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MESSAGE FROM THE CHAIRMAN



2023 was a year when the medical device industry saw rapid growth and gained momentum to high-quality development. With continuous emergence of innovative high-end medical devices, standards in the industry become more systematic and internationally applicable with broader coverage. In the new era of challenges and opportunities, Mindray remains steadfast in its commitment to innovation, exploration and the pursuit of long-term value. We steadily advance our globalisation strategy and optimize the risk management and internal control systems. On this basis, Mindray strives to provide high-quality, sustainable healthcare to more people.

After years of efforts, we have established a mature sustainability management system with a four-tier management structure. Relying on this

system, we can make our sustainability action plans in an all-round manner and oversee and inspect the implementation of the plans in the six major areas. This year, we were highly received for our environmental, social and governance (ESG) contributions. We were rated "AA" in the MSCI ESG Ratings, and awarded a silver medal from EcoVadis for Corporate Social Responsibility and Sustainable Development in 2023. We also ranked among the top ten in the list of "China's Top 100 ESG Pioneer Listed Companies".

Innovation is a primary driver for Mindray's high-quality development. As people's living standards rise and populations get older, the healthcare industry faces challenges such as an uneven distribution of medical resources, a severe shortage of healthcare personnel and

inefficient collaboration. On the other hand, progress in integrated innovation, healthcare big data and artificial intelligence present new opportunities for the industry. At this critical juncture, we embark on Mindray's Intelli-Digital Transformation and implement the concept of smart healthcare. Empowered by 5G and AI technologies, we have developed IT-based solutions and established remote service platforms to make quality medical resources more accessible to and affordable by the communities.

Quality is the cornerstone for corporate sustainable development. Taking the integrated supply chain system as the core, we have built a quality and risk management system throughout the product lifecycle, so as to achieve efficient end-to-end collaborative management. To support our business globalization, we have stepped up our efforts to build a global system for production and supply. By means of mergers and acquisitions and business integration, we strive to provide our customers with a comprehensive range of industry-leading products and solutions from raw materials to finished products.

Meanwhile, we have launched the initiative of "Project 2025: Vision for the Future" as an effort to promote international exchange

and cooperation. From basic education and advanced technology exchange to medicine research cooperation, we innovate advanced technologies in targeted markets with an insight into clinical needs, and support regulation and supervision on medical devices. As a result, we can facilitate the international exchange on industrial innovations for common development with our practices and experience.

W

Adhering to the core value of "value and enrich our people", we encourage employees to make personal progress by improving the talent development strategy and training system and building talent pipelines. In doing so, we are able to get the right talent in the right roles and cultivate them in accordance with their aptitude. We have established a scientific incentive mechanism and a comprehensive welfare system. Moreover, to develop a diversified and inclusive workplace, we regard diversity, equality and inclusion as an integral part of our corporate culture. We provide employees of different nationalities, races or genders with broad possibilities to unleash their potential and showcase their talent, contributing to our shared success.

We focus on the development of our suppliers. In 2023, we established a sustainable procurement

management system to incorporate sustainability requirements into procurement standards. We also set up a Supplier Quality School to assist suppliers in quality management and sustainable development with our own management practices. Together, we drive the high-quality advancement of the healthcare industry.

Beyond the Hospital

In addition to our commitment to sustainable development, we engage in children's health projects. Along with international public welfare organizations, we provide high-quality medical treatment for children with cleft lip and palate. We have also assisted to set up a charity fund to help children with liver diseases. We have established ultrasound schools and training centres around the world to increase the access to healthcare and to promote healthcare capacity building in developing countries. Leveraging our strengths, we make continuous efforts to promote rural revitalization, strengthen industry-academics-healthcare professional collaboration, and guarantee public life safety. With these efforts, we aim to work with all stakeholders to create a better future.

At the same time, we are strongly committed to environmental protection, focusing on global issues on this front such as climate change. We implement green practices throughout our

production and operation by strengthening energy and resource management, promoting the technological transformation for energy conservation and emission reduction, and advocating the use of clean energy. In doing so, we accelerate the realization of the Group's 2030 target for carbon emission reduction and secure a sustainable future with practical actions.

As we reflect on the challenges and opportunities of 2023, we work to usher in a new chapter amidst changes in 2024. In our unswerving pursuit of sustainable development, we will strengthen our R&D and innovation, enhance our supply stability and resilience to market changes and expand customers' access to services and products by virtue of a profound

governance system and a high-standard international workforce. We will strive to deliver premium medical services to a wider population, so as to promote a healthier World.

——Li Xiting, Chairman of Mindray



ABOUT THE REPORT

Background

The *Sustainability Report 2023 of Mindray* (hereinafter "the Report") is the sixth sustainability report issued by Shenzhen Mindray Bio-Medical Electronics Co., Ltd. (the previous reports from 2018 to 2020 were called "corporate social responsibility reports"). The Report is based on the principles of objectivity, standardization, transparency and comprehensiveness to disclose in detail our practices and performance in various fields of corporate social responsibility (CSR) such as environment, society and corporate governance in 2023.

Abbreviations

Abbreviations

The Group, We, Mindray
The Company
Guangming Manufacturing Center
Nanjing Production Base
Mindray Animal Medical Technology
HyTest Invest Oy
Longhua Base

Reference

Shenzhen Mindray Bio-Medical Electronics Co., Ltd. and its subsidiaries
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.
Guangming Manufacturing Center of Shenzhen Mindray Bio-Medical Electronics Co., Ltd.
Nanjing Mindray Bio-Medical Electronics Co., Ltd. and Mindray Nanjing Biotechnology Co., Ltd.
Shenzhen Mindray Animal Medical Technology Co., LTD.
HyTest Invest Oy and its subsidiaries
Longhua Mindray Medical Technology Industrial Park

Reporting Standards

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

Reporting Period

The Report is an annual report covering the Group's achievements in sustainability from January 1, 2023 to December 31, 2023. In order to enhance the comparability and completeness of the contents of the Report, some contents are retroactive to previous years, as appropriate.

The performance indicators in the Report cover the main businesses of the Group, including

Patient Monitoring & Life Support (PMLS), In-vitro Diagnosis (IVD) and Medical Imaging System (MIS). Unless otherwise stated in the Report, economic performance indicators and social performance indicators cover all entities within the scope of consolidation, while the environmental performance indicators cover all production, R&D and office sites of the Group. Unless otherwise stated, this report is denominated in RMB.

C

The Report was approved for release by the Board of Directors of the Group on 25 April 2024. 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.

A

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

M

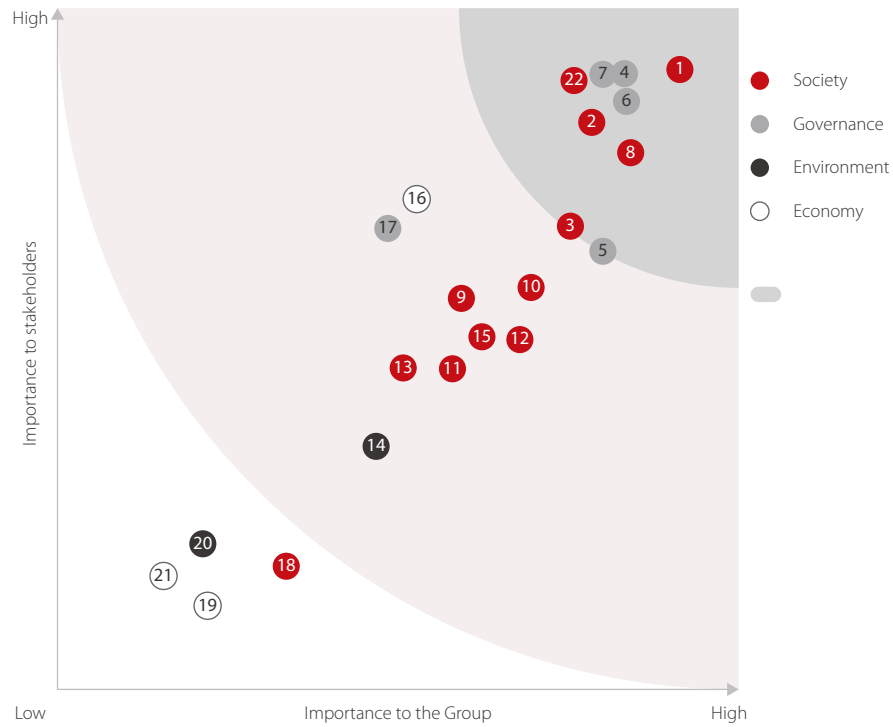
Mindray attaches great importance to the integration of the long-term development strategy with sustainability concepts. By reviewing the Group's ESG management performance in 2023 as well as referring to and learning peer practices in sustainability

management, we updated the list of ESG issues. This year, we have added the topic of "accessible healthcare".

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



M I



Number

- 01 Product quality and safety
- 02 Customer service management
- 03 Occupational health and safety
- 04 Intellectual property management
- 05 Information security and privacy protection
- 06 Anti-corruption
- 07 Corporate Governance
- 08 Talent acquisition and retention
- 09 Supplier management
- 10 Employee rights and welfare
- 11 Employee training and development
- 12 Smart healthcare
- 13 Diversity and equal opportunity
- 14 Green operation
- 15 Sales and marketing management
- 16 healthcare professional cooperation
- 17 Investor relations
- 18 Low carbon products
- 19 Volunteer service and public welfare projects
- 20 Climate change
- 21 Rural revitalization
- 22 Accessible healthcare

We have established various convenient channels to communicate with investors, like telephone, e-mail, investor relations platform, "Investor relations" column on Mindray's official website, media interviews, performance presentation and so on. In this way, we establish and maintain good investor relations, achieve positive interaction with investors and provide scientific, accurate and transparent reference basis for their decision-making. In 2023, the investor relations team maintained smooth and effective communication with domestic and foreign investors through various online and offline communication channels. Throughout the year, we organized and participated in nearly 700 investor communication activities, such as company research, industry strategy meetings, reverse road shows, telephone calls, ESG sharing meetings and investor open days, reaching over 7,200 investors. The investors' understanding of the Company's operation, business, strategy, sustainability and investment value has been well deepened in these activities.

S

Government and regulators
Shareholders and investors
Customers
Suppliers and partners
Employees
Community and media

I

Compliance operation	Information security and privacy protection
Anti-corruption	Climate change
Product quality and safety	Rural revitalization
Occupational health and safety	
Compliance operation	Smart healthcare
Anti-corruption	Accessible healthcare
Investor relations	Industry-academics-healthcare professional cooperation
Intellectual property management	
Customer service management	management
Product quality and safety	Smart healthcare
Information security and privacy protection	Green operation
Intellectual property	Sales and marketing management
	Low carbon products
Compliance operation	Information security and privacy protection
Anti-corruption	Smart healthcare
Supplier management	Industry-academics-healthcare professional cooperation
Product quality and safety	
Occupational health and safety	
Talent acquisition and retention	Employee training and development
Employee rights and welfare	Occupational health and safety
	Diversity and equal opportunity
Compliance operation	Industry-academics-healthcare professional cooperation
Anti-corruption	Climate change
Product quality and safety	Green operation
Accessible healthcare	Low carbon products
Smart healthcare	Volunteer service and public welfare projects

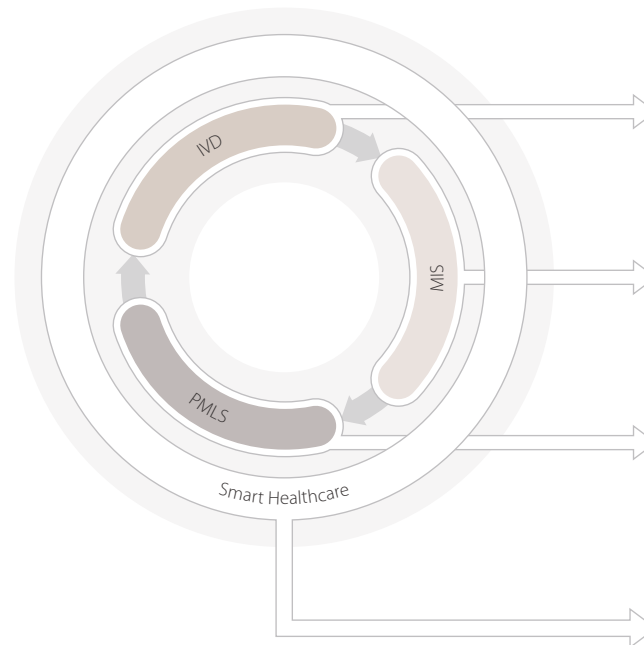
M

Operating in compliance with the laws	Responding to government policies
Tax compliance	Active participation in government projects
Anti-fraud mechanism	Contributing to regional development
Press conferences	Announcements on Shenzhen Stock Exchange
Road show	Company official website
Investor communication meetings	Shareholders' meetings
On-site visit	
Customer satisfaction surveys	
Professional customer service team	
Marketing compliance	
Clause of cooperation agreement	
Meetings and training	
Channels for employee appeals	Environment, health, and safety (EHS) training and emergency management
Evaluation and feedback mechanism for employee performance	Employee care activities
	Training on diversity policy
Company website	Poverty alleviation through education
Company official accounts on social media platforms	Inclusive products
Industrial revitalization	Medical assistance services

ABOUT MINDRA

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

With the most comprehensive product lines in the industry, our main products cover three areas, including Patient Monitoring & Life Support (PMLS), In-vitro Diagnostics (IVD) and Medical Imaging System (MIS). In this case, we meet more clinical demands with safe, efficient and easy-to-use "one-stop" products and IT solutions. In view of the vast market space and new growth opportunities, the Group has laid out high-potential business lines such as animal medical devices, minimally invasive surgery, and automated external defibrillators ("AEDs"). We will increase the investment on them year by year, with a view to these seed business lines gradually becoming the strength of the Group's future development.



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

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

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

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

After years of development, we have become a world-leading supplier of medical devices and solutions. Headquartered in Shenzhen,

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For details of the Company's organizational structure, operating and financial performance, please refer to Mindray's *2023 Annual Report*.



Gold Medal Enterprise of China Management Excellence Company (2018-2023)



2023 Crystal Ball Awards for Most Socially Responsible (ESG) Listed Companies



2023 Cailian Press Zhiyuan Award for ESG Pioneers

A W A R D S

Awards in sustainability in 2023 of Mindray



2023 Exemplary ESG Company Award for Listed Companies



Wind ESG Ratings 2023 ESG Best Practice Award for Listed Companies in China

2023 Southern Weekly Chinese Enterprises Science and Innovation Power Ranking Medical Device Equipment Manufacturing Top1



China Listed Companies Association
2023 Best Practice Award for ESG in
Listed Companies



Operation Smile: "Commitment to
charity, love and smiles."



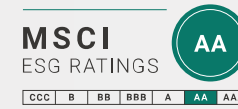
China CSR Annual Conference 2023
Outstanding Responsibility Report



2023 World Brand Road Brand of the
Year

R

MSCI ESG R
AA



E V
Silver medal



CDP
B



2023 IN FIGURES

Corporate governance

Organized and participated in nearly **700** investor communication events throughout the year

communicated with over **7,200** investors

100% coverage of employee anti-bribery training

100% coverage of employee information security training

Insightful innovation

4,425 R&D experts
RMB **3,779** billion R&D investment,
year-on-year increase of **18.43%**

10,090 patents have been applied for, including **7,222** invention patents

4,767 patents were authorized, including **2,226** invention patents

1 China Patent Gold Award

Value chain collaboration

100%

response to resolve customer complaints

Received 132
quality audits by regulatory
and audit bodies

100%
pass rate

A total of 27
products were sampled by
the regulator

100%
pass rate

420

training sessions for suppliers

Green development

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

25%

reduction in carbon intensity by 2030 compared
to 2021 baseline

Carbon emission intensity:

2.15 tonnes

of CO₂ equivalent per million yuan,

8.51% reduction compared to 2022

Water withdrawal intensity:

34.58 cubic meter per million yuan

Reuse water: 82,188 cubic meter

Annual reduction of approximately

3,945

tonnes of liquid waste shipped out for disposal

Sustainable human resources

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

female employees accounting for
30.10% of the workforce, and
42.86%
of women in executive management

100% local staff rate in 29 countries

Investment in occupational health and safety
amounted to

RMB 14.4673 million,

and the number of training participants reached

120,600 person-times

Social responsibility

39

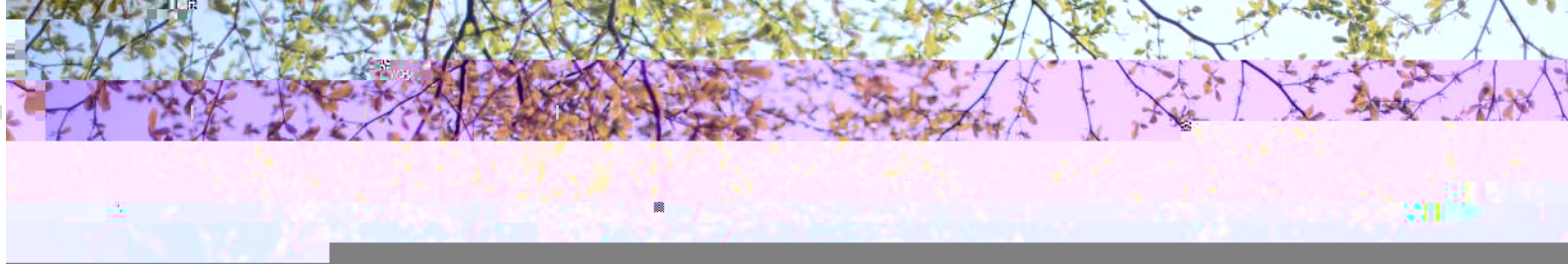
sessions of "Mindray Respiratory Lecture",
attracting more than

4,000 medical professionals

Facilitated about 625 thousand
participants in first aid training

218

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



SUSTAINABILITY MANAGEMENT

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

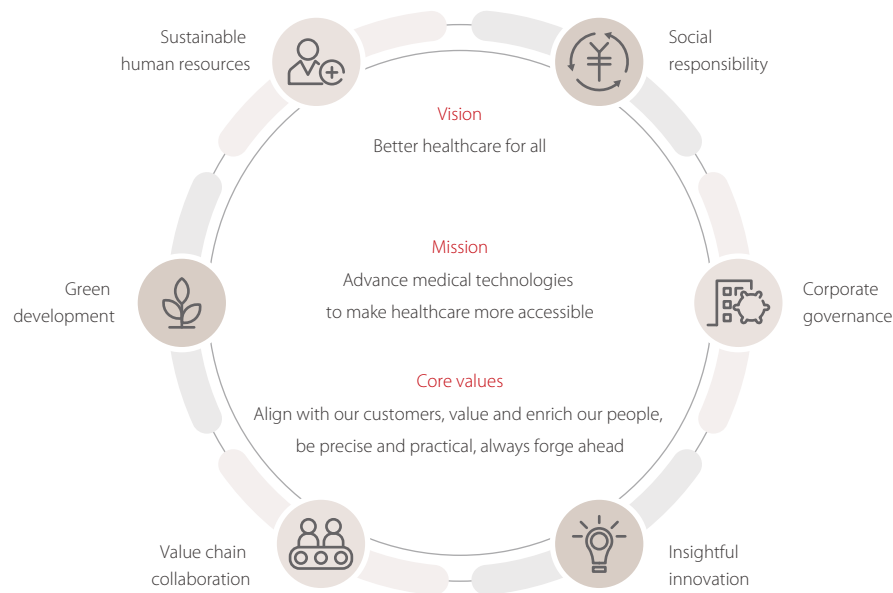
Our sustainability management system includes:

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

Sustainability

With the growth of the world population, especially the elderly population, and the increasing importance of health to people, the healthcare sector is expected to experience rapid and steady growth. In recent years, enterprises in this sector received much attention worldwide, and China has released a series of supportive policies to fuel the medical device industry. At

the very time, Mindray seizes the opportunity to transform from a supplier of medical devices to a service provider that boosts the overall diagnosis and treatment capabilities of medical institutions. Firmly committed to the mission to "better healthcare for all" diversified and smart products through technology innovation, and help improve the utilization efficiency of



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

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

R E S I D U G (SDG)



Reach the poor and vulnerable to end poverty

Social responsibility

- Support rural development
- Provide medical resources to remote areas



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

Insightful innovation Sustainable human resources
Value chain collaboration
collaboration Social responsibility
Green development

- Make products more accessible
- Ensure product safety
- Compliant emission of wastewater and gas
- Sound health and safety management system
- Promote AED



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

Sustainable Social responsibility
human resources

- Provide substantial courses and learning resources for employees
- Build online learning platform
- Organize training for primary healthcare talents



Achieve gender equality and empower all women and girls

Sustainable human resources

- Stop gender discrimination in the workplace
- Improve the welfare of female employees



Ensure availability and sustainable management of water and sanitation for all

Green development

- Regulate water resource management
- Optimize sewage treatment



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

Green development

- Formulate energy saving and emission reduction plans for higher energy efficiency
- More use of clean energy



Promote economic growth, productive employment and decent work for all

Sustainable Social responsibility
human resources

- Develop a talent cultivation strategy
- Expand channels for talent introduction
- Procure agricultural products



Build resilient infrastructure, promote sustainable industrialization and foster innovation

Insightful innovation Social responsibility
Value chain collaboration

- Build climate-resilient plants and bases
- Support local-featured industries



Reduce inequality in society

S ↓

Sustainable human resources

M ↓

- Give equal pay for equal work
- Promote diversity and equality
- Set up reporting channels for employees



Make communities inclusive, safe, resilient and sustainable

S ↓

Green development Social responsibility

M ↓

- Care about climate change
- Act on biodiversity protection



Ensure sustainable consumption and production patterns

S ↓

Value chain collaboration Green development

M ↓

- Smart manufacturing and digital supply chain management
- Use sustainable raw materials and energy
- Green operation



Take urgent action to combat climate change and its impacts

S ↓

Green development

M ↓

- Analyze climate risks and opportunities, and take mitigation and adaptation measures



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

S ↓

Corporate governance

M ↓

- Develop a business ethics audit plan covering all business locations
- Enhance anti-corruption management

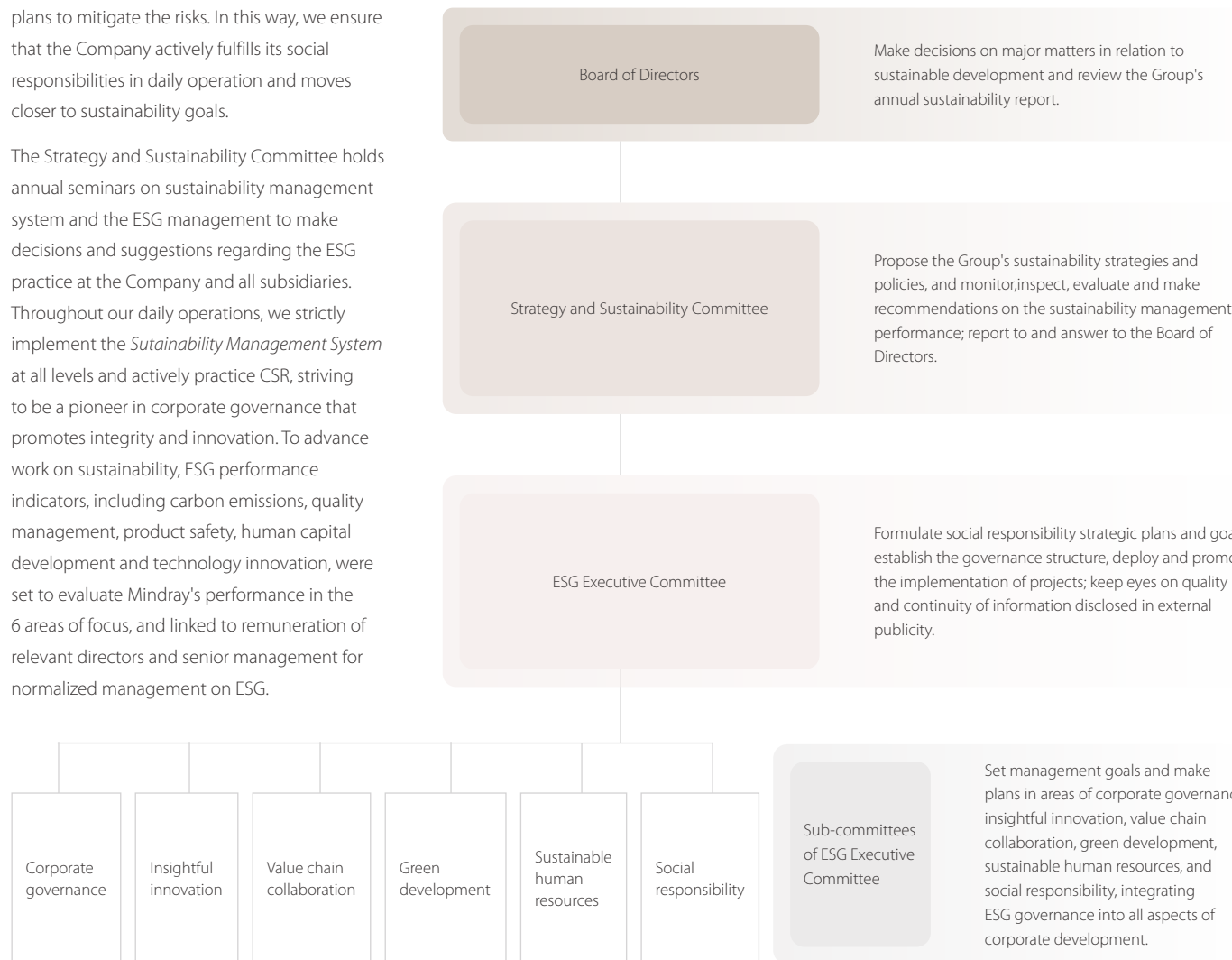
Sustainability Management System

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

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

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

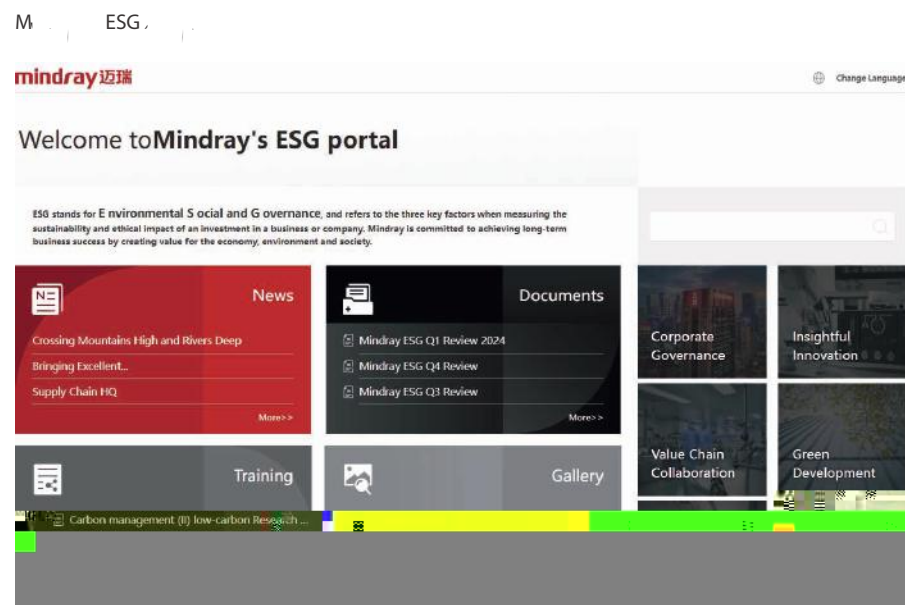
The Strategy and Sustainability Committee holds annual seminars on sustainability management system and the ESG management to make decisions and suggestions regarding the ESG practice at the Company and all subsidiaries. Throughout our daily operations, we strictly implement the *Sustainability Management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



Better health, better ESG

With the vision of "better healthcare for all", Mindray drives value in economic benefits, environmental protection and social responsibility. In order to help employees develop an ESG mindset, we provide ESG training courses in the form of e-classes for employees to

complete online learning. In addition, Mindray ESG portal went live on our Intranet to regularly update our ESG courses for all employees. We also post ESG latest news on this platform to global employees on a quarterly basis.



ESG



Fundamental courses

Basic concepts and evaluation methods

Mindray's ESG organization and content framework



Professional courses

Corporate governance

Green development

Insightful innovation

Value chain collaboration

Sustainable human resources

Social responsibility



ESG 重要議題 :

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

SDG 重要議題 :



Standardized and effective corporate governance is not only the cornerstone of sound operation, but also the basis for compliance risk prevention at Mindray. We strictly abide by relevant laws, regulations and regulatory requirements on compliance operation stipulated by the China Securities Regulatory Commission and the Shenzhen Stock Exchange. Adhering to business ethics, we conduct operations in accordance with higher standards to maintain a good reputation and image, and share the fruits of business growth with shareholders.

GOVERNANCE

Mindray has established a corporate governance structure comprising the General Meetings, the Board of Directors (the "Board"), the Board of Supervisors and senior management. We abide by laws and regulations, such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Code of Corporate Governance of Listed Companies*, and the *Group's Articles of Association* for compliance operation. Based on this structure, our duties and obligations are fulfilled through decision-making at the General Meetings, selection of directors and supervisors, appointment of senior management, etc. In 2023, the Group's General Meetings, the Board, the Board of Supervisors, and senior management made administrative decisions and supervised daily operation in strict accordance with normative rules and internal policies. Besides, the special committees under the Board fulfilled their duties well. For details of corporate governance, please refer to Mindray's 2023 Annual Report.

GOVERNANCE 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 of 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.

DIVERSITY BOARD

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. So far, the Company's 8th Board of Directors has 11 members, including 6 independent directors and 3 female directors. Our diverse composition reflects a balance in gender, experience, background and expertise. This is not only conducive to enhancing the overall governance and insight, but also to making sound decisions in response to risks.

COMPLIANCE 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 the compliance awareness and improved the performance of the Board. In 2023, the Board participated in 6 compliance training sessions on information disclosure, including 1 briefing on legal and regulatory updates given by the Company. In order to strength 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.

R I I I

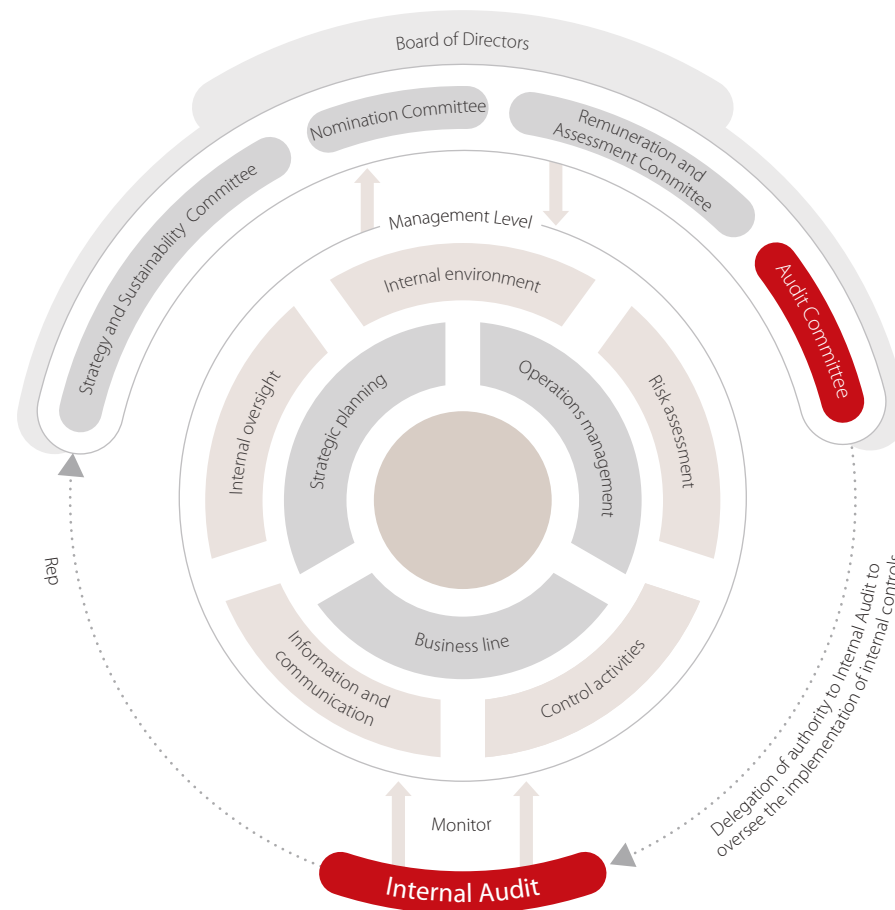
In accordance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Accounting Law of the People's Republic of China*, *Notice of Strengthening the Construction of Internal Control of Listed Companies and Enterprises to Be Listed and Advancing Internal Control Evaluation and Auditing* (Cai Kuai [2023] No. 30) issued by the Ministry of Finance and the *China Securities Regulatory Commission*, Mindray has adhered to the requirements outlined in the *Basic Standards for Enterprise Internal Control* (Cai Kuai [2008] No. 7) and other relevant laws and regulations, we have established the corporate governance structure and identified and analyzed internal and external risks, and formulated internal control systems, norms and processes. In order to achieve the long-term development strategic objectives, we supervise and inspect the implementation of the Company's systems and norms to ensure the effectiveness of internal controls, thereby improving the efficiency and effectiveness of company operation, contributing to the realization of the company's long-term development strategic objectives.

