray Joins Mercy Ships to Deliver Better Care Across Africa

Founded in 1978, Mercy Ships is the world's largest nonprofit operating hospital ship organization. It currently operates two medical ships, the Global Mercy™ and the Africa Mercy™, providing free medical services to patients with no access to surgical treatment, and running surgical training programs to enhance healthcare capacity in Africa. In July 2025, Mindray announced a multi-year strategic partnership with Mercy Ships, donating ultrasound equipment to its Global Mercy™ and providing voluntary technical support and training services both online and

offline. As early as 2017, patient monitors and anesthesia supplies donated by Mindray North America had boarded the decks of Mercy Ships for the first time. Between 2018 and 2024, Mindray's North American and European subsidiaries provided continuous device and technical support. Currently, over 350 Mindray devices - including patient monitors, anesthesia machines, ultrasounds, AEDs, ECGs, and central monitoring stations - are operational aboard both Mercy Ships, ensuring care around the clock. In the future, Mindray aims to deliver on a promise exceeding 50,000 surgeries. Beyond providing maritime medical services, Mindray will also support specialized training, preventive education and hospital renovation initiatives to nurture local healthcare workforces in Africa and safeguard the health of local communities.

Assisting in the relief efforts for the Tai Po Wang Fuk Court fire in Hong Kong

In November 2025, the five-alarm fire broke out at Wang Fuk Court in Tai Po, Hong Kong,

causing heavy casualties. To support the disaster relief work, Mindray urgently donated HK\$10 million to the Support Fund for Wang Fuk Court in Tai Po in Hong Kong, which financed emergency care for the injured and infection-control measures during recovery, ensuring that the affected residents have timely access to the necessary medical resources.

Joining in the education aid project in Nanshan District, Shenzhen

Our employees have been actively involved in educational support activities. Since launching the project in Nanshan District with the Yijiaren Educational Assistance Volunteer Association (Nanshan District, Shenzhen) in 2010, we have raised funds of over RMB 400,000 during the 16 years, of which RMB 280,000 was distributed to finance education for children and students in need, and over RMB 100,000 was allocated to purchase supplies, with fulfillment gifts and daily necessities.

The project has helped a total of 659 disadvantaged students to date. Owing to our sustained efforts in educational donation over the years, Mindray was awarded the title of "Model Enterprise for Education Support and Development" by the Nanshan District Volunteers Association in this year.



■ Certificate of "Model Enterprise for Education Support and Development"

“Ruijing” warm winter initiative

Mindray regularly conducts the “Ruijing” Warm Winter Initiative, a used goods donation drive, where employees donate their spare clothes, books, and other items to people in need in remote areas. This year, the Group launched the Value Circulation Program. With employees participating enthusiastically, a total of over 1,200 pieces of clothing, nearly 1,000 books, as well as various stationery, toys and other charitable supplies were collected and donated.



■ On-site Donation of Supplies for the “Ruijing” Warm Winter Initiative

Taking precautionary measures and promoting AEDs

According to statistics, the number of sudden cardiac arrest deaths in China reaches 540 thousand every year, ranking the first in the world. There are about 1,500 sudden cardiac arrest deaths every day, with over 90% occurring outside of hospitals. In the “golden 4 minutes” of first aid after cardiac arrest, if patients are treated with AED and cardio-pulmonary resuscitation, the survival rate can be significantly improved, which is why Mindray is committed to providing and promoting the use of AEDs in public places.

We’re committed to emergency medical care, investing in and integrating various resources to systematically assist in the construction of the public health system by popularizing first aid knowledge, installing emergency medical devices, and improving dispatching support capabilities in the long term and promoting the use of AEDs in public places. We popularize AEDs in public places and launch first aid training courses in parallel to raise the public’s awareness of first aid and their practical operation skills. We also comprehensively execute PAD programs, endeavoring to establish an unobstructed life-saving channel for social emergency medical response.

- In 2025, Mindray continued to deliver approximately 501 first aid training sessions to all sectors of society, with a direct reach of around 22,620 participants. Among these initiatives, our program A Life-Saving Lesson was rolled out across 8 target universities, including Huazhong University of Science and Technology, University of Science and Technology of China and Sichuan University. A total of 7 on-campus offline first aid training sessions were organized for these institutions, benefiting 425 faculty members and students.
- In 2025, Mindray donated 305 AED devices to its partners. We encouraged nearly 480,000 people to participate in first aid training programs in 2025.
- As of December 31, 2025, Mindray’s AED devices have successfully saved the lives of a total of 427 individuals who suffered sudden cardiac arrest in public places across China.



Guarding life, and caring for animal health

Mindray Animal Medical, a wholly owned subsidiary of Mindray, is well aware of the importance of biodiversity conservation and develops medical devices specifically for animal inspections. In addition, the company actively organizes and participates in various forms of animal protection activities to ensure the quality of animal life and health.

- Vetus 9, a color Doppler ultrasound system exclusively for veterinary use, is applicable to large animals such as gorillas, rhinos and dolphins as well as companion animals. Equipped with a host of advanced hardware technologies including the L14-3Ws wide linear array probe and the P8-2Ts, P8-3Ts transesophageal echocardiography (TEE) probes, it supports shear wave elastography, serving as a reliable tool for the examination and diagnosis of tumors, abdominal organ lesions and other conditions in animals. In terms of software, the newly added iConnect remote service tool provides customers with 24/7 real-time online technical support, facilitating a more comprehensive and

specialized diagnostic evaluation of various organ systems in animals, such as the abdominal, cardiac and musculoskeletal systems.

