



2022

**mindray** 迈瑞



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T Sustainability Report 2022 of Mindray ( " R ")  
 S M B -  
 M E C , L . ( 2018  
 2020 " ) . T  
 R  
 G .  
 (CSR) .  
 2022.

T R Global Reporting  
 Initiative (GRI) Reporting Standards ( "GRI S ")  
 U N Sustainable Development Goals (SDGs) Compass

T R G .  
 1 J 2022 31 D 2022. I  
 R  
 T R  
 G , P M & L  
 S (PMLS), I - D (IVD) M  
 S (MIS). U R  
 G .  
 R&D, G .

T R .T  
 R CNINFO ( ),  
 S S  
 E C ( ) .  
 @ +86 755-  
 81888398 R

Abbreviations	Reference
T G , C , M	S M B -M E C , L .
G , M , C	G , M , C S M B -M E C , L .
N , P , B	N , M B -M E C , L . M N , B , C , L .
M A M T	S M A M T , C , LTD.
HT I O	HT I O .
L , B	L , M M T , I . P

N :S M B -M E C , L . S M B -M E C , L .

T R B D  
 G 26 A 2023  
 .T B D  
 R  
 T R C , E  
 S C  
 E , C

M  
 MC ( O T C)16.1 ( )5.6 (-)26.3 ( )5.3 1.1 . ( )

Stakeholders	Issues of concern	Main communication channels
G	C A P O	O R A C
S	C A I I	P R I O
C	C P I I	C P C
S	C A S P O	C S QBR(Q B R )
E	T E S	C E T
C	C A P S I	C C P I M

M  
G  
T  
B  
C  
D

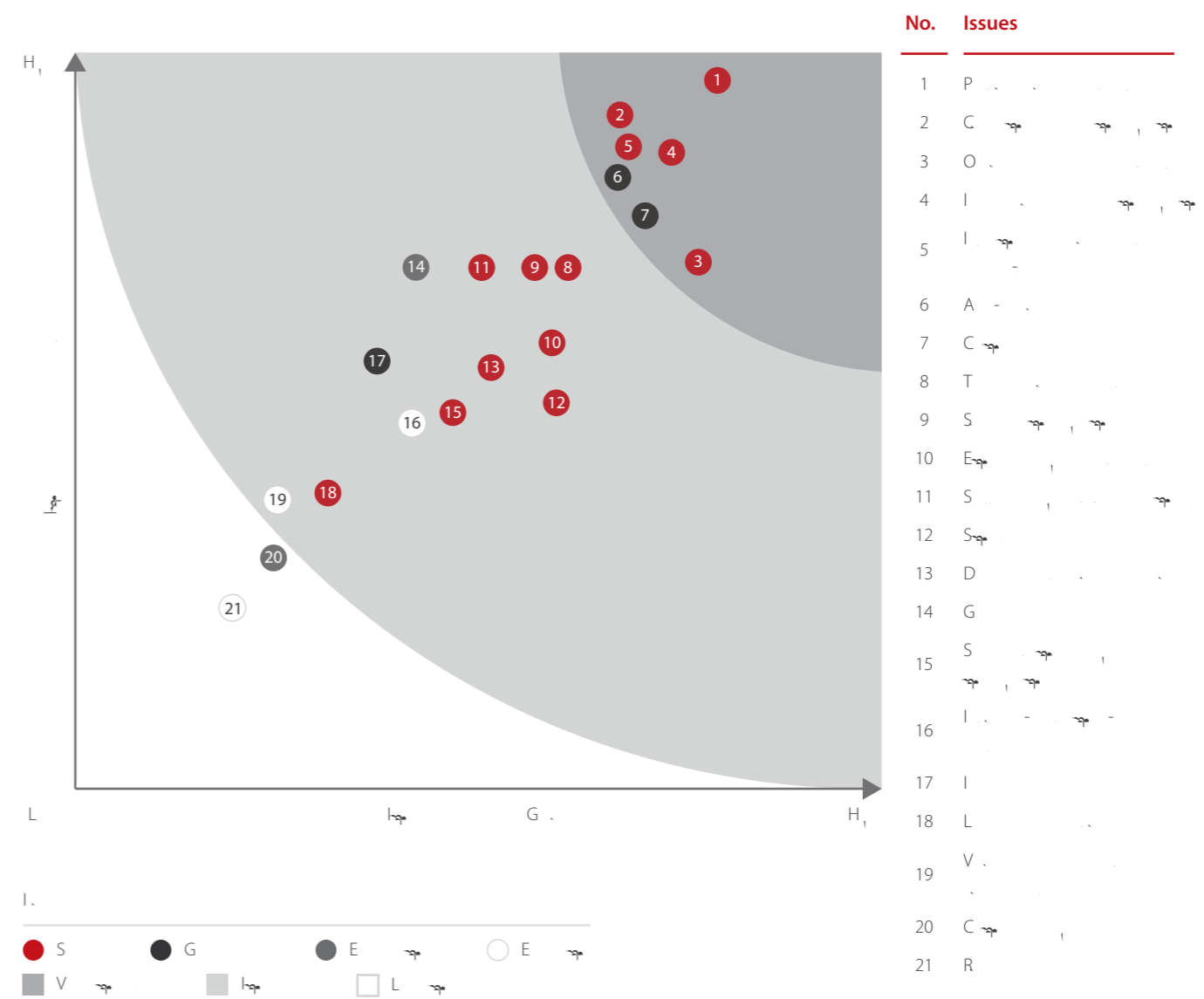
ESG  
ESG

2022

ESG  
G

A  
C

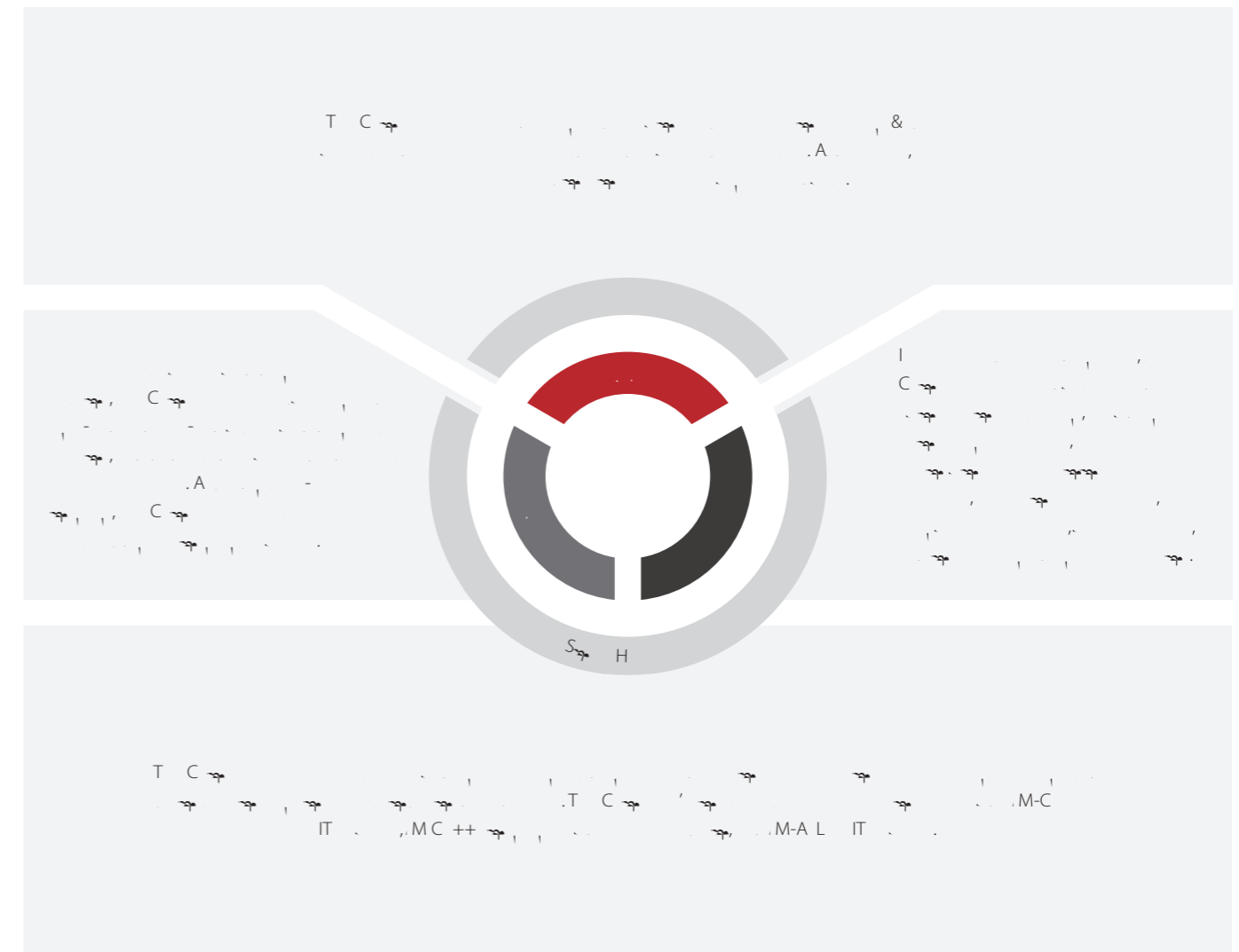
B



T G  
 R&D,  
 T G  
 P M

&L S (PMLS), I - D (IVD) M  
 S (MIS). I  
 IT I  
 G  
 A M, M I S, O  
 A E D (AED).  
 G

A  
 M 51 42 N A, E, A, A, L A  
 21 30 C M R&D  
 R&D S N, B, C, S V, N J, S  
 R&D,  
 D R P C



F... C  
M... 2022 Annual Report.



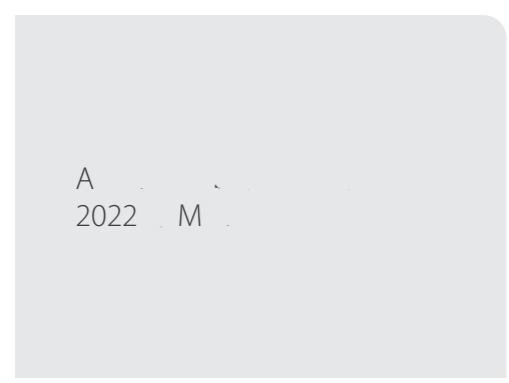
M... B, H, P, H, -Q  
D... 2022  
C... B, J.



M... G, B, A, 2021-S  
R... A  
C... S, J, N 2022



M... E, S, R  
E... A, 2022  
C... I, N



A... 2022 M  
M... S, V, 99", D, V, L  
2022



M... 2021-2022 B, ESG A, IRSC  
T... S, IRA, C



M... T, 100 L, ESG C, C  
S... C, C, M, R, I,



M... C, A, 2022-S, H  
C...  
J...



D... ESG, ESG  
C... L, C, L, P, C, 2022"



E... P, C, R, R, R, C  
C... A, R, C

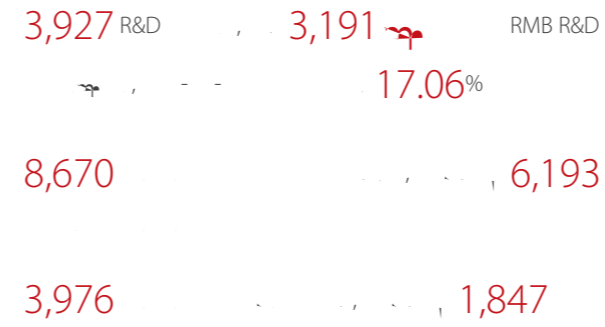


M... "2022 R, R, I, C"



M... "T, 10C, E"  
S... P, C

# 2022



GHG (Scope 1 & 2): 25%  
2030 vs 2021

16,099 tCO<sub>2</sub>e 9.64%

Climate Change 1 RMB

CO<sub>2</sub> emissions: 2.27 million tCO<sub>2</sub>e  
RMB, 3.00% vs 2021

4,678 tCO<sub>2</sub>e 29.06%

Climate Change 1 RMB

Climate Change 1 RMB

CO<sub>2</sub> emissions: 39.25 million tCO<sub>2</sub>e RMB

100% 29

Climate Change 1 RMB

Risk: 77,872

81.68%

148

Award: 3,995

Risk: 0.0116

Climate Change 1 RMB

Energy: 100%

Risk: 0.0116



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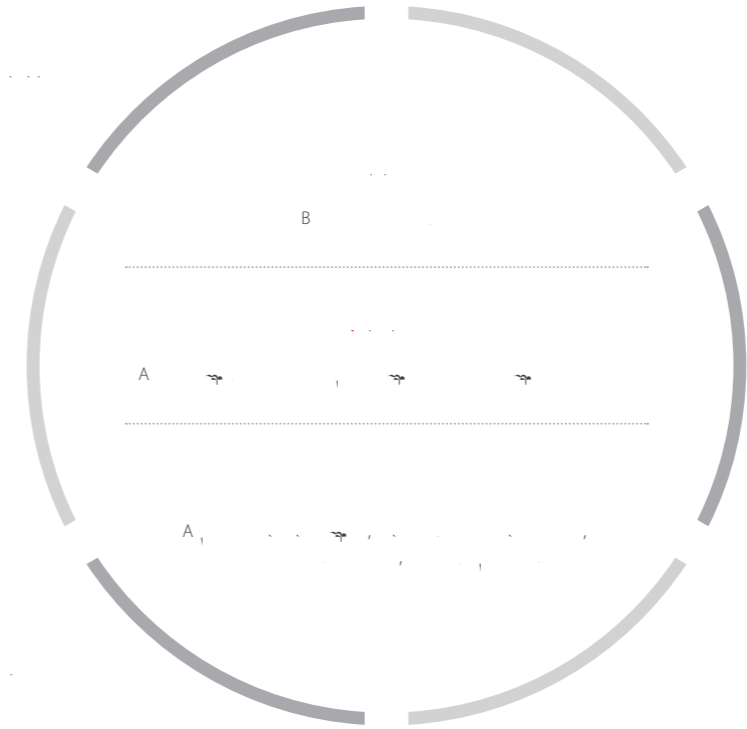
# SUSTAINABILITY MANAGEMENT



Issues of concern in this section:

- S
- R S D G (SDG)
- S
- C

...T...  
...O...  
...U...N...SDG...  
...A...  
...M...  
...F...  
...Q...



( )



R

Section	Measures
S	S
	P



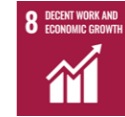
E

Section	Measures
S	P
S	B
	O



E

Section	Measures
G	R
	O



P

Section	Measures
S	D
S	E
	P



E

Section	Measures
I	M
V	E
G	C
S	S
S	P



A

Section	Measures
S	S
	T



E

Section	Measures
G	F
	M



B

Section	Measures
I	B
V	
S	S



Responsible

Section	Measures
S	G
	P
	S



Responsible

Section	Measures
V	S
G	U
	G



Product

Section	Measures
C	D
	E



Material

Section	Measures
G	C
S	A

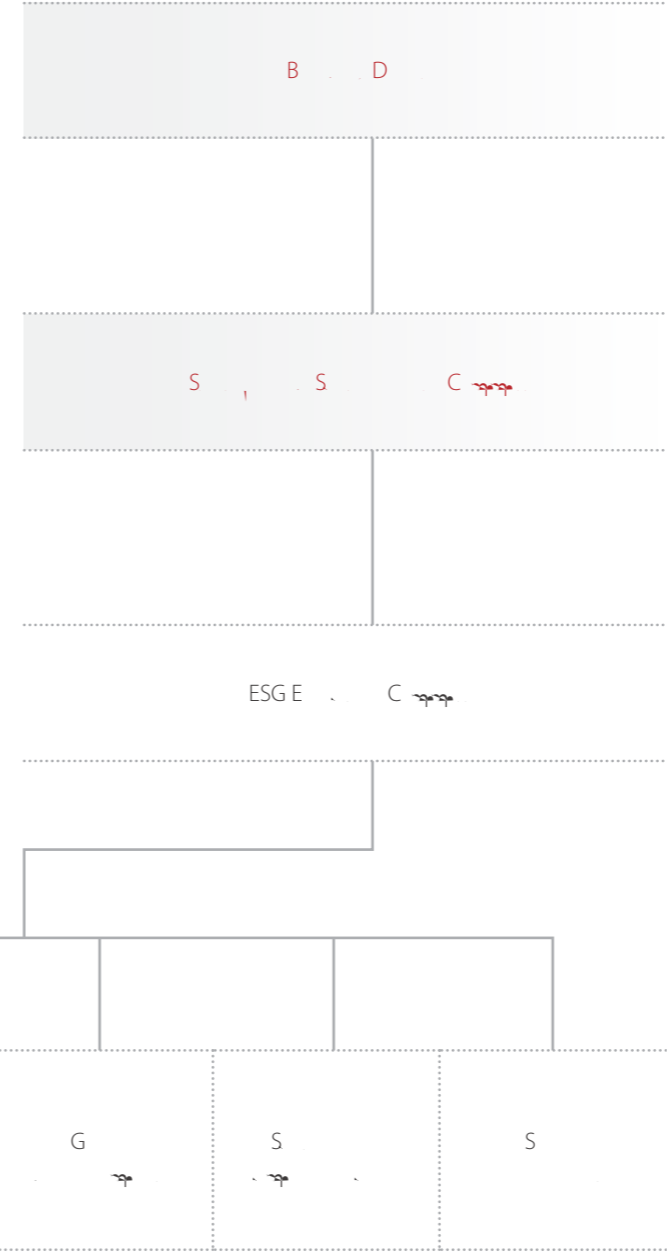


Transition

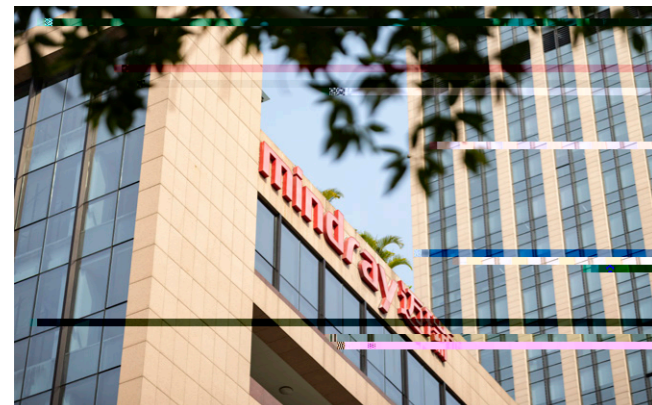
Section	Measures
G	A

M... S... S... C... ESG  
 E... C... T... 6  
 ESG E... C...  
 6... M...  
 T...  
 B... G... S...  
 S... C...  
 C... T... G... ESG  
 E... C... ESG... B...  
 S... S... C... B...  
 G... ESG

C...  
 T... S... S... C... ESG  
 CSR... G... ESG  
 G... T...  
*Social Responsibility Management System*  
 CSR,  
 I 2022, ... ESG



M... G...  
 P... G... B...  
 D...  
 F...  
 S... ESG



ESG  
G  
2022  
ESG  
ESG  
M



# FEATURED STORIES


MAKING HEALTHCARE MORE ACCESSIBLE TO SAFEGUARD PUBLIC HEALTH



&


R&D ... M ... R&D ... M ... SV70 ... O ... " S3 O ... " ... R&D ...