R I I I

We have established a risk management and internal control system, with the board of directors and its subordinate committees acting as the decision-making body. They are responsible for overseeing the effective operation of the 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 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.

Based on an effective risk management and internal control system, we can systematically and effectively identify and assess both internal and external risks faced during the company's operations and development. These risks include, but are not limited to, business operation risks,

R I I I I



compliance risks, production safety risks, quality control risks, and information security risks. We develop specialized risk mitigation plans and response strategies to address these risks, ensuring that the group's actual and potential risks are controlled within a comprehensive and well-structured framework.

R I S K

Based on the Group's insight into the macro environment, industries, technologies and demands, the Strategy and Sustainability Committee under the Board studies the

uncertainties and explores major opportunities that may affect the medium and long-term development of the Company, and puts forward suggestions on strategic plans for the Group's long-term growth.

In terms of strategic planning, the Group's Strategic Planning and Development Department is responsible for the formulating and implementing strategic plans, and reviewing the implementation on an annual basis. The department, on a quarterly basis, organizes all business units and marketing teams to conduct business reports and convenes business management committee meetings, supervising the implementation of business

plans. In terms of operations management, all functional departments perform their duties and cooperate with each other under the guidance of the Company's management. Besides, these departments make concerted efforts in supervising the overall operation, and identifying and assessing internal and external risks that may affect the operation management and sustainable development, including achievement of performance targets and funds security, business continuity, compliance operation, capital market, production safety, quality control, talent planning, and information security.

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



In light of management objectives and internal control risks, we have developed the *Corporate Governance and Internal Control Policy* as the overarching framework for our corporate governance structure. This policy reaffirms the responsibilities of governance structures and internal control organizational units and integrates existing business process policies. This year, we have identified eight key areas of supervision in the daily operation of internal control mechanisms and established corresponding inspection and correction procedures. These areas include sustainable development, business operations management, compliance control, financial management, human resources management, quality control, EHS management, and supervision of listed companies. We have further refined the roles and responsibilities of each supervision function to promote the implementation of internal control work, thus supporting the overall strategic development and goal attainment of the Group. The Board assumes ultimate responsibility for the establishment, enhancement, and effective execution of the internal control system.

In this year, the Company prioritized the optimization of internal control mechanisms related to compliance management, financial

management, and EHS management through governance model adjustments, management maturity assessments, and internal audit issue reviews. This has resulted in further enhancements to management effectiveness:

- **Compliance Management:** We focused on key compliance points across various compliance domains, identified and evaluated major compliance risks in business scenarios and conducted maturity assessments on control mechanisms and their implementation status for each major risk.
- **Financial Management:** The finance department's involvement in the procurement process was expanded to cover pre-, during, and post-procurement stages. The involvement in procurement decision-making, management and auditing processes has effectively improved the overall efficiency of the procurement process, enhanced its systematization, transparency, and sustainability.
- **EHS Management:** An EHS risk inventory was conducted to identify specific risk categories and their impact in various business scenarios. Based on this, tailored and improved control mechanisms have been developed for high-risk categories in each business scenario.

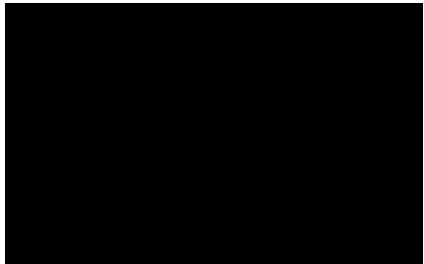
Additionally, the Group continued its efforts in digital platform building, internal control advocacy, and training to provide strong support for the effective operation of the

internal control management mechanism. To meet regulatory requirements and enhance internal management, the functions of the internal control self-assessment platform were reorganized, and internal control process maintenance and evaluation were standardized and unified across the Group. Furthermore, an AEO audit platform has been established to automate and facilitate internal audit processes in compliance with relevant regulatory requirements.

We continue to promote internal control management advocacy work, and regularly hold training sessions on internal control. Taking into account the maturity levels and functional modules of all subsidiaries, we customize training approaches to deepen the Group's internal control management norms. We also place an emphasis on strengthening internal control advocacy for overseas subsidiaries to foster the awareness of risk prevention. The annual internal control statement was issued to the Group's management and employees in key positions, requiring timely reporting on internal control effectiveness or related issues, so as to emphasize the sense of ownership and responsibility of those who are responsible for internal control, and to reiterate the importance of internal control construction.

In 2023, the Group held 10 internal control training sessions, covering all companies within the scope of internal control evaluation and departments of all business processes.

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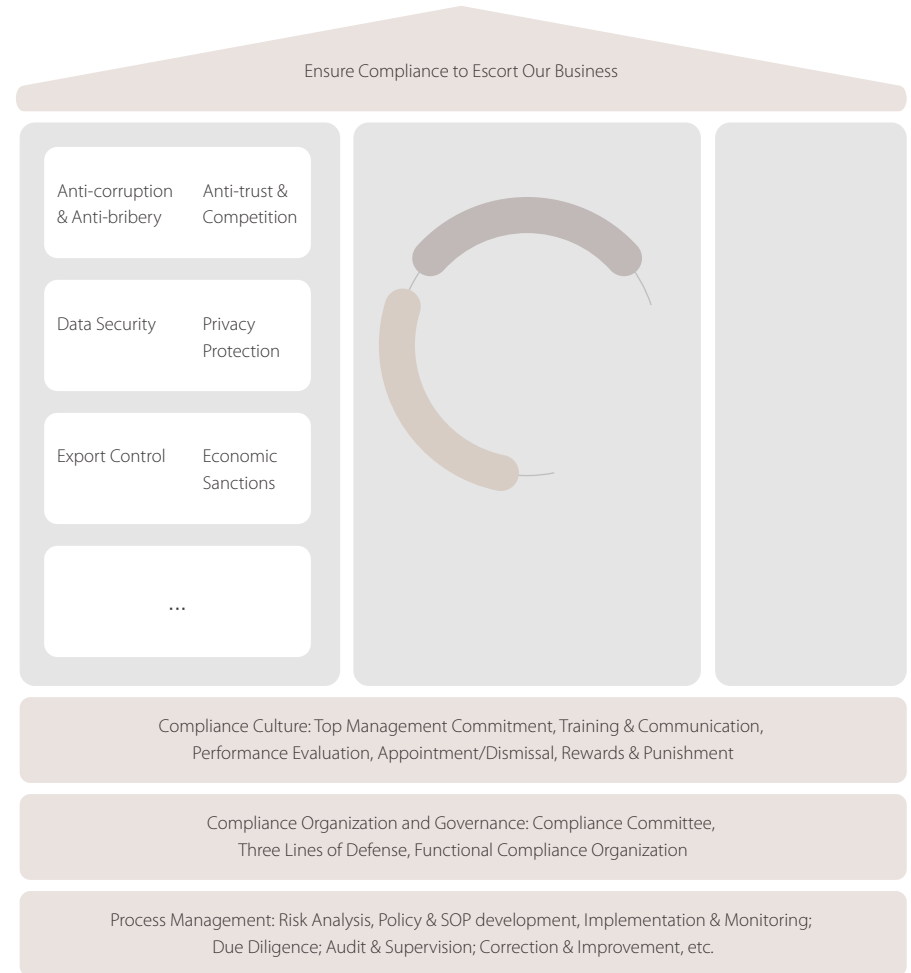
100%

Coverage rate of training for those responsible for internal control

100%

Signing rate of the *Mindray Employee Statement on 2023 Internal Control Evaluation*

CL



In terms of compliance risk management, led by the Compliance Committee, business

departments serve as three lines of defense for compliance management. They perform their own roles through collaboration and effective involvement, forming the synergy of compliance management.

BUSINESS ETHICS

Striving to run business justly and honestly, Mindray sticks to the principle of "combining punishment and prevention, zero-tolerance for fraud". We strictly abide by all applicable laws, regulations and standards for anti-corruption, conflict of interest, anti-fraud, anti-monopoly, and anti-unfair competitions in the jurisdictions where we operate. These include relevant Chinese laws and regulations, the United Nations Convention against Corruption, and the Foreign Corrupt Practices Act and the Anti-trust Act of the USA. In addition, we have implemented internal policies such as the Mindray Code of Conduct and Ethics, the Anti-corruption Policy, the Anti-fraud Code, the Anti-monopoly Policy, and the Policy for Whistleblowing and Complaints. During the year, the Company was certified to the international standard ISO 37001:2016, established an anti-bribery management system in accordance with the requirements. We continued to optimize and improve the operation of the system according

to the actual situation. Under the framework of business ethics and compliance management, we have also set up the Supervisory Office to oversee legal affairs and business ethics cases in daily operation, foster integrity culture and promote integrity policies.

In 2023, the Group faced 0 lawsuits related to anti-competition, antitrust and anti-monopoly practices.



0

lawsuits related to anti-competition, antitrust and anti-monopoly practices.

To prevent risks related to business ethics and manage behavior of employees and business partners, the Company's Internal Audit Department and Compliance Office hold joint meetings on an annual basis. Based on the risk assessment results, an audit plan is formulated to cover all business locations. In addition, a three-year audit rotation plan is defined for continuous business ethics audit, mainly including:

1. Anti-corruption compliance audit: During the annual risk assessment, we take into account internal and external data and trend analysis, including the Corruption Perceptions Index of Transparency International, historical violations of anti-corruption laws, the number of confirmed violations of internal policies, and historical internal audit findings. We assess the bribery risks of company employees and business partners (agents, suppliers, outsourcing providers, etc.) in various business scenarios. Each year, the audited subsidiaries and business areas are determined according to the comprehensive risk assessment results, and an audit rotation plan is made to ensure full coverage every three years.
2. Personal information protection audit (including the General Data Protection Regulation and other national laws and regulations): We conduct annual risk assessment and audit based on policy updates, enforcement cases, changes in regulatory concerns, historical audit findings, opinions from internal compliance team and external advisory in the jurisdictions where our subsidiaries operate. We ensure that personal data of employees, labor partners, clients, business partners and other related parties in accordance with applicable data privacy protection laws and regulations, standardize the collection, use, storage, deletion, and other processing in different business scenarios. Additionally, we ensure that such data on the official website and in our IT systems are under proper control.
3. 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.

With respect to anti-corruption and anti-fraud training, the Group organizes all employees to study internal policies on an annual basis, such as the *Anti-Corruption Policy*, the *Policy for Whistleblowing and Complaints*, the *Mindray Code of Conduct and Ethics*, and the *Anti-fraud Code*, aiming to raise their awareness of integrity and improve their ability to resist corruption. Meanwhile, we continue to promote anti-corruption among domestic and overseas branches, distributors and suppliers, so as to create a clean, honest and win-win partnership. In 2023, the Group provided 35 compliance courses for employees, covering 44,909 people, with a coverage rate of 100%.

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

20

Offline anti-corruption and anti-fraud training sessions

1,273

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

409

Distributors received on-site visits of the Group

100

Suppliers received on-site visits of the Group (Supervision)

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 these reporting. The Office is responsible for recording and reporting the case. In the course of receipt, registration, storage and investigation, the personal information and reported information are strictly kept confidential.

To protect the legitimate rights and interests of whistleblowers, we have specified that the

personal information of whistleblowers and handling progress should not be disclosed to those being reported or unrelated to the whistleblowing. For those who disclose any information of whistleblowers, they will be removed from their position, demoted with pay cuts, and transferred to judiciary authorities based on the severity of the case. We strictly prohibit any retaliation against whistleblowers. For those in violation, we hold them and their superiors accountable for their behavior. In case of any serious threats to the rights and interests

of whistleblowers, we promptly report to judicial authorities and seek criminal penalties according to the law. (Please refer to the *Anti-Corruption Policy* and the *Mindray Code of Conduct* and *Ethics* for details.)

the Office regularly reports the progress in data security and privacy protection to the Compliance Committee composed of senior management.

In information security practices, we strictly abide by ISO/IEC 27701:2019 Privacy Information Management System, ISO/IEC 27001:2013 Information Security Management System and the Information Security Technology - Baseline of Classified Protection of Cybersecurity (GB/T22239-2019). By implementing management policies and standards such as the *Information Security Conduct Management Specification*, the *Information Security Training Specification* and the *Sensitive Data Hierarchical Protection Management Regulation*, we optimized the information security management system of the Group.

The Group's information security management system has obtained ISO/IEC 27001:2022 certification for Information Security Management System and ISO/IEC 27701:2019 certification for Privacy Information Management System. The Company operates in strict accordance with the above systems, with satisfactory results of annual external audits. Besides, it is one of our priorities to get subsidiaries involved in product R&D certified by the above management systems.

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*. 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,



W *Whistleblowing* **C** *Compliance*

R *Reporting* **C** *Channel* :

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.

R *Reporting* **C** *Channel* :

Reporting website: <https://mindray.ethicspoint.com>

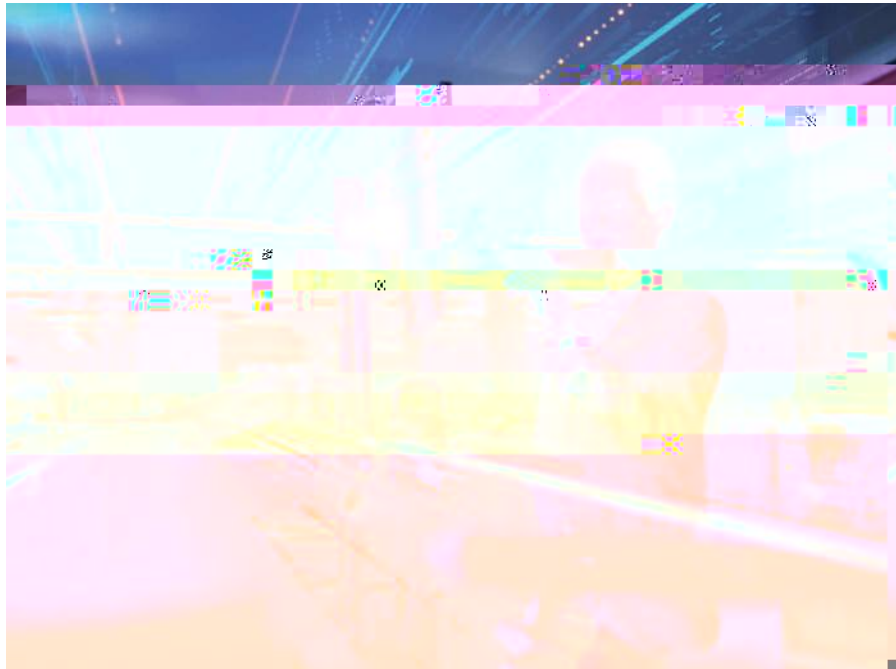
The Group engages a third party in response to overseas whistleblowing, with a toll-free 24/7 hotline answered by specialized persons in local languages to collect and report the information to the headquarters. All records are strictly confidential.

With respect to information security management review, we have set up a special review mechanism based on business characteristics. Through the mechanism, we are able to 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 27001:2022 and ISO/IEC 27701:2019 every three years. We identify risks according to the annual audit recommendations and develop rectification plans to ensure an effective management system.



In 2023



the security vulnerability scanning rate of all servers in the Group reached

100%

Security monitoring scenarios were built for no less than

81

Annual review rate for authorities of key departments business system reached

100%

Employee coverage rate of information security training reached

100%

participants took personal information protection training

12,000

No less than 30

items that meet the standards for personal information protection monitoring and measurement

100%

Compliance rate of personal information protection control reached

0

personal information leakage incident

INSIGHTFUL INNOVATION

Key Focus Areas :

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

SDG Alignment :



Mindray is committed to safeguarding the public health through innovative life technologies. Insisting on alignment with customer demands and technical innovation, we drive business growth through R&D. In R&D, the concept of smart and green healthcare has been deeply embedded into our innovation process. Our smart healthcare system integrates highly efficient technologies, such as multi-functional medical devices and medical information interconnection, which enables intra- and cross-hospital data sharing in conformity with compliance standards. The intelligent diagnostic aids enhance the efficiency and quality of medical services by optimizing the process of clinical diagnosis and treatment. Meanwhile, upholding the concept of low-carbon design, we pay attention to identifying and evaluating the environmental impact of every process from product design to packaging, and develop environment-friendly products, reflecting our commitment to environmental protection and low-carbon development.

A Better Healthcare

Firmly committed to our mission of "better healthcare for all", we apply 5G, artificial intelligence ("AI") and other technologies to make our products more accessible. We help achieve standardized primary healthcare through the remote platform to bridge the gap in medical services between urban and rural regions. In addition, we constantly advance the iteration of AI technology to accelerate the quality diagnosis and treatment process for doctors and patients. We also continue to improve the overall quality of diagnosis and treatment to ensure more accurate and personalized medical services for patients and promote early detection and screening of diseases.

Better Healthcare D MiCo+

For country residents, especially those in remote mountainous areas, the lack of medical resources has always been the primary problem seeking medical treatment. It is both time- and energy-consuming to travel long distances to hospitals in the urban center, which often causes patients to miss the best treatment opportunities. The introduction of the remote medical platform has paved a new way to address this issue.

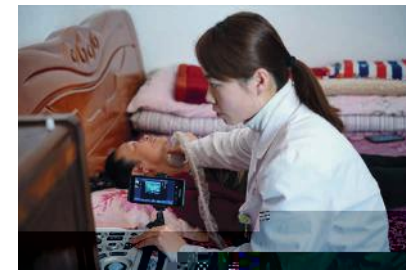
Jiangle County of Sanming City in Fujian Province is situated at the south slope of Wuyi Mountains, where the basins intersect with the river valley, and high mountains coexist with rolling low hills. Kang Ximei, a sonographer, works in Bailian Town, which is under the jurisdiction of Jiangle County. As a primary medical worker, she not only receives patients at the hospital, but her daily work also includes carrying devices to residents' home. At patients' home, she uses a portable

ultrasound device to check their conditions, and transmits the real-time ultrasound image to Jiangle General Hospital through the "MiCo+" platform. She also conducts tele-diagnosis with expert teams from top-tier hospitals in Sanming City or even Guangzhou.

This method enables remote patients to receive professional diagnosis opinions and treatment suggestions at their doorstep. Through the "MiCo+" platform, experts can receive the image uploaded by Kang Ximei, discuss the medical conditions in real time, and promptly give the diagnosis result. This significantly improves the efficiency of diagnosis and treatment, saves patients' time and costs, and reduces treatment delay due to access challenges.

In addition, the "MiCo+" platform also provides on-site clinical doctors with precious learning and development opportunities. Experts from top tier hospitals can provide real-time online guidance to on-site clinical doctors through the platform, helping them to standardize operation methods and improve diagnosis and treatment capabilities. On-site clinical doctors can also remotely learn the latest medical knowledge and technology by observing experts' work,

which can improve their own theoretical knowledge and clinical skills. Jiangle General Hospital cooperates closely with village and town health centers to further extend the application of the "MiCo+" platform. Through regular remote training and communication, primary medical workers can not only enhance their skills, but also gain a stronger sense of professional achievement and satisfaction, encouraging their ongoing commitment to primary care service.



■ Doctor Kang Ximei at local resident's home

II . . . D . . . A I . . . AI

Disease prevention and control have become the key focus of medicine under the dual challenges of global aging population and insufficient medical resources. To meet the demands of clinical diagnosis, Mindray provides innovative smart diagnosis and treatment services to improve the efficiency, capability and quality of diagnosis and treatment, and to offer more inclusive and effective support for early detection and prevention of diseases.

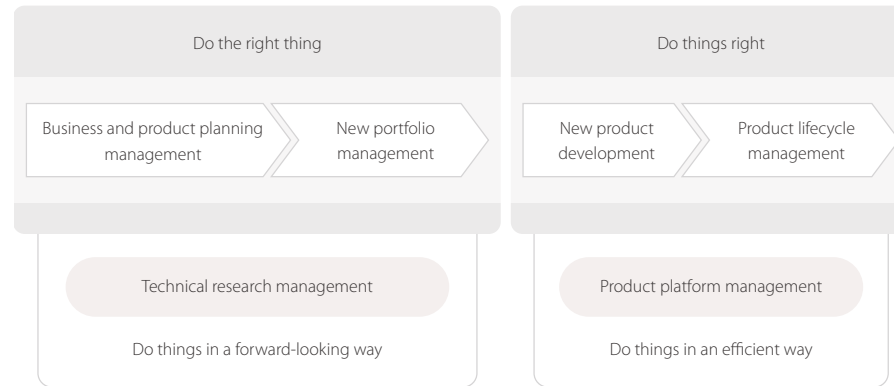
During the integration of AI technology, the application of specific technology has become the key to changing medical practices. Our Smart Echovue technology uses AI to enhance the accuracy and efficiency of cardiac ultrasonography. This technology enables medical staff to quickly obtain the precise and detailed images of the heart, which ensures

R&D

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

The core of MPI lies in making product concepts clearer through market- and customer-oriented business planning, product planning, product conception, etc., thereby facilitating the approach of "doing the right thing". To "Do things right", we strengthen product lifecycle management with the design that meets customer needs, the phased decision-making control mechanism based on business logic, and the structured processes that strengthen the collaboration across functional departments. To "do things in a forward-looking way", we focus on technical research management. To "do things in

Medical Product Innovation (MPI)

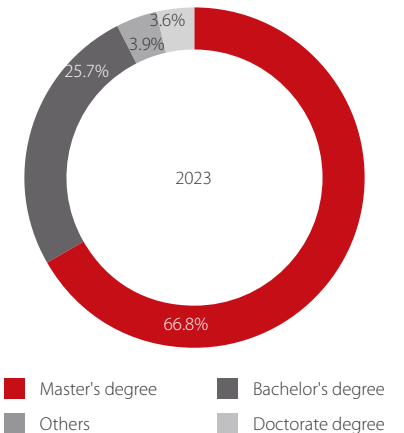
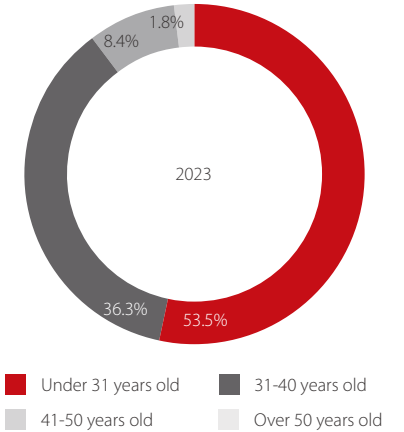


an efficient way", we develop product platforms in advance to optimize product costs, quality and extensibility.

Meanwhile, we promote the establishment of business measurement baselines and regularly update them. We lead all businesses to stay focused on customers' satisfaction and business success, build the Iron Triangle of PMT (Product Management Team), and continually improve the product lifecycle management. In 2023, we focused on advancing the establishment and implementation of DFSales and DFL processes and mechanisms, and optimized registration, risk management and other processes and mechanisms to ensure the timely launch of quality products.

R&D

Mindray is committed to the innovation of cutting-edge medical core technologies. Our R&D team, composed of industry-leading experts and engineers, makes constant efforts for technological innovation. We recruit outstanding talents worldwide and deploy cutting-edge equipment and technology at our R&D centers. As of December 31, 2023, the Group had 4,425 R&D engineers, representing for 24.52% of the total employees. 66.8% of them have a master's degree or above, and 89.8% of them are under 40 years old. The extraordinary and young R&D team provides the Group with strong innovation



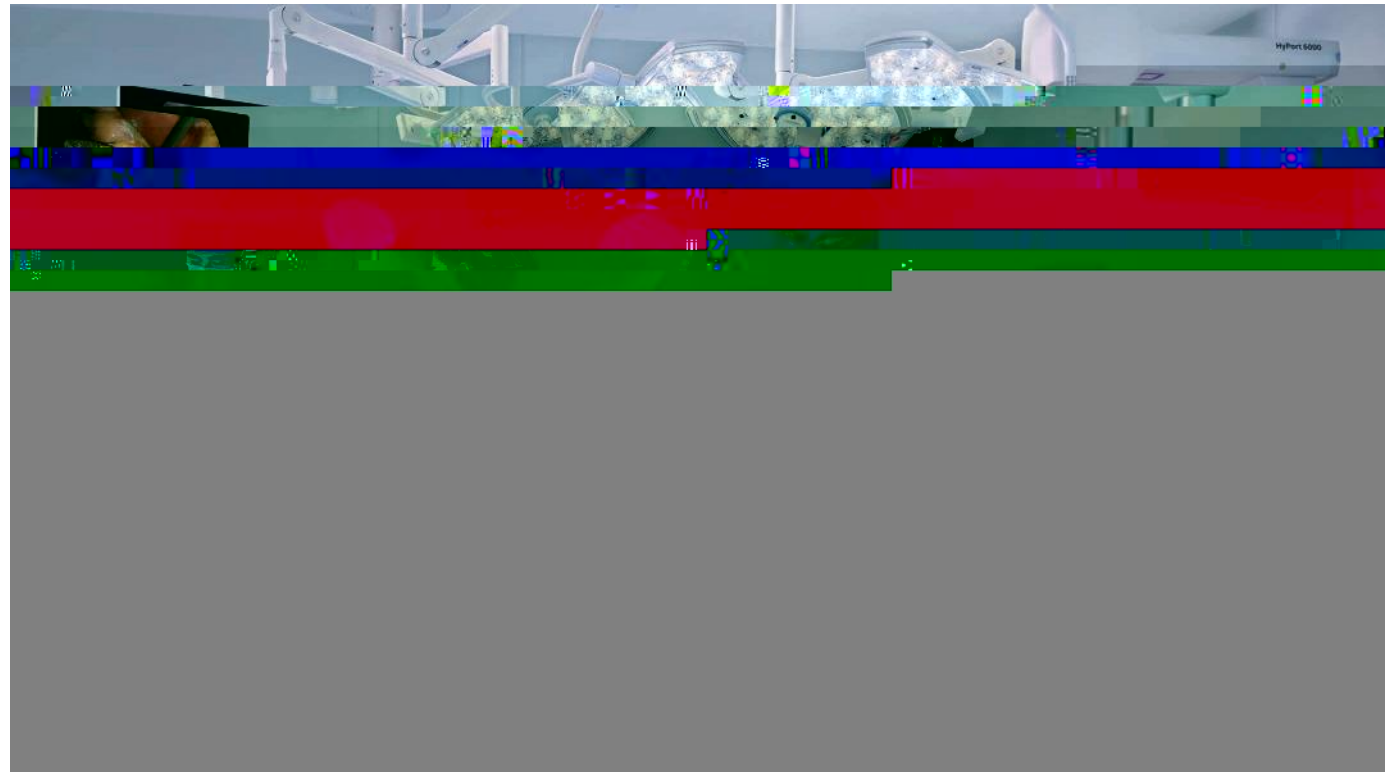
SI

Innovation is the core of our corporate culture. As an active participant in the development of Intelli-Digital healthcare, we have never stopped exploration and innovation for the future while witnessing fast development in this sector. With the support of cutting-edge technologies such as big data, Internet of Things (IoT), Artificial Intelligence (AI) and 5G, we are committed to building an intelligent medical ecosystem for digital and intelligent transformation. Focused on clinical needs, we aim to cooperate with industrial partners to expand the network functions of medical equipment, and promote innovative development of medical scenarios.

Affordable
 Mindray strives to make quality medical technologies more accessible to the public through R&D. We are dedicated to making treatment and detection devices more affordable

through innovative design and manufacturing processes, such as modular design and automated production, which can lower the costs. We make ongoing input to launch smarter and more user-friendly products with simpler design across all business lines to improve healthcare efficiency and enable medical devices

to be applied in regions with limited resources. Meanwhile, we are committed to providing quality healthcare to more people, and finding ways to solve the clinical difficulties, thereby improving the quality of medical services and alleviating clinical pressure.



HSCIT (CLIA)

With significantly enhanced sensitivity, Mindray's hs-cTnI testing reagent can detect extremely low-level cardiac troponin I, so as to identify patients with non-ST-elevation acute coronary syndrome (NSTEMI-ACS) at an earlier stage, thereby reducing diagnosis delay. In addition, we have established an interference sample repository

covering six major high-risk scenarios to identify high-risk protein interferents using proteomics and implement targeted blocking to improve the anti-interference performance by 20 times.

In collaboration with the world's top medical institutions, we conduct ongoing in-depth research on the optimized application of markers in the field of acute coronary syndrome (ACS), and have improved the reference range research on special populations and all age groups, as well as the research on the 0-2h fast triage process. Our research addresses the core demands for safe elimination, shorter observation time, accurate inclusion and lower mortality risk during clinical diagnosis and treatment.

MAC



The combined intravenous-inhalational anesthesia effect indicator (eMAC) developed for the new medium-end anesthesia project displays the combined drug effect under multiple types of anesthesia, including intravenous anesthesia and inhalation anesthesia, on the interface of the anesthesia machine in a straightforward way by integrating the information of drugs in the intravenous infusion pump. By predicting the trend of changes in anesthesia status based on drug dose changes, eMAC can avoid simple man-made mistakes, form programmed medical plans, and enhance system intelligence. It can also improve the standardization of surgical anesthesia by automatically adjusting drug doses during surgery in the future.

EI



Mindray TV50 and TV80 are both turbine-driven transport ventilator. They require no external high-pressure air source, and have long battery life and ICU-level ventilation performance. The products can be used under multiple scenarios such as stretcher, ICU, ambulance and helicopter transport, as well as under severe environmental conditions including low temperature, high altitude and vibration. With multi-scenario adaptivity and modular integration

features, the Mindray transport ventilators can eliminate device boundaries, and create a transport platform with modular integration, improving the efficiency and safety of patient transport.

R9



Recho R9 is an ultrasound device specially developed for cardiovascular examination. It integrates the most advanced imaging and intelligent cardiac function assessment technologies in the ultrasonography industry, aiming to provide comprehensive cardiovascular solutions for doctors. The high-end imaging platform, excellent image quality and professional cardiovascular transducers give doctors confidence to face the challenges of cardiovascular diseases.

The device is equipped with the most cutting-edge myocardial strain quantitative analysis and cardiac contrast imaging technologies, which can assist doctors in identifying diseases quickly and accurately. Meanwhile, the clinical needs-oriented workflow, the intelligent scanning tool and the considerate man-machine engineering design enable doctors to scan quickly, accurately and comprehensively, and face challenges in clinical diagnosis and treatment with confidence.



MT 8000 is a total laboratory automation system independently developed by Mindray. On the one hand, through innovative technology, it achieves full-process automation of testing, including bulk loading of samples, quality inspection, intelligent sample centrifugation, automatic tube cap removal, and automatic sample archiving and storage. This effectively optimizes the test workflow and enhances test quality and efficiency. On the other hand, with the deep integration of software, information technology and multidisciplinary devices, it creates a new form of laboratory automation system featuring cooperation, expansion and growth. With MT 8000, clinical laboratories are better equipped to develop discipline and create a comprehensive ecosystem, resulting in the overall improvement of clinical lab standards.