- The all-new WATO A Series veterinary anesthesia system adopts a turbine-driven design integrated with a built-in air compressor. It works in conjunction with oxygen generators to address oxygen needs and is equipped with additional functions including pre- and post-operative safety checklists as well as real-time reminders for the replacement of anesthetics and CO₂ absorbents during surgery, thus ensuring the safety of animals throughout the entire surgical process. In addition, the system features newly added advanced monitoring parameters for anesthetic volume and mechanical performance, enabling veterinarians to accurately track the vital signs of animals and supporting them in performing complex surgeries for a broader range of animal species and specialized medical conditions.

Providing Veterinary Medical Equipment to Safeguard Animal Health

August 2025 saw Mindray Animal Medical provide a full set of veterinary-specific testing and surgical equipment, including anesthesia machines, patient monitors, hematology analyzers and biochemistry analyzers, for the Pets Rule Care Project, a public welfare free veterinary clinic initiative in Costa Rica. These offerings were used by local veterinarians to deliver medical diagnosis and surgical treatments to over 140 animal patients during the three-day free clinic.

In September 2025, Mindray Animal Medical and its local partners provided the Caramelo Institute in Brazil with veterinary surgical equipment such as anesthesia machines, patient monitors and infusion pumps, empowering veterinarians to conduct professional diagnosis and surgical interventions for stray animals and pets suffering from medical hardships.

In addition, Mindray Animal Medical has designed animal-themed calendars. On animal-related memorial days, the company organizes events to popularize animal protection knowledge and advocate for animal welfare. In the years to come, Mindray will continue to join hands with multiple stakeholders, contribute technological strength to biodiversity conservation, and keep the light of life burning bright forever.

Appendix I: Index of Indicators

Index of Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)

Dimension	Disclosure Requirements	Corresponding Mindray 2025 Sustainability Issues	Location in the Report
Environment	Climate response	Climate change	GREEN DEVELOPMENT
	Pollutant discharge	Green operation	GREEN DEVELOPMENT
	Waste disposal	Green operation	GREEN DEVELOPMENT
	Ecosystem and biodiversity protection	Green operation	GREEN DEVELOPMENT
	Environmental compliance management	Green operation	GREEN DEVELOPMENT
	Energy utilization	Green operation	GREEN DEVELOPMENT
	Water resources utilization	Green operation	GREEN DEVELOPMENT
	Circular economy	Green operation	GREEN DEVELOPMENT
	/	Low carbon products	GREEN DEVELOPMENT
Society	Rural revitalization	Rural revitalization	SOCIAL RESPONSIBILITY
	Social contributions	Volunteer service and public welfare projects	SOCIAL RESPONSIBILITY
	Innovation	Smart healthcare, Intellectual property management	INSIGHTFUL INNOVATION
	Ethics of science and technology	Corporate Governance	CORPORATE GOVERNANCE
	Supply chain security	Supplier Management	VALUE CHAIN COLLABORATION

Dimension	Disclosure Requirements	Corresponding Mindray 2025 Sustainability Issues	Location in the Report
Society	Equal treatment of SMEs	/	Since the Group does not fall within the scope of the mandatory disclosure entities listed in Article 46, no response is provided this year.
	Product and service safety and quality	Product quality and safety, Customer service management	VALUE CHAIN COLLABORATION
	Data security and customer privacy	Information security and privacy protection	CORPORATE GOVERNANCE
	Employees	Talent acquisition and retention, Employee rights and welfare, Employee training and development, Occupational health and safety, Diversity and equal opportunity	SUSTAINABLE HUMAN RESOURCES
	/	Access to healthcare	INCLUSIVE HEALTHCARE, INSIGHTFUL INNOVATION
	/	Sales and marketing management	VALUE CHAIN COLLABORATION
	/	Industry-academics-healthcare professional cooperation	SOCIAL RESPONSIBILITY
	Due diligence	/	Since the issue is not subject to mandatory disclosure, no response is provided this year.
	Stakeholder engagement	Since the Group has established a regular stakeholder communication mechanism, and all relevant topics are covered within this framework, this issue is not listed separately.	SUSTAINABILITY MANAGEMENT
Governance	Anti-commercial bribery and anti-corruption	Anti-corruption	CORPORATE GOVERNANCE
	Fair competition	Corporate governance	CORPORATE GOVERNANCE
	/	Investor relations	SUSTAINABILITY MANAGEMENT

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 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location of the report
GRI 2: General Disclosures 2021		
GRI 2-1	Organizational details	ABOUT MINDRAY, Annual Report
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, GREEN DEVELOPMENT
GRI 2-5	External assurance	Appendix V
GRI 2-6	Activities, value chain and other business relationships	VALUE CHAIN COLLABORATION
GRI 2-7	Employees	SUSTAINABLE HUMAN RESOURCES
GRI 2-9	Governance structure and composition	Annual Report
GRI 2-10	Nomination and selection of the highest governance body	Annual Report
GRI 2-11	Chair of the highest governance body	Annual Report
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	CORPORATE GOVERNANCE, Annual Report
GRI 2-13	Delegation of responsibility for managing impacts	CORPORATE GOVERNANCE, Annual Report