... A ... C ... SV70 ... SV70 ... T ... (COPD) ... H ... (HO), COPD ... 3.23 ... 2019. ... COPD ... M ... T ... P ... SV70 ... R&D ... 2019. T ... SV70 ... COPD



■ COPD

... T ... H ... D ... A ... T ... P ... 2018 ... T ... 2022, M ... ICU ... R ... M ... P ...



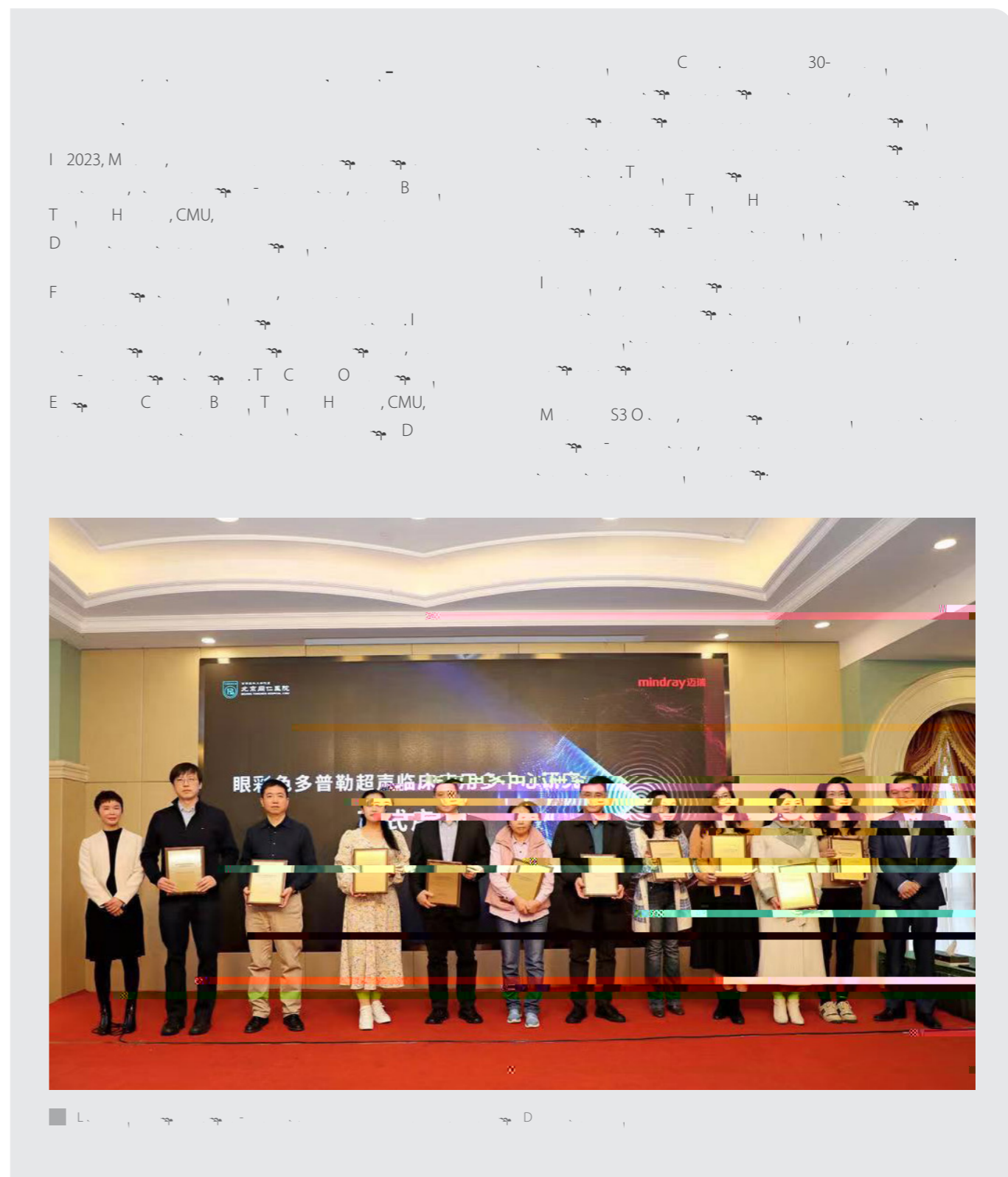
■ M

30

70

5,000

A	31 D	2022, "M	R	L
		70	30	
			5,000	





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

R. C. BC, RBC, HGB PLT. A  
H  
E  
M

M ("A  
D, C M A")  
2013.T R&D  
R&D  
A D, C M A  
"T A D, C M A  
20  
10 60

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

A  
I 2021, M  
AI  
A A D, C M A



...A K U H...  
 ...L N...  
 A K U H...  
 K M... A...  
 K U H...  
 ...S A...  
 ...S A...  
 ...M...  
 I M...  
 A...  
 ...I 2021, U...  
 B C M D A...  
 G R M D A K...  
 U A T R M...  
 D A...  
 ...I M...  
 ...M...



A M... A  
 K U H



O M... S A

O... A... E...  
 ...T...  
 ...M...  
 ...A...  
 ...M... B... R&D...  
 ...M...  
 ...M...  
 ...M...



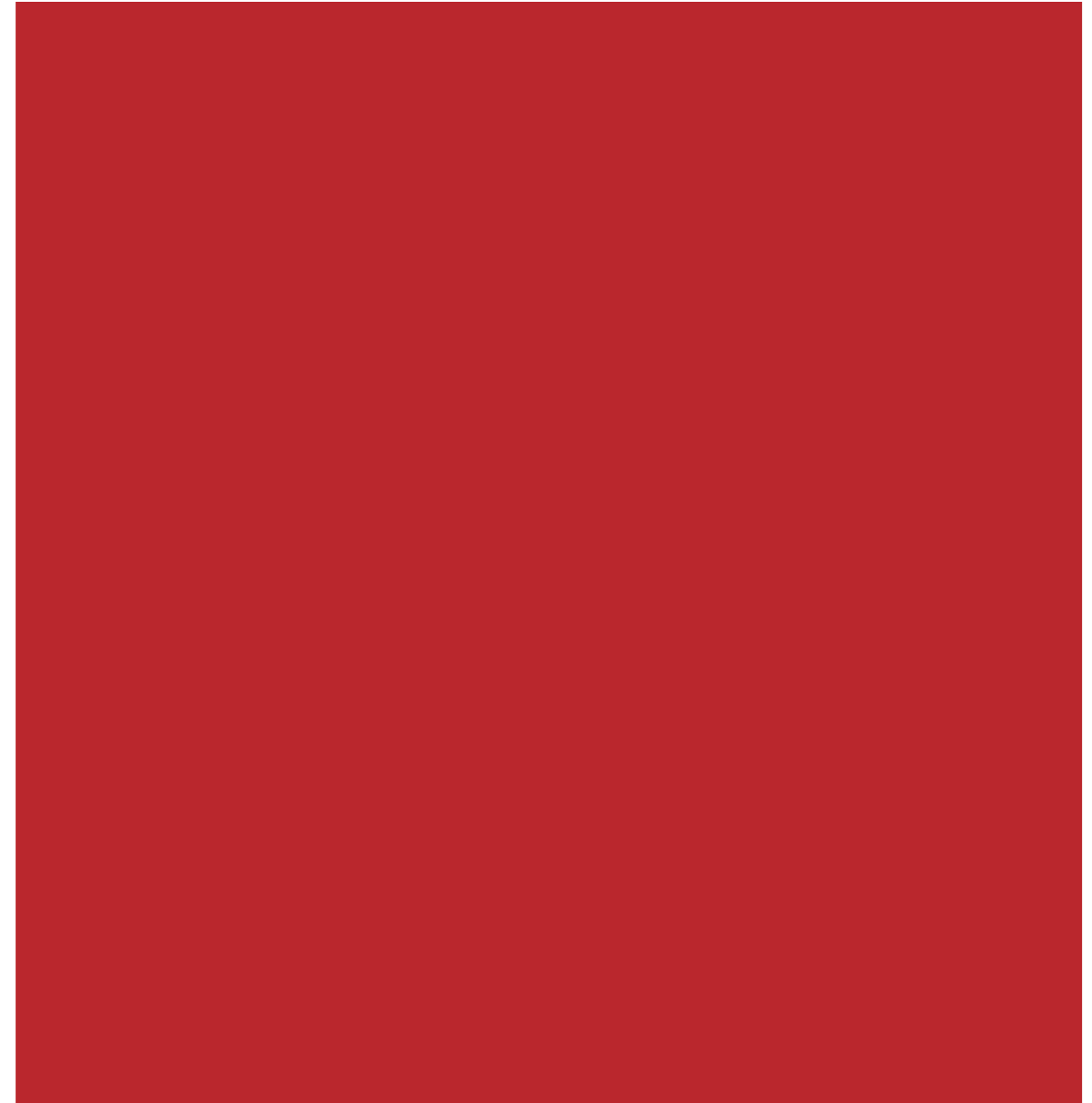
R 2, 2

M  
"B"), B S  
Company Law  
of the People's Republic of China, Securities Law of the People's  
Republic of China, Code of Corporate Governance of Listed  
Companies, G Articles of Association  
B  
G M  
I 2022, G G M  
B B S  
B F  
M 2022  
A R

Company Law of the People's Republic  
of China, Securities Law of the People's Republic of China,  
Accounting Law of the People's Republic of China

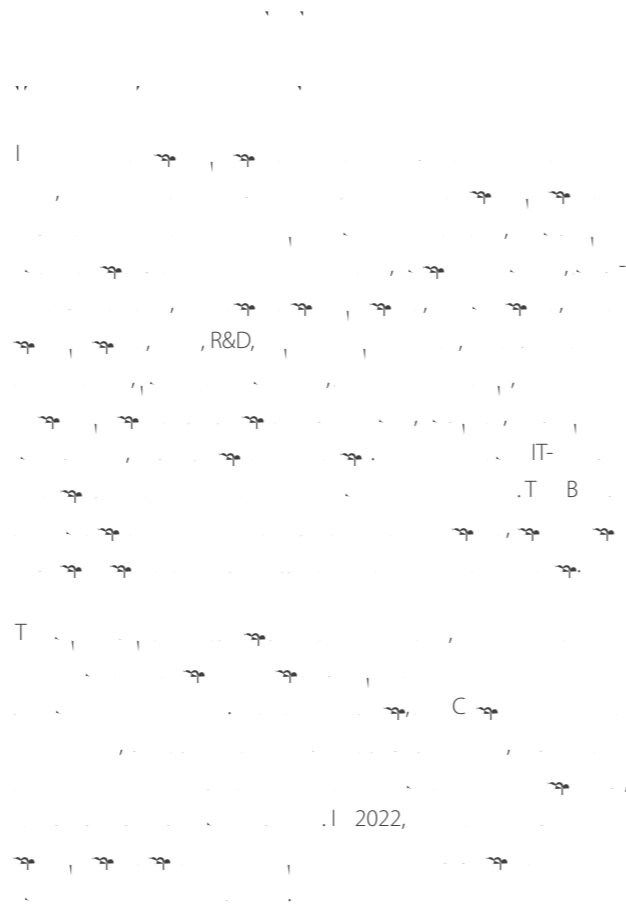


### Risk management and internal control systems flowchart





■ T 2022



100%

T 2022

100%

S Mindray Employee Statement on 2022 Internal Control Evaluation

M...  
 " ...  
 L... A... C... B... I...  
 A... D...  
 C...  
 I...  
 Internal Audit Policy  
 Guidelines for Evaluation of Internal Controls, Anti-Fraud Code,  
 Standard Operating Procedures on Compliance Audit and Monitoring.  
 I...  
 A... D...

M  
S  
Guidelines on Self-Regulation of  
Shenzhen Stock Exchange Listed Companies No. 2 — Standardized  
Operation of GEM Listed Companies, Basic Norms of Enterprise  
Internal Control, Anti-Unfair Competition Law of the People's  
Republic of China

M  
Q  
A  
G

0

C

0

L

M  
B  
C  
L  
C  
T

S  
M  
T  
C  
United Nations Convention against Corruption, Foreign  
Corrupt Practices Act, Anti-trust Act, USA, I  
Mindray Code  
of Conduct and Ethics, Anti-corruption Policy, Anti-fraud  
Code, Anti-monopoly Policy, Policy for Whistleblowing  
and Complaints. U

S  
O

### Three lines of defense for compliance management



F  
B  
D

#### Responsible party for compliance operation

A



S  
C  
O

#### Responsible unit for compliance management

T  
C



T  
I  
S  
A  
L  
D

#### Responsible department for supervision and audit

T

T  
D  
B  
M  
A D  
O  
D  
A C M

1. A  
T  
C P  
E

2. P  
General  
Data Protection Regulation  
B  
IT

3. R  
A D  
G  
G  
Responsible Sales and Marketing  
Policy  
Guidelines for Sales and Marketing  
T  
G

Anti-Corruption Policy, Policy for Whistleblowing  
and Complaints, Mindray Code of Conduct and Ethics,  
Anti-fraud Code,  
M  
F  
G

Mindray Code of Conduct and Ethics,  
G  
ESG, EHS,  
B  
T S O  
G C  
T O  
D  
F