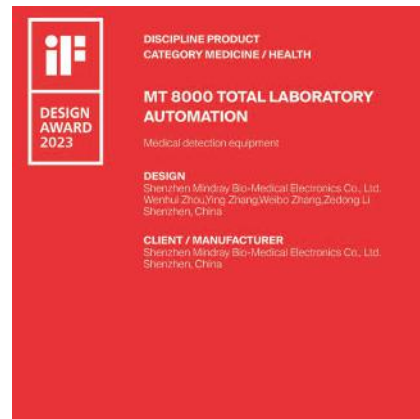
Through multiple innovative patent technologies, the MT 8000 total laboratory automation system is equipped with an extremely flexible 4-track design, with the processing capacity of each track reaching 3,600 tubes per hour. The input/output module features a compact "three in one" design that takes up just 1m² of space, yet can hold 1050 sample tubes simultaneously. The biochemical and immunological devices-immunoassay devices are directly connected with the tracks, which eliminates the need for a

sample transfer module, thereby reducing the time for a sample to enter an analyzer from 1 minute to 1 second. The implementation of the "single tube for all modules" approach significantly decreases TAT (turnaround time) and improves the area-effectiveness ratio¹.

MT 8000's middleware can achieve interconnection of underlying information with test devices. Through proprietary light source technology and intelligent algorithms, it can clearly display images of sample tubes and blood of different specifications and forms, automatically assess sample quality, and identify and automatically handle abnormal samples, thus realizing coordinated

visual inspection and dynamic balance during the testing process. While accurately controlling sample quality, it avoids additional serum indices² test by the analyzer, thereby reducing the waste of medical resources.

The integration of multiple disciplines (biochemistry, immunoassay, coagulation and hematology, etc.) not only facilitates collaboration for joint testing, but also establishes an automatic interdisciplinary review platform. The platform provides disease diagnosis with comprehensive data reference and decision support, making it an important tool for the academic and scientific research of all departments in the hospital. By integrating the professional knowledge and technology of all relevant disciplines, we can understand the complexity of diseases more accurately and comprehensively, thereby improving diagnosis accuracy and treatment effectiveness and promoting the high-quality development of medical services.



■ Winner of the 2023 "IF Award" with highly integrated, user-friendly and modular design, ingenious adoption of new processes and family modeling



■ MT 8000 Laboratory Automation System

1. Area-effectiveness ratio: the number of sample processed per square meter;

2. Serum indices: to give the semi-quantitative values of lipemia, hemolysis and jaundice in the serum/plasma sample by calculating the difference in absorbance of diluted samples measured at dual wavelengths. This testing method can help assess the interference of lipemia, hemolysis and jaundice in the sample measurement.

Smart Hospital

With a focus on patients, our smart healthcare ecosystem is designed to enhance the quality of medical services, increase the efficiency of medical resource utilization, and promote healthcare equity. Supported by interconnected devices and systems, we not only optimize medical staff workflows, enhancing the use of hospital workforce, finances, and facilities; we also integrate expert knowledge with clinical data. This integration helps hospitals transition from a traditional "clinical experience-driven" model to a "clinical experience + data application-driven" model, thereby improving medical quality and advancing healthcare equity.

With the 'M-Connect' solution, we facilitate the interconnectivity of various bedside medical devices, achieving comprehensive data sharing within and across hospitals. Based on this interconnected infrastructure, we provide hospitals with various smart diagnostic aids and management tools. We also implement tailored lean management strategies for medical devices. Additionally, while providing diagnostic and treatment data to clinical departments, the 'M-Connect' solution automatically collects operational data from these devices, thus establishing a unified network for clinical and administrative management and enhancing the quality of hospital development.


In building the intelligent hospitals, clinical laboratories further improve quality and

efficiency, realize lean cost control, and promote the balanced development of regional testing. Supported by Mindray's extensive clinical diagnosis product portfolio, the "Mindray

InnoLab" achieves fine operation management and promotes the development of multiple clinical diagnosis disciplines through deep digital interconnection among devices and integration

of innovation. The "Mindray InnoLab" solution offers comprehensive services, including high-quality and high-efficiency clinical diagnosis services, as well as digital intelligent management

PM



Based on insights into clinical pain points, and targeting a management solution for the entire recovery cycle that is closely aligned with sub-acute clinical nursing scenarios, the solution covers three stages of recovery. These include precision monitoring and safe infusion during the key monitoring period, professional monitoring and dynamic tracking during the early recovery period, and fast spot checking and smart ward rounds during the regular nursing period. This approach achieves tiered monitoring within departments, ensuring that every patient benefits from safe, efficient, and high-quality nursing services.


M-C



With information-based devices, this solution establishes a hospital-wide central monitoring

system, achieving real-time connectivity between devices and information systems to reduce the daily nursing workload. In the monitoring ward, the 'M-Connect' solution can automatically synchronize patient identities with bedside monitors, enabling real-time uploading of vital signs. In the general ward, supported by the 'M-Connect' solution and innovative vital sign monitoring devices, a single device facilitates patient identification, vital sign measurement, and one-click data upload, thereby helping nurses efficiently complete ward rounds and vital sign recordings. This solution integrates bedside devices with the hospital information system, thereby reducing nurses' workload, empowering smart nursing, and driving the transformation and upgrading of nursing services.

CI



With the cooperation of Mindray, the Jiande Medical Community has introduced the "Mindray InnoLab regional clinical laboratories

homogenization solution", which helps achieve digital and intelligent management of clinical laboratories in the medical community, improves the automation and intelligence level of the clinical laboratories in the central hospitals, and enhances the capability of primary healthcare institutions. The cooperation improves the coordinated development of regional clinical laboratories, and achieves fast and accurate output of laboratory results. Besides, the establishment of a "straight-through information channel connecting medical institutions at all levels" facilitates the mutual recognition of test results between laboratories in Jiande, not only providing patients with clinical diagnosis services of greater efficiency and better quality, but also assisting in the realization of "hierarchical medical system"

systems that support the intelligent growth and development of clinical laboratories.

Focusing on image interconnection, the "MiCo+ Remote Imaging Platform" provides applications such as cross-departmental, cross-hospital and cross-regional telediagnosis, teaching and training, image quality control and operation management, facilitating mutual recognition of imaging results and lean device management.

5G Intelli-Digital "U-Linker"

We launched the MiCo+ "U-Linker" 5G Intelli-Digital terminal in 2023. As a terminal device in the imaging ecosystem, it can enable ultrasound devices to seamlessly integrate with the MiCo+ remote interconnection ecosystem, transmit real-time lossless images and operation methods, and help conduct real-time ultrasound telediagnosis, training and other remote applications. "U-Linker" is small and portable with extremely simple interaction. It extends remote imaging to mobile application scenarios such as POC consultation, pre-hospital first aid, hospital-wide ultrasound interconnection and family examination, and realizes all scenario coverage, promoting the high-quality development of medical services.

In the future, we will open to more alliances, to jointly establish a "hospital + information + devices" ecosystem, provide complete solutions for building smart hospitals.

Green Innovation

In response to the *Made in China 2025* green manufacturing strategy, Mindray designs and manufactures green products. We integrate green innovation into product development, and gain insights into the environmental impact of our products at all stages through lifecycle analysis, in a bid to contribute to environmental protection in delivering product value. To implement the concept of green products, Mindray prohibits the use of hazardous materials in product R&D. We uphold the concept of reducing waste of resources, improving energy conservation and adopting recyclable design to comply with customers' environmental protection requirements and relevant laws and regulations.

Mindray is committed to exploring and supporting "circular economy", reducing use of natural resources and providing environment-friendly products. As medical products are applied in more clinical scenarios, we step up efforts in innovating specialized, differentiated, and diversified products. In the process of upgrading and introducing new products,

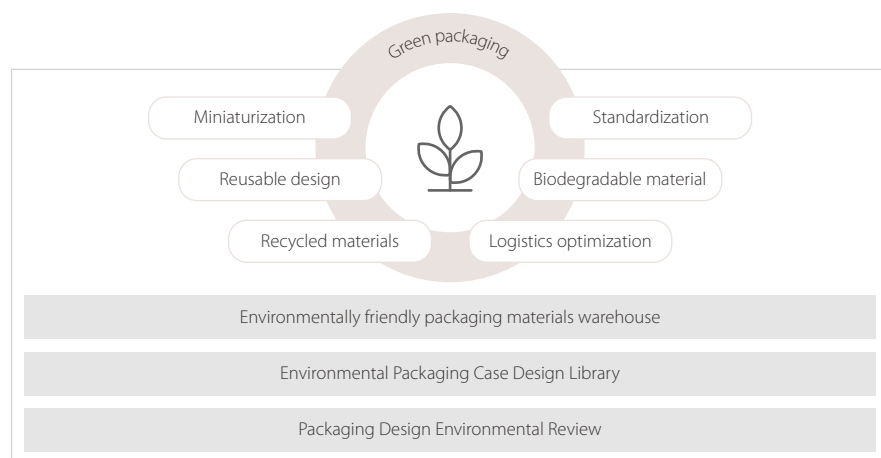
In 2023, we conducted product carbon footprint research to learn about and analyze the carbon emission data at various stages of product design, development and utilization, and obtained four product carbon footprint certifications.



We integrate the concept of green packaging into packaging design. We continually strive to reduce the size and weight of our products, thereby minimizing packaging material usage. In addition, we are actively exploring plastic-free packaging alternatives, such as using green and recycling materials instead of plastics and replacing fossil-based plastic layers with plant-based materials. By increasing reusable designs of packaging and improving their standardization, we reduce the use of materials while ensuring the efficiency of packaging workflow. We also incorporate logistic optimization design into packaging design. Besides, in 2023, we conducted special research on product cold chain logistics, and completed the special scheme design for international reagent cold chains.

Meanwhile, to ensure the sustainability and effectiveness of the design plan, we have set up

Green packaging



the environment-friendly packaging material repository and the environment-friendly packaging design case repository for information integration. In addition, we include the environmental performance review of packaging design in the regular process to ensure that the design process fully considers environmental impact.

We attained the following optimization outcomes this year due to the adoption of new technologies, new materials and new processes for green packaging:

The plan for removing labels on orthopedic consumables was launched in the orthopedics department, reducing the amount of labels by 14%;

The special scheme design for international reagent cold chains was completed, reducing the unit weight in the logistic process by 30% and with in the project, the use of cold storage saved by 150 square meters, saving cooling electricity consumption by approximately 96,000 kWh/year.

Item	Area	Project	Measure
Reduce packaging volume	16%	4K 3D endoscope fluorescent camera system	Optimize the structure scheme to lighten the packaging
	27%	4K 3D scope trolley	Optimize the structure scheme to lighten the packaging
	23%	International cold chains for fullline products	Optimize the structure scheme to lighten the packaging
Use less packaging materials	20 tonnes/year	Anesthetic system	Optimize the scheme for packaging foam structure to lighten the packaging
	21%	New uMEC monitor	Optimize the scheme for packaging foam structure to lighten the packaging
	20%	MT 8000 Laboratory Automation System	Replace wood with paper for packaging materials with degradable design
Reduce packaging weight	Recyclable display box	HB500R medical endoscope cold light source, and TE9 portable color Doppler ultrasound system	Design recyclable packaging
	35%	Endoscope hanging tower	Replace wooden boxes with paper boxes for terminal box packaging to lighten the packaging
	7.18%	Resona A20 color Doppler ultrasound system	Optimize the structure scheme to lighten the packaging
	58%	Bone plate sterilized packaging for orthopedic trauma nail products	Introduce new materials and optimize the packaging process

1. **Introduction**

2. **Methodology**

3. **Results**

4. **Discussion**

5. **Conclusion**

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"P 2025"

At the annual meeting of the Chinese Ultrasound Doctors Association, Mindray released the new vision and proposal — "Project 2025", to contribute to the development of the global ultrasound medical industry with experts and scholars around the world from three major aspects, i.e., basic education and training, cutting-edge technology exchanges, and medical research and cooperation.

In popularizing education and training, Mindray plans to focus on the health of women and children, and systemic basic diseases, and continue to establish over 50 ultrasound training centers and schools with primary medical institutions around the world. The plan is expected to benefit 10,000 medical students and doctors, filling the gap of ordinary talent in primary ultrasound medicine worldwide. In 2023, in cooperation with the International Society of Ultrasound in Obstetrics and Gynecology, Mindray established ultrasound training bases, organized standardization training for resident physicians, and implemented the "Apricot Grove Program" and other programs, reaching tens of thousands of people in relevant basic education and training.

Meanwhile, in the field of cutting-edge technology exchanges, Mindray plans to set up international exchange platforms focusing on innovation of advanced ultrasound technology, and organize over 2,000 academic exchange activities with experts from the world's top medical institutions. In 2023, through the "Nuewa Club", the "m-Elite" program, the New Hertz Academic Forum and other programs, Mindray hosted over 600 academic exchange events to promote the exchange and training of cutting-edge knowledge and technology.

For research cooperation in advanced medicine, Mindray plans to publish 100 academic papers in a variety of fields in cooperation with top

hospitals, medical institutions and experts and scholars around the world, discussing the clinical application and medical research of cutting-edge technology in various areas of disease.

The "Project 2025" program has just started. Its core lies in gaining insights into clinical needs, actively exploring cutting-edge innovations, and promoting global academic and talent exchanges. These elements will become the drivers for our continuous progress, and promote our sustainable development in the future.



complementarity of advantages, resources sharing and win-win outcome, and further enhance the innovation and development of medical technologies and services.

While adhering to high standards of product quality with continuous innovation, we also actively participate in setting domestic and foreign industry standards. We adopt strict standards to make up for development deficiencies, drive high-quality development of the Company with high standards, and contribute to industry progress. We have implemented a series of standardized incentive mechanisms to motivate employees to participate in standardization. In addition, we have set up a Standardization Committee, with members experienced in domestic and international standardization. The committee provides guidance for the internal standardization work to drive the establishment of Mindray as a benchmark in the medical device sector.

In addition, we have been actively attending various domestic and overseas standardization seminars to share our standardization achievements and exchange with outstanding peers. As at December 31, 2023, we had engaged in the formulation and revision of 104 standards, including 2 international standards, 19 national standards, 69 industry standards, and 14 group standards.

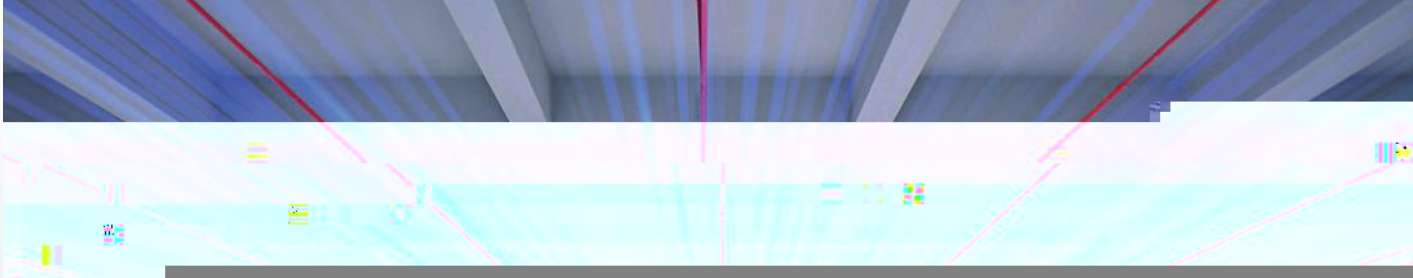


In 2023, our patent titled "Monitoring Equipment and Its Physiological Parameter Processing Method and

rights, including patents, trademarks, copyrights and business secrets. We advance intellectual property management through business layout, risk control and competition management, so as to achieve lifecycle quality management of intellectual property from acquisition to utilization.

Such a comprehensive management strategy aims to serve our business target to "create and protect our intellectual properties while respecting others' intellectual properties", and achieve the intellectual property function of "maintaining our business operation and building competitiveness".

To this end, we have established robust policies and processes. To protect innovation achievements, we have embedded intellectual property management requirements into the medical product innovation (MPI) system, and formulated a series of internal management guidelines, including the *Mindray Intellectual Property Management Manual*, the *Patent Management Regulation*, the *Trademark Management Regulation*, the *Copyright Management Regulation*, and the *Patent Reward and Payment Regulation*. While strictly abiding by



VALUE CHAIN COLLABORATION

Focus on the following areas:

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

SDG related to:



The sustainability of an enterprise is inseparable from an integrated operation management system that fosters value chain collaboration. We focuses on customer needs and is based on the global supply chain system, which connects all business functions within the Group, realizes the integrated management and risk control of product, information and capital flows, and strengthens the foundation of product quality and safety assurance. Meanwhile, we have built and continue to improve our total quality management system. Relying on our management system that covers R&D, procurement, manufacturing, customer service, sales and marketing, and post-marketing supervision, we maximize the value of end-to-end collaborative management. Together with our stakeholders, including customers, external partners and suppliers, we keep our sustainability concepts in mind and work together in our pursuit of sustainable development.

Globalization

As we work on our overseas business, we are also building synergy in our global value chain collaboration. With the development of Mindray's overseas business, we have stepped up our efforts to build our globalized production and supply system. To ensure business continuity, we promise efficient delivery. Also, through mergers and acquisitions and business integration, we provide our customers with industry-leading products and solutions from raw materials to finished products. Thanks to the deployment of a globalized service network, we are able to provide our customers with timely access to our services.

Globalization Strategy

To go global, we have formulated the Group's globalization strategy that focuses on supply layout and operation. We focus on constructing 5 major supply bases in Shenzhen, Nanjing, Wuhan, and Dangshan in China, which will serve our global customers in the future. We have been accelerating the expansion and upgrading of our overseas factories and global warehouse network. Through our localization strategy, we can provide local customers with rapid access to our products, and make it easier to get reagents in the supply chain to secure timely product delivery.

We have also established a comprehensive warehousing network, deploying regional storage centers in locations such as Europe and North America to help with product delivery and spare parts management for major regional markets. In main business markets, we will deploy national-level storage centers to effectively ensure supply capacity and speed.

Furthermore, we have developed a globally efficient and energy-saving delivery model, selecting economical and eco-friendly logistics approaches from various transport options such as sea, air, rail, and road, tailored to our business characteristics. By integrating the Advanced Planning System (APS) and Transportation Management System (TMS) for process reshaping, and establishing a global warehousing and logistics transportation platform, we are able to promote upstream and downstream supply chain collaboration, logistics process automation, and transportation visualization. This approach serves to reduce logistics costs and compliance risks, improve the continuity of logistics services across regions, and achieve logistics efficiency.

While meeting the needs of our global customers, we collaborate on raw material management to ensure product quality and provide safe, secure and innovative products to our global customers. We are committed to producing achieving high quality products from the reagent source, guaranteeing reagent quality and accurate detection. In 2021, the full acquisition of HyTest Invest Oy enabled us to

achieve vertical integration of the upstream and downstream products and strengthened our in-house research and production capabilities for core raw materials used in IVD. This has increased the proportion of self-manufactured core materials, further ensuring the quality and supply security of raw materials for our products. Moreover, better integration of the supply chain allows the R&D needs of reagent products to be addressed directly at the raw material development stage. In this way, development can be based on these requirements to best satisfy customer demands.

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Aiming to ensure global service accessibility,

Product Quality

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



The synergistic development of the business chain of Mindray is mainly driven by the mission of "better healthcare for all". We have set up a total quality management system covering product design and development, procurement, production, sales and marketing, customer

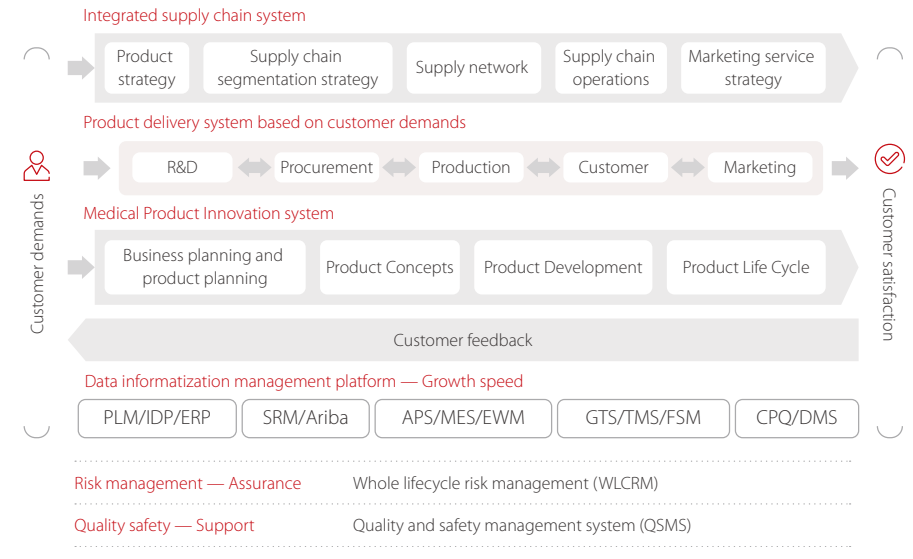
services, etc., and undertaken risk management throughout the product lifecycle, ensuring the reliability and effectiveness of our products. We make sure that customer needs are clearly reflected in the value chain so that the products can be delivered to customer satisfaction.

In 2023, the Group will continue to implement the Integrated Supply Chain System (ISC), we will take the business process as the driving force for the construction and management of the application platform, consider the coverage of informatization in various fields, pay attention to the realization of the value of module functions, and take into account the data maturity to vertically deepen the functionality and system integration; At the same time, we will horizontally expand the coverage of business divisions, overseas factories and supply bases, and rely on the resource management system (business application platform) to connect all areas of the supply chain for data integration to support business interoperability.

Based on the strategic goals of Mindray's business and considering the current operational situation, we actively engage with customers to fully understand their application scenarios and accept their feedback. We comprehensively scan customer needs and align product strategies with supply chain strategies, supply network, supply chain operations, and marketing service

strategies. We internally foster collaboration across all aspects, streamline and improve Mindray's integrated supply chain system, focus on addressing current shortcomings and establishing future capabilities. We have also improved business domain processes and

guidelines, and established corresponding organizational governance, performance indicator systems, incentive policies, and personnel capability models.



- *ISC: Integrated Supply Chain
- *CPQ: Configure Price Quote
- *PLM: Product Lifecycle Management
- *ERP: Enterprise Resource Planning
- *SRM: Supplier Relationship Management
- *Ariba: A software that is similar to the SRM system
- *APS: Advanced Planning and Scheduling

- *MES: Manufacturing Execution System
- *EWM: Extended Warehouse Management
- *TMS: Transportation Management System
- *FSM: Field Service Management
- *IDP: Integrated Data Platform
- *GTS: Global Trade Services
- *DMS: Distributor Management System

We integrate the customer delivery system with the MPI system. By doing so, the functions along the product and supply chains can collaborate in planning, development, and execution from product conception through to market launch, lifecycle management and product phase-out to ensure that product quality and safety meet business requirements. In the planning phase, we set clear business objectives for product quality and safety and establish a demand baseline for each function. In the development phase, we determine the plan to fulfil these demands, track and verify the implementation in stages. After the product is launched, we make product improvements, manage product changes, and maintain stable quality throughout its lifecycle.

In 2023, we continued our efforts to go digital and conducted digital pilot projects. Based on the design of the business value chain, we expanded the scope and depth of our new systems that enhance speed and efficiency, focusing on building advanced planning systems and logistics transportation systems. We also extended coverage to include warehouse management systems, production management systems, and global service systems, providing data support for efficient operations and steadily transitioning towards an automated, informatized, intelligent, and digital supply system.

Supported by value chain collaborative management, the Group has delivered an outstanding product quality performance and

received numerous external quality certifications, awards, and recognition. In 2023, Mindray was honored and awarded for product quality as follows:

Awards and accolades

- 2023 National Adverse Reaction Monitoring Work Outstanding Company
- 2023 Guangdong Province Adverse Drug Reaction Monitoring Work Outstanding Company
- The 13th China Medical Equipment Industry Research "Outstanding National Brand Gold Medal" in 2022 (issued in 2023)
- The Fifth Animal Hospital Director's Conference Chief Instrument Category Partners



In today's highly competitive and rapidly evolving business environment, excellent product quality is the foundation of a company's competitiveness and one of the key factors in gaining customer trust. In 2023, continued

efforts were made to strengthen our product quality management from multiple dimensions, including overseas system establishment, platform building, and quality data upgrading.

During the Reporting Period, the Group upgraded and expanded the existing certifications and proactively conducted the annual supervision and audit of the quality management system. At present, our quality

<p>Quality Management System</p> <p>ISO 9001 Quality Management System Certification</p> <p>ISO 13485 Quality Management System Certification</p> <p>QC 080000 Hazardous Substance Process Management (HSPM) System Certification</p> <p>The Group's headquarters and Mindray North America passed the quality system audits of the Medical Device Single Audit Program (MDSAP)</p> <p>The Group's headquarters and Mindray North America have been audited by the United States Food and Drug Administration (FDA) several times</p>	<p>Product certification</p> <p>EU Medical Device Regulation (MDR) Product Certification</p> <p>EU In Vitro Diagnostic Devices Regulations (IVDR) Product Certification</p> <p>138 products obtained FDA510(K) market access clearances from the United States Food and Drug Administration (FDA)</p> <p>803 valid registration certificates of Class II and Class III medical devices</p> <p>215 valid registration certificates of Class I medical devices</p> <p>Over 900 product models entered more than 190 countries and regions</p> <p>Over 400 reagent projects and over 2,700 saleable reagent specifications were available in 150 countries and regions</p>
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To enhance the quality risk awareness of all staff, Mindray has formulated an annual quality control and product safety training program in line with the applicable regulations and standards, and the supervision dynamics of product regulatory agencies. Every year, all personnel receive regular quality training on quality management and product safety. As part of our commitment to fostering a quality culture, we vigorously enforce quality control standards in a top-down manner by holding annual and weekly quality meetings and issuing regular reports on medical device policies and regulations.

This year, we further refined our quality training system. On one hand, we established a quality training management framework and courses that cover compliance, general, specialized and

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Mindray attaches great importance to product risk management. For this purpose, we have designed an end-to-end risk management system to systematically integrate risk

management requirements into the quality management system, based on the *ISO 14971 Application of Risk Management to Medical Devices* and the *GB/T 42062-2022 Medical devices- Application of Risk Management to Medical Devices*. We have established a risk control process covering all aspects, including risk identification, design control, verification, materials, production, and service. This includes building a core risk library to guide design and a core risk case library

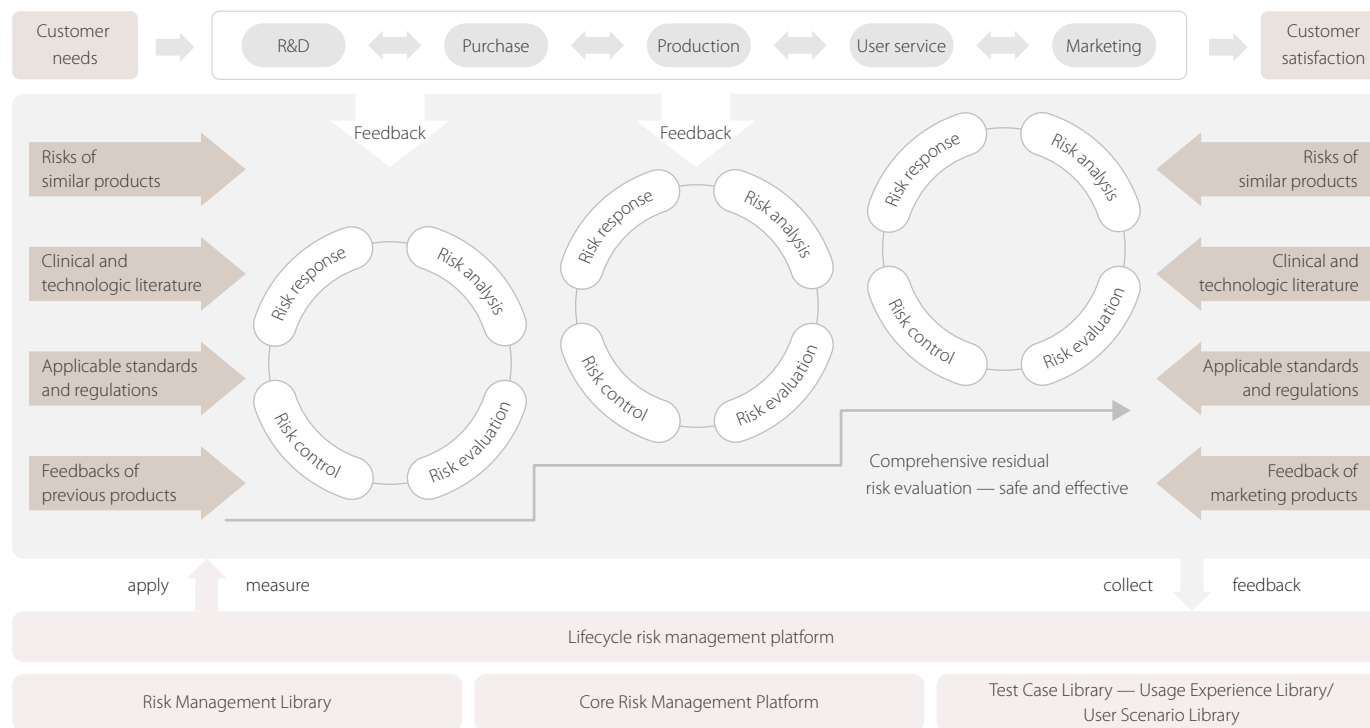
for validation, setting up technical expert teams to review different types of risks, and having management make decisions on various levels of risks. In overall risk management, we have clearly defined risk control leaders and specialized risk control projects for instruments and reagent products, tightly integrating the quality planning process, risk management standards, and MPI processes. Additionally, our quality management personnel are responsible for continuously

monitoring and assessing how key risks are managed at each stage and evaluating their effectiveness.

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

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Product Development

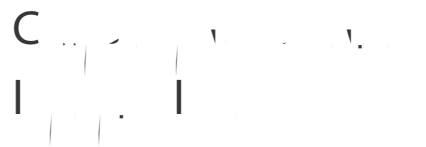
Mindray extends quality and safety management to product development. In the product concept and planning phase, we integrate safety requirements into the requirement document

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

Furthermore, we continue to build strong self-test capabilities. Meanwhile, our reliability laboratory applied for and obtained the ISO 17025 certification from CNAS in 2007. After the release of the draft Provisions for Administration of Self-test, the Product Safety Department engages in relevant editing and review work, reviews the internal self-test system to identify gaps and promotes the establishment of the Company's self-test registration. Moreover, we work with the Quality Management Department to develop an internal self-test process system. In addition to improving the existing Medical Imaging System (MIS) and IVD self-test, we lead and assist in the construction of Patient Monitoring & Life Support (PMLS) and reagents self-test capabilities. In 2022, we successfully piloted the first registered self-test for ultrasound products and obtained the Group's first self-test registration certificate. In 2023, the Company received and successfully passed the first self-

test system audit by the drug administration department at the provincial level. By the end of 2023, 16 self-test reports had been completed, covering products in both MIS and PMLS.

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



MPI (Medical Product Innovation) is a comprehensive development collaboration system established by Mindray based on its long-term goals and best practices in the global medical industry. As a market-oriented system, it operates collaboratively across business chains such as demand management, product planning, portfolio management, development process control, and product lifecycle management. This enhances Mindray's excellence in projects, products, and portfolios, enabling it to provide customers with higher quality products and services.

Quality management is based on the MPI process, with quality requirements and standards embedded in the process. The Design for X (DFX) process, as part of MPI, embeds these quality requirements and standards into itself to extend them throughout the entire value chain. This enables us to do things right the first time and guarantee the quality of our work and products.