GRI Standard	Disclosure	Location of the report
GRI 2-14	Role of the highest governance body in sustainability reporting	SUSTAINABILITY MANAGEMENT
GRI 2-15	Conflicts of interest	Annual Report
GRI 2-16	Communication of critical concerns	SUSTAINABILITY MANAGEMENT, CORPORATE GOVERNANCE
GRI 2-17	Collective knowledge of the highest governance body	Annual Report
GRI 2-18	Evaluation of the performance of the highest governance body	Annual Report
GRI 2-19	Remuneration policies	Annual Report
GRI 2-20	Process to determine remuneration	Annual Report
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	SUSTAINABILITY MANAGEMENT
GRI 2-27	Compliance with laws and regulations	Appendix IV
GRI 2-29	Approach to stakeholder engagement	SUSTAINABILITY MANAGEMENT
GRI 2-30	Collective bargaining agreements	SUSTAINABLE HUMAN RESOURCES
GRI 3: Material Topics 2021		
GRI 3-1	Process to determine material topics	SUSTAINABILITY MANAGEMENT

GRI Standard	Disclosure	Location of the report
GRI 3-2	List of material topics	SUSTAINABILITY MANAGEMENT
GRI 101: Biodiversity 2024		
GRI 101-1	Policies to halt and reverse biodiversity loss	GREEN DEVELOPMENT
GRI 101-2	Management of biodiversity impacts	GREEN DEVELOPMENT
GRI 101-3	Access and benefit-sharing	SOCIAL RESPONSIBILITY
GRI 201: Economic Performance 2016		
GRI 201-1	Direct economic value generated and distributed	Annual Report
GRI 201-2	Financial implications and other risks and opportunities due to climate change	GREEN DEVELOPMENT
GRI 201-4	Financial assistance received from government	Annual Report
GRI 203: Indirect Economic Impacts 2016		
GRI 203-1	Infrastructure investments and services supported	SOCIAL RESPONSIBILITY
GRI 203-2	Significant indirect economic impacts	SOCIAL RESPONSIBILITY
GRI 205: Anti-corruption 2016		
GRI 205-1	Operations assessed for risks related to corruption	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
GRI 206: Anti-competitive behavior 2016		
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	CORPORATE GOVERNANCE

GRI Standard	Disclosure	Location of the report
GRI 207: Tax 2019		
GRI 207-1	Approach to tax	Annual Report
GRI 207-2	Tax governance, control, and risk management	Annual Report
GRI 207-3	Stakeholder engagement and management of concerns related to tax	Annual Report
GRI 302: Energy 2016		
GRI 302-1	Energy consumption within the organization	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 302-3	Energy intensity	Appendix IV: 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
GRI 303: Water and Effluents 2018		
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 IV: Summary of Key Performance Indicators
GRI 303-4	Water discharge	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 303-5	Water consumption	Appendix IV: Summary of Key Performance Indicators
GRI 305: Emissions 2016		
GRI 305-1	Direct (Scope 1) GHG emissions	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators

GRI Standard	Disclosure	Location of the report
GRI 305-2	Energy indirect (Scope 2) GHG emissions	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 305-3	Other indirect (Scope 3) GHG emissions	Appendix IV: Summary of Key Performance Indicators
GRI 305-4	GHG emissions intensity	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 305-5	Reduction of GHG emissions	GREEN DEVELOPMENT
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	GREEN DEVELOPMENT
GRI 306: Waste 2020		
GRI 306-1	Waste generation and significant	GREEN DEVELOPMENT
GRI 306-2	waste-related impacts	INSIGHTFUL INNOVATION, GREEN DEVELOPMENT
GRI 306-3	Management of significant waste-related impacts	GREEN DEVELOPMENT
GRI 306-4	Waste diverted from disposal	GREEN DEVELOPMENT
GRI 306-5	Waste directed to disposal	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 308: Supplier environmental assessment 2016		
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
GRI 401: Employment 2016		
GRI 401-1	New employees hires and employee turnover	SUSTAINABLE HUMAN RESOURCES
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
GRI 401-3	Parental leave	Appendix IV: Summary of Key Performance Indicators
GRI 403: Occupational Health and Safety 2018		
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, GREEN DEVELOPMENT
GRI 403-5	Worker training on occupational health and safety	SUSTAINABLE HUMAN RESOURCES, Appendix IV: 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	SUSTAINABLE HUMAN RESOURCES, Appendix IV: Summary of Key Performance Indicators
GRI 403-10	Work-related ill health	SUSTAINABLE HUMAN RESOURCES, Appendix IV: Summary of Key Performance Indicators
GRI 404: Training and education 2016		
GRI 404-1	Average hours of training per year per employee	SUSTAINABLE HUMAN RESOURCES
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	SUSTAINABLE HUMAN RESOURCES

GRI Standard	Disclosure	Location of the report
GRI 405: Diversity and equal opportunity 2016		
GRI 405-1	Diversity of governance bodies and employees	SUSTAINABLE HUMAN RESOURCES
GRI 406: Non-discrimination 2016		
GRI 406-1	Incidents of discrimination and corrective actions taken	During the Reporting Period, Mindray had no incidents of discrimination.
GRI 408: Child labor 2016		
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.
GRI 409: Forced or compulsory labor 2016		
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.
GRI 414: Supplier social assessment 2016		
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
GRI 416: Customer health and safety 2016		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	VALUE CHAIN COLLABORATION, Appendix IV: 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.
GRI 417: Marketing and labeling 2016		

