

Shenzhen Mindray Bio-Medical Electronics Co., Ltd. Sustainability Management System

Chapter I General Provisions

- Article 1** To promote sustainable economic and social development and encourage the Company to proactively assume social responsibilities, this System is developed, taking into account the actual circumstances of the Company and in accordance with the provisions outlined in the *Company Law*, *Securities Law*, the *Rules Governing the Listing of Shares on the ChiNext Market of the Shenzhen Stock Exchange*, the *Basic Norms of Enterprise Internal Control*, the *Self-regulatory Guidelines for the Companies Listed on the Shenzhen Stock Exchange No. 2 – Standardized Operation of the Companies Listed on the ChiNext Market*, and other applicable laws, regulations, rules and normative documents.
- Article 2** The sustainability of the Company, as referred to in this System, includes the Company's responsibility to engage in environmental protection, fulfill its obligations to stakeholders, and improve corporate governance, with the aim of fostering sustainable social development.
- Article 3** While pursuing economic benefits and protecting the rights and interests of shareholders, the Company shall also fully safeguard the interests of creditors, and attach importance to environmental protection, community interests, and the rights and interests of employees and customers. In addition, the Company shall actively facilitate common development of the industrial chain and promote sustainable social development.
- Article 4** In its business activities, the Company shall observe the principles of voluntariness, fairness, making compensation for equal value, as well as good faith. The Company shall also comply with social morality and business ethics, and accept government and public oversight. The Company shall not seek improper benefits through illegal activities such as bribery and smuggling. Moreover, the Company shall not infringe on the intellectual property rights of others, including trademarks, patents, and copyrights, and shall refrain from engaging in acts of unfair competition.

Article 5 Considering the industry and its own business characteristics, the Company shall develop a strategic planning and working mechanism for sustainability that aligns with its actual situation. The Company's strategic planning for sustainability shall at least include the Company's code of business ethics, the employee protection plan and career development support plan, the technical input and R&D plan for the rational use of resources and effective environmental protection, the social development funding scheme, and institutional arrangements for the implementation, management, and oversight of the sustainability planning.

Article 6 The Company shall refrain from the research, development, and use of science and technology that pose risks to the natural environment, life and health, public safety, and ethical standards, and shall not engage in R&D and business activities that infringe upon the basic rights of individuals or compromise the public interest.

Chapter II Segregation of Duties in Sustainability Management

Article 7 The Board of Directors serves as the decision-making body for driving the Company's sustainable development. It is responsible for making decisions on major matters in relation to the Company's sustainable development and reviewing the Company's annual sustainability report.

Article 8 Established under the Board of Directors, the Strategy and Sustainability Committee is responsible for proposing the Company's sustainability strategies and policies, monitoring, inspecting, evaluating, and making recommendations on the Company's sustainability management performance. The Strategy and Sustainability Committee reports to the Board of Directors and is accountable to the Board of Directors.

Article 9 The ESG Executive Committee serves as the Company's centralized sustainability management department, which is responsible for formulating strategic plans and objectives for sustainable development, as well as coordinating and promoting the implementation of tasks related to sustainable development.

Chapter III Protection of the Rights and Interests of Shareholders and Creditors

- Article 10** The Company shall enhance its corporate governance framework, treat all shareholders fairly and equitably, and ensure that shareholders fully exercise their legal rights and interests as prescribed by laws, regulations, rules, and the Company's *Articles of Association*.
- Article 11** When convening a shareholders' meeting, the Company shall choose a suitable time and venue, and adopt online voting in accordance with regulations, aiming to encourage more shareholders to attend the meeting and exercise their rights.
- Article 12** The Company shall strictly comply with the provisions of relevant laws and regulations, and the *Rules Governing the Listing of Shares on the ChiNext Market of the Shenzhen Stock Exchange*, to perform its disclosure obligations. The Company shall actively disclose information that may affect the investment decisions of shareholders and other investors, treat all investors fairly and equitably, and refrain from selective disclosure of information.
- Article 13** The Company shall develop a practical and reasonable profit distribution plan in alignment with its development plan, as well as laws, regulations, and relevant systems of the Company, in order to actively provide returns to shareholders.
- Article 14** The Company shall ensure its financial soundness, keep its assets and funds safe and secure, and balance the interests of creditors while pursuing the maximization of the interests of shareholders. The Company shall not compromise the interests of creditors for the sake of shareholders' interests.
- Article 15** When making business decisions, the Company shall fully take the legitimate rights and interests of creditors into consideration, and promptly inform creditors of material information concerning their rights and interests. In the event that creditors require access to the Company's relevant financial, operational, and management information to safeguard their own interests, the Company shall cooperate and provide support.