In 2023, the DFX process enhanced the quality and risk management of key materials and critical processes. Relying on Design for Procurement (DFP), key materials are classified and controlled differently from ordinary materials. Key materials are selected from reliable suppliers with good quality control. Material production and testing

processes are in place to strengthen process control and type test is required among other measures to control the risk of material failure. Additionally, different categories of materials are subject to different category planning and management, thus ensuring that material selection and characteristics meet business application needs. Based on Design for Manufacture (DFMA), control over special processes and key technologies is strengthened. Through Process Failure Mode and Effects Analysis (PFMEA), risks of process failure are identified, and measures such as error-proofing, detection and interception are added to control risks and ensure product quality.

DFP: S

From material risk identification and classification to performance management, we strengthen the quality management for key materials throughout their lifecycle, from certification to end-of-life. Reinforce process control during R&D. Choose mature designs, materials, and processes. Strengthen the necessity review, verification planning, and result review for new designs, processes, and materials to enhance the quality of the outputs. Improve redundancy, self-checking, and alarm designs to ensure product quality and safety during operation. Clearly define the critical characteristics and requirements of materials, open up the production and testing processes, and increase type testing. Differentiate suppliers based on their quality grades and choose manufacturers with good quality control practices and materials with high reliability.

Risk material identification

Material classification

Material grade assessment

Hierarchical management of materials

Management of material characteristics

Mindray's reagent development also follows the MPI process. Product development is driven by clinical needs. We collaborate with our subsidiary HyTest Invest Oy in the upstream chain to conduct targeted research and development of raw materials. The synergy between traceability and instrument system design enables us to develop integrated system solutions. Procurement is involved in raw materials control, and production in process development and optimization of process routes. In 2023, Mindray focused on upgrading its research and analysis platform for reagent raw materials. Its analytical methods and technologies have reached international standards. Building on this foundation, we integrated the research and analysis of reagent raw materials with controls along the supply chain for incoming materials. During the new product development stage, we established quality standards and testing schemes for raw materials, and collaborated with Mindray's supply chains and suppliers to set standards for incoming raw materials and align testing methods. By doing so, we can ensure a high-quality supply of reagent raw materials.

Throughout the end-to-end design collaboration in the MPI process, Mindray's professional clinical system operation is closely integrated. The clinical business identifies clinical needs at the front end of the process, participates in the design and development of clinical functions and performance, and plans and conducts clinical trials at the back end. It provides insight

into clinical needs and ensures our product performance by strictly controlling the clinical quality, reliability, and stable performance of our products throughout the development process. In 2023, Mindray continued building a clinical verification base and participated in multiple clinical research collaborations and academic promotional activities. A project entitled "A multi-center study on evaluation of leukocyte differential performance by an artificial intelligence-based Digital Cell Morphology Analyzer", jointly conducted by 11 major 3A-grade hospitals and Mindray, was successfully completed in 2023. This research promoted the innovation and application of new technologies in testing and helped improve the morphological capabilities of hospitals at all levels, especially primary healthcare facilities. This represented a collaborative effort to drive high-quality development in testing.



Mindray insists on the strategies of "building an integrated supply chain, pursuing intelligent manufacturing and developing a global supply chain" to improve manufacturing capability. These strategies strongly support the Group's

development strategy of "globalization through diversified products and product lines" as well as the manufacturing goals of "high quality at low cost". Mindray's intelligent manufacturing transformation focuses on automation, informatization and intelligence. We integrate production elements, such as personnel, machinery, materials, methods and environment of the supply chain, into all processes, including

the level of manufacturing automation and digital production, the more we can build a corresponding inspection quality information database for continuous quality improvement and optimization.


In terms of collaborative quality management in production, we have implemented strict standards and comprehensive control measures. We have clearly defined standard processes and key processes, and established corrective and preventive measures for each stage of product manufacturing to ensure high-quality delivery of all products. On the path to scaling up excellence in quality, we have adopted a generic issue management model. By organizing relevant personnel to review and summarize common issues, we continuously optimize production processes, improve product conformity and sustainability, and therefore enhance overall product quality and competitiveness in global markets.

According to the intelligent manufacturing plan, the PMLS production line completed the implementation of extreme automation for products like defibrillators and infusion pumps in 2023. The entire workshop was technically renovated to upgrade the workshop intelligence. For IVD products, we have adopted single-point automation appropriate to the products' characteristics. We have developed and delivered valve assembly automation and fully-automated testing solutions for hematology analyzers. The production model for hematology analyzers has

also been completely redesigned, with intelligent solutions successfully put into practice.

The production of reagents follows a batch-oriented and assembly-line approach, which involves a complex overall manufacturing process. To ensure efficient coordination from design to production, we integrate the batch

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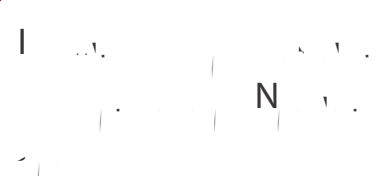


As the first monitor automation line, Mindray's ePM and uMEC automated production line skillfully integrates the machine software with the production and testing scenarios, and fully applies automation technologies such as robots, machine vision and AGVs, realizing the whole process automation from machine testing to packaging and warehousing. This intelligent upgrade not only improves the production efficiency of the monitor and saves 19 manpower, but also guarantees the quality level of the whole production process in many aspects by comprehensively digitizing the status of the chemical order, equipment status and other elements of the production process, based on the collection and analysis of real-time data.

production, MPI system, and quality system into our business processes. Additionally, we leverage manufacturing automation, information technology, and big data systems.

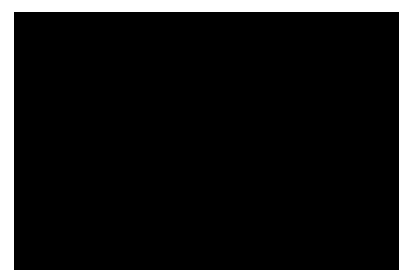
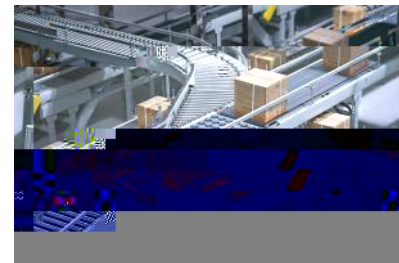
We collaborate closely with suppliers to ensure a continuous supply of high-quality raw materials. Through automated production, we

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With the goal of building a "lights-out factory", Mindray's Nanjing plant has automated and digitalized the entire production and warehousing process. Using SAP EWM as the control center, it collaborates with automated hardware and software, innovatively applying new functions like MFS and Cartonization Planning. This enables end-to-end automated and intelligent management of receiving, transferring, storing and shipping under high-volume and multi-business scenarios, with 98.4% automation. The efficiency of shipments per capita has increased to 3.8 times of the previous level. This full-process automation and intelligent management has greatly improved efficiency and accuracy while reducing labor costs. Additionally, through real-time data collection and

analysis, it provides a reliable basis for continuous improvement and optimization.

minimize human-related quality risks. We utilize an information system to achieve end-to-end product quality traceability. The reagent big data system enables us to enhance quality through real-time data analysis. Our efficient warehousing system guarantees stable global supply.

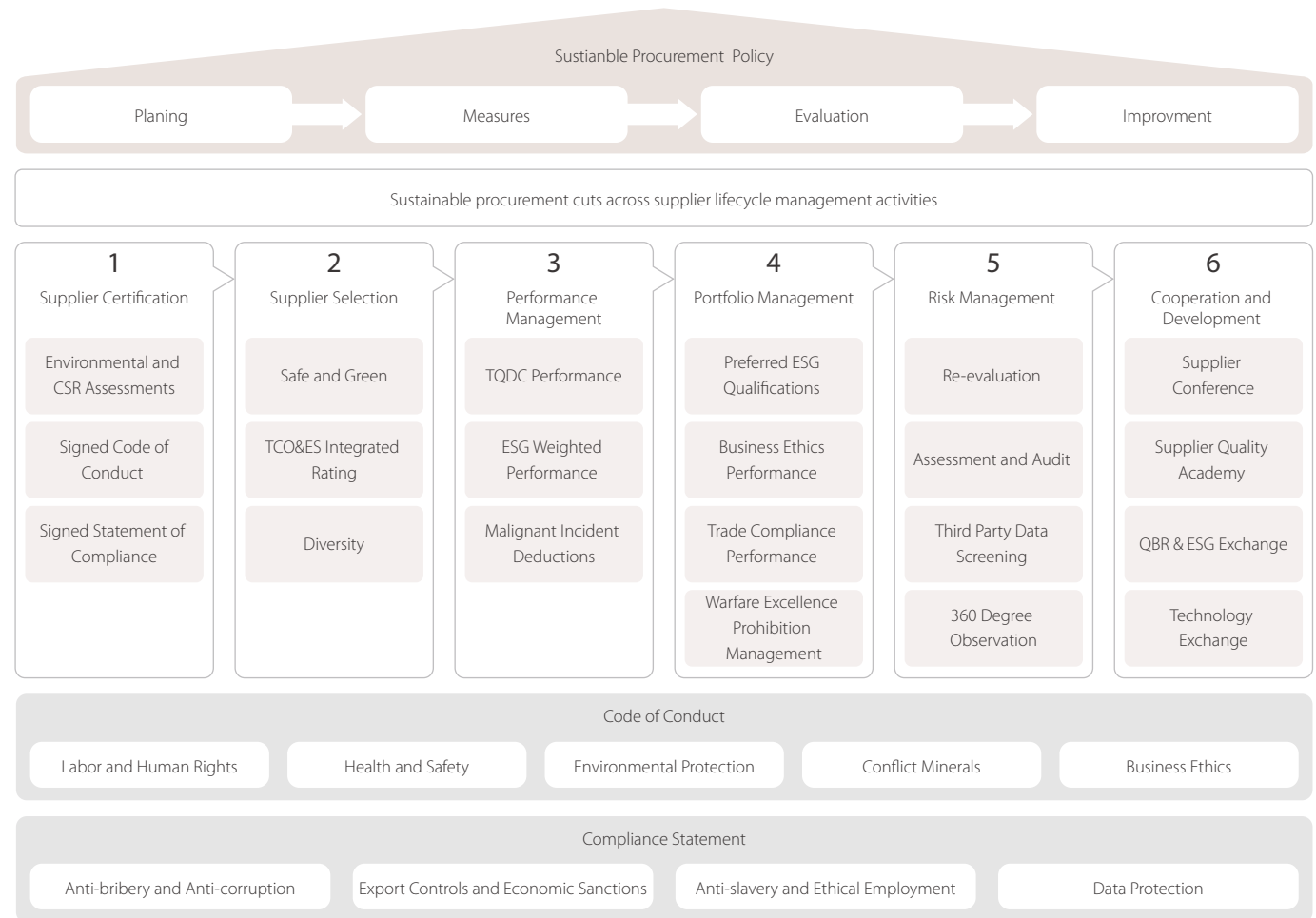
Sustainable Procurement

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

Sustainable Procurement

Within the Group's sustainability framework, the concept of sustainable procurement is systematically integrated into the full lifecycle management of our suppliers. We have formulated a comprehensive strategy spanning from supplier certification to overall collaborative development. In addition to the existing *Procurement Decision Management and Operation System*, we have added the *Sustainable Procurement Policy* and refined regulations including the *Supplier Selection Guidelines*. To strengthen the effectiveness of these policies, we have further improved the integrated management framework for sustainable procurement. Together with the *Supplier Compliance Statement* and the *Supplier codes of*

Management Framework



Code Conduct, the framework forms a multi-level, interactive management system. This system covers every stage from initial supplier screening to ongoing cooperation, ensuring that each step meets high sustainability standards, and that everyone is accountable for progressing towards sustainable development goals.

To ensure that the *Sustainable Procurement Policy* is strictly adhered to, we follow the implementation path of "Plan, Do, Check, Act" (PDCA). We have clarified sustainable procurement planning and overall requirements on policy basis. Supplier lifecycle management activities serve as the path and management approach for sustainable procurement practices. We measure the effectiveness of sustainable procurement measures through relevant

Supplier Performance Evaluation

In respect of supplier performance evaluation, we have established a series of scientific and reasonable supplier performance evaluation methods, and a category-based evaluation mechanism. As part of our daily supplier management process, we continue to evaluate the environmental and social responsibility performance of our suppliers through various means, such as on-site audits, questionnaires, and 360-degree observations, and provide support for the sustainability capacity building of our suppliers in light of the evaluation results. Based on the *Supplier Performance Assessment Guide*, we conduct supplier evaluation from multiple dimensions, namely quality, delivery, technology, cost, and ESG performance. Specifically, we evaluate the delivery and quality of suppliers on a monthly basis, evaluate their costs and technology on a semi-annual basis, and perform a comprehensive evaluation and ESG performance evaluation on an annual basis. In 2023, no supplier with major quality problems was identified.

We designed a supplier ESG questionnaire based on the Supplier Code of Conduct and launched our first annual supplier ESG survey in 2023 to promptly identify and follow up on potential ESG risks in the supply chain. The questionnaire covers five dimensions: general

conditions, labor and human rights, health and safety, environment and climate protection, and business ethics. In 2023, 1,924 valid questionnaires were collected, with a 95.4% participation rate from suppliers. We will consider various factors, such as supplier questionnaire assessment results, ESG ratings and certifications, and purchasing volume to identify key suppliers for improvement, and develop and implement appropriate empowerment programs, including ESG training, Quarterly Business Review (QBR), annual review, and third-party audit. In addition, in accordance with the *Supplier Pool Management Guidelines*, we clearly define the positioning suppliers and management requirements of suppliers, and classify them into strategic, preferred, conditional, and prohibited suppliers based on the results of the ESG performance evaluation. We also dynamically update the supplier resource pool each year to strictly control the supply chain quality and ESG risks. As of December 31, 2023, 98% of Mindray's Tier 1 suppliers have manufacturers certified to either the ISO 9001 or ISO 13485 quality systems.

In terms of supplier review, we have established a supplier auditing procedure. We regularly review issues concerning product safety and quality assurance of tier 1 and tier 2 suppliers in line with the Guidelines for Supplier Review of Medical Device Manufacturers, the procurement cooperation framework agreement and other documents. In addition, we regularly assess the quality of supplied materials in collaboration

with the production end, to achieve quality assurance for all categories of raw materials. In terms of environmental compliance, we conduct strict HSF compliance reviews on our suppliers, and require suppliers with high HSF risks to make rectifications. In 2023, we conducted audits for all suppliers in line with the *Supplier Life Cycle Management Procedure*, including 110 on-site audits for new suppliers and existing suppliers requiring re-evaluation.

In addition, we add assessment of selected sustainability issues through specific actions, such as annual supplier reassessments, collection of environmental certifications, and conflict minerals surveys. Unique incentives including bonuses, preferred supplier scheme, priority in bidding are granted to the suppliers who excel in fulfilling environmental and social responsibilities. In recent years, we have assessed the environmental and social impacts of 341 suppliers in recent years, and no suppliers with potentially significant negative social and environmental impacts were noted.

Supplier Empowerment

Mindray continuously empowers suppliers to build capacity in compliance and sustainability by promoting the concept of sustainable

development and sharing ESG management experiences and methodologies. We also help suppliers improve their environmental and social responsibility performance to achieve synergy in the sustainable procurement business chain. To this end, we provide professional training to our internal procurement team to ensure that the procurement staff have an in-depth understanding of our sustainability procurement requirements and management methods, and are able to provide effective guidance to our suppliers. Publicly, we organize regular supplier training and exchange activities, such as Quarterly Business Review (QBR) meetings, to promote and share of ESG-related knowledge and best practices. Meanwhile, we have established the Supplier Quality Academy to provide suppliers with specialized courses and resources to help them improve their own quality management and sustainability capabilities. Through these measures, we aim to build a closer partnership with suppliers and jointly promote the sustainability and progress of the healthcare industry.



In 2023, Mindray conducted internal procurement staff training for more than 220 people.

Organized a total of 870 supplier communications through QBRs, technical communication conferences, etc.

Conducted a total of 420 supplier training sessions, covering topics such as quality systems and relevant laws and regulations.

Promoted and communicated the concept of sustainable development and related requirements to 256 suppliers, guiding and encouraging suppliers to actively participate in sustainable procurement actions.

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supplier communications through QBRs, technical communication conferences, etc.

Conducted a total of 420 supplier training sessions

Promoted and communicated the concept of sustainable development and related requirements to

256 suppliers

Supplier Quality Academy

To further strengthen supplier empowerment, we established the Supplier Quality Academy to create a comprehensive training program for suppliers. The Supplier Quality Academy is designed to significantly improve suppliers' quality awareness and management capabilities through courses and coaching on actual quality improvement projects.

The training program consists of three core modules: general training, specific improvement, and continuous improvement, covering a full range of courses from basic quality knowledge to advanced quality management skills. To combine theory

and practice, our courses are developed in collaboration with the Quality, Procurement, R&D and Engineering Departments. This ensures that the training is in line with industry standards and our actual operational needs, and that the courses are practical and impactful, while incorporating the expertise of each department.

To translate the training results into actual performance improvement, we have incorporated the training results into our supplier performance evaluation system and used them as important reference factors for future cooperation. Meanwhile, we encourage our suppliers to develop a good quality culture within their organizations and invest necessary quality management resources to ensure that their products meet our strict quality standards from

source to final delivery. We expect our suppliers not only to be the enforcers of standards, but also to be the proactive champions of quality improvement, working with us to advance the quality standards of the healthcare industry.

We developed the *Quality Management & Seminar of Medical Device Materials* course, and conducted 2 supplier training sessions, with 82 suppliers participating in the training. In 2023, 26 suppliers have participated in quality assurance training at the Supplier Quality Academy.

conducted

2 supplier training sessions

82

suppliers participating in the training

26

suppliers have participated in quality assurance training at the Supplier Quality Academy

Responsible Marketing

Mindray stays true to the vision of "better healthcare for all" and gives top priority to the well-being of users. We strictly manage our advertising contents and channels, marketing events and bidding activities to ensure that the sales information customers receive faithfully reflects the features of our products and services, and that the sales information is transparent, accurate, comprehensible and the transactions are fair and equitable. We have improved our internal management processes and auditing mechanisms, and further optimized our IT technology to strengthen the protection of customer privacy and our critical information. We have set up a risk management team for online marketing to continuously monitor and combat online infringement of rights and interests of our customers. In the future, we will always follow our responsible marketing policies for our customers and society.

Sales and Marketing

We have formulated the *Responsible Marketing Policy of Shenzhen Mindray Bio-Medical Electronics Co., Ltd.* The policy defines the compliance of sales and marketing activities with laws and regulations, as well as our marketing, advertising and sales requirements. In addition, we have formulated the *Code of Conduct and Ethics*, the *Bidding Management Policy for Marketing System* and other regulations for marketing and bidding activities, which serve as the principles and codes of conduct for marketing personnel in sales and promotion activities. Besides, a sales and marketing compliance group has been set up to comprehensively and systematically review the compliance of sales and marketing campaigns at regular intervals. Also, we have established exclusive bid management processes for China, ROW and Europe based on the differences in laws and regulations in different countries and regions, and clarified their approval responsibilities. As a result, we ensure the objectivity, truthfulness and compliance of all types of information released. In addition,

we are subject to regular audits by our Internal Audit Department and make rectifications in accordance with relevant audit opinions.

To ensure that the responsible marketing policy is thoroughly implemented, our sales compliance group provides training on responsible marketing policies for all employees. It offers practice training on responsible marketing to the marketing personnel to ensure that they are fully aware of and familiar with the requirements of responsible marketing and the latest market trends.

In 2023, a total of 35 marketing courses were provided to employees in the marketing system, covering topics such as employee compliance and information security, anti-corruption and anti-bribery compliance, the EU's "Sunshine Act", etc. The training sessions were 13,000 hours in length, with 25,900 participants.

The Group offered training on responsible sales and marketing policies to all employees, with a 100% participation rate.

35

marketing courses

training sessions were

13,000 hours in length

25,900

participants

100%

participation rate



Mindray collaborates with distributors to provide customers with accurate, consistent, professional and responsible marketing services. For distributor's marketing and publicity activities, we formulated and released the *Compliance Management Measures for Marketing System Channels in China* in 2023. The Company adopts

different due diligence schemes for distributors based on risk assessments. Distributors who fail to meet the standards will not be contracted for cooperation. In terms of data security, we have updated our *Marketing System Information Security Management Regulation*, and launched the *Management Policy for the Protection of Personal Information of Users & Marketing* and the *Management Policy for Cross-border Transmission of Maintenance Data*. We also clarify corresponding management requirements for customer information protection scenarios for marketing and user

Customer Service

"Align with our customers" is one of Mindray's core values. We have established a customer service system covering the product lifecycle. Relying on our rich experience in customer service, we have optimized the service mechanism by digging into customer demands, conducting customer satisfaction surveys and actively handling customer complaints, while launching excellent products. We also safeguard customer information security to provide customers with safe and innovative products and services. Meanwhile, we have established a good customer cooperation and interaction mechanism in the building of hospital laboratory system, in-departmental seminars and case building, and are committed to working hand in hand with our customers.

Customer Service

Mindray has established a complete after-sales service system in strict accordance with the *Service Management Procedure*, and constantly enhances service brand in practice. We have

built a "four-leaf clover" service program based on the customer service concept of "professionalism, intimacy, and growth", which includes the themes of "professional protection, lean management, wisdom construction, and discipline development".

In terms of "professional services", we have established a global service network with both direct service and channel service to better support the service quality for our global customers. We have established direct service teams in 31 branches and more than 50 resident service stations in China and 41 countries overseas. Globally, we have cultivated and developed more than 2,000 service channels in about 190 countries and regions around the world, and are equipped with more than 10,000 service-qualified personnel across 70 channels to provide services to customers. At the same time, we have deployed 16 directly-affiliated spare parts warehouses and 6 directly-affiliated training centers overseas to safeguard the Group's global service capability, and truly achieve global service at your fingertips.

We continuously improve our service system with the goal of enhancing service accessibility for our global customers. In 2023, we equipped



several products with global QR code service channels. No matter where customers are, they can scan the QR code on the product to access the local service hotline and instruction videos on how to use the products, so that all customers can directly and conveniently access our service resources. Since the QR code service channel was launched in January 2023, more than 5,000 overseas users have accessed our services by scanning the code, and more than 24,000 users have watched the instruction videos.

We are always patient-centered. We continue to improve the quality of medical services and patient satisfaction through lean management and customized services, such as the "Mindray Standardized Laboratory" program. The program strengthens the service capacity of primary healthcare institutions and promotes talent development by enhancing product performance, providing personalized services and standardized after-sales support. Meanwhile, in our clinical application services, we emphasize

personalized care and follow up on customers' specific needs. We also help customers master product applications and promote academic research through various forms of training and support activities, such as Workshops and Ruiyin courses. We also actively help medical institutions to meet the ISO 15189 standard and participate in quality assessment to ensure high of service standards and customer satisfaction.

We continue to develop more clinical application scenarios for our products and explore new service models to boost the development of our customer disciplines. Mindray service is the "product consultant" for users, providing detailed product application instructions and training courses to ensure the smooth operation of instruments and accurate and reliable diagnosis and treatment. It's the "process consultant" who serves various business scenarios, works with users to sort out the existing workflow, identifies the risks and barriers in processes, and develops and supports process improvement to help hospitals develop with high quality. It's also the "system consultant" who studies the industry rules and standards, shares and presents the latest industry policies and accreditation requirements to our users, and contributes to their building of quality system. Meanwhile, our clinical applications are widely utilized by users in the building of disciplines, so that users can fully explore the value of data and interpret the

results, and continue to explore the application of new parameters and new technologies, which helps to improve the diagnosis and treatment capacity of hospitals and the satisfaction of medical services.

Under the new trend of intelligent healthcare, we empower digital laboratories with our "M-Ai Lab Ecosystem + Specialized Services", enabling

In 2023, we received 114 complaints about products and services, with 100% response rate and 100% overall satisfaction for complaints.

114
complaints about products and services

100%
response rate

100%
overall satisfaction for complaints

data-based business processes and visualization of operations and management, and helping our customers to create an intelligent healthcare

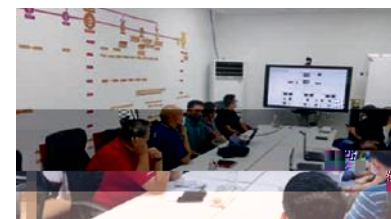
solution that is connected, and intelligently managed and data-driven.

Global

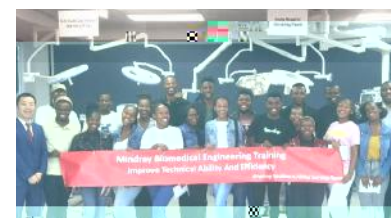
In 2023, the Group conducted hundreds of activities such as training, service week and Mindray Day for the medical engineering department of hospitals and doctors of clinical departments, with the participation of biomedical engineers (BMEs) and doctors. During the events, we delivered product knowledge to customers to help them better use and maintain medical equipment in their daily work; we shared the Group's new technologies and products, support customers to improve their workflow, collect customers' needs to develop products that are more in line with customers' business operations, and truly realize co-development, co-improvement and mutual benefit with customers.



IT solutions exchange at Immersion Day in Argentina



M-connect for the Philippine market



BME training in South Africa

In 2023, the Group was awarded the "Five-Star Certificate of Evaluation System for After-sales Service of Commodity" with a remarkable score of 97.9 points. The *Evaluation System for After-sales Service of Commodity* (GB/T 27922-2011) is an evaluation standard jointly drafted by the Business Standard Center of China General Chamber of Commerce and China Certification & Accreditation Association under the leadership of the Ministry of Commerce of the People's Republic of China, aiming at objectively reflecting the status of after-sales service of enterprises and accurately measuring the actual performance of after-sales service of enterprises.



effectiveness model and our own product features) on our iService platform in China. This IoT-based model provides customers with remote equipment diagnosis and management solutions, providing them with a safer, more forward-looking, more real-time, and smarter service experience. After two years of continuous efforts, we have released the biochemical health model, coagulation health model, and blood cell health model. Through these models, we can help our customers maximize instrument uptime, minimize testing turnaround time, improve diagnosis and treatment efficiency, and ensure the continued stability of the testing system. In this way, we can fully assist our customers in achieving high quality development.

In building the iService platform, the Group has always considered customer data and patient privacy as the top priority for information security



We fully understand the needs of our customers. While meeting their basic service requirements, we focus on the business and management scenarios related to customers' use of our products, and explore their service needs under

the chain of business development and business management. We also create value-added service portfolios for the entire value chain and continue to innovate service solutions so that customers can fully appreciate the value of our products.

In terms of innovative services, in 2021, we officially launched the immunization equipment health model (i.e., a predictive model developed independently based on the overall equipment

As of December 31, 2023, the iService remote service platform had covered more than 10,000 users and over 20,000 devices in China.

In 2023, Mindray was included in the Most Influential IoT Innovations List by Fortune with the iService remote service platform.

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10,000 users

the iService remote service platform had covered over

20,000 devices in China

In addition, in the construction of industry standards, we have joined forces with the China Academy of Information and Communications Technology (CAICT), medical institutions and information security vendors to discuss information security standards and standardize the development of compliance between ourselves and the industry.



White Paper on Medical Device Data Security

In November 2023, the White Paper on Medical Device Data Security prepared by the Cloud Computing and Big Data Research Institute of CAICT, together with Mindray and other enterprises and institutions, was officially released. During the preparation process, we analyzed and researched the background, development status, and trend of medical device data security to provide data support for technological innovation and scientific management, playing a leading role in further promoting the compliant development of the medical device industry.



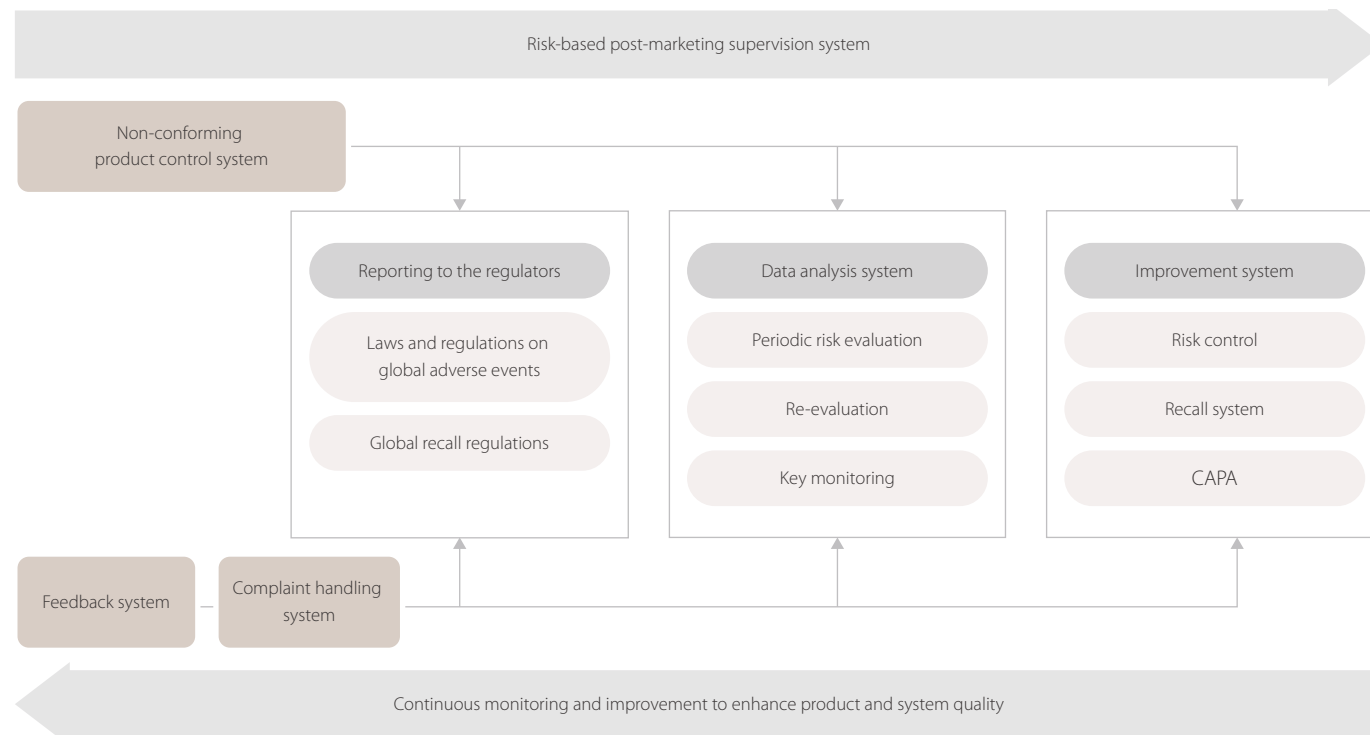
Adhering to the principle of "Early Detection, Early Decision-Making, and Early Resolution", Mindray values and protects the health and safety of customers. We have set up an

independent and professional post-market surveillance and management team under our Quality Center, which is responsible for incident monitoring and product recalls, and constantly improved the post-market surveillance system in accordance with relevant internal management rules. During the year, we updated our post-marketing surveillance policies in North America, Mexico, South Korea and other countries in accordance with regulations, and organized training on post-marketing regulations in

overseas countries to ensure legal compliance of business operations in various regions.