GRI Standard	Disclosure	Location of the report
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.
GRI 418: Customer privacy 2016		
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: Progress of the United Nations Global Compact

As a participant in the United Nations Global Compact (UNGC), Mindray consistently adheres to the ten principles put forward by the UNGC, is dedicated to achieving the United Nations Sustainable Development Goals, and continuously enhances management and performance in areas such as human rights, labor, environment, and anti-corruption, fulfilling the Group's commitment to society. This year, we have disclosed the company's specific management actions and outcomes for each principle in the following chapters:

Areas	Principles	Corresponding Chapters
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	SUSTAINABLE HUMAN RESOURCES
	Principle 2: make sure that they are not complicit in human rights abuses.	SUSTAINABLE HUMAN RESOURCES
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	SUSTAINABLE HUMAN RESOURCES
	Principle 4: the elimination of all forms of forced and compulsory labour.	SUSTAINABLE HUMAN RESOURCES
	Principle 5: the effective abolition of child labour.	SUSTAINABLE HUMAN RESOURCES
	Principle 6: the elimination of discrimination in respect of employment and occupation.	SUSTAINABLE HUMAN RESOURCES
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	GREEN DEVELOPMENT
	Principle 8: undertake initiatives to promote greater environmental responsibility.	GREEN DEVELOPMENT
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	INSIGHTFUL INNOVATION, GREEN DEVELOPMENT
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	CORPORATE GOVERNANCE

Appendix III: Policy List

Chapter of the Report	Applicable laws and regulations (Partial)	Internal Policies (Partial)	Chapter of the Report	Applicable laws and regulations (Partial)	Internal Policies (Partial)
CORPORATE GOVERNANCE	Criminal Law of the People's Republic of China	Corporate Governance and Internal Control Policy	INSIGHTFUL INNOVATION	Patent Law of the People's Republic of China	Mindray Intellectual Property Management Manual
	Criminal Procedure Law of the People's Republic of China	Anti-corruption Policy			Patent Management Regulation
	Civil Code of the People's Republic of China	Anti-fraud Code			Trademark Management Regulation
	Company Law of the People's Republic of China	Anti-monopoly Policy			Copyright Management Regulation
	Code of Corporate Governance of Listed Companies	Mindray Code of Business Conduct and Ethics			Patent Reward and Payment Regulation
	Accounting Law of the People's Republic of China	Policy for Whistleblowing and Complaints			Collection of Intellectual Property Management Practices
	Securities Law of the People's Republic of China	Personal Information Protection Management			Reliability Work Guide
	Anti-Unfair Competition Law of the People's Republic of China	Policy Guidelines for Impact Assessment of Personal Information Protection			Product Safety Design Requirements
	Interim Provisions on Banning Commercial Bribery	Personal Information Protection Management Specification			Control Procedures for Incoming Material Inspections
	Oversight Law of the People's Republic of China	Information Security and Personal Information Protection Conduct Management Specification			Guidelines for Sampling Plan Determination
	Labor Law of the People's Republic of China	Information Security and Personal Information Protection Training Specification	Reagent Plant Sampling Procedures		
	Public Security Administration Punishments Law of the People's Republic of China	Sensitive Data Hierarchical Protection Management Regulation for Information Security and Personal Information Protection	Control Procedures for Non-Conforming Products		
	Bidding Law of the People's Republic of China	Group Data Protection Policy	Final Quality Control (FQC) Inspection Standard for Devices		
	United Nations Convention against Corruption	Product Cybersecurity Risk Management Policy	Mass-Produced Device Safety Inspection Standard		
	Foreign Corrupt Practices Act	Product Cybersecurity Change Management Policy	Appearance Inspection Standard		
	Antitrust Law	Product Cybersecurity Incident Emergency Response Management Policy	Reagent Product Quality Control Procedure		
Cybersecurity Law of the People's Republic of China	Product Cybersecurity Penetration Testing Implementation Guidelines	Guidelines for Reagent Analytical Method Validation			
			VALUE CHAIN COLLABORATION		Service Management Procedure
				Civil Code of the People's Republic of China	
				Product Quality Law of the People's Republic of China	
				Regulations on the Supervision and Administration of Medical Devices	
				FD&C Act	
				European Union MDR & IVDR	
				The Declaration of Helsinki (DoH)	
				Provisions for Administration of Medical Device Recall	
				Good Manufacturing Practice for Medical Devices	
				Regulation Advertising Law of the People's Republic of China	