F  
P  
Anti-  
Corruption Policy  
Mindray Code of Conduct and Ethics

**Whistleblowing channels**

**Reporting in China:**

T : +86 755 81888787

F : +86 755 26582680-88787

E : @

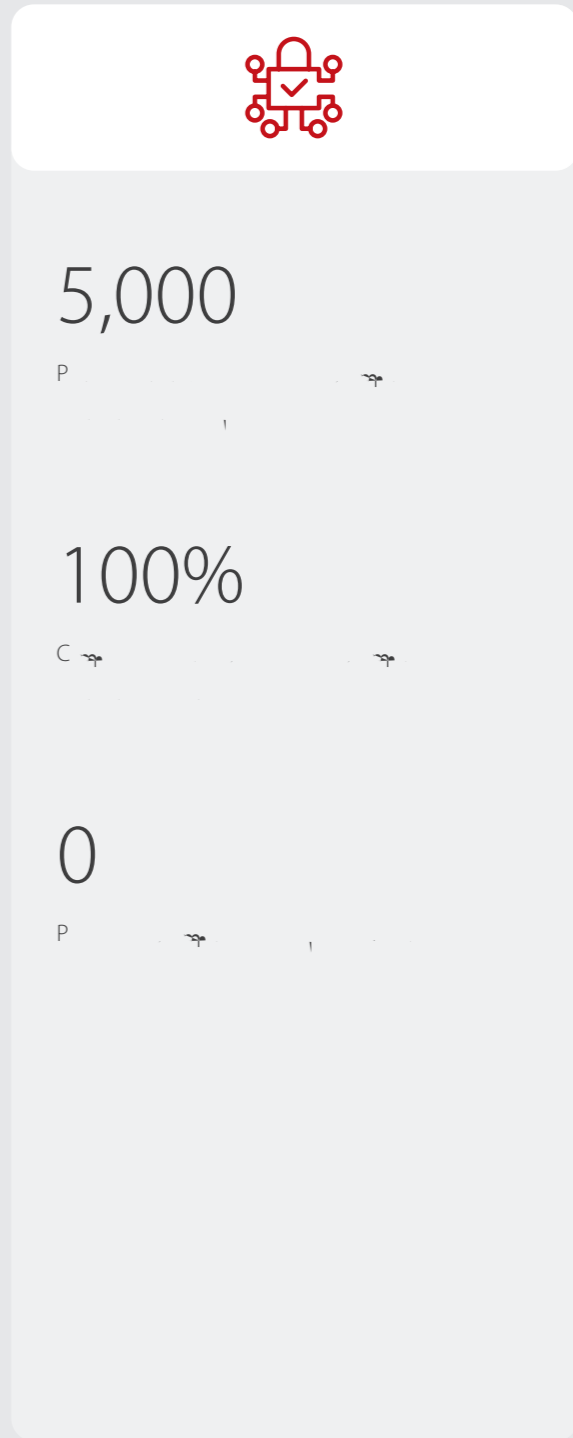
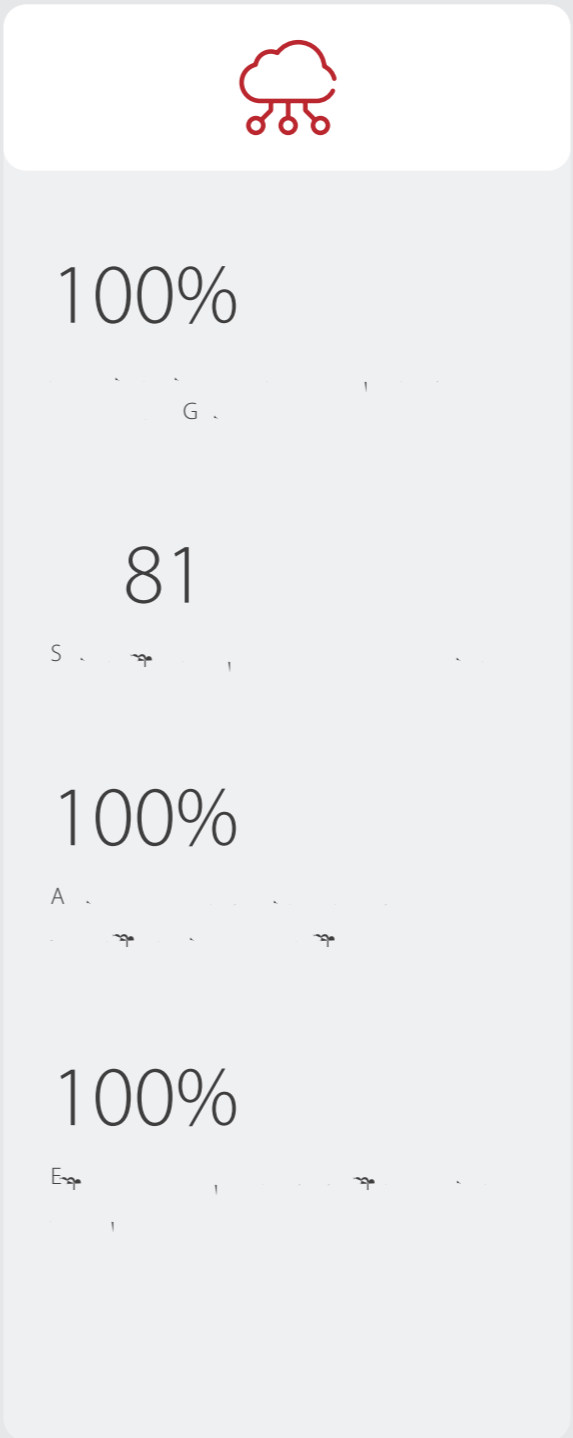
M : C C O , C  
D M B , K 12 R S

Personal Information Protection Law of the People's Republic of China, M  
 Personal Information Protection Management Policy, Guidelines for Impact Assessment of Personal Information Protection, Personal Information Protection Management Specification. T C O.  
 ISO/IEC 27701:2019 - P I M S ISO/IEC 27001:2013 - I S M S I S T - B C

(GB/T22239-2019). B Information Security Conduct Management Specification, Information Security Training Specification Sensitive Data Hierarchical Protection Management Regulation, G.  
 T G ISO 27001 ISO/IEC 27701:2019. T C B R&D  
 T C ISO 27001 ISO/IEC 27701:2019



In 2022



# INSIGHTFUL INNOVATION



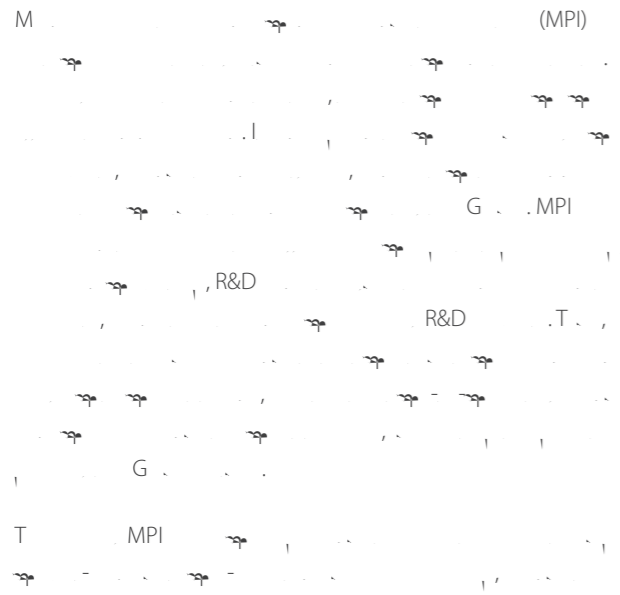
Issues of concern in this section:

- R&D
- G
- Snp

SDGs in this section:



&



At the end of 2022, the company's R&D personnel, including senior, middle, and junior, accounted for 31.5% of the total employees. The company's R&D investment in 2022 was 1.2 billion yuan, an increase of 15.2% over 2021.

The company has established a multi-level R&D management system, with the R&D department at the top, followed by R&D centers, R&D departments, and R&D teams. The company has also established a multi-level R&D incentive system, including project-based incentives, performance-based incentives, and long-term incentives.

In 2022, the company has completed the registration of 1,234 patents, including 1,012 invention patents, 222 utility model patents, and 100 design patents. The company has also completed the registration of 15 trademarks and 10 software copyrights.





**Product name and model**

**Product description**

**Product demo photo**

TE A

S... M... POC...  
 ... T...



**Product name and model**

**Product description**

**Product demo photo**

BP 200 S A  
 S P  
 ESRA

A... M... BP 200...  
 "CRP (C-...)+SAA (...A)+ESR (...)"

D R  
 S D E  
 330/350

S... IFI (... F... I... ) M... DR D E 330/350  
 ... M...  
 ... B "MC +"  
 ... B ... DR D E 330/350




P POC  
 TE 20

A... POC... TE 20  
 ... 80%.T  
 ... C



...M...  
 ...T...  
 ...M...  
 ...R&D...  
 ...O...  
 ...M...  
 ...A...  
 ...M...



S

S

D

R

O

I

S

E

L



Highlights of green innovation

Product	Description
C N9/N8/N7/N6	25%
	1,560
	2022, 65,000 24 10,000
BC-700 S A H A	120,000 300%

Q IVD  
D.  
S  
30  
90%  
CO2  
1-2  
M IVD

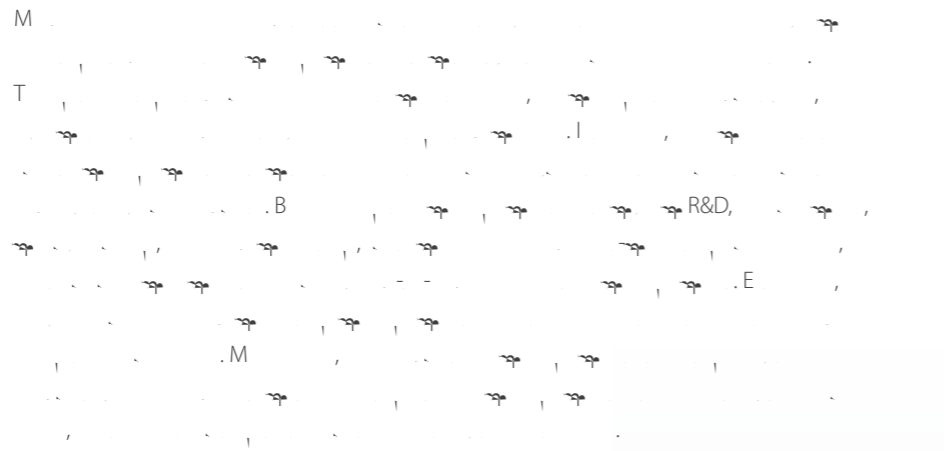
30倍浓缩

Highlights of green innovation	Achieve-ment	Product	Measures
	10-39%	N A.	O
	9%	BS-600M C A	R
	5%	EH-2090 S U F E A	O
	25%	UA-5600 S A A D C U	O
	30%	M09G	U
	45%	D60.	A EPP
	25%	C	O
	99%	TE A	U
	62%	EH-2090.	O
	76%	UA5600.	O
	35%	A U L	R

Q  
A  
2022,  
R

G :A  
P N : L202021387452.7

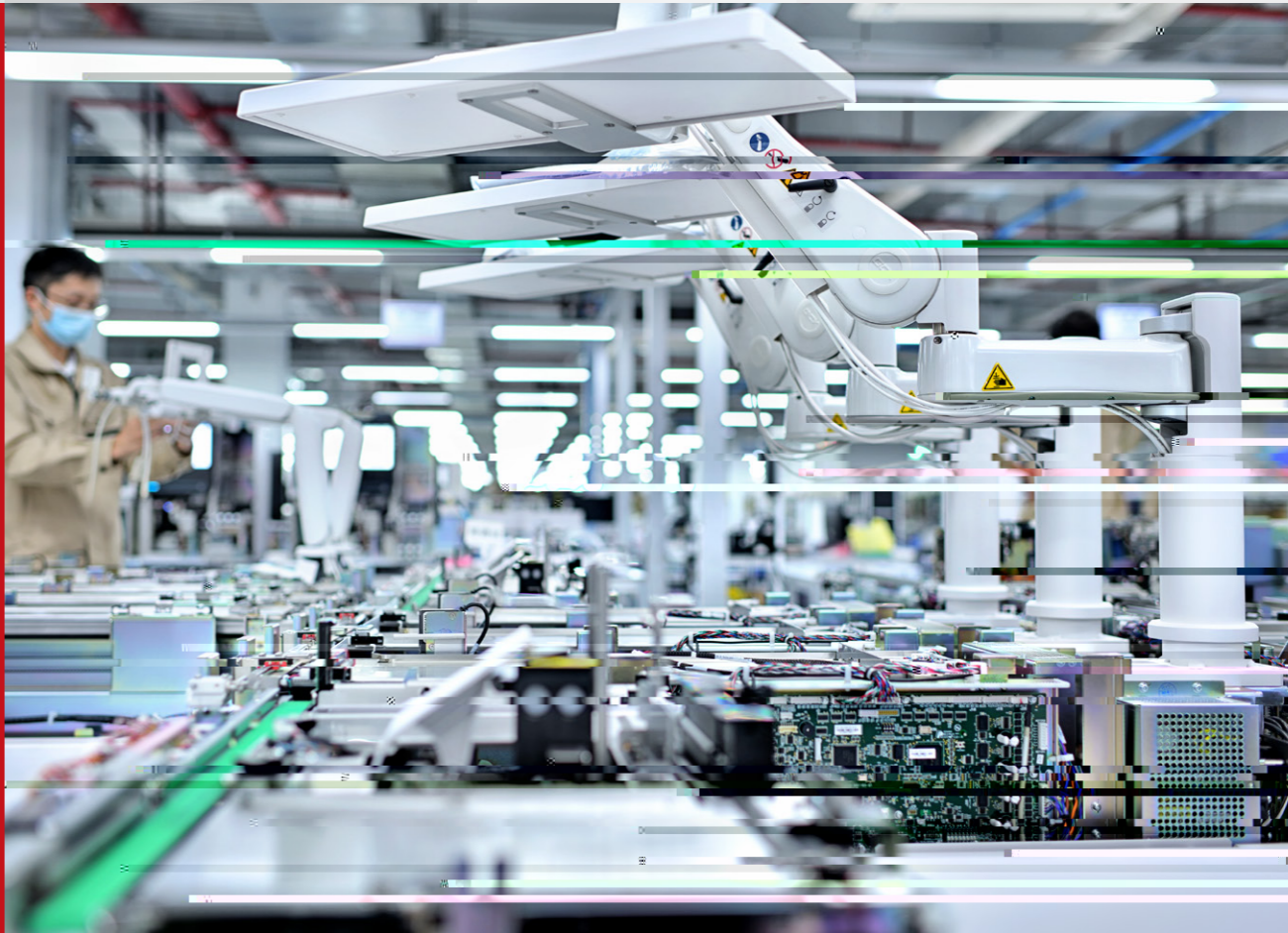
# VALUE CHAIN COLLABORATION



Issues of concern in this section:

- P
- C
- R
- C

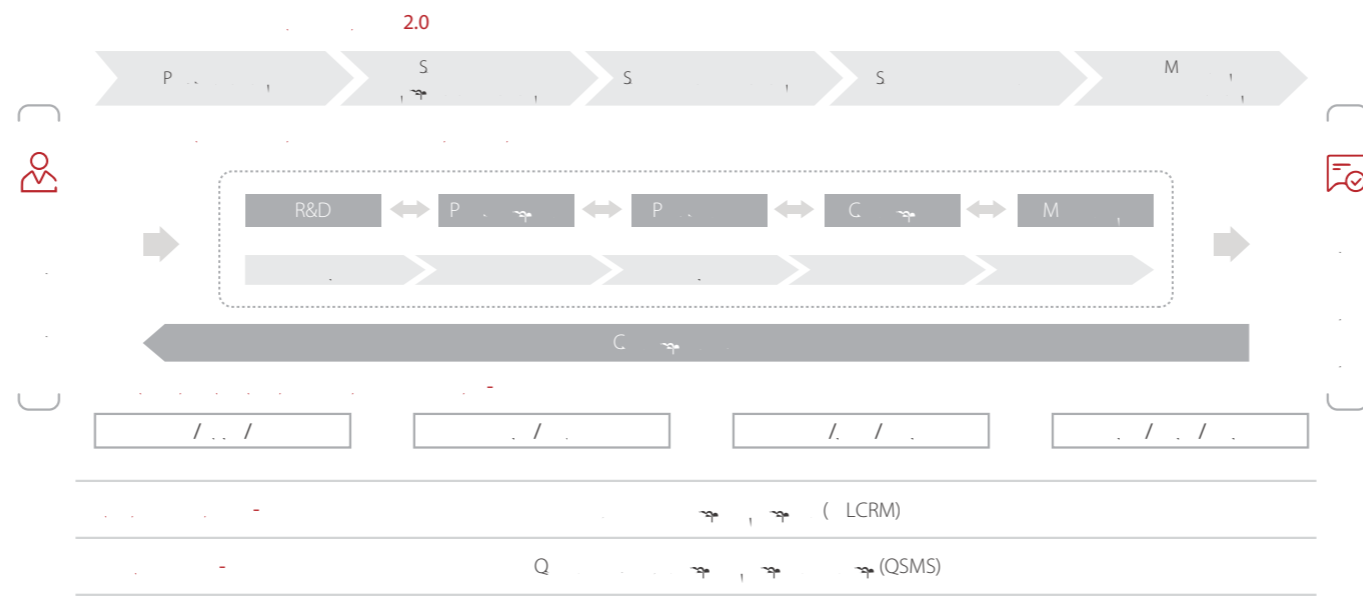
SDGs in this section:



Product Quality Law of the People's Republic of China,  
Regulation on the Supervision and Administration of Medical Devices,  
FD&C A U MDR & IVDR A .B

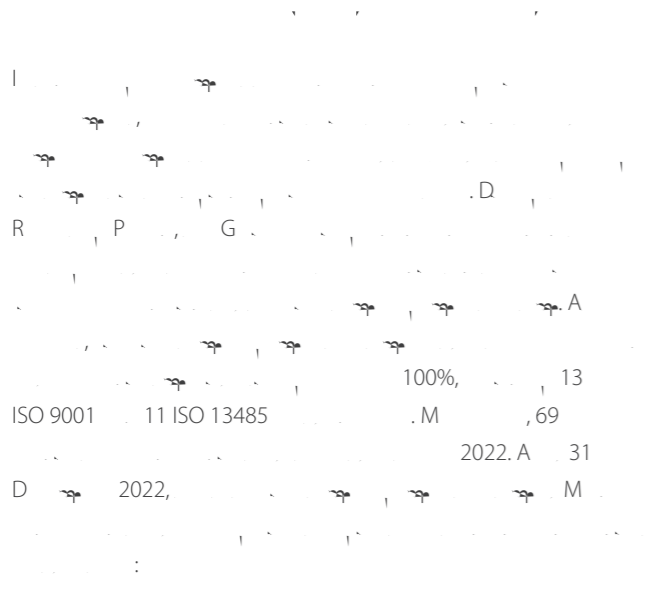
ISC  
I 2022,  
B  
(D ,DF ).A

S  
I 2022, M



- \*ISC: I S C ;
- \*DF: D (D ,DF ),
- \*DFS: D S ;
- \*DFP: D P ; \*DFMA: D M A ;
- \*DFL: D L ; \*DFS: D S ;
- \*CPQ: C P Q ;
- \*PLM: P L M ;
- \*ERP: E R P ;
- \*SRM: S R M ;
- \*A : SRM;
- \*APS: A P S ;
- \*MES: M E S ;
- \*E M: E M ;
- \*TMS: T M S ;
- \*MS: M S ;
- \*CRM: C R M ;
- \*FSM: F S M ;