In China, as a pilot company, Mindray actively worked with the Guangdong provincial and multiple municipal drug administrations to carry out trials of new medical device policies, participated in multiple seminars and produced several achievements at each stage. Internationally, Mindray hosted the review meeting on the update of the UK medical device

TRIANGLE OF RISK-BASED POST-MARKETING SUPERVISION SYSTEM



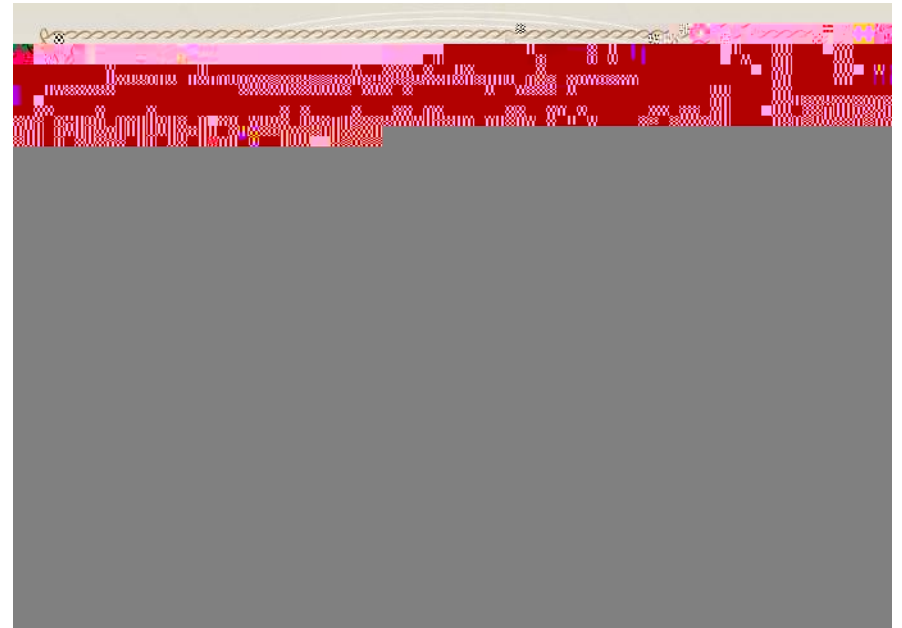
Customer Satisfaction

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

In 2023, the Group initiated a total of 3 product recalls, all of which were voluntary, and no serious injuries or fatalities were caused by product defects. No warnings were received from regulators concerning our products and services.



In 2023, at the "13th China Medical Devices Industrial Data Release Conference and China Medical Industry Development Forum" jointly sponsored by China Medical Devices and medical industry authorities, the Group again won the "Gold Award for Excellent National Brand" and "Gold Award for Product Line" for year 2022. We also won a total of 20 first places in the comprehensive ranking of production lines with a retention rate $\geq 10\%$.



GREEN DEVELOPMENT

ESG 重要议题 :

- EHS policy and management
- Green operation
- Climate change

SDG 重要议题 :



At Mindray, we adhere to the concept of green development, and integrate green and low-carbon development into the company's development strategy. We strive to minimize the negative impact of our businesses operations on the environment and ensure compliance with environmental regulations. Additionally, we actively promote a low-carbon lifestyle by utilizing clean energy, conserving energy and reducing consumption and waste. Through these efforts, we aim to contribute towards building an ecological civilization.

Green Development

Staying committed to the concept of green development, Mindray devotes itself to reducing energy consumption and rationalizing resource use, so as to help create a green and ecological home.

Reducing Carbon Emissions



92.1%

Carbon emissions from electricity consumption are the main source of carbon emissions from production stage of Mindray. Mindray has continued to increase energy efficiency through technology and equipment improvements, thus reducing energy demand and therefore carbon emissions.

Chemiluminescence is widely used in infectious diseases, heart diseases, tumors, and pregnancy detection. Chemiluminescence offers systematic

advantages over other immunodiagnostic methods in terms of safety, automation, test accuracy, and test speed.

The substrate liquid is a key component of the chemiluminescence process, and an aging process is an integral part of its production process. The process of aging usually takes place in the aging room, which is the main energy-consuming process for the production of substrate liquids, accounting for up to 92.1% of energy consumption. Besides, it poses safety risks such as fire and electrocution. The aging process makes it difficult to increase the productivity of substrate liquid and to affect its supplies to the market.

In March 2023, the Company set up a team to optimize the production process of substrate liquid. After nearly 9 months of new process verification, review and finalization, the team successfully decommissioned the aging production process. The project was unanimously

recognized by the EHS Award judges and received the "EHS Contribution Award" of the Company.

Guangming Manufacturing Center

In 2023, the Guangming Manufacturing Center became one of the only six leading enterprises for water saving at the municipal-level in Shenzhen. Driven by the concept of green development, Guangming Manufacturing Center has restructured the water conservation working group to strengthen water resources management. The Center continues to apply the "Water Use Optimization Process" to explore

the potential of water conservation, and continuously improves the water reuse rate through technological reform. In 2023, after multiple discussions and experiments, a technological breakthrough was finally achieved in the reuse of boiler condensate and bottle-washing water, saving 54,450 m³ of fresh water annually and reducing the equivalent amount of sewage discharge accordingly.



Boiler condensate water recovery project

EHS 环境、健康与安全

EHS 环境、健康与安全

Adhering to the principle of "putting equal

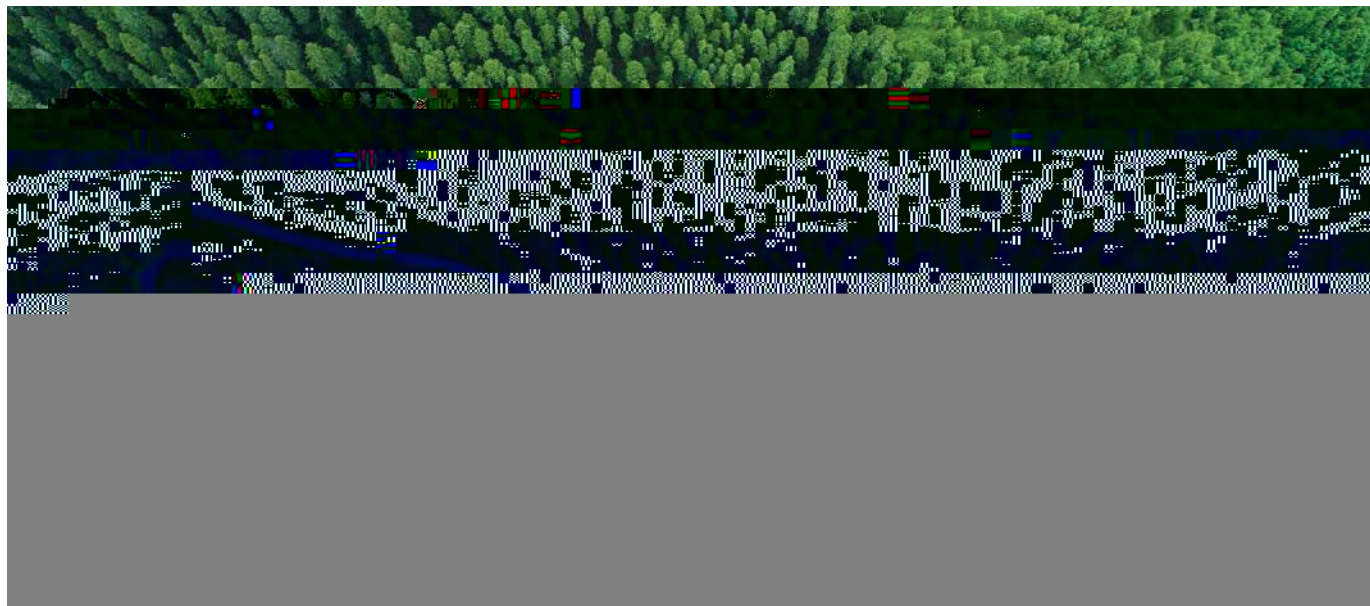
EHS | | |

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It is imperative to address climate change and resulting global issues such as global warming, frequent extreme weather, and rising sea levels. In 2023, the globally-anticipated COP28 UN Climate Change Conference (COP28) concluded. The COP28 Presidency joined with the World Health Organization (WHO) to announce the *COP28 UAE Declaration on Climate and Health* ("the Declaration") to prioritize health in climate action. Signed by 123 countries, the Declaration marks a world first in acknowledging the need for governments to protect communities and prepare healthcare systems to cope with climate-related health impacts such as extreme heat, air pollution and infectious diseases. With the vision of "better healthcare for all", Mindray has made climate change one of its most important issues for sustainable development.

Referencing the framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD), we have identified and managed the climate risks and opportunities relevant to our business. While shifting to low-carbon operations, we work to improve climate resilience and promote the green and sustainable development of society.

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Mindray has established a top-down climate governance framework to systematically manage issues related to climate change. The Strategy and Sustainability Committee under the Board is responsible for conducting research and providing guidance on issues related to sustainability, including setting the strategic direction for climate change efforts. The ESG Executive Committee has been set up under the

Strategy and Sustainability Committee, which is responsible for formulating strategic plans and setting targets in response to climate change. The Green Development Sub-committee, under the ESG Executive Committee, is responsible for identifying the risks and opportunities of climate change, implementing the tasks assigned by the ESG Executive Committee, formulating a blueprint for green development,

recommending carbon targets and performance settings, and working with business departments to develop action plans.

Based on the nature of our products and services and our operations, we have identified climate-related risks with significant potential impacts and their countermeasures.

Topic	Potential Impacts	Risks
Physical risks	Acute risks	<ul style="list-style-type: none"> Optimize how products are transported to reduce the impact of climate on global transport Conduct extreme weather emergency drills and prepare for extreme weather
	Chronic risks	<ul style="list-style-type: none"> Consider long-term climate change trends in the local area when addressing business and production needs to improve long-term risk resilience
Transition risks	Emerging regulations	<ul style="list-style-type: none"> Keep abreast of relevant emerging regulatory requirements, continue to monitor carbon emissions and predict future trends, and strengthen carbon emission management
	Technology	<ul style="list-style-type: none"> Actively attract relevant scientific and technological talents, improve the capacity of independent R&D of low carbon products, and follow the trend of low carbon market Develop a sound energy transition plan and rationalize the allocation of financial investments
	Market	<ul style="list-style-type: none"> Improve the ability of independent innovation, continue to promote the low-carbon transformation of products and services, reduce costs and increase profits
	Reputation	<ul style="list-style-type: none"> Actively respond to the expectations of stakeholders regarding environmental protection and reduce the negative environmental impacts of products

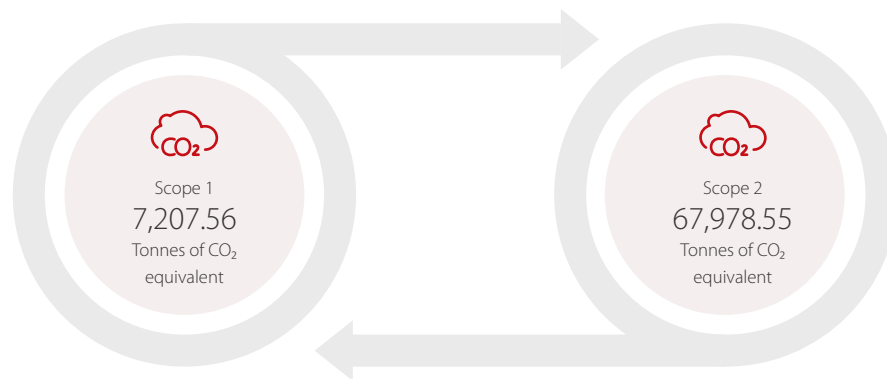
Furthermore, based on our business development strategies and plans, we have identified the following climate-related opportunities and their responses in five areas, namely resource efficiency, energy sources, products and services, markets and resilience.

Topic	Responses
Resource efficiency	<ul style="list-style-type: none"> Apply reclaimed water reuse treatment technology through the "water use optimization process" Use renewable materials Adopt resource-efficient designs Adopt more efficient transport modes Employ more efficient production and distribution processes
Energy sources	<ul style="list-style-type: none"> Formulate energy saving and emission reduction plans and actively monitor energy consumption data Use more clean energy (e.g. solar, geothermal) Encourage off-peak power consumption empowered by technologies (e.g. water-based heat storage, ice-based cold storage) Use low-carbon and energy-saving technologies and facilities to improve energy efficiency Participate in carbon market
Products and services	<ul style="list-style-type: none"> Develop and/or expand low-emission products and services Develop low-carbon products to meet consumer's changing demands
Market	<ul style="list-style-type: none"> Apply for energy or low carbon incentives from the government Collaborate with colleges and universities for R&D Encourage suppliers to choose environmentally friendly materials, processes and transportation methods
Resilience	<ul style="list-style-type: none"> Adopt low-carbon and green manufacturing processes Purchase key raw materials from a number of suppliers in various places Store key products in different warehouses and arrange production at numerous sites

Climate Change

We strictly adhere to relevant laws and regulations in the countries and regions where Mindray operates such as the *Energy Conservation Law of the People's Republic of China*, and working towards *The European Green Deal* in EU region. We have formulated and implemented regulations such as the *Administrative Measures for Energy and Energy Facilities*. In addition, we continue to improve the ISO 50001 Energy management systems, optimize the energy management platform and implement energy-saving and emission-reduction initiatives. We have also set long-term energy management goals and arranged specialized staff to be responsible for energy management. In proactive response to climate change, we require each project to actively monitor energy consumption data, formulate energy-saving and emission-reduction plans and follow up on abnormalities promptly to drive the Group's energy-saving operations.

3. On December 1, 2023, the Group completed the acquisition of DiaSys Diagnostics Systems GmbH, and DiaSys Diagnostics Systems GmbH's December 2023 GHG and energy data has been included in the statistics. For comparison purposes, we have accordingly included the GHGs of DiaSys Diagnostics Systems GmbH for the twelfth months of 2021 and 2022, and retrospectively adjusted the emissions data for these two years.



GHG Intensity ³	2023	2022	2021
Scope 1 and scope 2 carbon emissions (tonnes of CO ₂ equivalent)	75,186.11	71,426.15	61,047.06
Carbon emission intensity (tonnes of CO ₂ equivalent per million yuan)	2.15	2.35	2.41

■ Refer to Appendix III : Summary of Key Performance Indicators (KPIs) for statistical caliber (11)

Mindray's Carbon Intensity Reduction Target

Mindray has committed to GHG emission reduction target (Scope 1 and Scope 2):

reduction in carbon intensity by 2030 compared to 2021 baseline.

To achieve the carbon reduction target, Mindray formulates performance indicators according to the blueprint for green development every year, which are translated into action plans by the relevant business departments. The Company also sets a special GHG management budget for implementing its GHG reduction program.

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

During the Reporting Period, the energy consumption³ data are as follows:

- Purchased electricity
118,792,111.65 kWh
- Piped natural gas
2,253,167.62 m³
- Gasoline
45,953.18 liters
- Liquefied petroleum gas
11,254.80 kg
- Diesel
3,313.10 liters

■ Refer to Appendix III : Summary of Key Performance Indicators (KPIs) for statistical caliber (11)

In terms of energy management, Mindray has continued to raise energy efficiency through technology and equipment improvements. We take action in the following five areas to maximize energy efficiency.

- **Renewable Energy**: Adopt renewable energy to reduce GHG emissions.
 - In 2023, Mindray Animal Medical purchased 12 water-based fire extinguishers (3kg) to replace the heptafluoropropane fire extinguishers in the original lithium battery warehouse, reducing the GHG heptafluoropropane by 140L, equivalent to 354.2 tonnes of CO₂ emissions.
 - Eliminating the aging process for substrate liquid production results in energy savings of 92.1%, electricity savings of 15,000 kWh in 2023, and a reduction in CO₂ emissions of 8.5 tonnes.
- **Energy-saving Equipment**: Build solar panels and photovoltaic power stations in qualified plants and bases to reduce GHG emissions.

- In 2023, the photovoltaic energy system of Nanjing Production Base was officially connected to the grid, generating about 700,197 kWh and reducing CO₂ emissions by 399.3 tonnes.
- In December 2023, the photovoltaic power station of the No. 2 Plant at Dangshan Mindray Medical Technology Industrial Park was completed, generating about 37,400 kWh and reducing CO₂ emissions by 21.3 tonnes.
- **Energy-saving Technology**: Raise energy efficiency by improving technologies and energy-saving processes.
 - The Guangming Manufacturing Center optimized the stirring mode of the immune fluid dispensing system. This year, the improved production process saved 3,567 kWh of electricity, reducing energy consumption by 93% and CO₂ emissions by 2.03 tonnes.
 - Guangming Manufacturing Center carried out an energy-saving renovation project for air conditioners, saving a total of 1,354,044 kWh of electricity, and reducing CO₂ emissions by 772.2 tonnes annually. It is expected to save 4 million kWh of electricity and reduce CO₂ emissions by 2,281.2 tonnes annually in the future.

- Guangming Manufacturing Center optimized the commissioning rate of the blood cell optical system, saving 1,300 kWh of electricity and reducing CO₂ emissions by 0.74 tonnes.
- Guangming Manufacturing Center optimized the configuration and management of the compressed air system. By installing and configuring appropriate pressure regulators, reducing the demand for gas at the end, and other means, 217,639 kWh of electricity

- and 124.12 tonnes of carbon dioxide emissions were saved in 2023.
- We actively promote energy-saving and low-carbon technologies, including ice thermal energy storage and water thermal energy storage. These technologies are deployed at our Wuhan R&D and manufacturing bases, as well as at the Dangshan manufacturing base. We store energy during off-peak hours, to balance grid load and reduce carbon emissions in the power sector.



T Y P H O O N P R E P A R E D N E S S

To bolster our preparedness for typhoons and floods, and to ensure the thoroughness and effectiveness of our emergency response procedures and resource allocation, our various facilities, including the Nanjing production base, Mindray Animal Medical, and Guangming Manufacturing Center, conducted a series of drills during the rainy season in August and September 2023. The departments in charge meticulously examined the challenges that severe typhoon and rainstorm conditions might present. They then crafted viable strategies to address these issues, aiming to enhance our staff's proficiency in managing emergencies.

E X T R E M E C O L D W E A T H E R P R E P A R E D N E S S

In December 2023, the Nanjing production base conducted a tabletop exercise centered on extreme cold weather preparedness. The exercise modeled two scenarios — severe cold snaps and heavy snowstorms — and devised practical countermeasures informed by the simulations.

Green Development

Mindray is committed to sustainable development and proactively incorporates sustainable practices into all aspects of its operations, including R&D, manufacturing, infrastructure, and office administration. This year, Mindray is dedicated to advancing water resource and pollutant management, striving for high-quality development while minimizing its environmental footprint.

Water Management

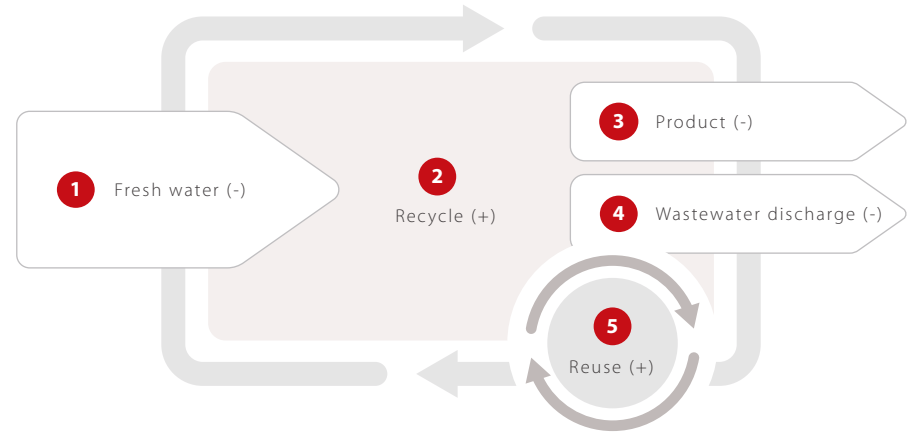
The global water crisis is mounting due to factors including population growth, pollution, and climate change. Fully aware of the preciousness of water resources, Mindray strictly adheres to local laws and regulations regarding water management in all regions where it operates such as the Water Law of the People's Republic of China, which strictly manages the use of water resources and takes active measures to improve water use efficiency and water recycling and reuse.

Mindray actively works to alleviate pressure on local water supplies, e.g., we avoid working on

reagent projects that require large amounts of water in water-stressed areas. At present, none of Mindray's newly planned reagent bases are situated in locations with limited water resources. We've also created a water use optimization process to improve the utilization of water resources in production, product design, and equipment operation.

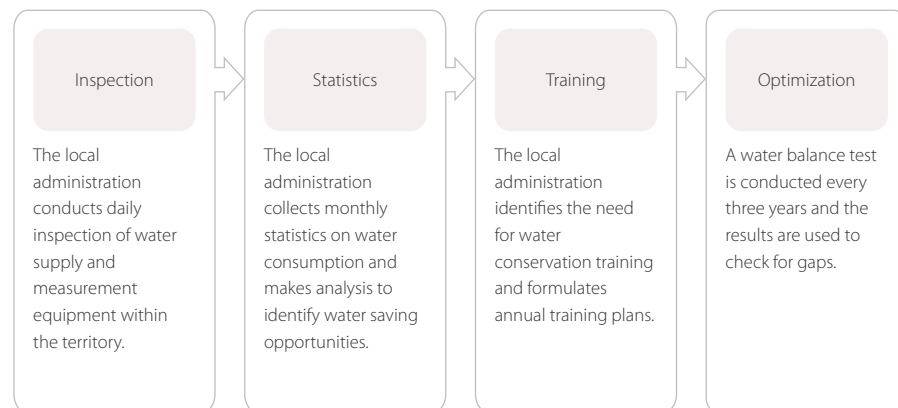
1. Minimize freshwater consumption, e.g., employ wash-free technique for certain products
2. Lift equipment's water recycling rate, such as HyTest Invest Oy applying water-saving equipment
3. Reduce the water requirements of products, e.g., develop concentrated reagent buffers that require less water
4. Lessen water discharge where possible leading to zero drainage
5. Increase the usage of recycled water, e.g., recycling 14,850 tonnes/year from boiler condensate, 39,600 tonnes/year from bottle-washing water

Water Recycling



HyTest Invest Oy

HyTest Invest Oy employs a modern water purification system featuring recirculation to avoid using tap water-based cooling equipment, thereby reducing tap water waste. We use water-saving equipment to clean lab glassware used for production and research, and dishes, to minimize tap water usage.



To strengthen the consciousness of saving water and optimize water-saving management, Mindray actively adopts water management means of inspection, statistics, training, and optimization. In 2023, both Mindray headquarters and Guangming Manufacturing Center passed third-party water balance tests, confirming our

In 2023, Mindray headquarters conducted a nocturnal water balance test and detected an abnormal water loss. Subsequent investigation revealed a water leakage at the fishpond. The headquarters replaced the faulty circulation and subterranean piping infrastructure, thereby eliminating the recurrence of the leak.

effective water management practices. During the Reporting Period, the Group's third-party facilities withdrew 1,208,013.49 cubic meter of water, with water withdrawal intensity of 34.58 cubic meter per million yuan, and reused 82,188.00 cubic meter of water.

Mindray is committed to reducing pollutants and maintaining compliance with pollutant discharge and waste management standards. 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 *Regulations on the Administration of Medical Wastes* and the *Law of the People's Republic of China on Prevention and Control of Pollution from Noise*. The Group also has formulated and implemented policies such as the *Pollutants Management Regulation*, the *On-line Monitoring System of Wastewater Working Instruction*, the *Hazardous Wastes Management Procedure*, the *Regulations on the Administration of Medical Wastes*, and the *Environmental Facilities Operation Management Regulation*. Continuous efforts are made to strengthen the management of emissions such as wastewater, waste gas, and waste, as well as noise management, and conduct regular monitoring on relevant

Pollutant Discharge

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environmental indicators in accordance with the *EHS Performance Management Procedure*.

This year, we ensured that all our manufacturing enterprises got valid discharge permits or pollutant registration, and we continued to adopt advanced technology and scientific management methods to continuously reduce the generation and emission of pollutants.

In 2023, Mindray had cumulatively invested RMB 10.8561 million in pollution management facilities, mainly including wastewater treatment equipment and hazardous waste concentration treatment and reuse facilities.



W | I | I

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, separation of rainwater and sewage and up-to-standard discharge", to ensure proper wastewater disposal. During the year, all of our sewage discharges were treated through the municipal network. We employ a range of effective strategies to enhance wastewater treatment efficiency and manage wastewater through applying the six measures of "reduction at source, classified collection, wastewater treatment, daily monitoring, maintenance and

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

WATER POLLUTION		WATER POLLUTION		WATER POLLUTION		WATER POLLUTION		WATER POLLUTION	
Item	Unit	Actual Discharge	Standard	Actual Discharge	Standard	Actual Discharge	Standard	Actual Discharge	Standard
Chemical Oxygen Demand (COD)		11.768mg/L	30mg/L						
Five-day Biochemical Oxygen Demand (BOD5)		4.125mg/L	6mg/L						
Ammonia Nitrogen		0.184mg/L	1.5mg/L						
Total Phosphorus (TP)		0.0186mg/L	0.3mg/L						
Suspended Substance (SS)		6mg/L	30mg/L						
PH		7.19	6-9						
Acute Toxicity		0.023mg/L (HgCl ₂ equivalent value)	0.07mg/L (HgCl ₂ equivalent value)						
An-ionic Surfactant		0.137mg/L	0.3mg/L						
Total Nitrogen (TN)		1.96mg/L	20mg/L						
Total Organic Carbon (TOC)		11.6mg/L	20mg/L						
Nitrobenzene		4.6 × 10 ⁻⁵ mg/L	2.5mg/L						
Fluoride		0.205mg/L	1.5mg/L						
Aniline		0.08mg/L	1.5mg/L						
Formaldehyde		0.1325mg/L	1.5mg/L						
Discharge to municipal sewage treatment plant through pipeline		1	Total industrial sewage outlet on the east side of the park	Total amount of industrial sewage discharge (during the Reporting Period): 92,053.2 tonnes		Ratified total amount of industrial sewage discharge: 96,000 tonnes/year		Up-to-standard	

Note: The data are based on the monitoring results of wastewater online monitoring system and entrusted third parties.

Waste Gas Emission

Mindray has formulated management policies such as the Pollutants Management Regulation to systematically and continuously advance gas treatment operations. Adhering to the principle of "classified collection, centralized treatment and up-to-standard discharge", we conduct regular inspections and maintenance of our gas treatment equipment and promptly replace outdated units to ensure stable operation. Moreover, we perform ongoing monitoring of gas-related indicators to ensure emissions meet regulatory standards for discharge.

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

Waste Management

Mindray further strengthens the standardized management and compliant treatment of waste, and strictly manages waste in accordance with the requirements of the countries and regions where the Group operates. For better waste management, we classify wastes into hazardous waste, medical waste, general industrial waste and domestic waste for collection, identification and disposals. Wastes in the Chinese mainland are managed by qualified third parties in compliance with legal regulations. These third parties are chosen from a list of approved entities authorized by competent authorities, and their hazardous waste operation licenses are audited and certified by the relevant department. Moreover, the environmental responsibilities and obligations are clearly outlined in the contract agreements. When transferring hazardous wastes (including medical wastes), transfer information should be filled in the hazardous waste management system, and the recipient and transportation unit should be designated. After being reviewed by the system, the transfer notes are then synchronized to the national management platform.

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

E | **Eliminate** | Eliminate waste at source

R | **Reduce** | Reduce waste output as much as possible

R | **Reuse** | Reuse waste in situ

R | **Recycle** | Recycle useful resources

C | **Compliance** | Dispose of waste in compliance with regulations

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

	2023	2022	2021
Weight of hazardous wastes (Tonnes)	729.51	516.53	2,106.65
Intensity of hazardous wastes (Tonnes per million yuan)	0.02	0.02	0.08

IVD

IVD equipment employs low-temperature condensation and drying technology to separate water from liquid waste at ordinary temperature while under a vacuum. To guarantee that the distilled water at ordinary temperature meet requirements for reuse, the equipment utilizes a multi-step process, including low-temperature condensation and drying, hydrolytic acidification, a membrane bioreactor, and nanofiltration. This ensures that the purified water meets the Reuse of Urban Recycling Water — Water Quality Standard for Industrial Uses standard and is suitable for reuse in cooling towers or waste gas treatment facilities.

In 2023, Guangming Manufacturing Center had further increased the concentration rate of IVD testing liquid waste and made ongoing investments in hazardous liquid waste management. It has reduced

liquid waste shipped out for disposal by approximately 3,945 tonnes. By cutting down liquid waste at source and reducing the frequency of hazardous waste shipments, the risk of environmental contamination was also lowered.

HTIO

Since 2019, HyTest Invest Oy has launched a waste recycle project. Over the past few years, we have advanced and executed waste recycle initiatives. By creating comprehensive management systems for various wastes, we have progressively enhanced our waste recycling rates. Furthermore, we provide regular environmental training to employees to ensure they are well-versed in the guidelines and processes for sorting and collecting different wastes, thereby bolstering their environmental awareness.

NOISE POLLUTION

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

GREEN OFFICE

Mindray is continuing to apply the green concept to all its levels of operations. In 2023 promoting the Green Office to enhance the awareness among all employees of urgency for protection of environment. We achieve green office by the following means:

- In August 2023, we launched the "Mindray Low-Carbon Month" campaign, initiating four activities to involve employee involvement in cutting carbon emissions:

- Purchase low-power-consumption office equipment, set appropriate brightness for computer monitors, and shut down the equipment when not in use.
- Continue to promote paperless office and related initiatives. Print only when it is necessary. Use recycled paper for printing or double-sided printing and try to use smaller fonts to save paper when there is a need to print.
- Install water-saving equipment in office buildings and minimize the consumption of bottled water in the office.
- Encourage employees to take high-speed rails instead of planes on business trips to reduce carbon emissions, and recognize employees for their commitment to low-carbon travel.

2023 "Low-carbon Month"



To reduce the impact of construction noise on the neighboring environment and community, Mindray launched the Longhua infrastructure noise prevention and control project. This project's objective is to lessen noise pollution

caused by construction by erecting sound barriers around the site and deploying on-site environmental noise monitoring systems.



■ On-site environmental noise monitoring system

"Mindray Low-Carbon Month"

In August 2023, Mindray introduced its first "Mindray Low-Carbon Month," featuring four key activities. In activity 1, employees recorded their low-carbon activities in the "Ruijing Carbon Credits Check-in" mini-app. Points earned from commuting could be redeemed for purchases on a platform supporting poverty alleviation and agricultural initiatives, thereby contributing to public welfare. In activity 2, Clean Your Plate Campaign, the headquarters' Light Meal Workshop offers a discount of RMB 2 on beverages for people who bring their own cups. In activity 3, we encourage employees to actively propose initiatives to conserve



■ Low-carbon month campaign poster ■ Low-carbon travel campaign ■ Carbon credits check-in campaign

water, electricity and gas. In activity 4, we check the implementation of the "Five Guan (closing doors, windows, water, electricity, and equipment after work)" and reward departments for good implementation of the "Five Guan".

SUSTAINABLE HUMAN RESOURCES

ESG 重要議題：

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

SDG 相關議題：



Mindray has always regarded human resources as an important strategic support to enhance its core competitiveness. We are committed to build 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. At the same time, we have carefully built a high-quality talent training system and tailored career development channels for employees, to meet their needs for re-learning and self-improvement. We respect the rights and interests of employees, and resolutely prohibit prejudice and discrimination in any form and for any reason, striving to create an equal and inclusive working environment. Our remuneration system for employees is data-based and fair, featuring a range of carefully designed welfare schemes. In addition, we have improved occupational health and safety of employees to enhance their sense of belonging and ownership. The ultimate goal is to realize the common growth of talents and Mindray.

B

Inclusion and diversity have always been our most important cultural characteristics and team strengths. At Mindray, employees of different races, nationalities and genders work together diligently and sincerely, making an international talent team.

B Huangfu Yong

Huangfu Yong joined Mindray in 2005. For nearly 20 years, from participating in the development of the first anesthesia machine to leading the team to plan the next generation of anesthesia products, he has been focusing on the R&D and management of anesthesia machines business, making anesthesia the Company's second world-leading business after the patient monitoring business.

Huangfu Yong has served as a structural development engineer, project manager, and product manager, constantly pursuing breakthroughs in multiple roles, and leading the team to create a full range of anesthesia machines from basic to ultra-high-end, which has won him a number of honors. He led the team to develop the A series of anesthesia machines, which won the first prize of

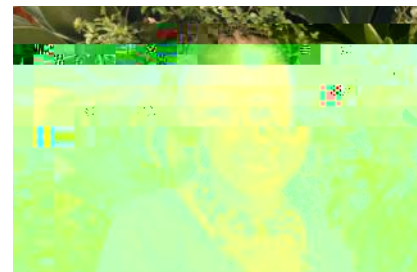
Shenzhen Science and Technology Innovation Award and the second prize of Guangdong Science and Technology Progress Award. He also led the team to develop the first electronic evaporator in China, and the first target anesthesia control technology approved by the National Medical Products Administration.