Chapter of the Report	Applicable laws and regulations (Partial)	Internal Policies (Partial)	Chapter of the Report	Applicable laws and regulations (Partial)	Internal Policies (Partial)
VALUE CHAIN COLLABORATION	Trademark Law of the People's Republic of China Bidding Law of the People's Republic of China	Reagent Sample Retention Management Procedure	GREEN DEVELOPMENT	Opinions on Further Strengthening Biodiversity Protection	Hazardous Wastes Management Procedure
		Mindray Sustainable Procurement Policy		United Nations Convention on Biological Diversity	Natural Disaster Response Plan
		Supplier Certification Operation Guidelines			Employee Manual
		Supplier Performance Assessment Operation Guidelines		Labor Law of the People's Republic of China	Recruitment and Deployment Management Regulation
		Supplier Life Cycle Management Procedure		Labor Contract Law of the People's Republic of China	Combating Trafficking in Persons Policy
		Responsible Marketing Policy		Social Insurance Law of the People's Republic of China	Human Management Regulation
		Mindray Code of Business Conduct and Ethics		Employment Promotion Law of the People's Republic of China	Labor Discipline Management Regulation
GREEN DEVELOPMENT	Environmental Protection Law of the People's Republic of China		SUSTAINABLE HUMAN RESOURCES	Employment Promotion Law of the People's Republic of China	Remuneration Management System
	Bundes-Immissionsschutzgesetz			Law of the People's Republic of China on the Protection of Women's Rights and Interests	Remuneration Management System for R&D
	Water Pollution Prevention and Control Law of the People's Republic of China			Uniformed Services Employment and Reemployment Rights Act (USERRA)	Remuneration Management System for Sales & Marketing Division
	Atmospheric Pollution Prevention and Control Law of the People's Republic of China			Pay Transparency Nondiscrimination Provision	Performance Management System V10.0
	Law of the People's Republic of China on Prevention and Control of Pollution from Noise	Administrative Measures for Energy and Energy Facilities		Work Safety Law of the People's Republic of China	Diversity, Equity and Inclusion Policy
	Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes	Emergency Management Procedure		Law of the People's Republic of China on the Prevention and Control of Occupational Diseases	Antidiscrimination, Anti-harassment and Anti-bullying Policy
	Energy Conservation Law of the People's Republic of China	EHS Performance Management Procedure		Arbeitsschutzgesetz (ArbSchG)	Hazards Evaluation Management Procedure
	Water Law of the People's Republic of China	Pollutants Management Regulation		Regulation on the Safety Management of Hazardous Chemicals	Change Management Procedure
	Forest Law of the People's Republic of China			Chemikaliengesetz (ChemG)	Contractor EHS Management Procedures
	Wild Animal Conservation Law of the People's Republic of China			Gefahrstoffverordnung (GefStoffV)	Occupational Health Management Procedure
Biosecurity Law of the People's Republic of China			Hazardous Chemicals Safety Management Procedure		
			SOCIAL RESPONSIBILITY	Charity Law of the People's Republic of China	EHS Training Management Procedure

Appendix IV: Summary of Key Performance Indicators⁸

General disclosure

Information on employees and other workers

Indicators	Unit	2023	2024	2025
Total headcount	Person	18,044	19,172	21,288
Total headcount by gender				
Male	%	69.90	70.40	65.22
Female	%	30.10	29.60	34.78
Total headcount by geographical region				
China (including Hong Kong, Macao and Taiwan)	%	84.24	84.00	85.08
North America	%	3.70	3.60	3.30
Europe	%	6.38	6.42	6.00
Other countries and regions of the world (ROW)	%	5.68	5.98	5.62
Total headcount by educational background				
Bachelor's degree or above	%	71.70	71.07	67.87
College degree	%	8.50	9.74	11.21
Technical degree or below	%	19.80	19.19	20.92
Total headcount by employee category				
Manufacturing personnel	%	28.99	30.21	33.38
Sales & Marketing personnel	%	25.37	24.10	22.88

Indicators	Unit	2023	2024	2025
R&D personnel	%	24.52	24.79	24.48
Financial personnel	%	1.79	1.78	1.67
Administrative personnel	%	0.94	0.89	1.22
Customer service personnel	%	10.72	10.41	8.92
Others	%	7.67	7.82	7.45
Total headcount by rank				
Senior management and above	%	0.29	0.83	1.19
Middle management and above	%	3.61	2.85	4.15
General staff	%	96.10	96.32	94.66
Total headcount by age group				
Under 31 years old	%	34.78	33.21	29.26
31-40 years old	%	47.33	48.01	49.96
41-50 years old	%	13.16	14.08	16.31
Over 50 years old	%	4.73	4.70	4.47
Employee engagement survey				
Participation rate of employee engagement survey	%	/	92.64	92.60

8. The key performance indicators of 2025 in the Report include our listed subsidiary APT Medical, resulting in a broader scope of coverage compared to 2023 and 2024. However, due to data availability constraints, retrospective adjustments are not made to the key performance indicators of 2023 and 2024.

Supply chain

Indicators	Unit	2023	2024	2025
Qualified suppliers by geographical regions				
Chinese mainland	%	83	81.50	90.20
Overseas	%	17	18.50	9.80

Economic indicators

Indirect economic impacts

Indicators	Unit	2023	2024	2025
Infrastructure investments and services supported				
Number of participants in rescue training	Person-times	625,000	450,000	480,000

Anti-corruption

Indicators	Unit	2023	2024	2025
Communication and training about anti-corruption policies and procedures				
Times of anti-corruption and anti-fraud training	Times	20	63	52
Coverage of anti-corruption and anti-fraud training	%	100	100	100
Confirmed incidents of corruption and actions taken				
Number of confirmed incidents of corruption	Case	1	0	0

Environmental indicators⁹

Energy

Indicators	Unit	2023	2024	2025
Energy consumption				
Total direct energy consumption	tce	3,077	2,605	3,183
Total indirect energy consumption	tce	14,952	16,022	23,520
Total energy consumption ¹⁰	tce	18,029	18,627	26,703
Non-renewable energy				
Gasoline	Liters	45,953	34,953	60,930
Diesel	Liters	3,313	9,540	8,600
Pipeline natural gas	Cubic meter	2,253,168	1,576,385	1,998,201
Liquefied petroleum gas	kg	11,255	1,243	14,585
Electricity and heat purchased for consumption				
Electricity consumption	MWh	118,792	128,506	187,085
Heat consumption	GJ	10,327	6,708	15,440
Renewable energy				
Solar energy production	MWh	741	3,865	3,452

9. In the Report, environmental indicators that include energy, emissions, and environmental compliance entities disclosed in 2025 cover the office, R&D, manufacturing sites in which the Company held more than 50% interests and rights, and which were put into operation all year round during the reporting period.