Chapter IV Protection of Rights and Interests of Employees and Employee Benefits

- Article 16** The Company shall strictly comply with laws, regulations, and rules on labor and social security, including the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, to protect the legitimate rights and interests of employees in accordance with the law. The Company shall establish and improve the employment system that includes a remuneration system and an incentive mechanism, and ensure that employees enjoy labor rights and perform their labor obligations in accordance with the law.
- Article 17** The Company shall respect employees' personalities and protect their legitimate rights and interests, provide care for employees, and promote a harmonious and stable labor-capital relationship. The Company shall implement special labor protection for female employees in accordance with relevant national regulations. The Company shall be prohibited from forcing employees to work and subjecting employees to corporal punishment. Further, the Company shall prohibit workplace bullying in any form.
- Article 18** The Company shall establish and improve the occupational safety and health system, strictly implement the national occupational safety and health regulations and standards, conduct education on occupational safety and health for its employees, and provide employees with a healthy and safe working and living environment, with the aim of minimizing the risk of accidents in the course of work, and reducing occupational health hazards.
- Article 19** The Company shall uphold the principles of income distribution according to work and equal remuneration for work of equal value. The Company shall not make unlawful deductions or unjustifiably delay wage payments to employees. The Company shall not adopt a contract arrangement that is solely based on labor services, or reduce employees' wage payments and

social security benefits through disguised probation or other similar methods.

Article 20 The Company shall respect employees' personalities and preserve the dignity of employees. The Company shall refrain from interfering with employees' freedom of religion or belief. The Company shall not discriminate against employees in any aspect, including hiring, remuneration, training opportunities, promotion, dismissal, or retirement, based on factors such as ethnicity, race, nationality, religious belief, gender, and age.

Article 21 The Company shall establish a vocational training system, and withdraw and use vocational training funds as stipulated by relevant national regulations. The Company shall actively carry out employee training, encouraging and supporting employees to participate in part-time refresher training programs, and striving to provide more opportunities for employee development.

Article 22 In accordance with the *Company Law of the People's Republic of China* and the Company's *Articles of Association*, the Company shall strengthen the construction of the employee representative assembly and the trade union, as well as establish and enhance the employee representative supervisor selection and appointment system, ensuring that employees are entitled to enjoy full rights in corporate governance. The Company shall support the trade union in carrying out its activities in accordance with the law. The Company shall actively listen and seek out employees' opinions on matters concerning their vital interests, including wages, benefits, occupational safety and health, and social insurance. This shall be achieved through democratic channels such as the employee representative assembly and trade union meetings, showing the Company's commitment to caring for and attaching importance to the reasonable needs of employees.

Article 23 The Company shall take measures proactively and establish internal systems and working mechanisms to raise awareness of sustainability among its employees, encouraging employees to actively assume their

responsibilities for sustainability and contributing to the advancement of sustainable economic and social development.

Article 24 The Company shall take measures proactively to improve employee benefits. In accordance with the procedures, approaches, and criteria outlined in the Company's internal systems and taking the Company's operating performance, as well as the performance, achievements, special contributions, and potential of the Company's employees, teams, or departments into consideration, the Company shall regularly or irregularly formulate an incentive scheme for its employees, teams, or departments, and reward the employees, teams, or departments that have been included in the incentive scheme on a recurring basis, either through a one-time lump sum or in installments. The exact form of incentives may consist of one or more combinations of monetary rewards, honorary awards, or other types of incentives. The incentive amount shall be determined by the Company's management, subject to the financial budget for the year and aligning with the Company's operating performance.

Article 25 Upon internal deliberation and approval of the Company's employee incentive scheme, the Company's management shall decide on the specific distribution plan, distribution targets, and distribution cycle. At the end of each fiscal year, the Company shall report the implementation of the incentive scheme for that year to the Remuneration and Assessment Committee under the Board of Directors in written or oral form. The Remuneration and Assessment Committee under the Board of Directors is responsible for overseeing the formulation and execution of the employee incentive scheme.