Huangfu Yong has in-depth insights into customer needs and has created a series of popular products, which have been recognized by customers after the products were launched.

■ Huangfu Yong (Employee of Mindray China)

A Mary Goretty Owende

Mary joined Mindray 4 years ago while meeting the challenge of adapting to a different culture. With the kind help and support of her colleagues, Mary adapted quickly to her new role. She often mentions that her career growth is not only due to her personal efforts, but also because of the supportive working atmosphere and



■ Mary Goretty Owende (Employee of Mindray Middle East and Africa)

the Company's strong support for personal development.

Mary attaches great importance to complementing each other's opinions and learning from each other in teamwork, and her relationship with the team has been closer. As a good team player, she focuses on maintaining a close relationship with every member of the team, and actively listens to their opinions and suggestions, helping the Company achieve a significant market growth in MEA region. By paying regular visits to customers and providing them with training and support, Mary has established good relationships with partners to broaden the channels for product display and marketing. Mary is very grateful for the Company's acknowledgement and appreciation of her efforts and achievements, which will always motivate her to stay productive, learn new skills and achieve better performance.

G R&D

Lyle joined Mindray in 2008 but started his career as an electrical engineer at Datascope back in 1998.

Following Mindray's acquisition of Datascope in 2008, Lyle shifted his role to managing the collaborative project between Mahwah's cross-functional team and the R&D team in Shenzhen, and was awarded the title of Outstanding Project Manager by Mindray in 2010. Over the next decade or so, Lyle's solid technical skills, excellent project management skills, and interpersonal management skills have been fully utilized in Mindray North America. He has also led Mahwah through all stages of product development from planning to commercialization, and led the team to launch many high-quality products.

In 2020, Lyle moved to a new technical marketing role to further support the Company's business in North America. He continues to provide in-depth technical understanding of product details for sales

executives, sales representatives, marketing personnels, clinical sales/user guiders and the service teams. He also supports product development at the Shenzhen headquarters to meet the needs of the North American market and capitalize on emerging technology trends.



■ Lyle Cookson (Employee of Mindray North America)

S

Viraj joined Mindray in 2013 as an Application Specialist in the field of Ultrasound. She has played a pivotal role in integrating cutting-edge medical technology into practical clinical applications, with a focus on Obstetrics and Gynecology (OB/GYN) and general Radiology Ultrasound. Viraj collaborates closely with healthcare professionals to provide crucial insights into specialized medical equipment, facilitating the seamless integration of innovative solutions.

In 2020, Viraj transitioned into the role of Women's HealthCare Solution Product Manager, leading the development and launch of state-of-the-art medical products and expanding her responsibilities to strategic planning, market analysis and cross-functional collaboration. Mindray has been a pillar of support for Viraj throughout her career. The Company fostered a healthy working environment and provided unwavering encouragement and flexibility during both her pre-maternity and post-maternity periods, which enabled Viraj to

balance her personal life and professional development. Viraj hopes that her experience will inspire other women in the workplace to achieve a better work-life balance and pursue gender equality and equal rights.



■ Viraj Solanki (Employee of Mindray India)

Talent Attraction and Retention

Mindray continuously improves human resource management system, constantly enhances the effectiveness of talent attraction and retention, and executes our core value "value and enrich our people" on daily basis. By expanding employee recruitment channels, strengthening employee engagement management, and improving employee compensation and incentive systems, we are committed to enhancing stability of our talent team and thus creating a fair, stable, energetic and harmonious working environment.

Employee Relations

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 number of internal management systems, such as the *Recruitment and Deployment Management System* 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 internal backroom deals.

During the year, we achieved great results in talent management, winning honorary awards such as the "Global Employee Health Model Employer of 2022-2023 H-EAP TOP AWARDS" by The International Health Risk Management Association (IHRMA), the "Global Talent Magnet Employer" in the 2023 LinkedIn MostIn Awards, the "Technology Model of 2023 HeRo Award" by Beisen, and the "Award of Youth Friendly Employers in 2023" by CIWEI. In addition, Mindray India was bestowed with the award for "Dream Companies to Work For" under the category "Best HR practice in Healthcare" by World HRD Congress.

Mentorship Program

Based on the digital talent management platform and talent files, Mindray has formulated a formal talent development strategy to develop and strengthen the pools of talent and carried out talent planning based on business needs. We start with campus recruitment, social recruitment and internal recruitment to enrich the talent pool and continuously optimize the talent structure.

In terms of campus recruitment, we maintain long-term cooperative relationships with a number of well-known universities and colleges and carry out diversified campus activities to attract talents. During the year, we received 1,763 visitors from 29 universities, including Tsinghua University, Shanghai Jiao Tong University and Huazhong University of Science and Technology. We are heavily involved in talent development by awarding scholarships, donating funds, and delivering courses, to enhance the influence of our employer brand. We donated funds to 7 target universities, including Huazhong University of Science and Technology, Xi'an Jiaotong University, and Harbin Institute of Technology (Shenzhen), to support freshman activities and student innovation competitions. During the year, we delivered a total of 27 courses in a

2023 Talent Management Awards



wide range of categories to target universities, covering 1,489 students and teachers from Central South University, University of Electronic Science and Technology of China, which received overwhelming responses.

During the year, Mindray introduced 556 employees in professional positions and 214 employees in operational positions through campus recruitment, of which 90% have a master's degree or above in professional positions.

In terms of social recruitment, we have formulated relevant systems to recruit talents through diversified recruitment channels such as online platforms, job fairs, and headhunting. In addition, we have established a sound internal recruitment system for our employees. The employees who meet the requirements can apply for the positions on the internal recruitment platform on their own. They can also apply for access to the internal talent market when there is no suitable position, and then the Human Resources Center will recommend suitable positions. During the year, a total of 2,157 employees of the Group voluntarily applied for and completed internal transfers. The Group will also arrange employee deployments in a well-organized and planned way to revitalize existing human resources, enhance organizational efficiency, and meet the needs of business development.

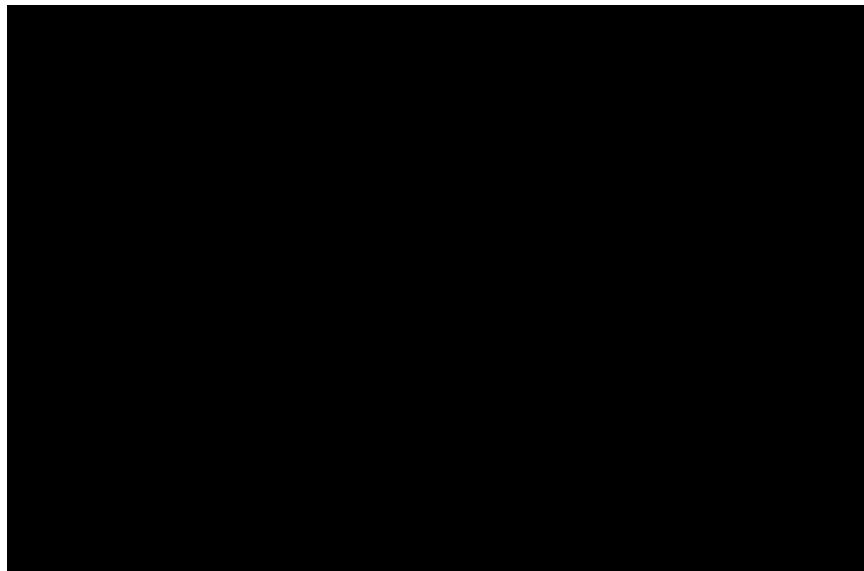


Since 2019, Mindray has been working with vocational and technical colleges to set up "Mindray Class" for building up talent pools for the Company in the model of modern apprenticeship and cultivating reserve talents. This year, we set up a total of 8 Mindray Classes in several colleges and universities, with a total of 415 people receiving training. Among them, 133 students from Kunming Vocational and Technical College of Industry and Guilin Normal College were introduced to Mindray as interns. This year, we gave scholarships and administrative fees totaling RMB 190,400 in all Mindray Classes (including those already applied for), with 263 students being awarded.

2023 SCHOOL-ENTERPRISE COOPERATION FORUM

In July 2023, Mindray successfully held the 2023 School-Enterprise Cooperation Forum with the theme of "School-Enterprise Cooperation Harvests Talents, Crafting Dreams for a Bright Future" at the Shenzhen headquarters. This forum brought together more than 50 teachers from 20 colleges and universities in China to participate in activities such as visiting exhibition halls, senior

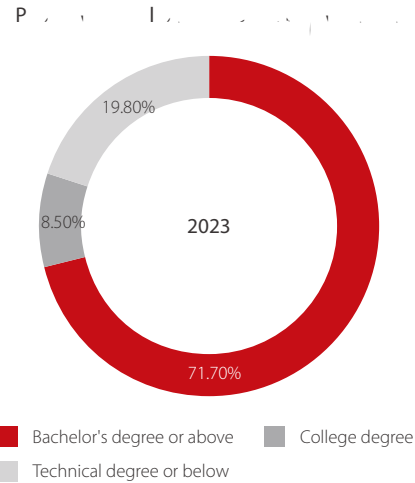
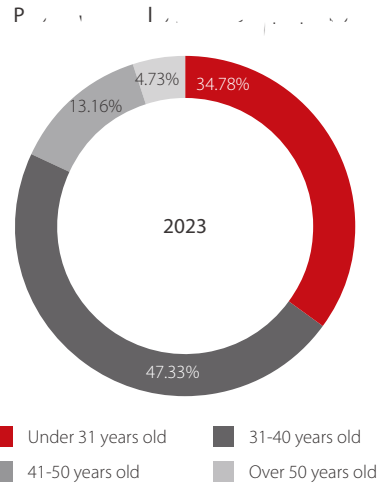
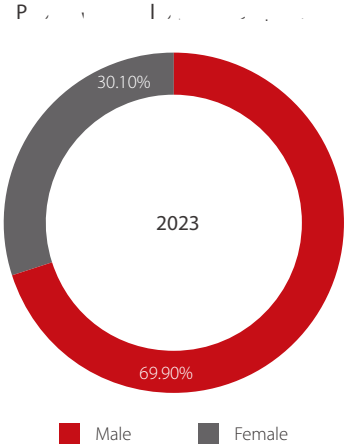
management speeches, and outstanding alumni sharing. They experienced the most cutting-edge medical science and technology in the process of viewing Mindray's exhibition halls. Through cooperation and exchange, they also explored more possibilities for fresh graduates to enter the medical device industry. They explored the path of sustainable talent cultivation together with Mindray, helping to build elite teams and international leading scientific research teams.



2023 School-Enterprise Cooperation Forum

Employee Recruitment

In 2023, Mindray continued to intensify its recruitment effort at home and abroad, with emphasis on attracting high-end experts and outstanding graduates from universities to build a diverse global talent team. By the end of the Reporting Period, we had a total of 18,044 employees worldwide, maintaining an upward trend for three consecutive years.

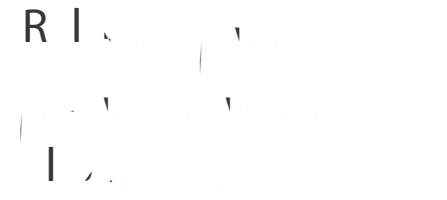


	2023	2022	2021
Total Employees	18,044	16,099	14,684
Proportion of signing labor contracts	100%	100%	100%

Employee Engagement

To further optimize employee engagement management, the Labor Union of Shenzhen Mindray Bio-Medical Electronics Co., Ltd.⁴, on behalf of employees, had collective negotiations with the Company and signed the Collective Contract to make explicit provisions on issues like labor remuneration, working hours, rest and vacation, etc. We have set up a working-hour system and specified the limits on overtime hours in compliance with the law, with the Human Resources Center in charge of overseeing and guiding business departments to reasonably arrange work assignments. For overtime scheduled for production, we require departments and project managers to manage the monthly overtime hours of employees. They also need to inform employees in advance about the need and arrangement for overtime work and pay for overtime in a timely manner or make reasonable arrangements for compensatory leave in accordance with the law.

In terms of workspaces, we implement flexible working time for employees in certain positions such as management, sales & marketing and R&D. Under the premise of completing the required tasks or reaching the required working hours, employees are given a certain amount of time each day to flexibly arrange their work. For overseas subsidiaries of Mindray, we allow for remote working or hybrid working for international employees depending on actual business needs. Employees can apply for the most suitable workspaces based on their own needs to better fit their work habits and thus improve work efficiency.



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,

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

EI

To establish and improve the benefit-sharing mechanism for employees and shareholders and improve the cohesion of employees and the competitiveness of the Company, Mindray launched its first employee stock ownership plan since its listing in January 2022, with a total value of about RMB 1 billion of shares as employee equity incentives. The plan covers a total of 2,507 core employees and technical key employees.

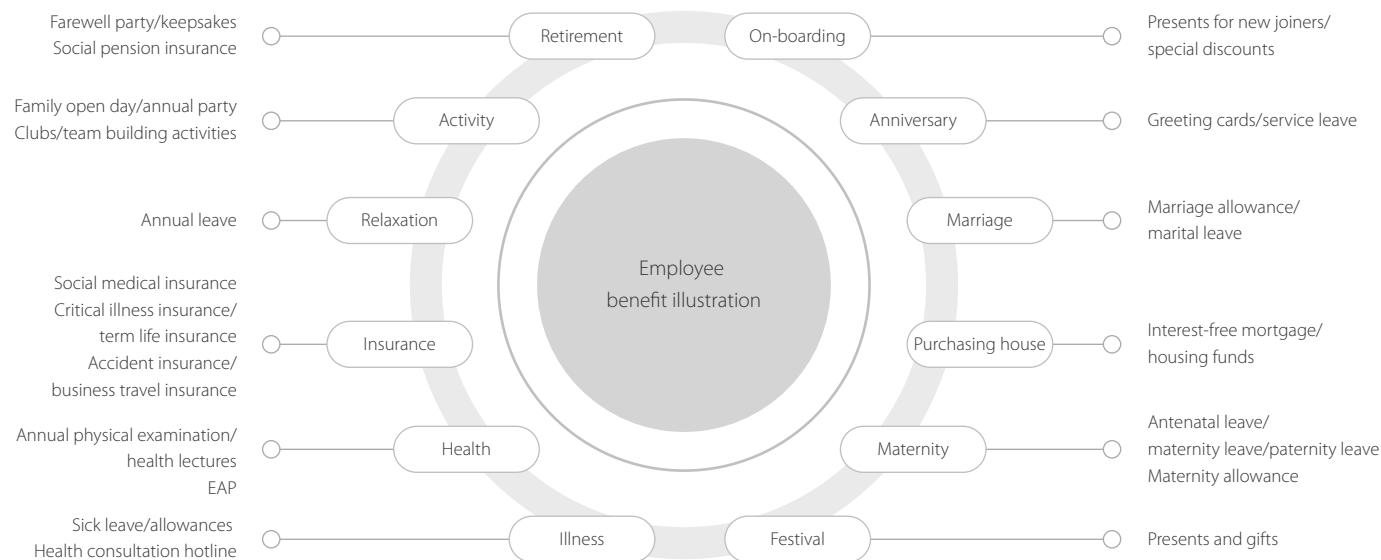
Mindray has formulated relevant systems such as the *Remuneration Management System*, *Remuneration Management System for R&D*, and *Remuneration Management System for Sales & Marketing Division*, and regularly updates the remuneration framework for each job grade according to the annual salary benchmarking. 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. We uphold the principle of combining individual and organizational goals, so that the incentive mechanism is closely linked to the long-term development of the Company. While improving the enthusiasm of outstanding employees and key talents, we aim to create a united, collaborative, and enterprising organizational atmosphere.

In addition to remuneration and long-term incentives, we provide a broad range of various non-pay benefits for all employees. On the basis of paying social insurance and housing provident fund in accordance with laws and regulations, we supplement all employees with a variety of insurance, such as critical illness insurance, term life insurance, accident insurance, and provide interest-free housing loans to eligible employees. We pay particular attention to the living quality of

our employees and help those who do not own houses at their work locations apply for rental subsidies or public rental housing to relieve their renting pressure. Additionally, we provide annual service leave and parental leave. We arrange annual physical examination, organize team building activities, give gifts on festivals, etc., to create a friendly working environment for employees.

EI



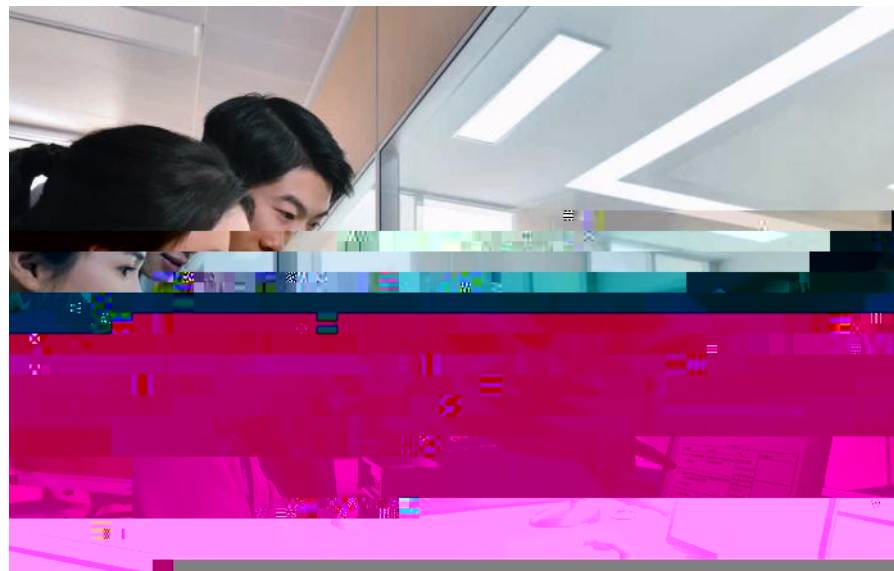
Employee Retention

Mindray highly values employees' stability and actively implements the talent retention measures. 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. In order to meet the development needs of employees, we have launched 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. Moreover, we have kept track of the employee turnover, analyzed and evaluated the resignation reasons of employees from multiple dimensions, and launched talent retention programs suitable for different positions. We aim to optimize the human resource management system, and

are committed to retaining talents by career, treatment, feelings and systems.

In 2023, the Group fostered a well-organized human resource structure. Specifically, the number of employees steadily rose, and the total employee turnover rate was 12.6%⁵, showing a downward trend compared with 2022 (15.8%). The turnover rates of employees in operational and non-operational positions both dropped compared with those in 2022.

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 the 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, Mindray acquired 75% equity interest in DiaSys Diagnostic. Upon closing, we contributed EUR 30 million to DiaSys Diagnostic, which will be used to support its future business development.

Up to now, the number of employees of DiaSys Diagnostic has been stable, and none of its core team members have left. Besides, its excellent international talent team, globalized supply chain platform, scientific innovation processes and technology application have all provided a powerful support for the Group to expand the IVD business.

As a whole, 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.

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

Employee Career Development

Mindray always attaches importance to employee career development and personal value enhancement by continuously improving the talent training and development systems. Mindray has built career development paths for employees, conducted training programs tailored to the needs of multiple positions, and optimized the employee performance appraisal and feedback process. At Mindray, we focus on independent development and selection of outstanding talents. We strengthen reserve leader cultivation, encourage employees to enrich their professional knowledge and skills in combination with practical work, and cultivate their ability to identify and solve problems.

Talent Cultivation

With the talent cultivation concept of "making Mindray a lifelong university for employees", Mindray has established three training and development systems customized for management talents, professional talents, and new employees. At Mindray, we continue to enhance career management and training, and are committed to fostering management talents

with global vision and innovative thinking, while striving to achieve the value of high-end technical experts. We make full use of the digital learning platform to elevate employees' learning efficiency and identify high-potential employees through a variety of training programs to reinvigorate our business in a timely manner.

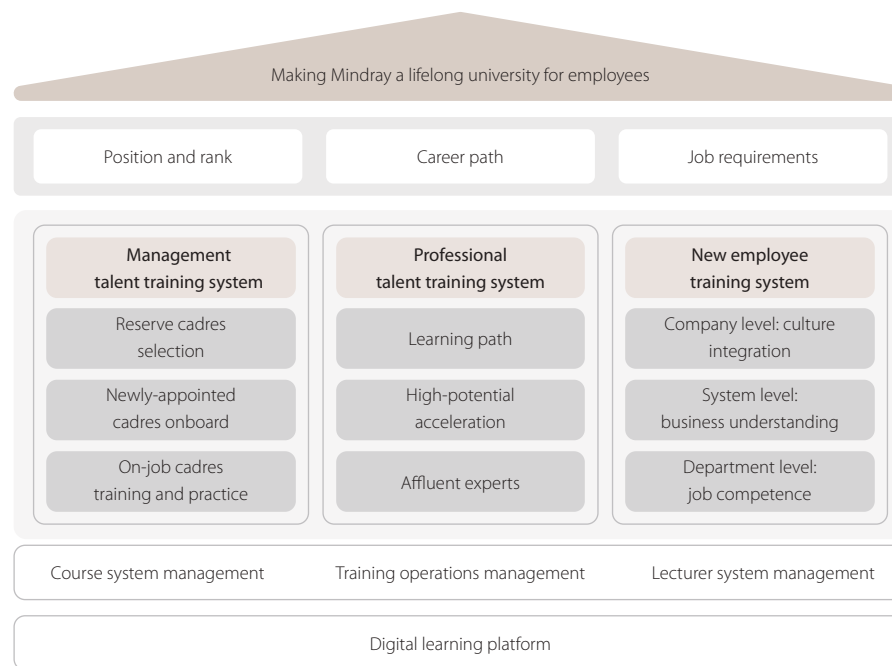
Talent Development

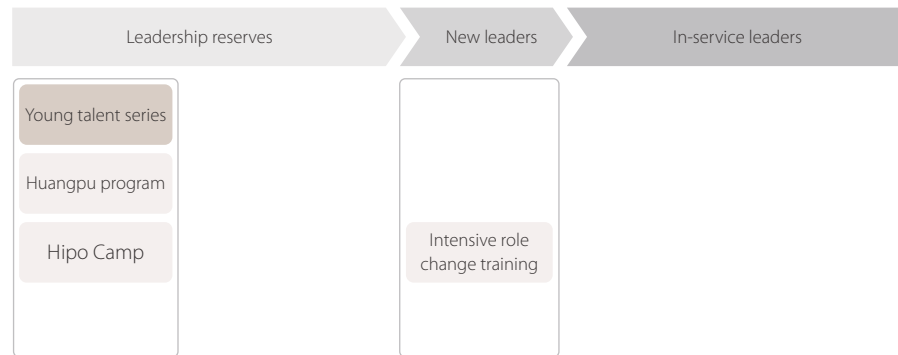
Continuous Learning

With respect to staff development, the Group continues to improve the multi-channel career development system based on the three training and development systems and strengthens the

development of key talents. We have established leadership development mechanism at multiple levels, formulated succession plans and set up talent reserves for different positions, to provide sufficient resources for managerial and leadership development training. For the training of reserve leaders, we stay committed to the approach that combines scenario-based training with practices. This year, we focused on the cultivation of international management talents, carried out our international branch head reserve project, established talent pools in international branches of tertiary regions, and planned to develop 25 members for the international branch head reserve from 2023 to 2024. For newly appointed leaders, we organize post-change training to help them quickly gain job awareness and shorten the time they take to adjust to their new roles. For in-service leaders, we enhance their professional proficiency and management capability through Training Course Programs and Advanced Workshop programs to promote their job competency so that they can better support the Group's strategic development.

We devise different job-specific and professional development training programs and plan the growth path and development direction suitable for employees. This year, for employees in R&D positions, based on the original three-channel career development system, we optimized





business management positions according to business needs to broaden the development space for technical experts. For employees in supply chain related positions, we focused on the skill path in the "3+1" development channel, opened the promotion channel for employees at operation positions, and launched a "Hipo Camp" program for the first time to cultivate professionals among younger generations. For employees in sales & marketing positions, we focused on planning and carrying out Training Course Programs for international product line managers based on the zigzag development path and job requirements, and invested in the cultivation of minority-language talents for the expansion of international market. For management staff in other functions, we also enhanced their job competency through Training Course Programs, including case studies, practical projects and other approaches. We also laid great emphasis on the cultivation of cross-disciplinary talents and launched cross-disciplinary training sessions for the first time in 2023 to help employees in their cross-disciplinary business experience and enhance their operation and management capabilities, thereby supporting the future business planning of the Group.

We attach importance to the training of fresh graduates and young talents. For instance, we have improved the training system for fresh graduates and apprentice, introduced the accelerated growth plan for young talents, and

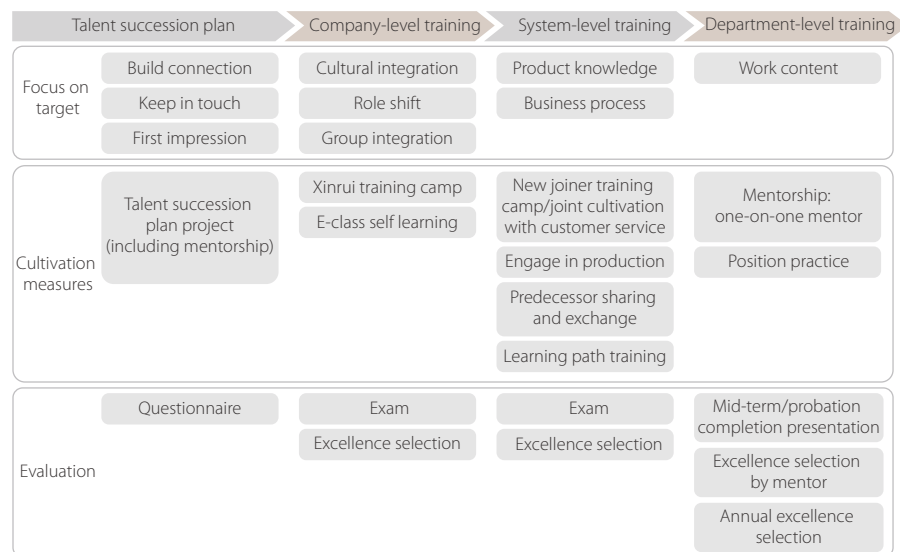
comprehensively optimized the selection and training process of young talents. This year, we achieved full coverage of the Hipo Camp for the three major business segments: R&D, sales & marketing, and supply chain. Within these, we have identified 33 outstanding young talents in supply chain related positions and 130 in R&D, and had a total of 229 participants from sales & marketing positions in the training sessions. We have also launched the "Huangpu program" for our sales & marketing positions, which outlines the development roadmap and training mechanism for on-campus recruits to accelerate their career development. This program is scheduled to open one class per year, with the first session covering 74 on-campus recruits from the 2023 fresh graduates. In addition, we also continued to promote the graduate internship program. This year, 977 interns were recruited in China and 134 became full-time employees at the end of the internship. Overseas internship recruitment activities have also been carried out, covering countries including Brazil, Finland, Colombia, etc.

Graduate Training

The Group has carefully created a dedicated training program for fresh graduates in positions relating to R&D, sales & marketing and supply chain. The training program consists of talent succession plan, company-level training, system-level training and department-level training. The step-by-step training helps new employees understand the Group's culture, quickly adapt to the working environment, get familiar with the

work content and business processes. This year, considering the characteristics of the new generation of employees, we reduced the concentrated training period from 7 days to 5 days. We also adopted approaches such as pre-emptive online self-learning and challenge competitions/games to stimulate fresh graduates' enthusiasm for learning. Additionally, we launched the innovative "Interstellar Journey" event to help fresh graduates better understand and remember our corporate culture and products, as well as essential knowledge.

Employee Training



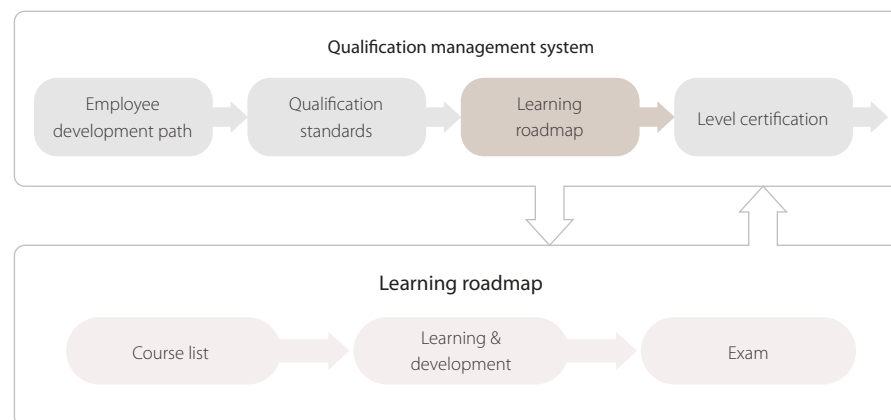
Employee Development

Adhering to the principle of "active learning, training through assessment, training with practice", the Group allocates a wealth of training courses and special learning resources for employees based on the Group's talent training and development system to meet the learning needs of employees in career development and ability improvement. Meanwhile, all training courses come with corresponding assessments to test and reinforce employees' knowledge from training through examinations.

We provide a range of general courses for all employees, including company profile, product knowledge, corporate culture, product quality and compliance, process or operation guidelines,

ESG training, and all-round ability courses, which can help employees deeply understand the Group's core values, get a quick overview of the Group's policies, systems and compliance requirements, and become familiar with business processes and basic product knowledge. For professional talents, we have developed a tiered learning roadmap according to the position ranking system and corresponding job qualifications. This includes an analysis of key competency requirements for each level, as well as the essential knowledge and skills for the positions. This year, we created a professional curriculum system for the supply chain related positions based on job qualifications and completed the learning roadmap for 5 major job categories, as well as the development of 22 premium courses.

Professional Learning Roadmap



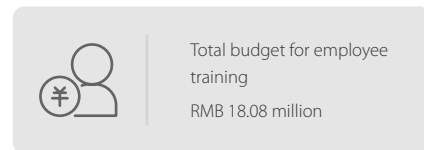
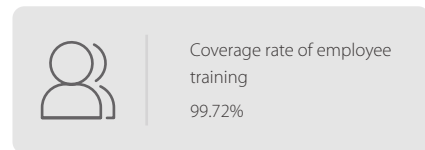
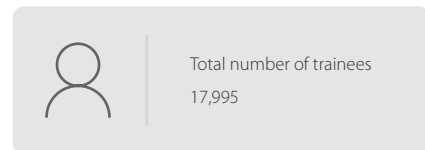
	Learning Objectives	Key Competencies	Course / C	Learning Objectives	Learning Objectives	
Prioritized knowledge and skills						
E7-E9 System capabilities Business scenarios Explore new technologies	E10 or above	Special test	Course: Ease of Use Testing	Learn how to apply ease-of-use testing methods in the software lifecycle to improve the user experience and efficiency of the software.	Comprehensive exam	
		Test analysis	Case study: Episodic Failure Recurrence and Analytical Regression	Summarize the typical cases of occasional failures, and discuss the methods of reproducing and analyzing occasional failures.		
	E7-E9	Special test	Course: Customer Scenario Analysis	Learn the methodology of user requirements and scenario analysis, implement it into the product and guide testing.		
			Course: Analysis of Coverage	Understand the definition and role of coverage analysis tools, and master the detailed ideas and methods of coverage analysis and its application in common scenarios.		
		Special test	Course: The Way of Memory Testing	Learn methods of determining memory usage and quality risks in software and apply them to specific testing tasks.		
			Course: GUI Automation Testing	Learn the principles of automation testing, application scenarios, automation use case design and development.		
		E7-E9	Special test	Course: Network Testing Essentials		Learn the main test points and methods of network testing and their application to medical products.
				Course: Wi-Fi Fundamentals and Testing		Understand the basics of Wi-Fi and master the main workflow and methods of Wi-Fi testing.
			Test analysis	Course: Heuristic-Structured Test Analysis Models		Learn how to analyze and design module tests, extract test points, extend test items, and improve test comprehensiveness.
				Course: The "Degree" of Software Testing		Learn how to apply the law of two or eight to the identification of critical points in software testing.
Test procedure and specification	Course: Project Test Management	Learn common goal management methods in project development, identify problems and risks in a timely manner, and be able to adopt appropriate strategies at different stages to ensure the quality and progress of the team's outputs.				
E4-E6 Must-knows Professional basic knowledge	Test analysis	Course: Developing the Right Mindset for Testing	Establishing the right testing mindset in line with the company's MPI process and how to utilize the right testing mindset to do a good job in all important phases of software testing.	Comprehensive exam		
		Course: Equivalence Class Design (ECD) Methodology	Learn the methodology of equivalence class test case design, and flexibly utilize the methodology to design test cases in the workplace.			
	Test design technique	Course: Methodology for the Design of Causal Diagrams and Decision Tables	Learn the components and steps of the "Cause and Effect Diagram and Judgment Table" methodology, and flexibly utilize the methodology to design test cases at work.			
		Course: Statechart Test Design Methodology	Understand the definition, elements, and modeling techniques of a statechart, and flexibly apply the methodology to the design of use cases.			
	E4-E6	Test design technique	Course: How to Write a Test Case		Understand the requirements of test cases, the structure and core elements of use cases, and the principles of use case review and management.	
			Course: Failure Regression and Management		Understand the meaning of fault and fault management process, master the fault entry, tracking, return process and implementation points.	
		Test procedures and specifications	Course: Tests and Regulations		Understand the requirements of product registration and regulations (software direction), and master the implementation points in the process of product registration and submission.	
			Course: MPI and the Testing Process		Understand the core idea of MPI, the main process, the activities and requirements of testing work in it.	