- ### Awards and accolades
1. 2021 G E U A E M
  2. "G A E N B " 12 C  
M D I D R C 2021
  3. "G A P L " 12 C M  
D I D R C 2021
  4. "G M A " 12 C M D  
I D R C 2021
  5. E S A C V  
C -C E B
  6. D A A M D 4 C  
A H M C



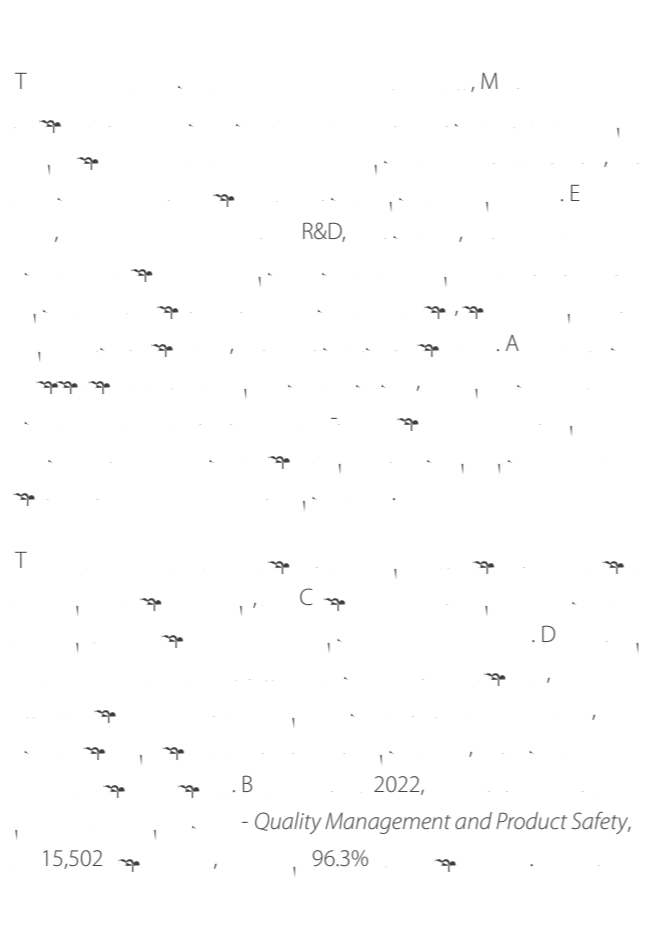
### Product certification

EU MDR (MDR) Products: 13

EU IVD (IVDR) Products: 69

US FDA 510(k) Products: 219

US FDA 800 Products: 190



### Quality Management System

ISO 9001 QMS: 15,502 audits, 96.3% compliance

ISO 13485 QMS: 15,502 audits, 96.3% compliance

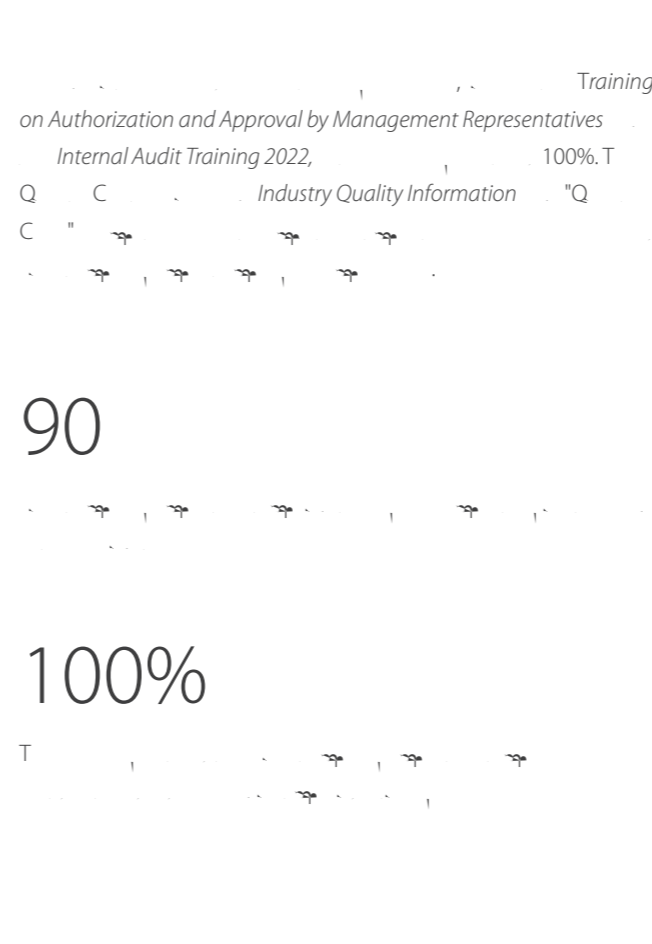
QC 080000 HSPM (HSPM) SPC: 15,502 audits, 96.3% compliance

TG MNA: 15,502 audits, 96.3% compliance

SAP (MDSAP): 15,502 audits, 96.3% compliance

US FDA 510(k) Products: 219

US FDA 800 Products: 190

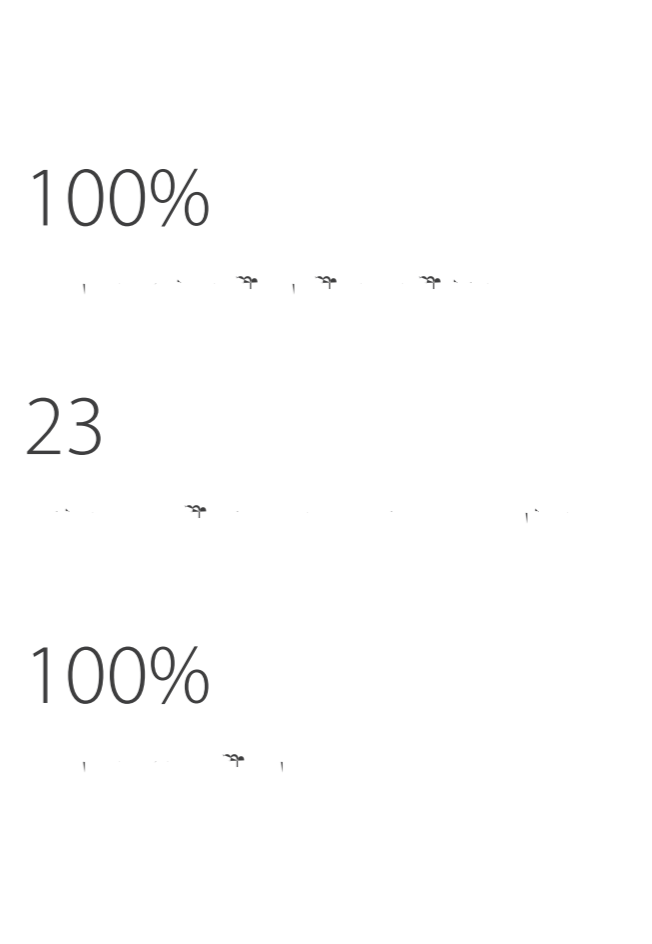


### Training

Internal Audit Training 2022: 100% completion

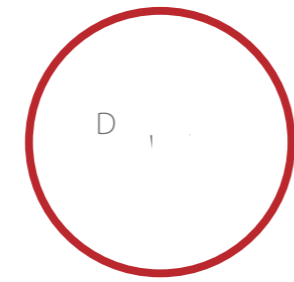
Industry Quality Information Training: 90% completion

Quality Management System Training: 100% completion

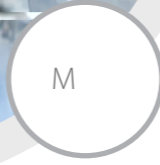


M  
F  
T  
ISO 14971 A R M M D  
F  
B  
C  
B M

M  
O (PSL)  
C N A C A (CNAS)  
I (CTF-1) TUV  
S ,SGS,I (ETL) TAVR S J 2022,  
PSL



DFMEA



DFS

DFP

DFMA

M

.....

M  
"B", M

M

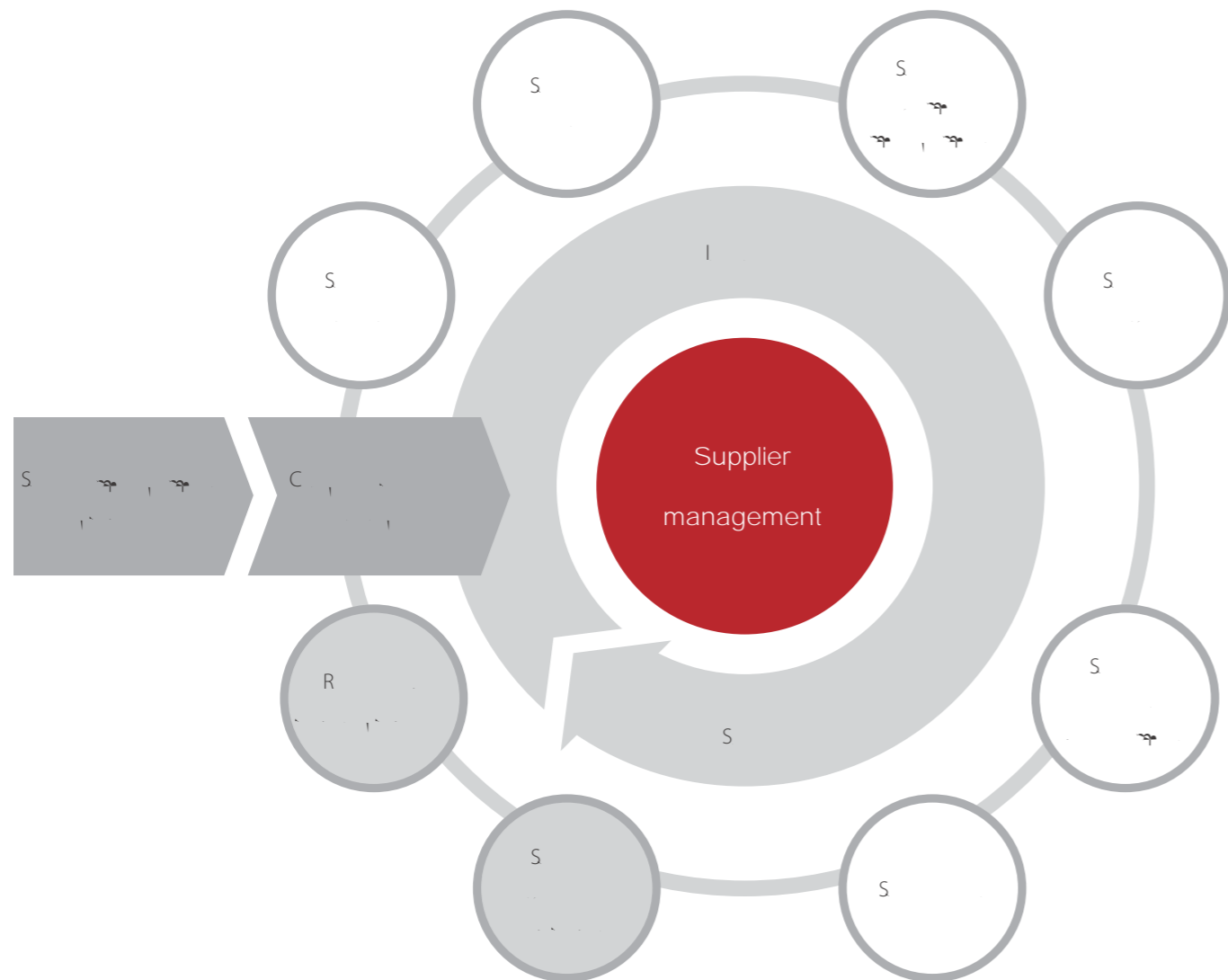
B  
M

Instrument  
and Equipment Management Procedure,

D

T... M... T... R&D

F... S... M... P... S...  
 C... G... S... P... A...  
 G... M...  
 .M...  
 -20.670.0CN CN ( ,26.2 ( -CN)/MCID 3308 DC BT9 0 0 9 909.4488 496.6685 T... 8 (M)-16 ( EMC



Supplier cooperation principles

Supplier cooperation principles include: "Green Procurement", ISO 14000, SA 8000, ISO 45001, and ISO 50001.

Supplier Performance Assessment Guide, SCAR (Supplier Corrective Action Request), SP (Supplier Performance Improvement Request), SCAR SP, T, M, 1, 2, Guidelines for Supplier Review of Medical Device Manufacturers, the Procurement Cooperation Framework Agreement.

ESG, 2022, P, D, E, US, J.

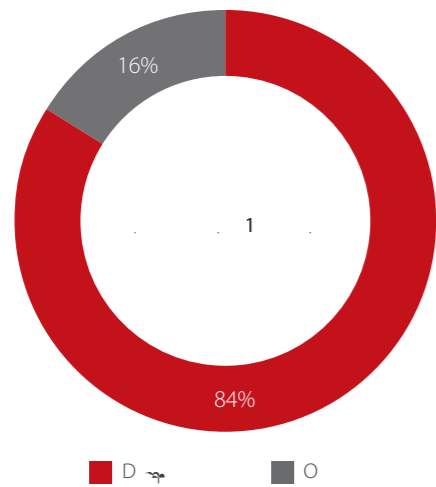
785

658



2022, M, 785, QBR, A, 658.

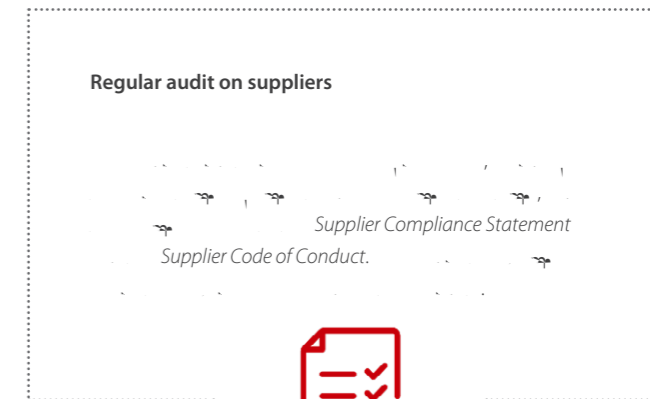
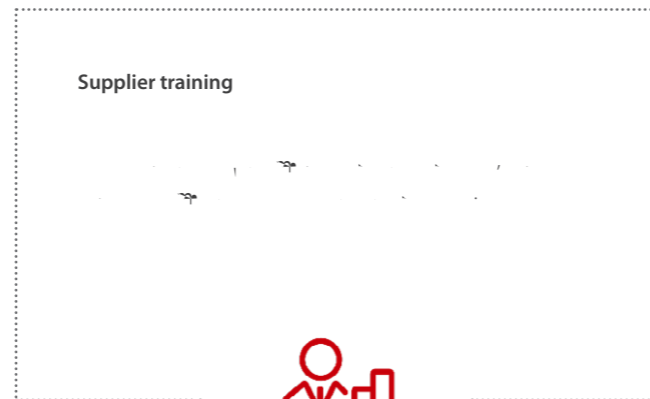
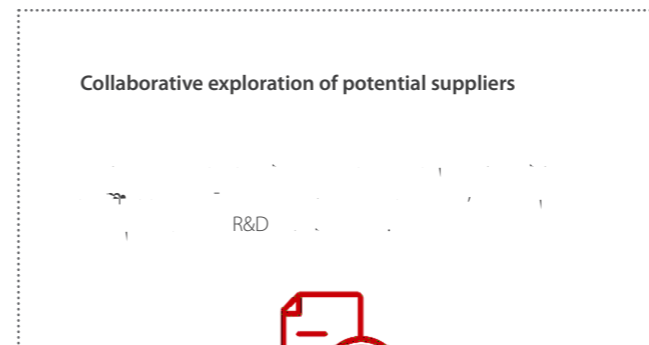
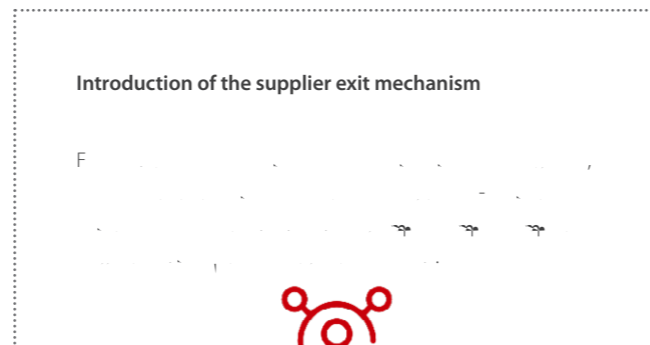
A, 31 D, 2022, C.



2022, Supplier Management Procedure, 95, A, Q, B, R (QBR).

## Quality assurance for a sustainable supply chain

Mindray Supplier Code of Conduct



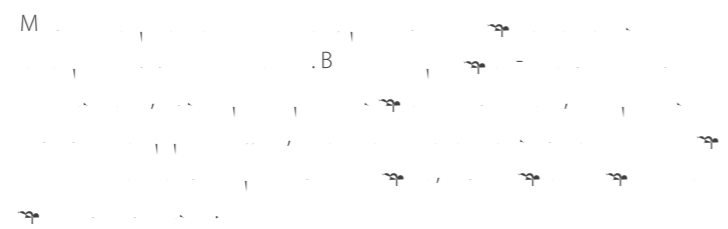




I 2022, G . . . . 4



# GREEN DEVELOPMENT



## Issues of concern in this section:

- EHS
- G
- C

## SDGs in this section:



M Environmental Protection Law of  
the People's Republic of China

Environmental Management Procedure.