10. The calorific value conversion factors for each type of non-renewable fuel and electricity and heat consumption and the volume-weight conversion factors for gasoline and diesel fuel 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 and the Energy Statistics Manual published by International Energy Agency, as well as Approximate conversion factors published by BP, a global energy company, and Gas unit conversion tables published by Energyrates.ca, a Canadian energy company, on its website.

Indicators	Unit	2023	2024	2025
Volume of purchased green electricity	MWh	/	/	50,386
Total consumption of renewable energy	tce	91	475	6,617
Energy intensity				
Energy intensity ¹¹	tce/million RMB	0.52	0.54	0.80

Water and Effluents

Indicators	Unit	2023	2024	2025
Water withdrawal				
Water withdrawal of the third-party facilities ¹²	Cubic meter	1,208,013	1,371,336	1,723,127
Water withdrawal intensity				
Water withdrawal intensity of third-party facilities ¹³	Cubic meter/ million RMB	34.58	39.57	51.77
Others				
Water reuse	Cubic meter	82,188	92,390	156,738

11. The internal energy intensity is calculated by taking the consumption of gasoline, diesel, piped natural gas, liquefied petroleum gas, purchased electricity and heat used by entities which environmental indicators are disclosed in 2025 as the numerator; and taking the Group's revenue in 2025 as the denominator.

12. Since the company is currently unable to accurately calculate total discharge volume, total water consumption for 2025 is estimated at 10% of total water withdrawal, which amounts to approximately 172,313 cubic meters.

13. The water withdrawal intensity is calculated by taking the water withdrawal of the third-party facilities within environmental indicators disclosed in 2025 as the numerator; and taking the Group's revenue in 2025.

Emissions¹⁴

Indicators	Unit	2023	2024	2025
Direct (Scope 1) GHG emissions ¹⁵				
Direct (Scope 1) GHG emissions	Tonnes of CO ₂ equivalent	7,207.56	5,327.98	7,115.56
Energy indirect (Scope 2) GHG emissions ¹⁶				
Energy indirect (Scope 2) GHG emissions	Tonnes of CO ₂ equivalent	67,978.55	68,619.75	73,003.34
Other indirect (Scope 3) GHG emissions ¹⁷				
Other indirect (Scope 3) GHG emissions	Tonnes of CO ₂ equivalent	/	94,210.38	103,473.06

14. As for the emission factors of electricity in China refer to the national electricity carbon dioxide emission factor in the Announcement on Releasing the 2023 Electricity Carbon Dioxide Emission Factors issued in December 2025; the emission factors of electricity in countries or regions outside China refer to the IEA Emission Factors Database for 2024 and the Carbon Footprint COUNTRY SPECIFIC ELECTRICITY GRID GREENHOUSE GAS EMISSION FACTORS issued in March 2022; emission factors and global warming potential values of mobile combustion sources and refrigerants refer to the Reporting Guidance on Environmental KPIs issued by The Stock Exchange of Hong Kong Limited on 25 March 2022, and for the calorific value factors and emission factors of other energy sources, refer to the IPCC Guidelines for National Greenhouse Gas Inventories, the General Rules for Calculating Comprehensive Energy Consumption GB/T 2589-2020 issued by the State Administration for Market Supervision and Administration and the National Standardization Administration, and the Energy Data Manual issued by the International Energy Agency.

15. 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 and liquefied petroleum gas; emissions from burning of flow combustion sources, including gasoline consumption for official vehicles; HFCs and PFCs emissions from using freezing and air-conditioning equipment; CO₂ emissions generated by materials.

16. GHG emissions (Scope 2) generated include emissions generated by using purchased power and heat.

17. The Group's greenhouse gas emissions (Scope 3) are calculated in accordance with the Corporate Value Chain (Scope 3) Accounting and Reporting Standard¹⁸ published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). In 2024, the Group's greenhouse gas emissions (Scope 3) were calculated for Category 6 Business Travel and Category 9 Downstream Transportation and Distribution; in 2025, calculations for Category 5 Waste Generated in Operations and Category 7 Employee Commuting are added. The calculation factors of Category 5 referred to data from the United States Environmental Protection Agency (EPA) public database; Category 6 USEEIO public database; Category 7 the UK Government public database; and Category 9 the UK Government public database.

Effluents and Waste

Indicators	Unit	2023	2024	2025
Waste directed to disposal				
Weight of hazardous wastes	Tonnes	729.51	1,058.26	1,219.86
Intensity of hazardous wastes ¹⁸	Tonnes / million RMB	0.02	0.03	0.04
Weight of non-hazardous wastes ¹⁹	Tonnes	/	3,629.87	4,068.19
Intensity of non-hazardous wastes	Tonnes / million RMB	/	0.10	0.12

Environmental Compliance

Indicators	Unit	2023	2024	2025
Violation of environment-related laws or regulations				
Significant fines and non-monetary sanctions for violation of environmental laws and/or regulations				
Total monetary value of significant fines	RMB	0	0	0
Total number of monetary sanction cases caused by environmental events	Times	0	0	0
Total number of non-monetary sanction cases caused by environmental events	Times	0	0	0

18. The intensity of hazardous wastes is calculated by taking the weight of the hazardous waste for disposal in the environmental indicators disclosed in 2025 as the numerator; and taking the Group's revenue in 2025.