To continuously enrich the curriculum for professionals, this year we focused on iterating and digitizing courses on the learning roadmap. We developed or updated 203 courses, of which 80% have been digitalized. We have also established an online learning zone that includes over 400 online courses, with employee online learning hours more than doubling that of 2022.

In our ongoing efforts to advance "mobile learning" and "intelligent learning," we strongly support the development needs of our domestic and overseas business. We provide employees with the opportunity for lifelong learning anytime and anywhere, to improve operational efficiency and build a learning organization. This year, we completed the selection and transition to a third-party learning resource platform for our overseas operations, achieving a unified

planning and deployment of our global learning resources. On the domestic and overseas platform, we offer a total of 9,978 internal and external courses, covering multiple topics including business strategy, leadership, personal development, health and safety, as well as legal and compliance. Some of our video courses support over 100 languages, making it easier for learners around the world to study without language barriers. We also offer some scenario-based video cases to help learners understand real business contexts and enhance their learning experience.

2023 | Key Data



Joint Training Programs

The Group continues to strengthen cooperation with hospitals, scientific research institutions and educational institutions to conduct joint training programs for employees. To further enrich our employees' professional knowledge and enhance their skills, we launched the MIS academic season program. In the program, we invited authoritative experts and academic managers to provide in-depth training on clinical knowledge. The program was launched in 2019. So far, 14 training sessions have been held, 5 of which took place in 2023. In addition, Mindray Egypt launched the Mini MBA program in October 2023. The program, supported by an external school of business administration, is a two-year joint training plan arranged for the branch's employees. The program is designed to support our local business operations, following the MBA curriculum and tailored to the individual aspirations of employees. It encompasses not only business management personnel but also includes functional departments. The aim is to foster a collaborative and evolving learning organization, where everyone

can make significant contributions in their respective roles.

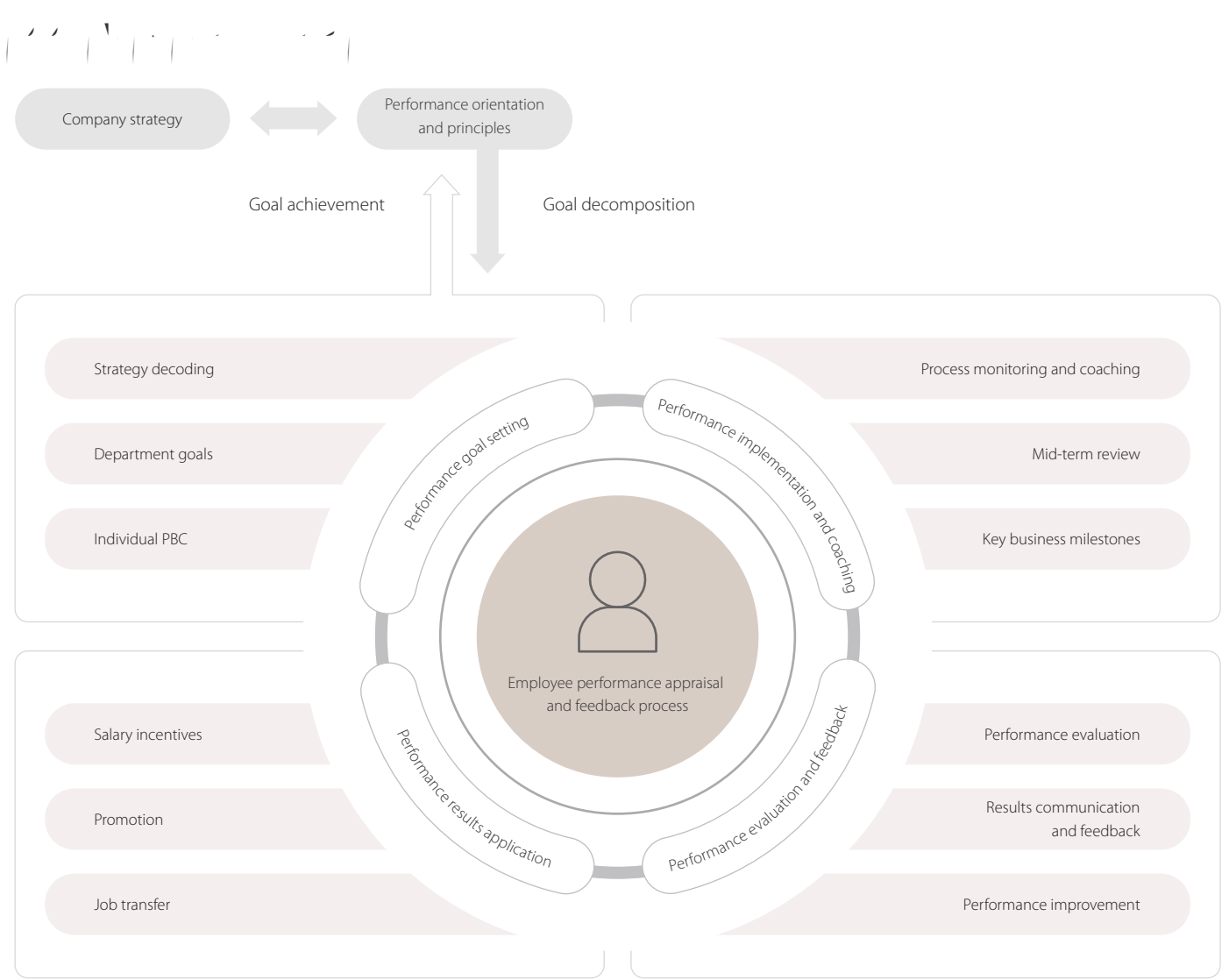
Supporting Employee Development

We support all employees to take certification exams for various skill certificates, obtain position-related professional qualifications, and we bear all certification and review costs for employees to help them enhance their professional competence. This year, we provided subsidies for 79 employees to obtain professional certifications. The actual amount of reimbursement totaled RMB 83.6 thousand. The types of certifications include the Certificates for Special Operations, Special Equipment Safety Management and Operator Certificate, etc. We also held skill competitions for operational employees to promote the continuous improvement of their professional abilities.

Employee Performance Management

According to the Performance Management System V10.0, Mindray regularly conducts annual performance appraisal covering all employees in China and overseas. We always value two-way communication between employees and supervisors, which is integrated into all steps of performance appraisal. Supervisors give feedback on performance assessment results and reasons to employees through face-to-face talks, and analyze the shortcomings in their performance and formulate improvement plan jointly with employees. Employees who have any doubts about the results of the assessment can provide feedback through any channel such as 88333HR service hotline, complaint and feedback platform, compliance mailbox and president's mailbox. This year, we further strengthened our performance process management by conducting a unified

Percentage of employees receiving regular performance and career development reviews in 2023 was 100%.



Diversity, Equity and Inclusion

Diversity, equity and inclusion are important elements of Mindray's core values. It is our commitment to ensure that all employees are entitled to equal remuneration for work of equal value following the Labor Law, and that employees in the same position or job grade fall in the same salary level. 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 organization, we fully respect regional cultural differences, and prohibit discrimination and prejudice based on age, sex, nationality, race, color, and religion. We treat every employee equally and provide them with equal opportunities and broad prospects for growth.

Diversity, Equity and Inclusion

We keep improving policies and management measures for diversity, equity and inclusion. The general manager of the Human Resources Center is appointed to oversee our diversity performance. This year, we continued to implement the Diversity, Equity and Inclusion Policy on a Group-wide basis, while adhering to the principle of equal opportunities. We also implemented disciplinary and grievance procedures that meet the Group's compliance requirements and local laws where we operate. In addition, we employ people with disabilities who meet our business requirements to help them secure jobs. We set up barrier-free passages and accessible toilets in our working place to provide convenience for employees with disabilities and support them to perform their duties. This year, we employed 32 employees with disabilities, 8 in China and 24 overseas.

As of December 31, 2023:

Mindray has set up 62 overseas subsidiaries in 40 countries and hired 100% local employees in 29 countries.

Percentage of foreign employees in the Group was about 12%.

Percentage of racial minority employees at Mindray North America was 29%, and percentage of racial minority employees in management at Mindray North America was 27%.

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



Training on Diversity, Equity and Inclusion (DEI)

We carry out annual DEI related learning and training sessions for all employees, which cover management policies including the Diversity, Equity and Inclusion Policy. In February 2023, we launched an online training on DEI which encompassed DEI definition, and our concept, commitment and current achievements in DEI, as well as the grievance reporting mechanism. It aimed to present a full picture of the Group's DEI related policies and management measures, as well as the Group's diversity management and status quo for employees to obtain a deeper understanding. As of December 31, 2023, we have provided DEI training for all employees.

Human Rights

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

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

Additionally, in accordance with the laws and situation of the different countries and regions where we operate, we have issued the *Anti-discrimination, Anti-harassment and Anti-bullying Policy*. This policy clearly defines discriminatory, harassing, and bullying behaviors, outlines

management responsibilities and complaint procedures, and explicitly sets red lines against harassment. Violators are subject to punishment according to the *Labor Discipline Management Regulation*.

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

Recruitment and Deployment Management

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

Training and Development

In July 2023, the Group organized 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*, *Recruitment and*

Deployment Management Regulation, and *Anti-discrimination, Anti-harassment and Anti-bullying Policy*. The aim was to familiarize all employees with the Group's policies and requirements related to protection of employees' rights and interests. The training was extended to all employees. Moreover, Mindray India has established the *Sexual Harassment Prevention Committee (ICC)* and has organized annual training for employees on preventing sexual harassment.



Promoting Gender Equality

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 at Mindray pay attention to the protection of female employees' rights and interests, especially during their pregnancy, confinement and breastfeeding. We respect female employees' rights to equal opportunities and career pursuit, and prohibit any form of

workplace gender discrimination, such as preventing them from getting promoted on the grounds of pregnancy, fertility, etc. Committed to improving female employees' welfare, we offer benefits such as pregnancy leave, maternity leave, breastfeeding leave and half-day off on Women's Day, set up lactation rooms in the workplace, and present gifts to all female employees on every International Women's Day. To encourage a healthy lifestyle, we open fitness courses such as yoga and aerobics and organize a variety of fun activities for female employees to relax their body and mind.

As of December 31, 2023:

30.10%

Percentage of female employees

27.27%

Percentage of female on the Board of Directors

42.86%

Percentage of female employees in executive management⁶

28.65%

Percentage of female employees in new hires

24.85%

Percentage of female employees in R&D positions

WIDENING

On the International Women's Day of 2023, Mindray hosted an online lecture titled "Intimate Relationships and Happy Life." The lecture discussed the needs within intimate relationships and methods to promote harmony in marriage. The aim was to help female employees better take their family responsibilities and maintain healthy and harmonious family relationships. To assist

female employees in better managing work-related stress, Mindray Indonesia invited a psychologist for a lecture themed "The Art of Stress Management", aiming to empower women to independently tackle the complex and dynamic challenges at work and safeguard their well-being. Participants included female employees from marketing, operations, finance, registration, and HR departments.



The Women's Day Seminar at Mindray Indonesia

6. Executive management here refers to the senior management in Mindray 2023 Annual Report.

Employee Communication and Care

Mindray consistently prioritizes employee communication and care, and considers it essential for fostering harmonious labor relations and optimizing employee experience. At Mindray, we provide various channels to listen to employees' concerns and solve their problems, always striving to understand and address their needs promptly. We organize a variety of cultural exchanges and interest-based activities to enrich employees' leisure time while protecting their physical and mental health. By doing so, we aim to strengthen their sense of identity and belonging to the Company.

Employee Grievance Reporting and Escalation Procedures

Employee Communication and Care



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



We have specially set up a Chairman's mailbox to provide a 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 negotiates collectively with the Company on matters of immediate interest to employees, such as labor remuneration, working hours, rest and leave, insurance benefits, labor safety and health, and vocational training on behalf of employees, and signs written agreements thereon.

Employee Grievance Reporting and Escalation Procedures

Mindray has implemented a 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 from 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 persons 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, ruled-based, fair, and just.

This year, the Human Resources Department received a total of 14 complaints and suggestions. Based on these complaints and suggestions, respective department heads investigated the issues, evaluated the suggestions, reached conclusions, and provided feedback to the employees. All the 14 complaints and suggestions have been addressed according to the grievance reporting process.



Portal for employees' complaints and suggestions

Employee Engagement

To gain an in-depth understanding of the Group's operational and management situation, we organize employee engagement surveys annually to systematically assess the effectiveness of the Group's human resources management based on the results, identify potential problems, and take actions in response. Mindray's 2023 employee engagement survey for domestic and overseas employees is still ongoing. The results will be officially released on the Company's website.

Once the survey is finished, we will perform a thorough analysis of the results and share the feedback with managers at all levels. For teams whose survey results are below average, we offer targeted coaching and help managers to implement improvement actions. We organize management meetings to align team objectives and to further define job responsibilities. Furthermore, the Company is also continuously enhancing employee communication and fostering a positive working environment, offering a diverse range of activities that promote physical and mental health for employees during their leisure hours.

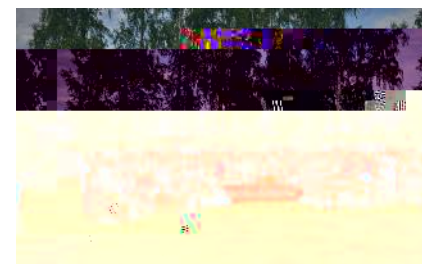
Cultural Activities

To promote diversity culture in the organization, the Group requires employees in key positions like human resources recruitment and management to take a series of courses such as Cross-cultural Management to obtain a comprehensive understanding of cultural differences between countries and regions. This year, we held four cross-cultural training sessions in China for all levels of management, human resources teams, and staff involved in overseas operations, with more than 120 employees attending. We fully respect the culture of countries or regions where we operate. We have launched various localized training courses and materials, including multilingual posters and animation about our core values, so as to meet the learning needs of employees around the world.

This year, we hosted a diverse array of cultural activities at our overseas branches, including celebrations for the Chinese New Year, the Dragon Boat Festival, and the Mid-Autumn Festival. Through cultural lectures, sampling Chinese cuisine, and interactive exchanges, local



Cross-cultural training in China



Team building event of Mindray overseas branches



Annual training, seminar, and team building event of the Middle East and Africa

employees deepened their understanding of Chinese culture. These events also strengthened the cohesion between Chinese and international teams. In July, some of Mindray's branches also held its annual team building event, which was attended by over 150 employees from four regional branches and the headquarters. We also hosted a 3-day annual training, seminar, and team building activities in Mombasa, Kenya, in October, which was attended by over 180 employees from more than 13 countries in the Middle East, Africa, and Europe. During the activities, these employees learned about the Group's overall business strategy, cutting-edge medical technology and new product developments in the industry. They also had the opportunity to experience Kenya's rich historical and cultural heritage.

Physical and Mental Health

Mindray regards employees' health as the determining factor of corporate productivity and takes various measures to fully protect employees' physical and mental health. We have built a healthy and comfortable workplace for all, continuously improving the facilities in our workplaces, including tea rooms, air conditioners, and Internet. Staff cafeterias are set up to provide safe, healthy, and nutritious meals.

We also provide Employee Assistance Programs (EAPs) for all. In addressing psychological care for employees, we've established an employee psychological care center, providing a hotline for psychological counseling, and hosting monthly seminars on various mental health topics. To ensure the health of our employees, we organize annual health check-ups and collaborate with Wellworks to host fitness challenges and competitions. Additionally, we've introduced free physical therapy at home, focusing on joint and muscle health. For leisure activities, we've set up basketball, badminton, and table tennis clubs, and organized regular friendly matches. Also, we've planned concerts, films, art exhibitions, hiking, fishing, and parent-child interaction events to cater to the diverse interests of our employees, helping them expand their social networks and enrich their leisure time.

21-day exercise challenge

We hold an annual "21-day exercise challenge" to encourage employees to be active in various kinds of sports and exercises, improve their health, and develop healthy habits. This year, a total of 4,880 employees worldwide participated in this activity, including employees from the Latin America, Middle East, and Southeast Asia, which span 13 countries, in addition to those from China. We also launched the "21-day action for happiness" to inspire employees to complete one action each day to find, seek, and enjoy happiness in their daily work and life. In total, 4,335 people from the Group participated in the activity, of which 3,009 completed the 21-day actions for happiness.



"21-day exercise challenge" poster at the Mindray headquarters

Employee Well-being

This year, we hosted four mental health-themed lectures in January, March, July, and September. The topics discussed included workplace relationships, intimate partnerships, parent-child dynamics, and personal development, with a total of 3,299 employees attending. During the lectures,

the psychologists shared strategies for managing emotions, dealing with stress and adversity, which greatly benefited the participating employees. The series of lectures effectively assisted employees in better managing their psychological state and adopting a positive and optimistic attitude towards their work and life.

Furthermore, we organized psychological garden parties at our corporate headquarters and Guangming Manufacturing Center in November

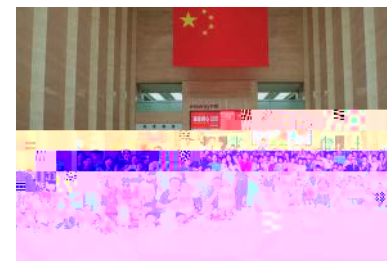


■ Employees' psychological garden parties

2023. Participants engaged in activities designed to foster mindfulness and emotional expression through artistic means, including activities like coloring and writing. These activities centered on promoting psychological well-being and led to a tranquil and pleasurable psychological experience for the employees. This event successfully offered employees a delightful and picturesque setting to savor life outside of work, to release emotions and refresh their minds, and to attain a state of relaxation and joy.

Family Open Day

To allow employees and their families to feel the warmth and care from the Company, we held the "Mindray Unity" family open day theme activity in Shenzhen, Xi'an, and Nanjing this year. The event drew approximately 3,000 employees and their family members, offering a range of enjoyable activities including garden parties, cultural and product showcases, health seminars, which were highly acclaimed by participants. Mindray Egypt, together with other branches, also organized family open day activity, drawing over 30 children and their parents. The events included company tours, mini medical first aid trainings, and demonstrations of Mindray's monitors, among other activities.



■ Family open day of the Mindray headquarters



■ Family open day of Mindray overseas branches



■ Family open day of Mindray overseas branches

O

Mindray is dedicated to offering robust support and protection for the occupational health and safety of each employee. We strictly abide by the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and other applicable laws and regulations related to occupational health and safety in the regions in which we operate. Focusing on the "3 Mai safety concept", we have formulated and updated corresponding management systems to continuously enhance our occupational health and safety management system. At the same time, we proactively engage in a variety of safety culture publicity and education and training activities, executing measures for occupational disease prevention and hazardous chemical control, and other safety management strategies. We leverage advanced technology and scientific management techniques to prevent and address risk events, thereby effectively safeguard the occupational health and safety of our employees.

3 M

Mindray strictly implements and enforces the "3 Mai safety concept" of "I want safety, I have my role, I am taking action". Over the years, we have persistently conducted a variety of promotional activities, including Production Safety Month, Fire-fighting Month, Safety Pacesetters Selection, and Safety Knowledge Competition. By setting awards like the woodpecker award, the EHS contribution award, and safety pacesetters, we incentivize employees to actively identify and address safety hazards, thereby continuously enhancing the sense of responsibility and participation of all employees to jointly create a healthy and safe working environment.

In 2023, the Group's headquarters and our main production base, Guangming Manufacturing Center and Nanjing Production Base, have continuously passed certifications of ISO 45001



■ "3 Mai safety concept"

2023

RMB **14.4673** million
Amount invested in occupational health and work safety

Occupational Health and Safety Management System and relevant supervision and review. Moreover, Shenzhen Mindray Scientific Co., Ltd. and Shenzhen Mindray Scientific Research Co., Ltd. newly passed ISO 45001 Occupational Health and Safety Management System. In 2024, we will continue to promote more manufacturing or R&D subsidiaries to request and pass certification of third-party occupational health and safety management systems.

■ ISO 45001 Occupational Health and Safety Management System Certification

S

The Group regards talent as our greatest asset and places a high value on the management of employee safety. In 2023, we formulated and issued documents including the *Notice on Safety Requirements for Employee Activities*, the *Emergency Response Plan Template for Team Building Activities*, and the *Personnel Safety Management System for Company Activities*. These documents mandate that business departments conduct safety risk assessments before organizing activities and prepare corresponding emergency response plans according to actual conditions. Furthermore, we have optimized and adjusted our management structure by creating a dedicated committee for team travel safety

within the EHS Committee, to enhance safety publicity and management of various types for employee activities and business travel.

This year, we also updated our *EHS Manual*, clarifying the principles of occupational health and safety management as well as chemical management. We also set short-term accident rate targets to further enhance occupational health and safety management performance and to better safeguard the health and safety of every employee.

Our safety management performance for this year is as follows⁷:

2023

0.010

Lost time injury rate

0.020

Recordable incident rate

Mindray focuses on hazard control, effectively managing hazardous source through methods including elimination, substitution, and engineering controls. We have established the *Hazardous Source Evaluation Management Procedure* to standardize the processes for identifying, evaluating, and controlling hazardous source across all locations. We have also developed the *Project EHS Management Procedure* and the *EHS Change Management Procedure* to manage hazardous source associated with business activities, processes, facility modifications, and material changes. Meanwhile, we have solidified the control of hazardous sources into our EHS management platform. By using IT technology, we achieved standardized closed-loop management of the entire process covering hazardous source identification, evaluation, control, inspection and improvement. In addition, we disseminate and communicate the identification results and control requirements and outcomes of hazardous source to our employees through risk maps, bulletin boards, and combined with training, pre-shift meetings, cell phone applet, etc. in a timely manner. Every year, Mindray establishes corresponding management indicators in accordance with the *EHS Performance Management Procedure* to clarify management direction and continuously improve EHS performance.

During the year, we further strengthened our management capabilities in fire safety, ergonomics, and biosafety by identifying and managing risks associated with uninterruptible power equipment, replacing manual operations with mechanical means, and automating biological laboratory facilities, etc. Meanwhile, we place significant emphasis on the occupational health and safety of contractors and carry out various hazardous source identification and control work related to them. We also offer appropriate training and management support to assist contractors in enhancing their safety performance.



Mindray implements management systems such as the *Occupational Health Management Procedure*, and the *Occupational Health Management System* to actively undertake comprehensive and effective management measures. These measures include identifying, monitoring, and evaluating occupational disease hazards in production and operations, declaring occupational disease hazard projects as required, communicating with employees about

occupational hazards, providing occupational health training, prioritizing the use of new technologies beneficial to the prevention and treatment of occupational diseases and the protection of workers' health, and ensuring the regular operation of occupational disease prevention facilities and emergency equipment, all of which are dedicated to the prevention, control, and eradication of occupational disease hazards.

We continually enhance our management of occupational hazard factors, including radiation, noise, dust, and chemical toxic substances. Concurrently, we apply engineering solutions to reduce the level of exposure to occupational hazards by turn down the compressed air purge pressure as much as possible at the Guangming

7. The data does not include DiaSys Diagnostic Systems GmbH.

Dangerous Chemicals Management

Mindray strictly complies with regulations such as the *Regulation on the Safety Management of Hazardous Chemicals* and other applicable laws and regulations in the countries and regions where our operations are located. We have formulated the *Dangerous Chemicals Management Procedure* and complementary policies for the whole-process regulation and management of introduction, usage, transportation, storage, emergency response, disposal, and hazard notification (including warning signs) of hazardous chemicals.

This year, we updated and revised the EHS Manual to clarify the following principles for chemical management:

- **Elimination:** Eliminate the use of high-risk chemicals, establish a list of banned chemicals and use IT to prevent the procurement of banned chemicals.
- **Substitution:** Use fewer toxic chemicals to replace high-risk alternatives, for instance, substituting highly toxic chemicals with less toxic ones.
- **Engineering Controls:** Implement ventilation and monitoring systems to minimize employee exposure to chemicals.
- **Labeling and Safety Data Sheets (SDS):** Ensure hazardous chemicals are properly labeled and accompanied by the appropriate SDS.

- **Training:** Ensure training is provided for every individual who is exposed to hazardous chemicals.
- **Medical check-ups:** Schedule appropriate pre-employment, on-duty, and off-duty medical check-ups for employees based on their exposure to hazardous chemicals.
- **Protection:** Provide suitable personal protective equipment for every individual exposed to hazardous chemicals, tailored to the specific risks posed by the chemicals.
- **Hazardous waste management:** Handle chemical waste in a compliant and environmentally friendly manner.

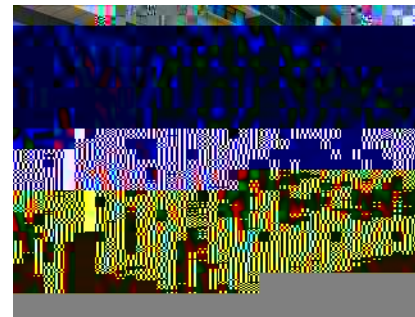
We further strengthen introduction management of chemicals by expanding the *List of Prohibited Dangerous Chemicals* to include the Persistent Organic Pollutants (POPs) and chemicals that are no longer in use from the *List of Chemicals under Priority Control*. Additionally, we introduced rewards to encourage employees to replace chemicals still in use that are on the *List of Chemicals under Priority Control*. At the same time, we removed thimerosal sodium from coagulation products and ceased the use of alcohol and acetone in several positions this year. Furthermore, we've implemented AI intelligent monitoring and information platform management for highly toxic substance projects to maximize the prevention and reduction of accidents involving these substances.

Emergency Response

We have formulated the *EHS Training Management Procedure* which defines an EHS training matrix for employees. We have also developed annual EHS training plans based on relevant laws and regulations, hazard identification results and the Group's EHS management. We set up specific training programs for different types of employees, such as three-stage safety education training for new employees, safety training on new technologies, new production processes, new equipment and new materials for employees who have been exposed to changes in materials, activities, equipment or processes, etc. We also utilize methods like written exams, practical skill

assessments, and performance evaluations to guarantee that all employees have the essential EHS knowledge and skills required for their roles.

To standardize our emergency response and management of various OHS risk events, we have established the *Emergency Management Procedure* to update OHS emergency response plans for safety in a timely manner and equip it with appropriate emergency supplies, and regularly conducting emergency drills in areas such as fire safety, chemical safety, and biosafety. This aims to enhance the ability of employees to deal with emergencies and minimize the hazards and losses of emergencies.



■ Wuhan Mindray Biomedical Technology Co., Ltd. - Emergency fire escape drill for all staff

2023

147,373.73 hours

Total hours of EHS training

120,600 person-times

Total number of employees attending EHS training



SOCIAL RESPONSIBILITY

Key Messages :

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

SDG :



Mindray takes "better healthcare for all" as its mission. We insist on sharing the achievements of development with the public and actively fulfill our social responsibility as a corporate citizen. We continue to leverage our strengths in the healthcare industry to build and improve the healthcare industry chain, and promote rural revitalization by supporting education and farming. We input medical education resources to help strengthen primary medical services and cultivate industrial talents. We also promote industry-academics-healthcare professional cooperation through exchanges. Meanwhile, we are actively involved in social welfare endeavors, such as emergency rescue and biodiversity conservation, doing our part for the balanced development of society and the environment.



Mindray has launched its volunteer service base at Wenshan Rehabilitation Hospital in Yunnan Province, providing technical support, training and volunteer activities to the hospital. The partner hospital is expected to perform more than 1,000 surgeries and train nearly 200 medical professionals within five years.



■ Mindray donated a batch of medical equipment to Yunnan Wenshan Rehabilitation Hospital, the first partner hospital of Operation Smile in China.

In 2023, we partnered with Operation Smile to provide free medical services in Wenshan, Yunnan Province, and Shenzhen, Guangdong Province, respectively. More than 20 of our employees participated in these activities as volunteers, providing technical support and accompanying patients. They served as older siblings bringing companionship, courage and laughter to the children, as well as the professional volunteers assisting the doctors with screenings and surgeries. During the services, Mindray volunteers screened approximately 162 patients and helped 101 patients to complete the surgery.

Across the Pacific Ocean in Colombia, Mindray found a partnership with the Colombia team of Operation Smile. On December 7, 2023, which coincided with the local traditional festival the Day of the Little Candles, Mindray announced



■ Employees of our Colombian branch and children with cleft.



■ Mindray's Executive Vice President, Ms. Guo Yanmei, volunteers at a voluntary medical service program of Operation Smile

the donation of a batch of medical equipment to Operation Smile in Colombia, including ventilators, monitors, anesthesia machines, defibrillators, and surgical beds. The equipment would be used for a medical center in Bogotá, Colombia, and a branch medical station in Montería.

Charitable endeavors are flourishing not only overseas but also thriving domestically. On Mindray's "Family Open Day", we set up a charity booth to sell Operation Smile T-shirts and other souvenirs to raise funds for children with cleft. On "99 Giving Day" of 2023, we launched a fundraising campaign and raised more than RMB 11,000 for the Operation Smile special fund.

We will continue to work with Operation Smile to improve the safety, quality and accessibility of cleft treatment and care. In this way, more patients worldwide will have access to quality medical treatment, and the seeds of smiles and hope will grow and flourish.

RURAL REVITALIZATION

Industrial revitalization and education revitalization are essential for rural revitalization. Mindray exerts its advantages in healthcare industry to promote the transformation and upgrading of the industrial structure in Dangshan County, Suzhou City, Anhui Province. We provide financial support to schools to improve the quality of education and cultivate talents for the local community. We also continue to innovate ways to support farmers and promote the development of characterized rural industries.