Article 26 Except for equity awards or employee incentive forms that require exclusive deliberation by the Company's Board of Directors or the shareholders' meeting as specifically stipulated in the *Company Law*, other applicable laws and regulations, and the Company's *Articles of Association*, other types of employee incentives shall be formulated and deliberated by the Company's management. The organization and implementation of the employee incentive scheme shall also be the responsibility of the Company's management. The formulation,

implementation, and disclosure procedures of the incentive scheme shall comply with the provisions and requirements set forth in the *Company Law*, the *Securities Law*, the *Rules Governing the Listing of Shares on the ChiNext Market of the Shenzhen Stock Exchange*, the *Basic Norms of Enterprise Internal Control*, and other applicable laws, regulations, rules and normative documents.

Chapter V Protection of Rights and Interests of Suppliers, Customers, and Consumers

Article 27 To safeguard the legitimate rights and interests of suppliers, customers, and consumers, the Company shall be honest and trustworthy to suppliers, customers, and consumers, and refrain from seeking gains through improper means such as exaggerated promotion or false advertising.

Article 28 According to its own production and business model, the Company shall perform the following responsibilities regarding production and product safety:

- (I) Complying with product safety laws, regulations, and industrial standards;
- (II) Establishing a safe and reliable production environment and production process;
- (III) Establishing mechanisms for product quality and safety assurance and developing emergency plans for product safety incidents;
- (IV) Other responsibilities regarding production and product safety that shall be performed.

Article 29 The Company shall guarantee the safety of its products or services, and ensure that its products or services meet the relevant national quality standards or obtain certifications from the relevant national quality inspection bodies.

Article 30 In the event that the Company becomes aware of any of its products or services with serious defects that could potentially harm the safety of individuals and property, even when used correctly, the Company shall promptly report the matter to the relevant competent authorities.

Moreover, the Company shall inform customers and consumers and take measures to prevent any potential harm.

Article 31 The Company shall urge customers and suppliers to comply with business ethics and social morality. In cases where customers or suppliers fail to improve their practices, the Company shall refuse to sell them products or use their products.

Article 32 The Company shall establish corresponding procedures to strictly monitor all types of business activities conducted between the Company or its employees, and customers and suppliers in order to prevent bribery.

Article 33 The Company shall ensure the proper handling and protection of the personal information of suppliers, customers, and consumers. The Company shall not use or resell such personal information for profit without the authorization and permission of the right holder.

Article 34 The Company shall provide satisfactory after-sales service, properly address the complaints and suggestions proposed by suppliers, customers, and consumers, and effectively safeguard the legitimate rights and interests of relevant right holders.

Chapter VI Climate Change and Environmental Protection

Article 35 The Company shall incorporate climate-related risks and opportunities into its risk management processes and strategic investment decision-making. Based on actual circumstances, such as its own production and business characteristics, and the extent of exposure to climate change, the Company shall thoroughly identify climate-related risks, assess their materiality, and act accordingly based on their importance to the business.

Article 36 The Company shall integrate ecological and environmental protection requirements into the development strategy and corporate governance. Based on actual circumstances, such as its own production and business characteristics, and the impact on the environment, the Company shall perform the following environmental protection responsibilities:

- (I) Complying with environmental protection laws, regulations, and industrial standards;
- (II) Developing and executing the Company's environmental protection plan;
- (III) Ensuring the efficient use of natural resources such as energy, water resources, and raw materials;
- (IV) Ensuring compliant disposal of pollutants;
- (V) Building and operating effective pollution prevention and control facilities;
- (VI) Ensuring full payment of taxes and surcharges related to environmental protection;
- (VII) Ensuring the environmental security of the supply chain;
- (VIII) Other responsibilities regarding environmental protection that shall be performed.

Article 37 The Company shall formulate a holistic environmental protection policy according to its impact on the environment, and designate dedicated personnel responsible for establishing, implementing, maintaining, and improving the Company's environmental protection system. Moreover, the Company shall allocate the necessary human, material, technical, and financial resources to support environmental protection.

Article 38 The Company's environmental protection policy shall include the following key aspects:

- (I) Compliance with all laws, regulations, and rules concerning environmental protection;
- (II) Reducing the consumption of various resources, including raw materials and auxiliary materials for production, packaging materials, and energy;
- (III) Reducing waste generation and maximizing the recovery and recycling of waste;
- (IV) Avoiding the generation of waste that pollutes the environment to the greatest extent possible;

- (V) Adopting environmental-friendly materials as well as designs, technologies, and raw materials that promote energy conservation and waste reduction;
- (VI) Minimizing the adverse impacts of the Company's development on the environment;
- (VII) Providing environmental protection training for employees;
- (VIII) Creating a sustainable environment.