L

EHS

T

A EHS

C EHS

T EHS C

G EHS G

M G ( S S

C ). T E D G M G

( S S C )

E D C

, S D C

L U T EHS C

EHS EHS

C EHS

M EHS P C

E

EHS

EHS

EHS M

EHS

EHS

EHS

EHS

EHS

EHS

Manual ISO14001:2015

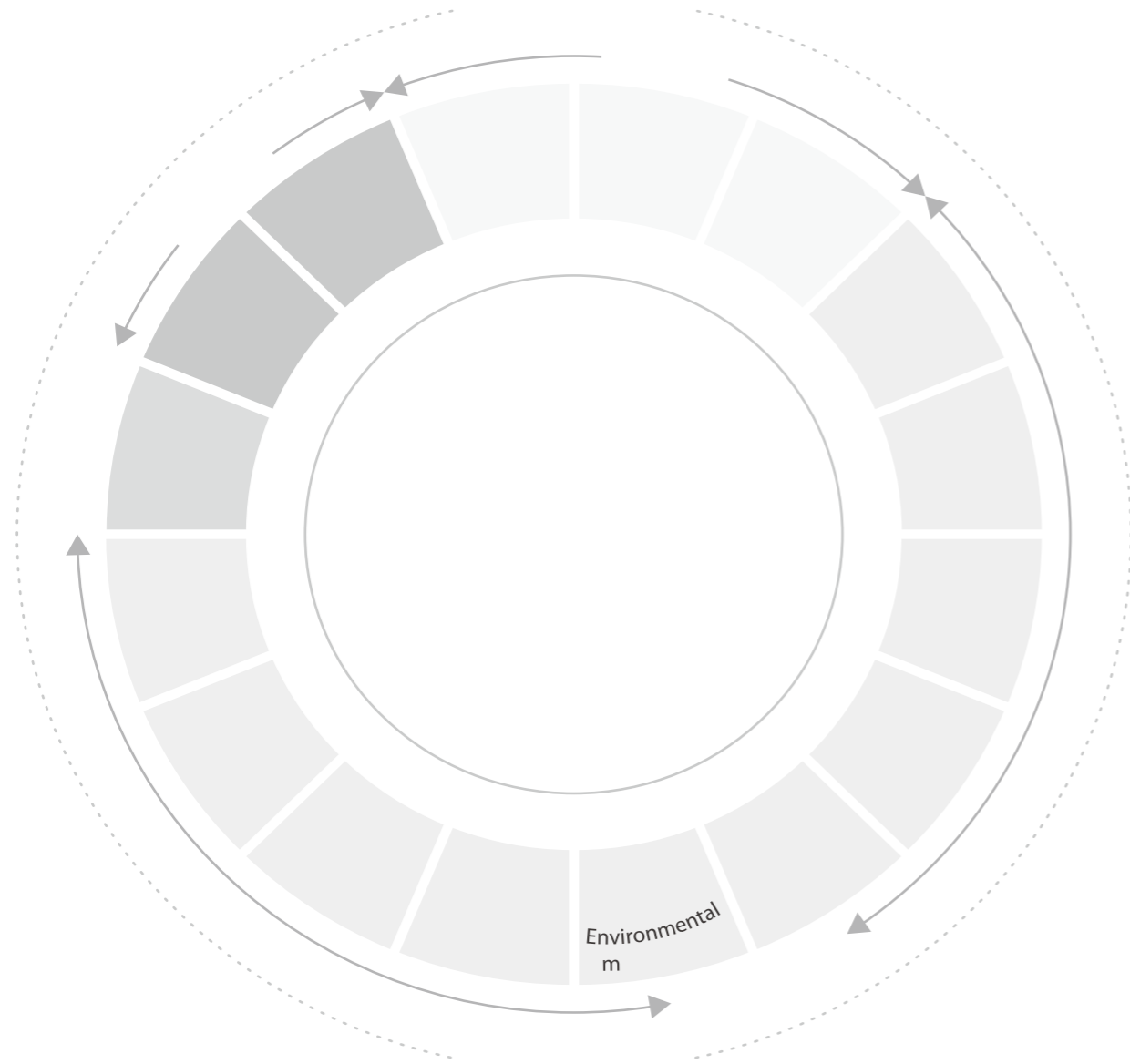
ISO45001:2018

EHS C

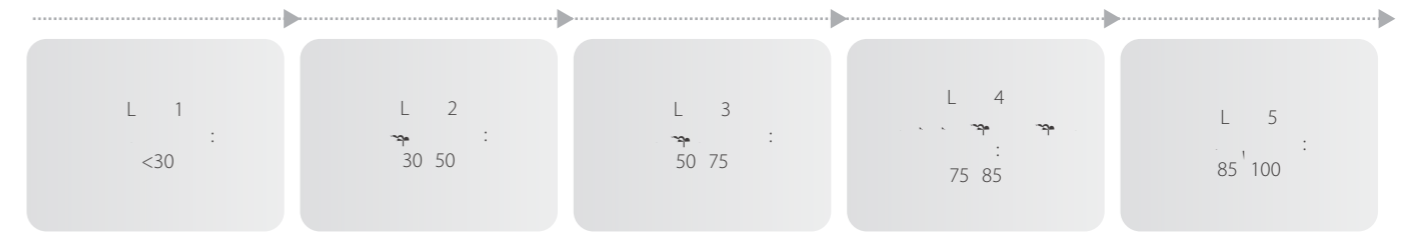
EHS

A

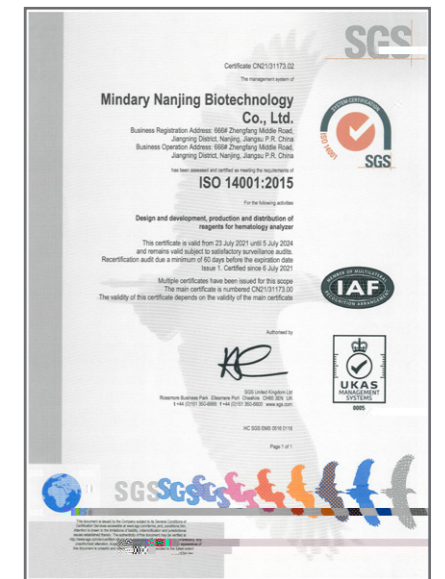
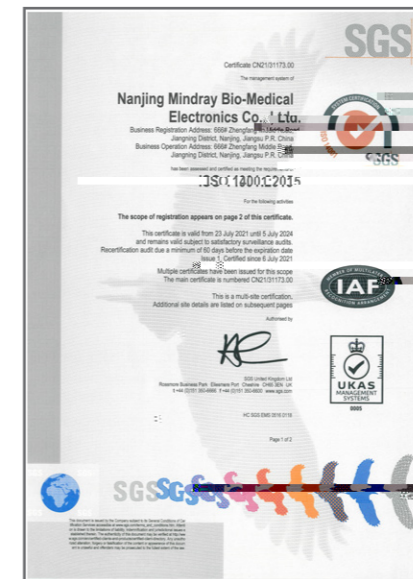
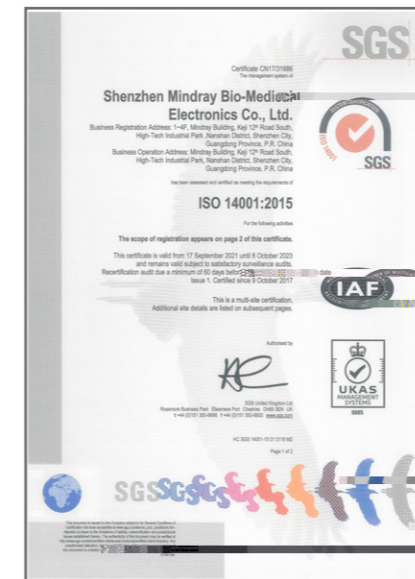
EHS management system framework



2019, M  
 2022, G M C  
 EHS



2022, G M C N  
 ISO 14001  
 2023,



ISO 14001 E M S C

T Special Report on Climate Change and Health  
 H O ( HO)  
 "M  
 R  
 T F C  
 F D (TCFD),  
 C (GHG)

Disaster Response Plan,  
 I 2022,  
 S (G M C L B ),  
 N D B  
 D M M T I P A  
 2022 L M M T I P  
 J 2022 G

T S S C  
 B  
 ESGE C S  
 S C E  
 D G M G ( C ),  
 S  
 S C ),  
 S ESGE C  
 T G D  
 T  
 G 2  
 T  
 G  
 Emergency Management Procedure Natural



Types of risk		Potential impacts
P	A.	T
	C	C
	E	T S C S H
T	T	O A
	M	C T
	R	G

Types of opportunity		Responses
R		A U A E
E		F U ( ) P
P		D / S ( )
M		A C R&D E
R		P S /U

the People's Republic of China, Energy Conservation Law of Administrative Measures for Energy and Energy Facilities. I

ISO 50001 E

G

M

F

B

	2022	2021
T (CO <sub>2</sub> )	68,975.94	59,256.89
C (CO <sub>2</sub> RMB)	2.27	2.34

Report A III: S K P I (KPI) (3)

Energy Source	2022	2021
Purchased electricity	108,917,530.00	
Piped natural gas	1,420,649.69	
Liquefied petroleum gas	33,521.00	
Gasoline	46,673.75	
Diesel	3,907.16	

Report A III: S K P I (KPI) (3)

M 600 LED	
26,880	
15.62	
T 2	
2,000 VA	
17,500	
10.17	
G M C	
12	
1,617,980	
940.05	
N P B	
1,200 K	
1,170,000	
679.77	
5,531	
1,000,000	
581	

T, M

T, M

G, L, P, R, C

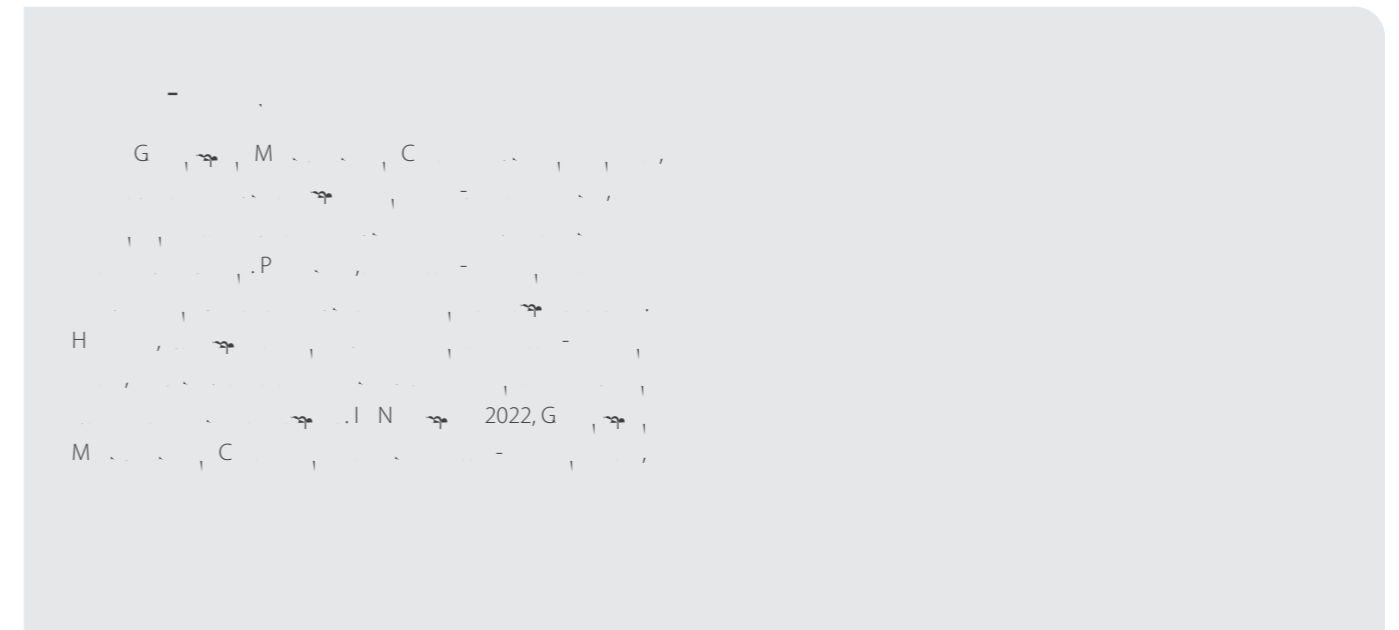
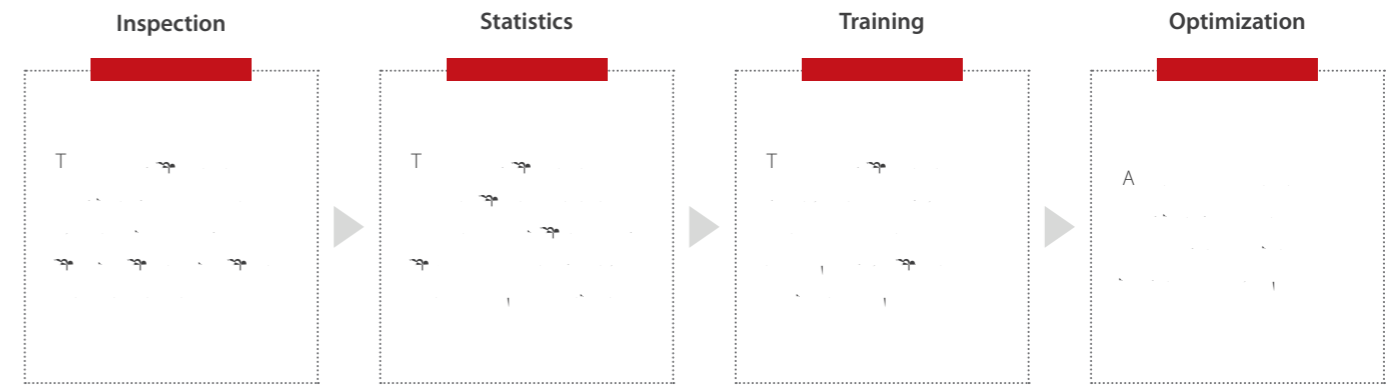
M, A, M

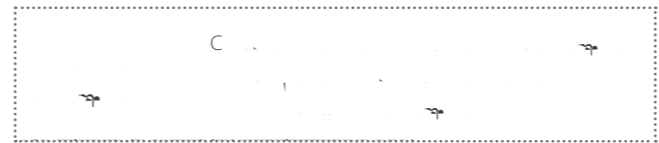
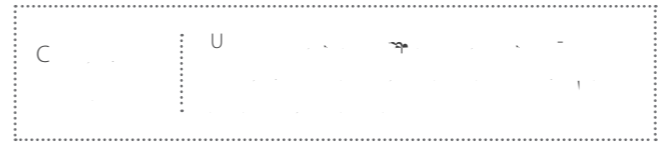
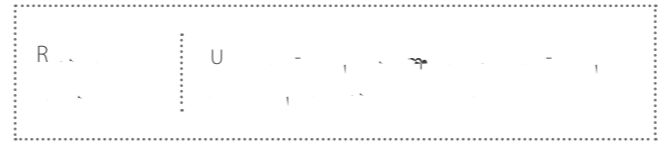
A, M

1. M
2. L
3. R
4. L
5. I

T, M

T, C





M  
 G  
 Water Pollution Prevention and Control Law of the People's Republic of China, Atmospheric Pollution Prevention and Control Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes, Regulations on the Administration of Medical Wastes Law of the People's Republic of China on the Prevention and Control of Pollution from Environmental Noise, Pollutants Management Regulation, On-line Monitoring System of Wastewater Working Instruction, Hazardous Wastes Management Procedure, Regulations on the Administration of Medical Wastes and the Environmental Facilities Operation Management Regulation  
 EHS Performance Management Procedure.

P  
 824.62 RMB  
 100%



M... P... M... R...  
 D... R... P... C... T... G... G...  
 M... C...