19. The weight of non-hazardous waste covers all the R&D and manufacturing sites of the Group in 2025.

Social indicators

Number of newly hired employees

Indicators	Unit	2023	2024	2025
Total number of newly hired employees	Person	3,680	3,982	2,319
New hires by gender				
Male	%	71.35	72.28	58.48
Female	%	28.65	27.72	41.52
New hires by geographical region				
Chinese mainland	%	82.90	83.38	74.71
Overseas	%	17.10	16.62	25.29
New hires by age group				
Under 31 years old	%	58.40	62.28	53.07
31-40 years old	%	31.79	31.50	35.74
41-50 years old	%	6.93	4.46	8.71
Over 50 years old	%	2.88	1.76	2.48

Employee turnover

Indicators	Unit	2023	2024	2025
Turnover rate ²⁰	%	12.60	14.80	12.90
Turnover rate by gender				
Male	%	/	/	13.90
Female	%	/	/	10.99
Turnover rate by age				
Under 31 years old	%	/	/	17.63
31-40 years old	%	/	/	10.91
41-50 years old	%	/	/	9.57
Over 50 years old	%	/	/	13.35
Turnover rate by region				
Chinese mainland	%	/	/	12.25
Overseas	%	/	/	16.80

Parental leave

Indicators	Unit	2023	2024	2025
Total number of employees entitled to parental leave by gender				
Male	Person	1,236	1,342	1,272
Female	Person	380	402	366

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

Occupational health and safety

Indicators	Unit	2023	2024	2025
Worker training on occupational health and safety				
Total hours of occupational health and safety training for workers	Hour	147,374	159,902	221,093
Total number of employees attending occupational health and safety training	Person-times	120,600	149,708	148,341
Work-related injuries				
Deaths and death rate arising from work-related injuries	Person; %	0; 0	0; 0	0; 0
Lost time injury rate	/	0.010	0.022	0.016
Recordable case rate	/	0.020	0.026	0.029
Work-related health issues				
Work-related fatalities	Person	0	0	0
Occupational health and safety investment				
Occupational health and safety investment	10 thousand RMB	1,447	1,441	2,484

Training and education

Indicators	Unit	2023	2024	2025
Total number of employees trained	Person	17,993	19,172	21,288
Percentage of total employees trained	%	99.72	100	100
Percentage of employees trained by gender				
Male	%	/	/	65.22
Female	%	/	/	34.78

Indicators	Unit	2023	2024	2025
Percentage of employees trained by employee category				
Senior management and above	%	/	/	1.19
Middle management and above	%	/	/	4.15
General staff	%	/	/	94.66
Employee training				
Average training hours completed per employee	Hour/person	37.02	35.69	32.94
Average training hours completed per employee by gender				
Male	Hour/person	/	/	34.24
Female	Hour/person	/	/	30.50
Average training hours completed per employee by employee category				
Senior management	Hour/person	/	/	36.69
Middle management	Hour/person	/	/	39.90
General staff	Hour/person	/	/	32.59
Performance and career development reviews				
Employees receiving regular performance and career development reviews	%	100	100	100

Diversity and equal opportunity

Indicators	Unit	2023	2024	2025
Management diversity				
Number of employees in executive management	Person	7	11	19
Number of women in executive management	Person	3	3	4
Average years employed				
Average years employed for male employees	Year	5.31	5.50	6.00
Average years employed for female employees	Year	5.22	5.40	5.40

Child labour, forced or compulsory labour

Indicators	Unit	2023	2024	2025
Operations and suppliers at significant risk for incidents of child labour				
Number of operations and suppliers	Case	0	0	0
Operations and suppliers at significant risk for incidents of forced or compulsory labour				
Number of operations and suppliers	Case	0	0	0

Non-discrimination

Indicators	Unit	2023	2024	2025
Incidents of discrimination and corrective actions taken				
Total number of incidents of discrimination during the Reporting Period	Case	0	0	0

Customer health and safety

Indicators	Unit	2023	2024	2025
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	0	0
Any incident in which a warning is imposed for violation of regulations	Case	0	0	0
Any incident against code of voluntary	Case	0	0	0

Marketing and labelling

Indicators	Unit	2023	2024	2025
Incidents of non-compliance concerning product and service information and labelling				
Any incident in which a fine or penalty is imposed for violation of regulations	Case	0	0	0
Any incident in which a warning is imposed for violation of regulations	Case	0	0	0
Any incident against code of voluntary	Case	0	0	0
Incidents of non-compliance concerning marketing communications				
Any incident in which a fine or penalty is imposed for violation of regulations	Case	0	0	1
Any incident in which a warning is imposed for violation of regulations	Case	0	0	0
Any incident against code of voluntary	Case	0	0	0

Customer privacy

Indicators	Unit	2023	2024	2025
Substantiated complaints concerning breaches of customer privacy and losses of customer data				
Complaints received from outside parties and substantiated by the organization	Case	0	0	0
Complaints from regulatory bodies	Case	0	0	0
Total number of identified leaks, thefts, or losses of customer data	Case	0	0	0
Substantiated complaints concerning breaches of customer privacy	Case	0	0	0