Article 39 Based on its own actual circumstances, the Company may disclose the following environmental information either in its annual sustainability report or as a separate report:

- (I) The Company's environmental protection policy, annual environmental protection goals, and achievements;
- (II) The Company's total annual resource consumption;
- (III) The Company's investment in environmental protection and the development of environmental technologies;
- (IV) The type, quantity, concentration, and destination of pollutants discharged by the Company;
- (V) The construction and operation of the Company's environmental protection facilities;
- (VI) The handling and disposal of waste generated during the Company's production process, as well as the recycling and comprehensive utilization of discarded products;
- (VII) The Company's voluntary agreement with the environmental protection department to improve environmental behavior;
- (VIII) Awards granted to the Company by the environmental protection department;
- (IX) Other voluntary disclosure of environmental information by the Company.

If the Company discloses the environmental information in the form of an interim report during the Reporting Period, it shall provide an update on the follow-up progress or changes. If the relevant matter has been disclosed in the interim report and there has been no follow-up progress or changes in its implementation, the Company is only required to disclose an

overview of such matter and provide the index of related queries of the website where the interim report was disclosed.

Article 40 The Company shall designate dedicated personnel on a regular basis to inspect the implementation of the environmental protection policy, correct any behaviors that do not align with the Company's environmental protection policy, and take corresponding remedial measures.

Article 41 In the event that the Company experiences significant incidents of environmental pollution, it shall promptly disclose the causes of environmental pollution, the repercussions on the Company's performance, the impact of the environmental pollution, and the corrective measures that the Company intends to take.

Article 42 The Company shall take the initiative to accept the oversight and management by the local environmental protection department, and shall strictly implement the rectification opinions put forward by the local environmental protection department.

Article 43 The enterprise shall continuously improve the awareness of environmental protection and resource conservation among its employees through effective means, such as publicity campaigns and education.

Chapter VII Public Relations and Social Welfare Undertakings

Article 44 The Company shall fully consider the interests of the community in its business activities and set up a specialized agency or designate dedicated personnel to coordinate the Company's relationship with the community, properly handling the public relations between the enterprise and the community.

Article 45 The Company shall take into account the characteristics of the main business and the level of regional development, and actively carry out or participate in social welfare activities that meet the local community's actual needs, such as healthcare, environmental protection, community construction, and poverty alleviation, contributing to the sustainable development of the Company's location.

Article 46 The Company shall take the initiative to accept the oversight and inspection by government departments and regulatory authorities, as well as follow the public feedback and media coverage concerning the Company.

Chapter VIII System Construction and Disclosure

Article 47 The Company shall actively pursue sustainable development in accordance with the requirements of this System, regularly inspect and evaluate the implementation and existing problems, and ultimately compile a sustainability report.

Article 48 The Company shall disclose its sustainability report simultaneously with its annual report. The sustainability report shall include the construction and implementation of sustainability-related management systems, such as employee protection, environmental protection, product safety, employee rights and interests, corporate governance, product quality, and community relations. The sustainability report shall also address the deficiencies, gaps, and underlying reasons in comparison to the relevant regulations of the Shenzhen Stock Exchange and this System, as well as outline an improvement and optimization plan with a specific timeline.

Article 49 Independent directors and the Supervisory Committee have the right to provide opinions and suggestions regarding the Company's implementation of sustainability.

Chapter IX Supplementary Provisions

Article 50 Any matters that are not addressed by this System shall be implemented in accordance with relevant provisions of relevant national laws, regulations, normative documents, and the *Articles of Association* of the Company. If any conflicts arise between this System and relevant provisions of relevant laws, regulations, normative documents, and the *Articles of Association* of the Company, the provisions of relevant laws, regulations, normative documents, and the *Articles of Association* of the Company shall prevail.

Article 51 This System shall be developed, interpreted, and amended by the Board of Directors of the Company.

Article 52 This System shall take effect from the date it is adopted through deliberation by the Board of Directors of the Company, and the same shall apply in case of any amendments.

Article 53 This system is made in Chinese, which shall prevail in case of any discrepancy between the English translation and the Chinese original.