Name of main pollutants and particular pollutants	Way of discharge	Number of discharging outlets	Distribution of discharging outlets	Discharge intensity	Discharge Standard of pollutants implemented	Total amount of discharge	Ratified total amount of discharge	Situation of excessive discharge		
S... S...	C... U...	10	S... N .1, N .3, N .5 ... N .6,							

T, M

S 26°C, 30

P

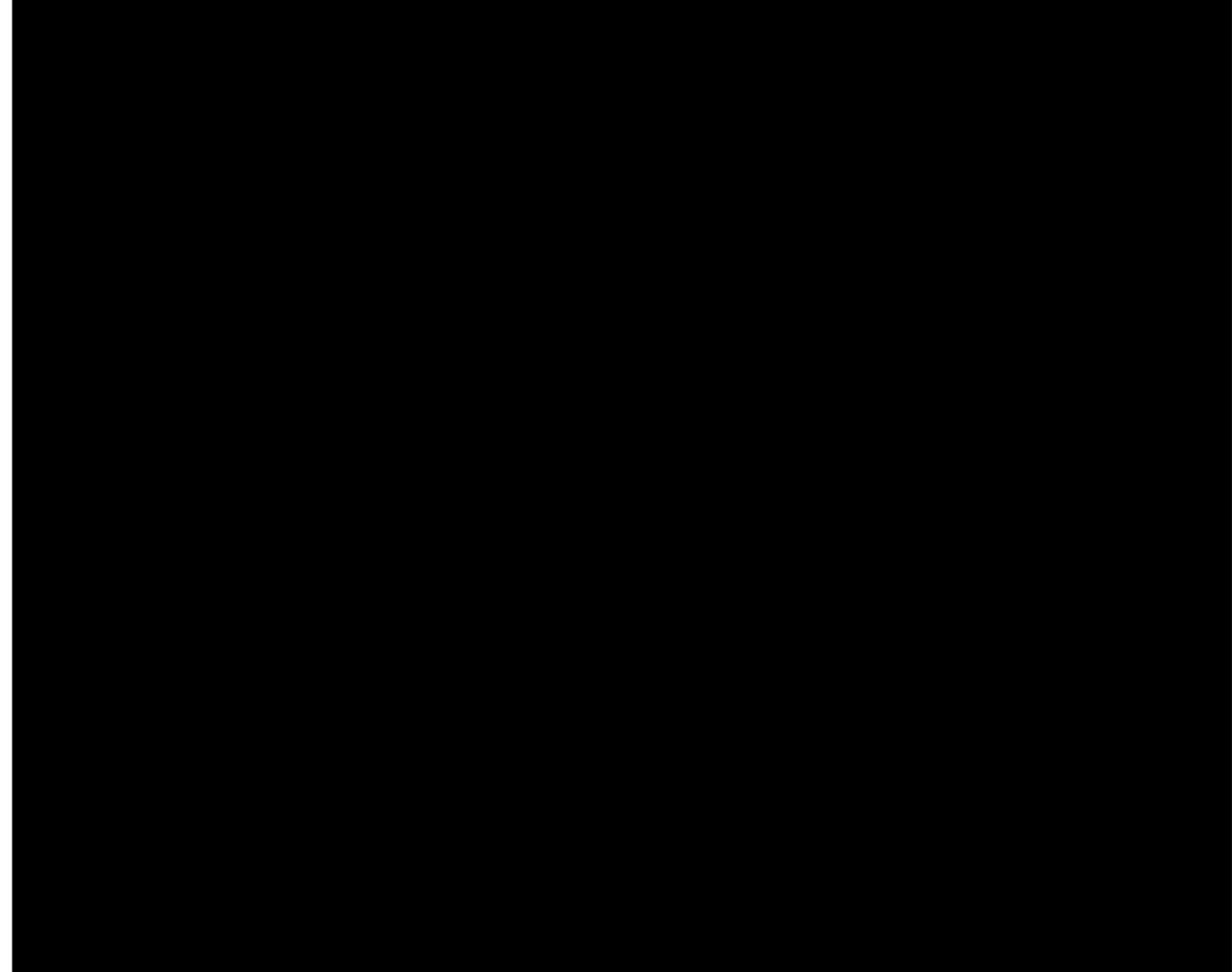
C, D, U

U, I

D

I

E





Mindray has established a comprehensive talent management system, including recruitment, training, performance management, and compensation. We are committed to providing a fair and competitive environment for our employees, ensuring their growth and development. Our talent management practices are based on the principles of fairness, transparency, and meritocracy. We have implemented various measures to attract and retain top talent, such as offering competitive salaries, comprehensive benefits, and professional development opportunities. Our goal is to build a high-performing team that can drive the company's long-term success.

Mindray complies with the Labor Law of the People's Republic of China (Labor Law), Labor Contract Law of the People's Republic of China, Employment Promotion Law of the People's Republic of China, Uniformed Services Employment and Reemployment Rights Act

Employee Manual and the Recruitment Deployment Management Regulation

2022 Talent Management Awards



In 2022, Mindray continued to invest in talent development. We launched several training programs to enhance the skills and knowledge of our employees. These programs include leadership training, technical training, and cross-functional training. We also implemented a mentorship program to help junior employees learn from experienced colleagues. Our goal is to create a learning organization where employees can continuously improve themselves and contribute to the company's success.

Mindray has established a fair and competitive compensation system. We conduct regular market research to ensure our salaries are competitive. We also offer comprehensive benefits, including health insurance, life insurance, and a pension plan. Our compensation system is designed to attract and retain top talent while maintaining a strong financial position.

Employee Manual and the Recruitment Deployment Management Regulation

7 New Business Entities

3,800 Employees

64 Countries

2708

641\*

481\*

86%\*\*

\*2022  
\*\*A 31 Dec 2022

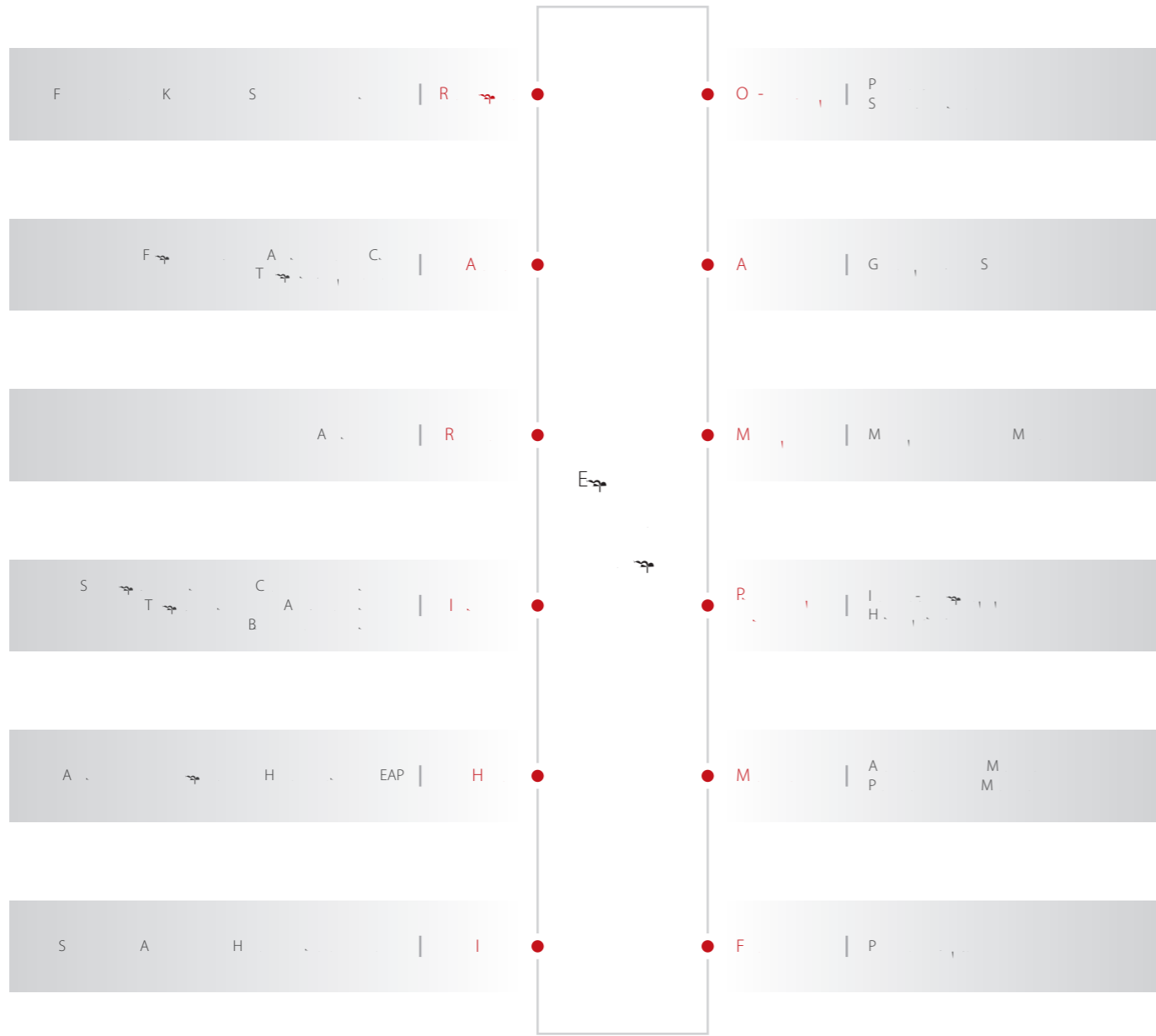
"Mindray has established a comprehensive talent management system, including recruitment, training, performance management, and compensation. We are committed to providing a fair and competitive environment for our employees, ensuring their growth and development. Our talent management practices are based on the principles of fairness, transparency, and meritocracy. We have implemented various measures to attract and retain top talent, such as offering competitive salaries, comprehensive benefits, and professional development opportunities. Our goal is to build a high-performing team that can drive the company's long-term success."

S 2019, Mindray's total revenue was 188.4 billion RMB. In 2022, the total revenue reached 274.2 billion RMB, an increase of 41.2 billion RMB. The operating profit was 27.2 billion RMB, an increase of 6.9 billion RMB. The net profit was 33.2 billion RMB, an increase of 4.1 billion RMB.

I J 2022, Mindray has established a comprehensive talent management system, including recruitment, training, performance management, and compensation. We are committed to providing a fair and competitive environment for our employees, ensuring their growth and development. Our talent management practices are based on the principles of fairness, transparency, and meritocracy. We have implemented various measures to attract and retain top talent, such as offering competitive salaries, comprehensive benefits, and professional development opportunities. Our goal is to build a high-performing team that can drive the company's long-term success.



Item	2022, Month	2022, End of Period	Unit
Payroll	3,048,662	3,048,662	RMB
Employee turnover rate	2,507		%



Channel	Frequency	Reach	Effectiveness
Internal Communication	High	Wide	High
External Communication	Medium	Medium	Medium
Digital Communication	High	Wide	High

Employee communication channels

- Internal Communication**: Regular internal communication through company newsletters, internal websites, and employee handbooks to ensure information flow.
- External Communication**: Regular external communication through social media, press releases, and public relations to maintain a positive corporate image.
- Digital Communication**: Utilizing digital tools like WeChat, DingTalk, and internal portals to facilitate communication and collaboration.
- Performance Management**: Implementing a performance management system to provide feedback and support employee growth.

\_\_\_\_\_

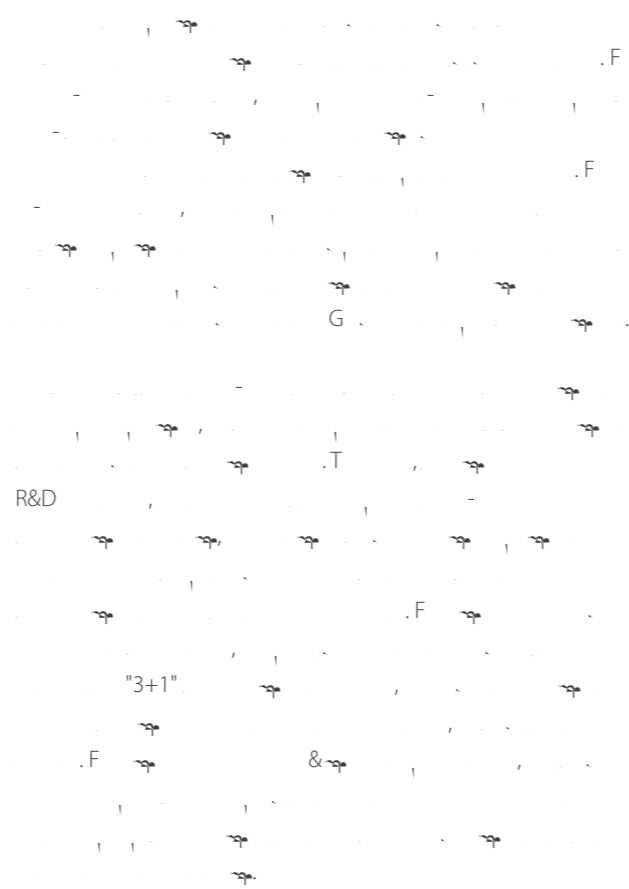
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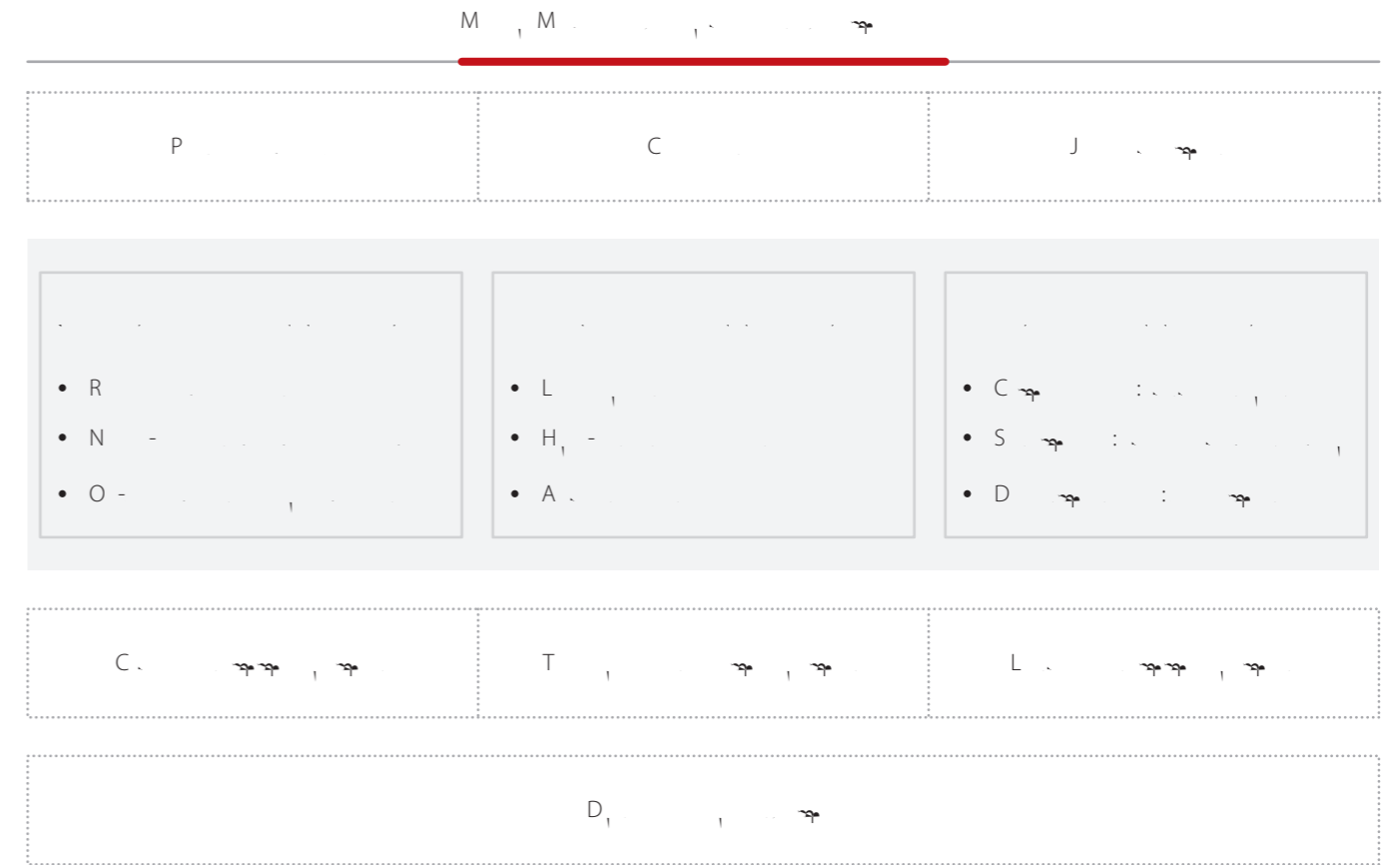
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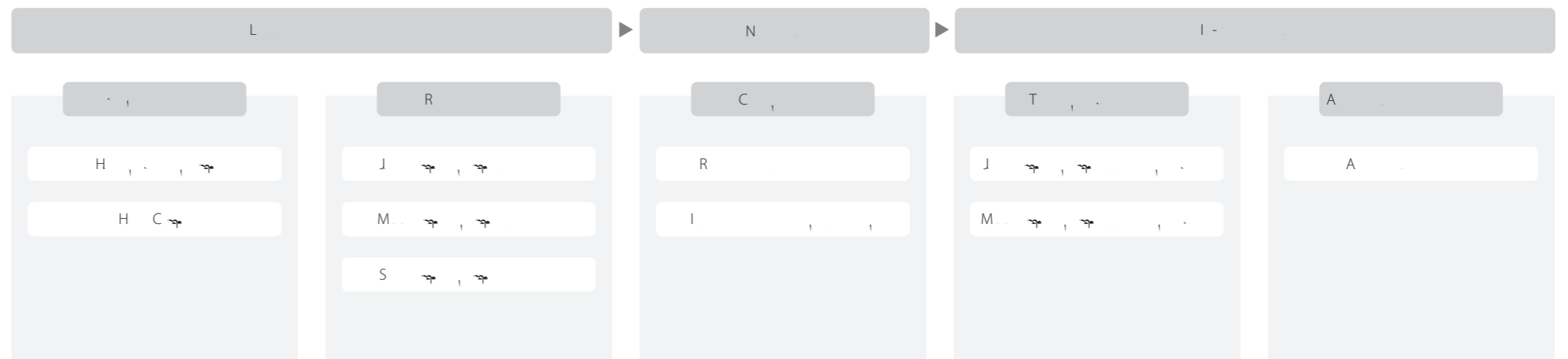
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### Talent training and development system