Customer services

Indicators	Unit	2023	2024	2025
Number of products and services related complaints received and how they are dealt with				
Customer complaint response rate	%	100	100	100
Customer complaint resolution rate	%	100	100	100
Overall satisfaction with complaint settlement	%	100	100	100

R&D and innovation of products

Indicators	Unit	2023	2024	2025
R&D resources and patent application				
R&D engineer	Person	4,425	4,752	5,212
Number of patents applied	Case	10,090	11,370	12,983
Number of invention patents applied	Case	7,222	8,224	9,399
Number of authorized patents	Case	4,767	5,588	6,567
Number of authorized invention patents	Case	2,226	2,775	3,409

Appendix V: Independent Assurance Report

ASSURANCE STATEMENT

REPORT ON SUSTAINABILITY ACTIVITIES IN THE SHENZHEN MINDRAY BIO-MEDICAL ELECTRONICS CO., LTD.'S SUSTAINABILITY REPORT FOR 2025

NATURE OF THE ASSURANCE/VERIFICATION
SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by SHENZHEN MINDRAY BIO-MEDICAL ELECTRONICS CO., LTD. (hereinafter referred to as MINDRAY) to conduct an independent assurance of the *Sustainability Report for 2025* (Chinese version) for the period of January 1, 2025 to December 31, 2025.

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

RESPONSIBILITIES
The sustainability information in the *Sustainability Report for 2025* and its presentation are the responsibility of MINDRAY's chairman, governing body and the management. SGS-CSTC has not been involved in the preparation of any of the material included in the *Sustainability Report for 2025*.

Our responsibility is to express an opinion on the sustainability performance information within the scope of assurance based upon sufficient and appropriate objective evidence.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE
The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3) and ISAE 3000.

The AA1000 Assurance Standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP, 2018).

The SGS Group ESG & Sustainability Report Assurance (SRA) protocols used to conduct assurance are based upon internationally recognised assurance standards including the ISAE 3000.

Assurance Standard	Level of Assurance
AA1000AS v3 Type 2	Moderate
ISAE 3000	Limited

SCOPE OF ASSURANCE
The scope of the assurance included evaluation of quality, accuracy and reliability of the sustainability-related performance information presented in the MINDRAY's *Sustainability Report for 2025* and evaluation of adherence to the following reporting criteria:

Reporting Criteria
GRI Standards 2021 (With Reference to)
Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees on-site at MINDRAY Building, Keji 12th Road South, High-Tech Industrial Park, Nanshan District, Shenzhen City, Guangdong Province, P.R.China, and review and validation of documentation and records with relevant personnel of MINDRAY's affiliates where relevant.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LIMITATIONS AND MITIGATION
Data drawn directly from independently audited financial accounts and intensity data calculated based on financial data has not been checked back to source as part of this assurance process.

The greenhouse gas emissions related data (Scope 1, 2, and 3) in the *Sustainability Report for 2025* was calculated by MINDRAY. In the context of the present assurance engagement, our procedures were sample-based validation.

This assurance engagement covered the group level of MINDRAY.

STATEMENT OF INDEPENDENCE AND COMPETENCE
The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC 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 assurance engagement performed, we believe that no inaccuracies or reliability issues were identified in respect of the sustainability performance information covered by the assurance scope. The MINDRAY's *Sustainability Report for 2025* has been prepared in accordance with the Four Principles of AA1000.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY
MINDRAY's *Sustainability Report for 2025* has demonstrated that the organization identified its stakeholders, collected their expectations and concerns, established methods for stakeholder communication and engagement, and undertaken various forms of dialogue and interaction with them.

MATERIALITY
MINDRAY's *Sustainability Report for 2025* has reasonably disclosed significant issues and indicators that materially affect stakeholder evaluations and decisions, reflecting the organization's most significant impacts on economic, environmental, and social matters based on the concerns raised by relevant stakeholders.

RESPONSIVENESS
MINDRAY's *Sustainability Report for 2025* has demonstrated the established channels for stakeholder interaction and has fully addressed stakeholder concerns and expectations. Additionally, it has provided transparent responses on material issues to an appropriate extent.

IMPACT
MINDRAY's *Sustainability Report for 2025* has provided an account of the monitoring and measurement of the principal activities' impacts concerning environmental, social, and governance (ESG) issues.

ADHERENCE TO GRI STANDARDS 2021
The assurance team concludes that the MINDRAY's *Sustainability Report for 2025* has been prepared with reference to the requirements of GRI Standards 2021.

ADHERENCE TO SELF-REGULATORY GUIDELINES NO. 17 FOR COMPANIES LISTED ON SHENZHEN STOCK EXCHANGE—SUSTAINABILITY REPORT (FOR TRIAL IMPLEMENTATION)

The assurance team concludes that the MINDRAY's *Sustainability Report for 2025* has been prepared in accordance with the requirements of Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation).

RECOMMENDATIONS
All observations pertaining to commendable practices, sustainable development activities, and managerial recommendations identified throughout the assurance process have been thoroughly communicated with relevant management divisions of MINDRAY to serve as a reference for their ongoing efforts towards continuous improvement.

Signed:



For and on behalf of SGS-CSTC

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

Mar. 13th, 2026
WWW.SGS.COM



CN26/0001779



AA1000
Licensed Report
000-8/V3-CRLY4

mindray

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