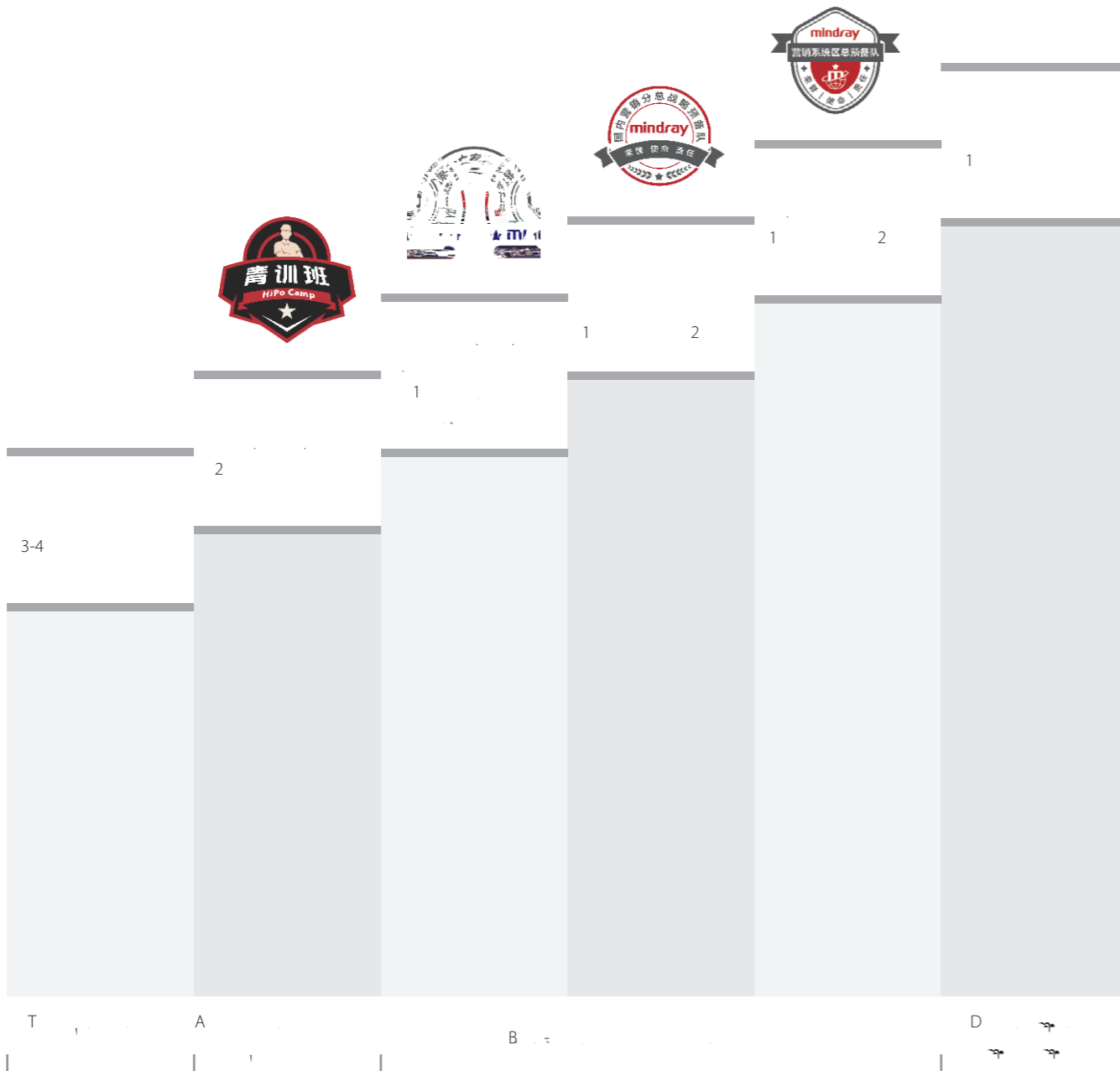
### Training system for management staff



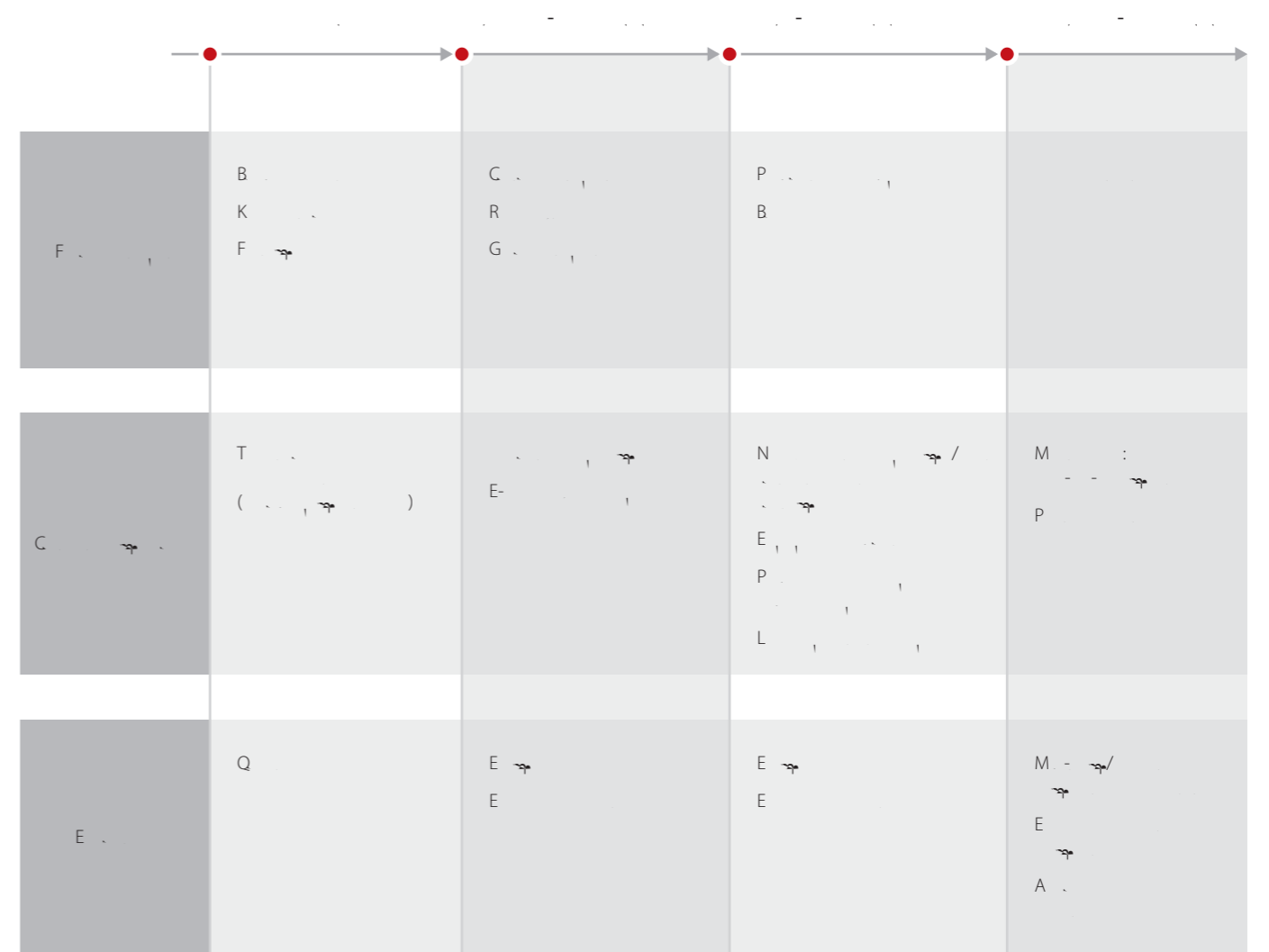
...F  
...T  
...80  
...G...F...C...N...I...O... "F /C -L P P"  
...G...

T G  
...R&D,  
...T  
...G  
...T

Example of cultivating reserve leaders



Framework for the development of graduates



15,973

TOTAL EMPLOYEES

99.2%

CORPORATE EMPLOYEES

351,451

TOTAL EMPLOYEES

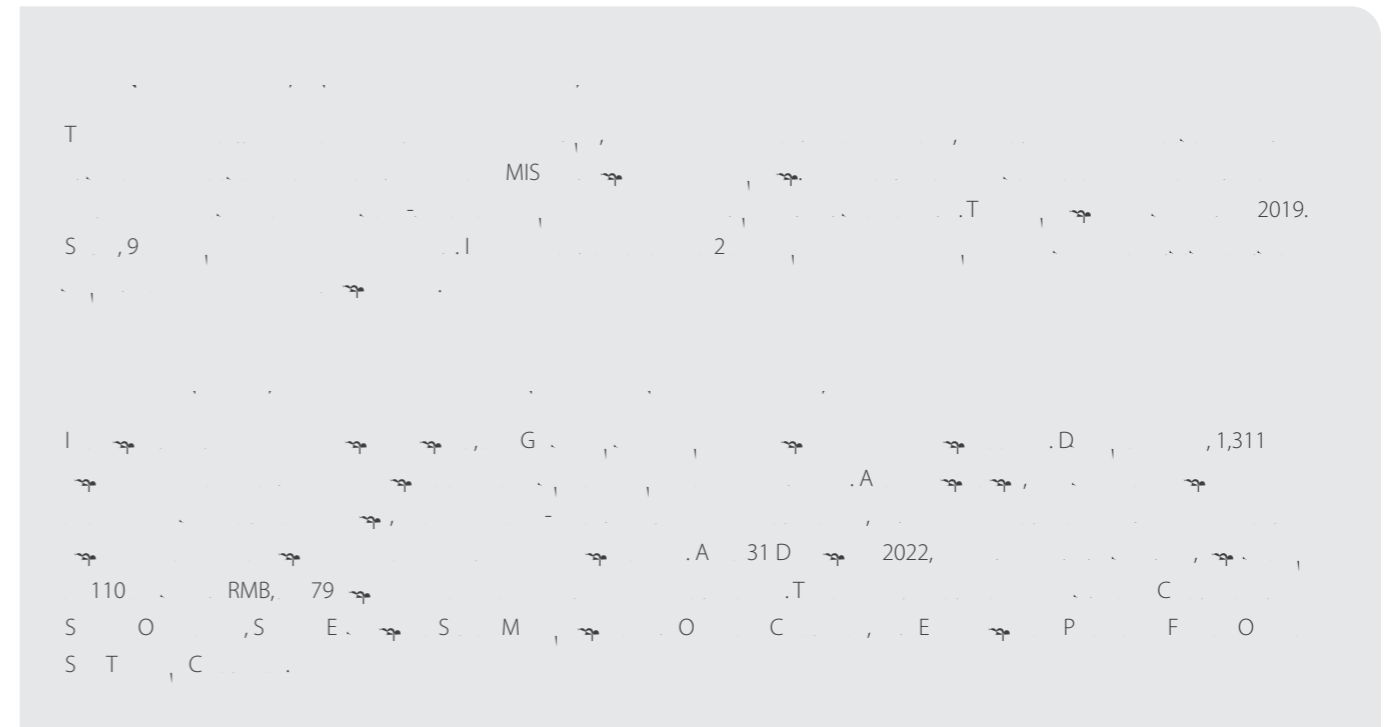
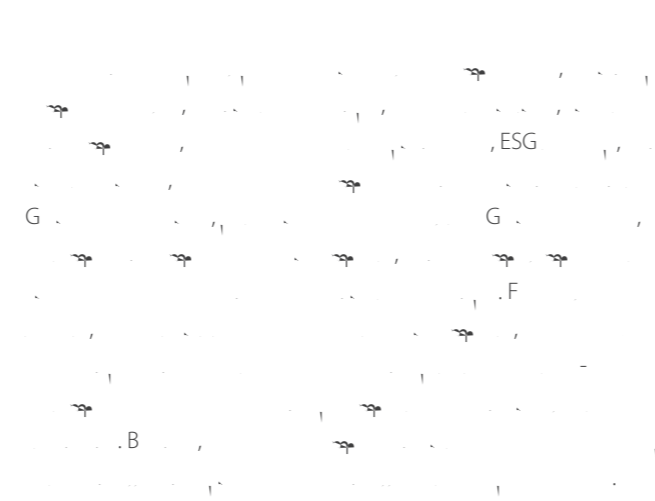
22

AWARDS

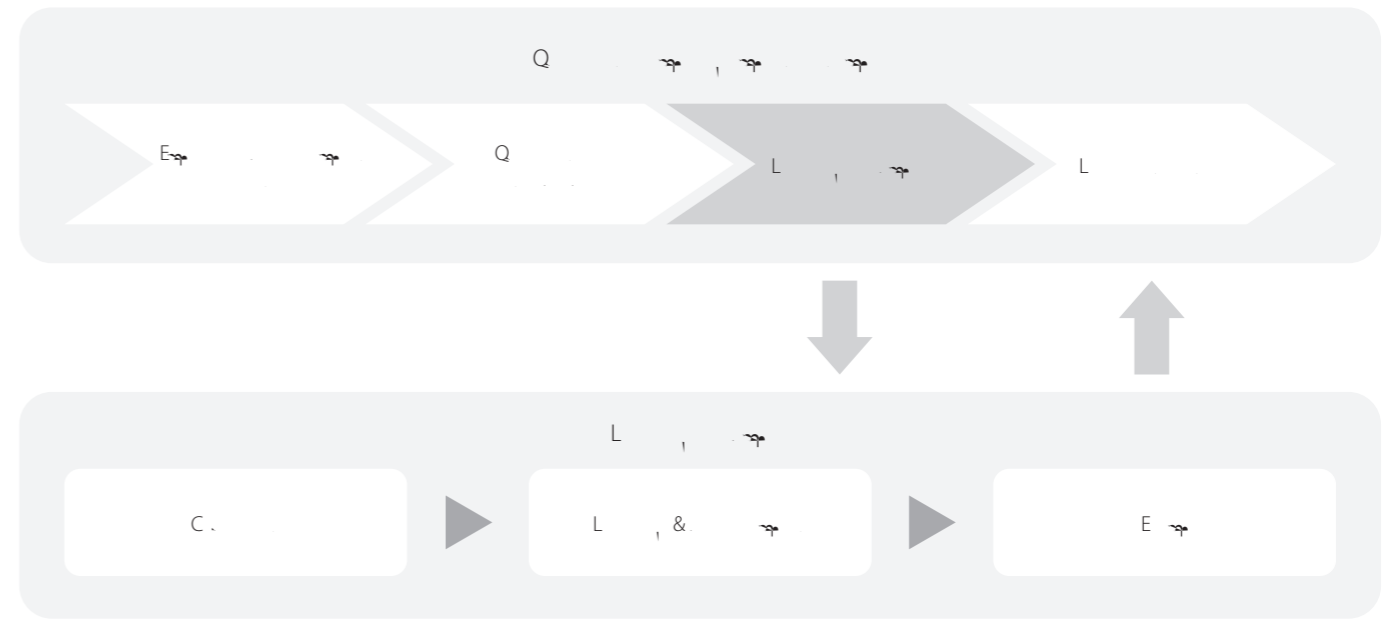
19.48 RMB

TOTAL EMPLOYEES

\*2022

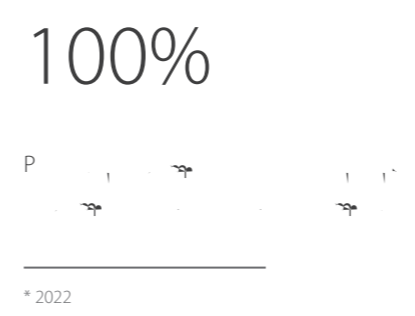
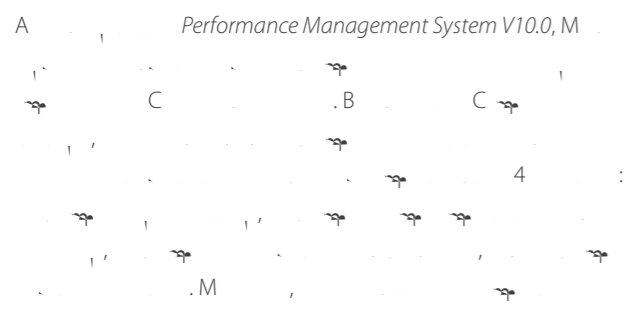


Professional's qualification management system



Illustrative learning roadmap (for software development)

P		Level	Knowledge and skills required	Course/Content	Learning objectives	Assessment
E10+	S B N	E10	A	C		
			R	C		
			T	C		
E7-E9	U R P	E7-E9	E	C		
			C	B	M	
			S	B		
			C	B		
			A	B		E
			S	C		
			E	C		
			D	C		
E4-E6	M P	E4-E6	R	C		
			C	B		
			C	C		
			C	C		
			C	C		
			S	C		



**Employee performance appraisal and feedback process**



M  
Work Safety Law of the People's  
Republic of China, Law of the People's Republic of China on the Prevention and Control of Occupational Diseases

"3 M"  
"A"

Hazards Evaluation Management Procedure, Management of  
EHS Change Procedure, EHS Performance Management Procedure  
Internal and External Audit Management Procedure, M

EHS C P 103.6323 ( ) N2/MC

I 2019, M "3 M"  
"O" 4

"D P S M"  
F M "3 M"

T  
I 2022, G G M C  
N P B ISO45001 O H S M S

I 2023,

	EHS Training Management Procedure	EHS	
EHS			
G	EHS		
T		EHS	
	Emergency Management Procedure,		EHS

-8 (      -139 (            )(      ( )7 (      ) )8 (      )6.1 (      )11 (            )-69 ( )109      ( )-1

Diversity and Inclusion Policy, Labor Law, Management, HR, and other related policies.

C and Inclusion Policy, Diversity and Inclusion Policy, Diversity, Equality, Anti-Discrimination, Anti-harassment, Anti-Bullying Policy, HR, and other related policies.

In 2022, 12%, 8%, 4%, and 31% of the workforce is covered by these policies.

100%

Management, 51, 42, 100%, 29

12%

Policy, 8, 4

82%

100%

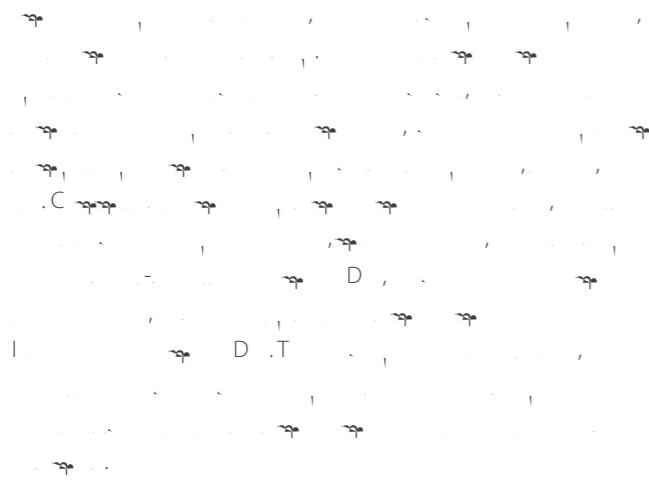
29%

Policy, Management, 29

21%

Policy, Management, 21

Law of the People's Republic of China on the Protection of Women's Rights and Interests,



29.06%



37.50%



30.37%



22.84%



\*A 31 D 2022

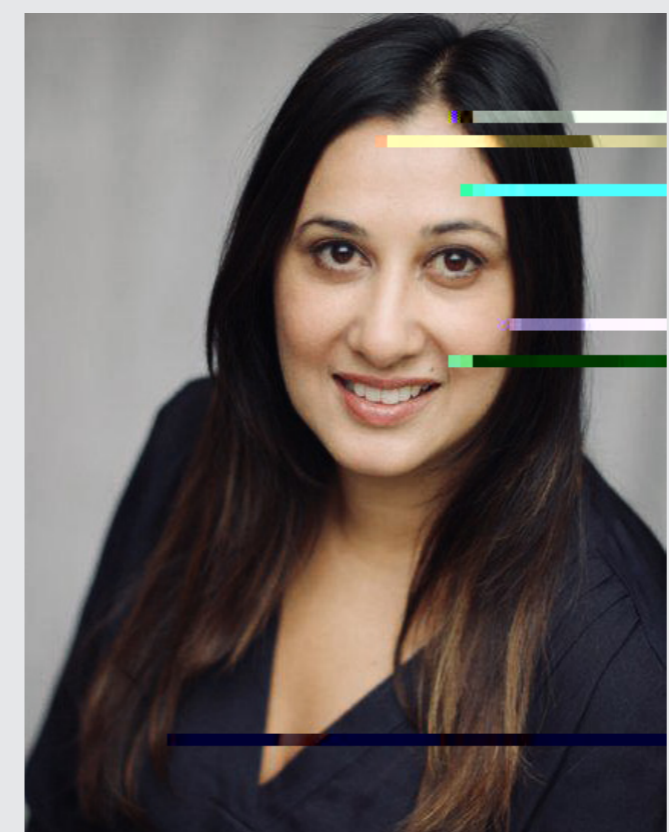
S M M O  
 2022,  
 PMLS  
 "Q E 2022".

K K M UK 8  
 A PMLS K  
 M UK  
 "S C A"  
 UK.

C J M R&D  
 D 18  
 B  
 S B D M  
 S M



M O



K K



C J



2022年，公司积极响应国家号召，主动承担社会责任，在履行经济责任的同时，积极履行社会公益责任。公司通过多种方式，支持社会公益事业，助力社会进步。2022年，公司累计投入公益资金298.2万元，开展公益活动200余场，受益人数达7000余人。公司还积极参与乡村振兴、教育帮扶、环保公益等领域，为社会和谐稳定做出了积极贡献。

2022年10月28日，公司捐赠了200,000元，用于支持教育事业。此外，公司还积极参与了多项公益活动，包括支持乡村振兴、教育帮扶等。通过这些举措，公司不仅履行了社会责任，也为社会的可持续发展做出了贡献。



图 G 公司捐赠支持教育事业

2022年10月26日，公司捐赠了1,200,000元，用于支持教育事业。此外，公司还积极参与了多项公益活动，包括支持乡村振兴、教育帮扶等。通过这些举措，公司不仅履行了社会责任，也为社会的可持续发展做出了贡献。

自2004年成立以来，公司累计投入公益资金600余万元，开展公益活动1000余场，受益人数达106.8万人。公司始终秉持“以人为本”的理念，积极履行社会责任，为社会和谐稳定做出了积极贡献。

公司积极参与了多项公益活动，包括支持乡村振兴、教育帮扶等。通过这些举措，公司不仅履行了社会责任，也为社会的可持续发展做出了贡献。



图 D 公司捐赠支持教育事业

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17 1,274

2,415 21

1,074 100

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2022

2022

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TCM

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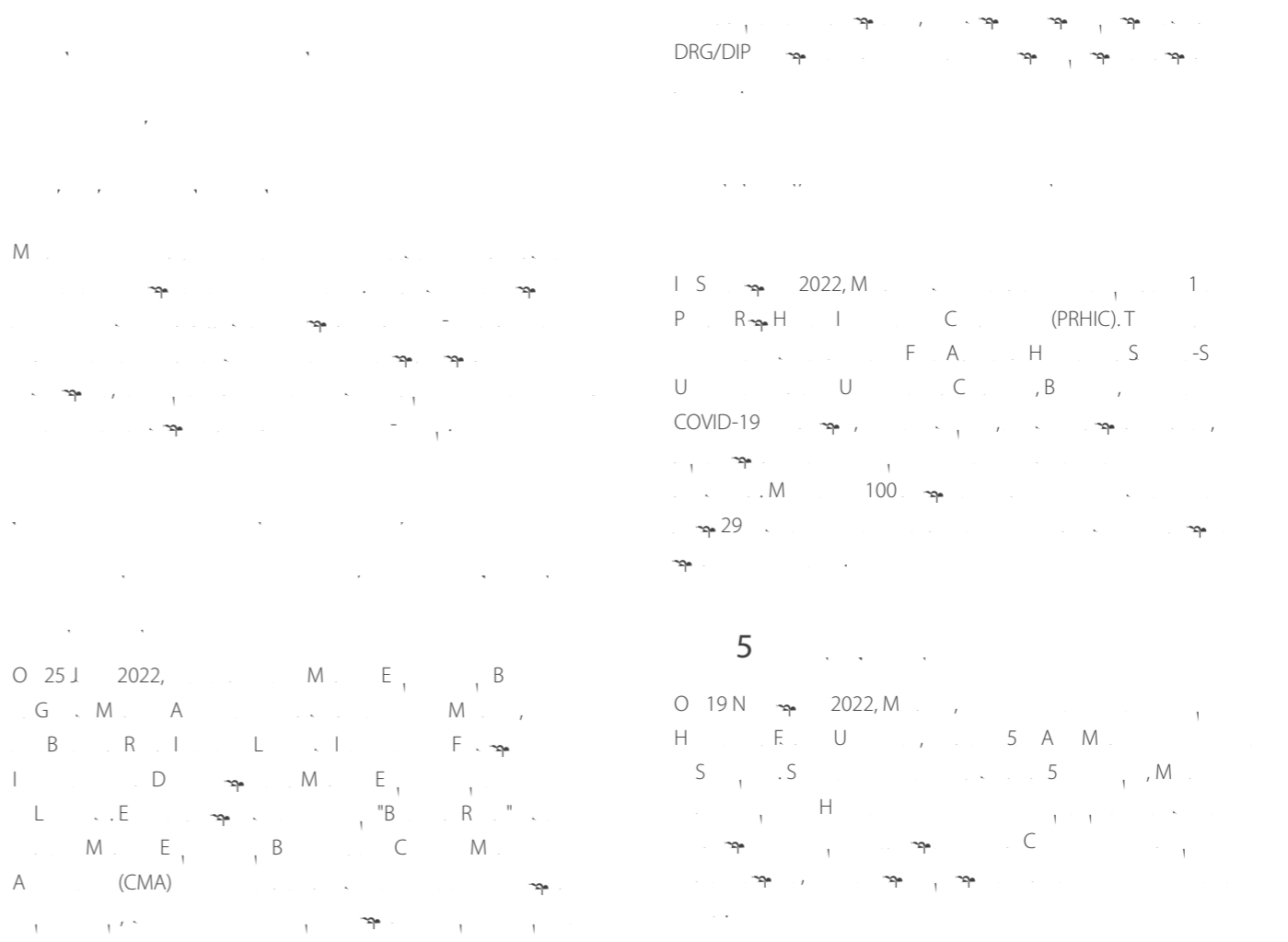
TCM

TCM

TCM

TCM

TCM



M  
AED (PAD)  
AED  
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T C  
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(CPR) 4  
"G 4 "T AED  
B  
M  
AED  
M  
AED  
M  
AED  
T  
M  
AED

T M more than 20 AED  
P U C U H  
K S C C (SCC), P A  
I , CITICS , A C S P  
G C M S B S P 00 50 311 D-5 9 ( ) 11N 2022 M)-15.9 ( ) 6 ( ) 6.1 ( ) ETEM/C/P <</L ( -CN)/MCID 64014 DC BT/T 1 T 9 0 0 9 4522.3583272.201 1 000T ETEM/C/P

T  
M A M M  
I 2022, M A M L L  
UK  
E D.A S  
E M E  
A T  
T  
M A M  
"M A C "T  
M A  
M



D.L. ...



D.A. ... S. A

2022, M. A. M. 155,000 RMB (22,000 USD)

B. T. D. Q. S. D. C. C. C. S.

A. P. A. (C.S.A.P.A). T. "M. A. M.

C. " ( )

T. "M. A. M. C. " "

爱心捐赠证书

E. , M. A. M.

World Black Bear Day  
4 June

International Tiger Day  
29 July

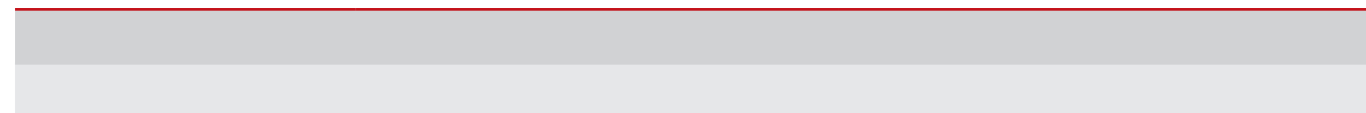
International Guide Dog Day  
27 April

World Camel Day  
22 June

International Dog Day  
26 August



S	S	M	B	-M	E	C	L	GRI
	1 J	2022	31 D	2022				GRI S
GRI 1:	GRI 1: F		2021					











Sections of report

Applicable laws and regulations (Partial)

Internal Policies

*Criminal Law of the People's Republic of China*

*Criminal Procedure Law of the People's Republic of China*

*Civil Code of the People's Republic of China*

*Company Law of the People's Republic of China*

70710588(r)8(o)825(tatentieople's Republic of China)EMC/P.Lang (zh-CN)/MCID 99DC BT8 0 0 8 703009 10395 Tm 70710570.8TE GO)C

CORPORATE GOVERNANCE



G

Table 10: Financial Performance Indicators

Indicators	Unit	Data in 2022
Total Assets	P	16,099
Total Liabilities		
Margin	%	70.94
Financial Ratio	%	29.06
Total Assets		
Current Assets (Cash, H, K, M, T)	%	88.04
Operating Assets	%	11.96
Total Assets		
Balance	%	72.18
Current Assets	%	8.15
Total Assets	%	19.67
Total Assets		
Margin	%	29.23
Sales & M	%	25.29
R&D	%	24.39
F	%	1.78
A	%	0.99
C	%	10.87
O	%	7.45

Indicators	Unit	Data in 2022
Total Assets		
Sales	%	0.34
Margin	%	3.94
G	%	95.72
Total Assets		
Under 31	%	36.14
31-40	%	48.35
41-50	%	11.49
Over 50	%	4.02
Total Assets		
Percentage	%	93

S

Indicators	Unit	Data in 2022
Quality		
M	%	84
O	%	16

## E

I

Indicators	Unit	Data in 2022
N	P	500

A

Indicators	Unit	Data in 2022
C		
T	T	22
C	%	100
C		
N	C	0

A

Indicators	Unit	Data in 2022
L		
L	C	0

4.E C 50% & /R&D/

5.R Guidance for Accounting Method and Reporting of GHG Emissions by Industrial Enterprises N D R C 6J 2015  
Energy Statistics Manual I E A, Country Specific Electricity Grid Greenhouse Gas Emission Factors C F IGES List of Grid Emission Factors I G E S

6.T = / G 2022.

7. = 2022/ G 2022.

## E

E

Indicators	Unit	Data in 2022
E		
T	GJ	460,728.10
T		
G		46,673.75
D		3,907.16
P	C	1,420,649.69
L		33,521.00
P		
P		108,917,530.00
H	GJ	9,686.46
T		
S		98,330.00
E		
I	GJ/ RMB	15.2

Indicators	Unit	Data in 2022
T	C	1,191,827.18
	C / RMB	39.25
O		
R	C	77,872.00

8

Indicators	Unit	Data in 2022
D (S 1) GHG 9		
D (S 1) GHG	T CO2	5,519.37
E (S 2) GHG 10		
E (S 2) GHG	T CO2	63,456.57
GHG 11		
GHG	T / RMB	2.27

E

Indicators	Unit	Data in 2022
	T	516.53
I 12	T / RMB	0.02

E C

Indicators	Unit	Data in 2022
S		
T 2022	RMB	0
T 2021	RMB	0
T 2022	T	0
T 2022	T	0

8. A 2022, GHG Notice on Keypoints Concerning Reporting and Management of Enterprise GHG Emissions in 2022. M E PRC 15 M 2022; Reporting Guidance on Environmental Key Performance Indicators. S E H K L 25 M 2022; IPCC Guidelines for National Greenhouse Gas Inventory, GB/T 2589-2020 General Principles for Calculation of Comprehensive Energy Consumption. S A M S A N S A Energy Data Manual. I E A

O

Indicators	Unit	Data in 2022
HSF (H S F)		
A HSF	%	100
T HSF	%	100

S

N

Indicators	Unit	Data in 2022
T	P	3,312
N		
M	%	69.63
F	%	30.37
N		
C (H, K, M T)	%	85.05
O	%	14.95
N		
U 31	%	61.29
31-40	%	32.00
41-50	%	4.92
O 50	%	1.78

9. GHG (S 1), ( ) ; HFC & PFC ; CO2

10. GHG (S 2), &

11. I GHG = G GHG (S 1) GHG (S 2) 2022 / G 2022

12. I = 2022 / G 2022.

Indicators	Unit	Data in 2022
T	%	15.8

13.T

N

Indicators	Unit	Data in 2022
I		
T	R   P   C	0

S

Indicators	Unit	Data in 2022
R	%	11.96
F	T	785
T	T	658

C

Indicators	Unit	Data in 2022
I		
A	C	0
A	C	0
A	C	0

M

Indicators	Unit	Data in 2022
I		
A	C	0
A	C	0
A	C	0
I		
A	C	0
A	C	0
A	C	0

C

Indicators	Unit	Data in 2022
S		
C	C	0
C	C	0
T	C	0
S	C	0

C

Indicators	Unit	Data in 2022
N		
C	%	100
C	%	100
O	%	100

R&D

Indicators	Unit	Data in 2022
R&D		
R&D	RMB 100	31.91
R&D	P	3,927
N	C	8,670
N	C	6,193
N	C	3,976
N	C	1,847



# ASSURANCE STATEMENT

SGS-CSTC'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE SHENZHEN

### LIMITATIONS AND MITIGATION

Financial data drawn directly from internal records and financial statements is not checked back to source as part of this assurance process.

Data tracing on headquarters level, not including original data of all subsidiaries.

The assurance process was not performed on the data of subsidiaries in other countries.

### Timeliness

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

### Verifiability

The data and information can be traced and verified.

### Management Approach

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

### General Disclosures

The general disclosure was presented in accordance with SGS's general disclosure SG24.

### Topic-Specific Disclosures

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

### Findings and recommendations

and management process were described in the management of MINDRAY for continuous

Good practices and recommendations for sustainability report internal management report which has been submitted to the improvement.

Signed:

For and on behalf of SGS-CSTC

David Xin  
Sr. Director – Knowledge

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