Drawing on industrial revitalization, we take practical actions to fulfil our commitment to promoting rural revitalization. We have created a dual support model of industry and education through the construction of the medical technology industrial park and the new campus of Dangshan Middle School, and introduced

the high-end medical manufacturing industry into Dangshan County. In this way, we have

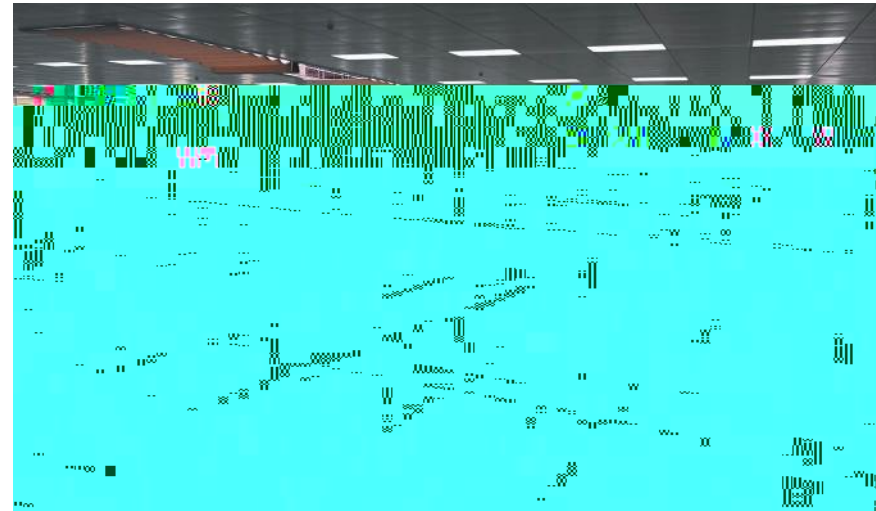


The construction of the Dangshan Mindray Medical Technology Industrial Park is a crucial component of the Group's supply chain and an important milestone in the Group's development and Dangshan's economic development. Upon completion, the park will become the fourth largest manufacturing base of Mindray globally, specializing in orthopedic implants, particularly high-specification bone nails that meet human implant standards. Additionally, it will provide core components for other bases through precision and conventional machining, supporting the assembly of various main business products. Since the official groundbreaking in April 2022, the overall construction of the industrial park has been proceeding smoothly. As at December 31, 2023, some of the plants in the park had been completed and accepted on schedule,

achieved long-term development and win-win cooperation with Dangshan.

and some key equipment had been delivered for operation. We have recruited 70 local mechanics in batches and sent them to Shenzhen and Wuhan to comprehensively learn the standard production processes and specifications for machining. In 2023, some of the mechanics who had completed the training returned to

Dangshan to start production operations. The construction of the industrial park and the recruitment of administrative services prioritize hiring local employees, while the park's operation prefers local service providers, thus promoting local employment.



Workshop in Dangshan Mindray Medical Technology Industrial Park

B D S I D

On April 6, 2023, the groundbreaking ceremony for the new campus of Dangshan Middle School was held in Dangshan, Anhui Province. The new campus, funded with a donation of RMB 1 billion from Mr. Li Xiting, Chairman of Mindray, is located in Dangshan Economic Development Zone, sharing the same site as the Dangshan Mindray Medical Technology Industrial Park. Covering an area of 123,600 square meters, the new campus will be used as a boarding high school with 90 classes. The school consists of 22 separate buildings, including teaching buildings, library complexes, student dormitories, academic exchange centers, gymnasiums, indoor swimming pools, cafeterias, and administrative buildings, as well as a 400-meter standard track and field stadium, an outdoor basketball court, and landscaping.

With the objective of providing high-quality education, the new campus incorporates innovative features into various buildings, such as the comprehensive building, the laboratory building, the academic exchange center, and the gymnasium, to provide a more inclusive learning space for new teaching models, inspire

students to learn and explore, and fully meet the diversified educational needs of the future. The new campus is scheduled to be completed and put into operation in June 2025. By then, it will become a base in Dangshan to cultivate young talents, fully utilize the power of educational resources, and optimize the development of the

education industry. Looking ahead, Mindray will continue to empower the high-quality development of Dangshan. We will help accelerate the new development pattern of Dangshan County with both educational and industrial support.



■ The groundbreaking ceremony for the new campus of Dangshan Middle School



As one of our many ways to support the rural revitalization, Mindray helps the farmers with product sales. We promote the marketing of premium agricultural products by increasing sales channels and actively expanding their service boundaries to steadily increase the income of 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 units of contiguous orchards, yielding approximately 750 million kilograms of Dangshan pears annually, comprising one-eighth of the total national pear production. This year, we continued to empower the sale of rural agricultural products by purchasing fruits, such as yellow peaches, grapes 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 a "Build a Low-Carbon and Shared Life" activity. Employees can

earn green points via low-carbon travel and spend them to purchase agricultural products at the "Shenzhen Rural Revitalization Pavilion".

In 2023, Mindray purchased a total of 44,104 boxes of grapes, yellow peaches, pears and other fruits, with a total weight of about 220 thousand kilograms, and a total purchase amount of over RMB 3.74 million.



44,104

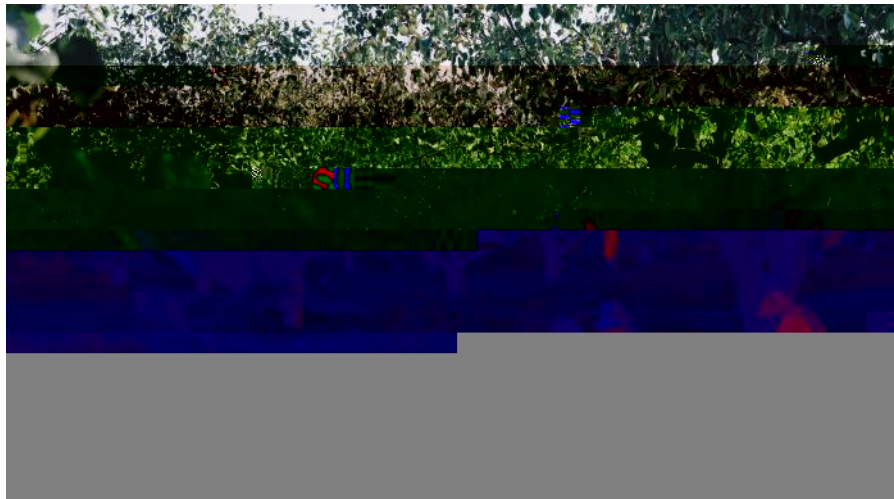
boxes of grapes, yellow peaches, pears and other fruits

with a total weight of about

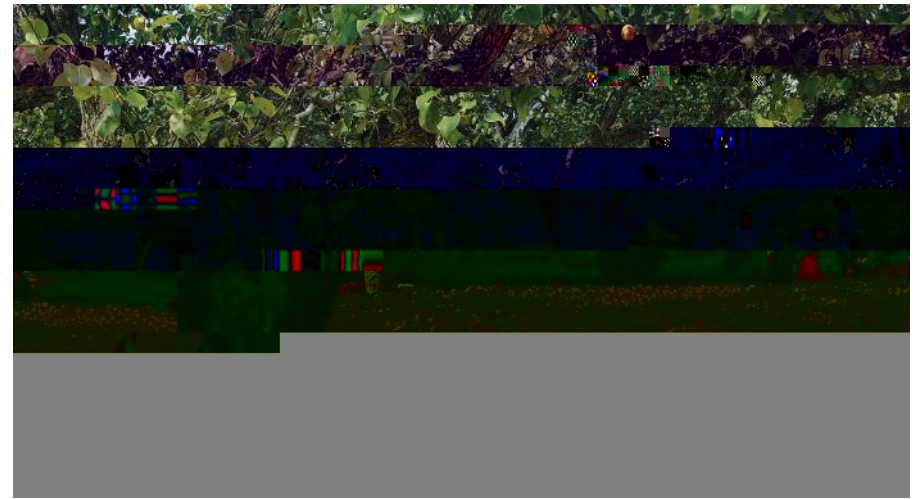
220 thousand kilograms,

and a total purchase amount of over

RMB 3.74 million



■ Pear orchard in Dangshan



While focusing on improving its business capabilities and delving into medical device technology, Mindray also continues to strengthen the industry-academics-healthcare professional cooperation. We share cutting-edge innovations with the best talents from various sectors to contribute Mindray's strengths in healthcare. With a focus on the weaknesses of China's primary healthcare system, we optimize the talent training systems and infrastructures; we join hands with universities on industry-academics-research cooperation programs to reserve talents for the industry; we unify the strengths of all sectors, and exchange ideas with experts from other nations on how to improve the efficiency of medical resource utilization and make quality medical resources more accessible.



The primary healthcare service system is the first line of defense to protect people's health. Over the years, Mindray has been committed to making high-quality medical resources more accessible. We take concrete actions to help improve primary healthcare services, strengthen primary diagnosis and treatment capabilities, and provide more early medical services across society.

Starting from 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. We hope to continuously train primary medical practitioners through providing education support and sharing advanced technology and successful practices.

Since the launch of the training program for health administrators of primary health commissions, a total of 4,962 administrators from primary health commissions, TCM medical institutions, and women and children medical institutions, etc. from 1,917 districts or counties in 21 provinces have taken part in the offline learning. In 2023, a total of 55 offline training sessions for primary health commission administrators were organized, with a total of 2,547 participants.

This year, we organized 39 sessions of "Mindray Respiratory Lecture" covering 37 cities and attracting more than 4,000 medical professionals. Based on the "Mindray Respiratory Lecture", we jointly established "Mechanical Ventilation Training Base" with regional medical centers to promote the mechanical ventilation technology. As at December 31, 2023, we have founded 4 training bases in Henan, Yunnan, Shanxi and Xinjiang, in a bid to narrow the gap in medical treatment among regions through continuous training and exchanges.

1,917

districts or counties

4,962

administrators have taken part in the offline learning

55

offline training sessions for primary health commission administrators

39

sessions of "Mindray Respiratory Lecture"

more than 4,000

medical professionals

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.

To help bring rural medical standards up to those in developed regions, the Group launched the "Mindray Standardized Laboratory 'Hundred Cities Action'" project targeting at 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. Since the start of the project, we have built a total of 470 standardized laboratories, of which 50 were built in 2023.



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, so as to create a favorable condition for talent development in the healthcare industry.



Faculty and students from Tsinghua University visit Mindray

- In 2023, we launched a donation program for 7 selected universities, i.e., Huazhong University of Science and Technology, Xi'an Jiaotong University, Wuhan University, Harbin Institute of Technology, South China University of Technology and University of Electronic Science and Technology of China. The funds will be used for freshmen activities and student innovation competitions, and we will donate RMB 900 thousand per year for 5 years, totaling RMB 4.5 million.
- In 2023, the research institutes and production bases of Mindray across China received 72 visits from 29 universities, including Tsinghua University, Shanghai Jiao Tong University and Huazhong University of Science and Technology, with a total of 1,763 students and teachers.
- In 2023, "Mindray Classroom" delivered 27 lectures to domestic universities, teaching soft skills in the workplace, including Interview Etiquette, Time Management, and The Contents and Outlook of PPT. The program covered 1,489 students and teachers from universities like Huazhong University of Science and Technology, Central South University, and University of Electronic Science and Technology of China.

Top-notch Innovative Talent Pilot Research Camp of Wenzhou Medical University

Since the signing of the strategic cooperation agreement between Mindray and Wenzhou Medical University in 2021, the two parties have always maintained good communication and cooperation, and actively expanded the breadth and depth of cooperation to provide more growth opportunities for university students. In July 2023, together with Wenzhou Medical University, we jointly launched the "Top-

notch Innovation Class Pilot Research Camp", aiming to integrate the theoretical knowledge of universities with the industrial experience, further deepening the knowledge, understanding and thinking of medical students about the healthcare industry, and enhancing the comprehensive professional quality of talents in the medical industry. More than 40 students from Wenzhou Medical University were invited to gather in Shenzhen for a two-week research study at the headquarter of Mindray. In addition to the activities of the research camp, we will also build a practical education base and an industrial college for medical technology with Wenzhou Medical University.



■ Top-notch Innovative Talent Pilot Research Camp of Wenzhou Medical University

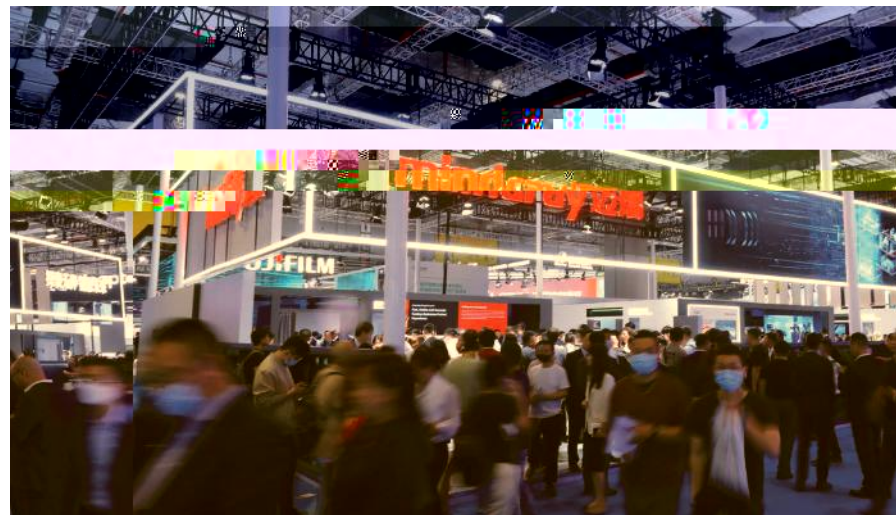
Belt and Road Initiative

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 2023, we participated in a total of 1,822 events

including various international and domestic exhibitions, medical conferences, and academic exchange forums. In addition, while improving our own medical device product R&D system, we are focusing on the needs of vulnerable groups such as those along the "Belt and Road" regions, women, and children, aiming to improve medical accessibility.

The 87th China International Medical Equipment Fair (CMEF)

From May 14 to 17, 2023, the 87th China International Medical Equipment Fair (CMEF) was held in Shanghai. Under the theme of "Boundless Exploration, Wisdom Future", Mindray



■ The 87th CMEF Exhibition Site

showcased new R&D products from the three product lines of patient monitor and life support, in-vitro diagnostics and medical imaging system. Focusing on Mindray's smart medical ecosystem, cutting-edge technologies, and innovative products and solutions, we deeply communicated with the exhibitors and visitors. Our digitalization efforts, comprehensive service optimization, and intelligent terminal imaging interconnectivity in smart healthcare have attracted external attention.

T 25 I N T E R N A T I O N A L F E D E R A T I O N O F C L I N I C A L C H E M I S T R Y A N D L A B O R A T O R Y M E D I C I N E (I F C C W O R L D L A B)

From May 22 to 24, 2023, Mindray brought its technological innovations to the 25th International Federation of Clinical Chemistry and Laboratory Medicine (IFCC Worldlab) and the 25th European Federation of Clinical Chemistry and Laboratory Medicine (EuroMedLab), sharing its experience in popularizing high-end technology and efficient laboratory monitoring solutions with thousands of international laboratory experts. In the academic lectures, we invited European laboratory experts to discuss and share on laboratory technology learning. In addition, more than 10 scientific research results in cooperation with experts were selected for academic poster presentations at the conference.

2023 A N N U A L M E E T I N G O F T H E E U R O P E A N S O C I E T Y O F I N T E N S I V E C A R E M E D I C I N E (E S I C M)

From October 23 to 25, 2023, the 2023 European Society of Intensive Care Medicine (ESICM) was held at the Allianz MiCo Convention and Exhibition Center in Milan. With the latest achievements of "M-Connect" Critical Care Solution and ICU patient data management, Mindray became the focus of the exhibition center. Meanwhile, at the opening ceremony of the ESICM, we were honored to be the only partner of the 3G Project, a three-year research support project of the Association, and would continue to lead the innovation and development of smart ICU in the future, and work with the European Society of Intensive Care Medicine and many experts to jointly promote clinical research results for all mankind.

T 27 T H A N N U A L M E E T I N G A N D T E C H N I C A L C O M M I T T E E M E E T I N G O F T H E G L O B A L H A R M O N I Z A T I O N W O R K I N G P A R T Y T O W A R D S M E D I C A L D E V I C E H A R M O N I Z A T I O N (G H W P)

From November 27 to 30, 2023, the 27th Annual Meeting and Technical Committee Meeting of the Global Harmonization Working Party towards Medical Device Harmonization (GHWP) was held in Shanghai. Nearly 700 medical device experts, institutions and organizations from 25 countries and regions around the world attended the meeting. At the GHWP meeting, Mindray representatives shared our

advanced practical experience in medical device application, innovation and regulation at the main forum and special sessions of the meeting, and actively participated in a number

of international cooperation side events to exchange experiences and promote cooperation with medical authorities and industry peers from various countries.



To help improve diagnosis and treatment in different regions of the world, Mindray has established a number of ultrasound schools and ultrasound training and research centers in the Middle East, Africa and Southeast Asia. In March 2023, we set up two ultrasound schools at the University Clinic in Kinshasa, Democratic Republic of the Congo and Al Mezan Hospital in Palestine, introducing high-end ultrasound equipment and carrying out a series of training courses and seminars. On the International Women's Day in the same

year, Mindray Indonesia, in collaboration with Gajah Mada University and Sardjito Hospital, opened an ultrasound training and research center to improve women's healthcare outcomes and enhance women's healthcare services in Indonesia and other regions. In May 2023, Mindray Indonesia, in cooperation with RSUD Arifin Achmad and Riau University in Riau Province, established a local ultrasound training school for training and improving ultrasound scanning in obstetrics and gynecology, aiming to better protect and care for local maternal and child health. Through a series of international ultrasound medical exchanges and training, we will continue to promote high quality healthcare in developing countries and contribute to the realization of accessible healthcare.

First Aid Training

Mindray bears in mind the mission of corporate citizenship and earnestly fulfils its duties and obligations to serve the society and protect people's health and safety. When natural disasters like earthquakes strike, we fearlessly step forward, contributing medical expertise and economic support to disaster relief efforts. Mindray takes

the initiative to safeguard public health and safety by continuously promoting public access defibrillation (PAD) programs, donating AEDs, and conducting first aid training courses to enhance public awareness and skills in emergency response, lighting the way to life in moments of crisis. At the same time, we provide medical

and technical support for the conservation of biodiversity and actively communicate the concept of animal conservation to promote the harmonious coexistence of man and nature.

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 of patients 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 equipment, and improving dispatching support capabilities in the long term. Mindray constantly



According to statistics, the number of sudden cardiac arrest deaths in China reaches 540 thousand every year, ranking the first in the

In 2023, Mindray donated 499 AED units of AED equipment to its partners. From 2021 to 2023, we directly or indirectly facilitated a cumulative total of 1.6 million participants in first aid training, of which we facilitated about 625 thousand participants in first aid training in 2023.

As at December 31, 2023, 218 patients who suffered from sudden cardiac arrest in public places in China had been treated by Mindray AEDs.

In 2023, Mindray continued to provide first aid training to all sectors of the community, with a total of 395 sessions and directly covering approximately 14 thousand people. Among them, our "Life-Saving Lesson" delivered in 9 target universities including Xi'an Jiaotong University, Huazhong University of Science and Technology, Harbin Institute of Technology, and South China University of Technology, and organized a total of 17 offline first aid training sessions on campus, training 646 teachers and students.

institutions in treating the injured. At the same time, we urgently cooperated with public welfare organizations to donate medical equipment worth RMB 3 million to the disaster areas, including monitors, ventilators, defibrillators and other products, which were sent to Jishishan County in Gansu Province and Haidong City in Qinghai Province on December 20 to provide equipment support for medical rescue in the disaster areas.

At 23:59 on December 18, 2023, a 6.2-magnitude earthquake struck Jishishan County, Linxia Prefecture, Gansu Province, with an epicenter depth of 10 kilometers, causing more than a hundred casualties in Gansu and Qinghai. On December 19, Mindray immediately organized an emergency medical equipment support team with a number of mobile DR devices (direct digital X-ray photography system) to the disaster area to assist local medical

■ Mindray volunteers support earthquake-stricken areas

innovates AED technologies to make them user-friendly, reliable, accessible, and efficient, raising the quality and standard of public first aid. Our first aid training courses boost public awareness

and skills, while our defibrillation program creates a vital emergency response network in communities.

"LIFE-SAVING LESSON" POPULARIZES PEOPLE'S DAILY ONLINE

For a long time, the media industry has been facing high work pressure and is one of the industries with a relatively high incidence of sudden cardiac death. On September 26, November 6, and November 15, 2023, Mindray held three "Life-saving Lesson" lectures on People's Daily Online to popularize first aid knowledge and enhance first aid awareness among news media workers. The instructor explained the first aid knowledge, and the audience actively participated and conducted simulation exercises.



■ First aid training site on People's Daily Online

First Aid Skills Runners

On February 19, 2023, the Shenzhen Marathon kicked off after a three-year hiatus, with about 20 thousand runners participating. As one of the medical security members of the Shenzhen Marathon, Mindray deployed 151 AEDs along the course and provided AED training for medical staff and volunteers before the race, to protect the warriors who challenged themselves throughout the race.



■ A medical team member with Mindray AEDs on the course

Conservation of Biodiversity Protects Human Health

Biodiversity is vital to human well-being and is an essential foundation for human survival and development. Mindray Animal Medical, a wholly-owned subsidiary of Mindray, is well aware of the importance of biodiversity conservation and actively organizes and participates in various forms of animal protection activities to ensure the quality of animal life and health.

In 2023, to promote global wildlife conservation, Mindray Animal Medical continued to partner with Laurent Locquet, a British veterinary cardiologist, to conduct cardiac ultrasound scans for local Malayan bears and other large wild animals in the Asia-Pacific region, and provide ultrasound technical support and training for local wildlife conservation organizations. In addition to providing better medical care for wildlife, the project aims to strengthen the professional skills of local wildlife conservation organizations and veterinarians, thereby improving their chances of survival and quality of life.

In addition to wildlife conservation, we also care for the stray animals around us. Compared with family pets, stray animals live in a more

complex environment and it is difficult for them to receive professional veterinary care. To protect the lives and health of stray animals, and help improve public health safety and reduce disease transmission, Mindray Animal Medical launched the innovative public welfare project of "Mobile Animal Medical Clinic", and built an animal rescue management program equipped with professional medical equipment and mobility to support stray animal rescue and community health management. We also cooperated with the Beijing Guanfu Museum to provide volunteer medical services for stray cats ("Guanfu Cats") in the museum, and organized a lecture on scientific pet care to draw public attention to pet health.



■ Dr. Laurent Locquet examining the heart of a Malayan sun bear

In addition, Mindray Animal Medical would continue to actively popularize animal conservation knowledge on social media and offline platforms on every animal-related anniversary. We have also created an animal calendar in conjunction with nearly 30 animal-related festivals to broaden and deepen public awareness of animal conservation and encourage everyone to participate in animal conservation actions.



Appendix I: Index of GRI Standards

Scope	Shenzhen Mindray Bio-Medical Electronics Co., Ltd. reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
GRI 1	GRI 1: Foundation 2021

GRI S	Description	Location
General Disclosures		
GRI2: The organization and its reporting practices		
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 IV: Independent Assurance Report
GRI2: Activities and workers		
GRI 2-6	Activities, value chain and other business relationships	VALUE CHAIN COLLABORATION
GRI 2-7	Employees	SUSTAINABLE HUMAN RESOURCES
GRI2: Governance		
GRI 2-9	Governance structure and composition	Please refer to the Annual Report for details
GRI 2-10	Nomination and selection of the highest governance body	Please refer to the Annual Report for details
GRI 2-11	Chair of the highest governance body	Please refer to the Annual Report for details
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	CORPORATE GOVERNANCE , Annual Report

GRI S	Description	Location
GRI 2-13	Delegation of responsibility for managing impacts	CORPORATE GOVERNANCE , Annual Report
GRI 2-14	Role of the highest governance body in sustainability reporting	SUSTAINABILITY MANAGEMENT
GRI 2-15	Conflicts of interest	Please refer to the Annual Report for details
GRI 2-16	Communication of critical concerns	ABOUT THE REPORT , CORPORATE GOVERNANCE
GRI 2-17	Collective knowledge of the highest governance body	Please refer to the Annual Report for details
GRI 2-18	Evaluation of the performance of the highest governance body	Please refer to the Annual Report for details
GRI 2-19	Remuneration policies	Please refer to the Annual Report for details
GRI 2-20	Process to determine remuneration	Please refer to the Annual Report for details
GRI2: Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	SUSTAINABILITY MANAGEMENT
GRI 2-23	Policy commitments	CORPORATE GOVERNANCE, VALUE CHAIN COLLABORATION
GRI 2-24	Embedding policy commitments	CORPORATE GOVERNANCE, VALUE CHAIN COLLABORATION
GRI 2-25	Processes to remediate negative impacts	CORPORATE GOVERNANCE
GRI 2-26	Mechanisms for seeking advice and raising concerns	ABOUT THE REPORT
GRI 2-27	Compliance with laws and regulations	Appendix II: Policy List (with a focus on its business operation in China Mainland)

GRI S	D	L
GRI2: Stakeholder engagement		
GRI 2-29	Approach to stakeholder engagement	ABOUT THE REPORT
GRI 2-30	Collective bargaining agreements	SUSTAINABLE HUMAN RESOURCES
GRI3: Material Topics 2022		
GRI 3-1	Process to determine material topics	ABOUT THE REPORT
GRI 3-2	List of material topics	ABOUT THE REPORT
Economy		
GRI201: Economic Performance		
Management approach disclosures		ABOUT MINDRAY
GRI 201-1	Direct economic value generated and distributed	Please refer to the Annual Report for details
GRI 201-2	Financial implications and other risks and opportunities due to climate change	GREEN DEVELOPMENT
GRI 201-4	Financial assistance received from government	Please refer to the Annual Report for details
GRI203: Indirect Economic Impacts		
Management approach disclosures		SOCIAL RESPONSIBILITY
GRI 203-1	Infrastructure investments and services supported	SOCIAL RESPONSIBILITY
GRI 203-2	Significant indirect economic impacts	SOCIAL RESPONSIBILITY

GRI S	D	L
GRI205: Anti-corruption		
Management approach disclosures		CORPORATE GOVERNANCE
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
GRI206: Anti-competitive behavior		
Management approach disclosures		CORPORATE GOVERNANCE
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	CORPORATE GOVERNANCE
GRI207: Tax		
Management approach disclosures		Please refer to the Annual Report for details
GRI 207-1	Approach to tax	Please refer to the Annual Report for details
GRI 207-2	Tax governance, control, and risk management	Please refer to the Annual Report for details
GRI 207-3	Stakeholder engagement and management of concerns related to tax	Please refer to the Annual Report for details

GRI S	D	L
Environment		
GRI302: Energy		
Management approach disclosures		GREEN DEVELOPMENT
GRI 302-1	Energy consumption within the organization	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
GRI 302-3	Energy intensity	Appendix III: 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
GRI303: Water and Effluents		
Management approach disclosures		GREEN DEVELOPMENT
GRI 303-1	Interactions with water as a shared resource	GREEN DEVELOPMENT
GRI 303-2	Management of water discharge-related impacts	GREEN DEVELOPMENT
GRI 303-3	Water withdrawal	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
GRI 303-4	Water discharge	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
GRI 303-5	Water consumption	Appendix III: Summary of Key Performance Indicators
GRI304: Biodiversity		
Management approach disclosures		SOCIAL RESPONSIBILITY
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	During the Reporting Period, Mindray had no operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.

GRI S	D	L
GRI 304-2	Significant impacts of activities, products and services on biodiversity	SOCIAL RESPONSIBILITY
GRI 304-3	Habitats protected or restored	During the Reporting Period, Mindray had no habitats protected or restored.
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	During the Reporting Period, Mindray had no IUCN Red List species and national conservation list species with habitats in areas affected by operations.
GRI305: Emissions		
Management approach disclosures		GREEN DEVELOPMENT
GRI 305-1	Direct (Scope 1) GHG emissions	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
GRI 305-2	Energy indirect (Scope 2) GHG emissions	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
GRI 305-4	GHG emissions intensity	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators
GRI 305-5	Reduction of GHG emissions	GREEN DEVELOPMENT
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	GREEN DEVELOPMENT
GRI306: Waste		
GRI 306-1	Waste generation and significant waste-related impacts	GREEN DEVELOPMENT
GRI 306-2	Management of significant waste-related impacts	GREEN DEVELOPMENT
GRI 306-3	Waste diverted from disposal	GREEN DEVELOPMENT
GRI 306-4	Waste directed to disposal	GREEN DEVELOPMENT
GRI 306-5	Waste directed to disposal	GREEN DEVELOPMENT, Appendix III: Summary of Key Performance Indicators

GRI S	D	L
GRI308: Supplier environmental assessment		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 308-1	New suppliers that were screened using environmental criteria	VALUE CHAIN COLLABORATION
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	VALUE CHAIN COLLABORATION
Society		
GRI401: Employment		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
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 401-3	Parental leave	Appendix III: Summary of Key Performance Indicators
GRI402: Labor/Management Relations		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI403: Occupational Health and Safety		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 403-1	Occupational health and safety management system	SUSTAINABLE HUMAN RESOURCES
GRI 403-2	Hazard identification, risk assessment, and incident investigation	SUSTAINABLE HUMAN RESOURCES
GRI 403-3	Occupational health services	SUSTAINABLE HUMAN RESOURCES

GRI S	D	L
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 III: Summary of Key Performance Indicators
GRI 403-6	Promotion of worker health	SUSTAINABLE HUMAN RESOURCES
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SUSTAINABLE HUMAN RESOURCES
GRI 403-8	Workers covered by an occupational health and safety management system	SUSTAINABLE HUMAN RESOURCES
GRI 403-9	Work-related injuries	SUSTAINABLE HUMAN RESOURCES, Appendix III: Summary of Key Performance Indicators
GRI 403-10	Work-related ill health	SUSTAINABLE HUMAN RESOURCES, Appendix III: Summary of Key Performance Indicators
GRI404: Training and education		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
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
GRI405: Diversity and equal opportunity		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 405-1	Diversity of governance bodies and employees	SUSTAINABLE HUMAN RESOURCES

GRI S	D	L
GRI406: Non-discrimination		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 406-1	Incidents of discrimination and corrective actions taken	During the Reporting Period, Mindray had no incidents of discrimination.
GRI407: Freedom of association and collective bargaining		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI408: Child labor		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	During the Reporting Period, Mindray had no operations and suppliers with significant risk for incidents of child labor.
GRI409: Forced or compulsory labor		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	During the Reporting Period, Mindray had no operations and suppliers with significant risk for incidents of forced or compulsory labor.
GRI414: Supplier social assessment		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 414-1	New suppliers that were screened using social criteria	VALUE CHAIN COLLABORATION
GRI 414-2	Negative social impacts in the supply chain and actions taken	VALUE CHAIN COLLABORATION

GRI S	D	L
GRI416: Customer health and safety		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 416-1	Assessment of the health and safety impacts of product and service categories	VALUE CHAIN COLLABORATION, Appendix III: Summary of Key Performance Indicators
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During the Reporting Period, Mindray had no incidents of non-compliance concerning the health and safety impacts of products and services.
GRI417: Marketing and labeling		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 417-1	Requirements for product and service information and labeling	VALUE CHAIN COLLABORATION
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	During the Reporting Period, Mindray had no incidents of non-compliance concerning product and service information and labeling.
GRI 417-3	Incidents of non-compliance concerning marketing communications	During the Reporting Period, Mindray had no incidents of non-compliance concerning marketing communications.
GRI418: Customer privacy		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the Reporting Period, Mindray had no substantiated complaints concerning breaches of customer privacy and losses of customer data.

Appendix II: Policy List

S	A	P	I	P
CORPORATE GOVERNANCE	Criminal Law of the People's Republic of China	Anti-corruption Policy		
	Criminal Procedure Law of the People's Republic of China	Anti-fraud Code		
	Civil Code of the People's Republic of China	Anti-monopoly Policy		
	Company Law of the People's Republic of China	Mindray Code of Conduct and Ethics		
	Interim Provisions on Banning Commercial Bribery	Employee Manual		
	Oversight Law of the People's Republic of China	Policy for Whistleblowing and Complaints		
	Labor Law of the People's Republic of China	Personal Information Protection Management Policy		
	Public Security Administration Punishments Law of the People's Republic of China	Guidelines for Impact Assessment of Personal Information Protection		
	Bidding Law of the People's Republic of China	Personal Information Protection Management Specification		
	Regulation on the Implementation of the Bidding Law of the People's Republic of China	Information Security Conduct Management Specification		
	Anti-Unfair Competition Law of the People's Republic of China	Information Security Training Specification		
	Data Security Law of the People's Republic of China	Sensitive Data Hierarchical Protection Management Regulation		
		Mindray Intellectual Property Management Manual		
INSIGHTFUL INNOVATION	Cybersecurity Law of the People's Republic of China	Patent Management Regulation		
	Patent Law of the People's Republic of China	Trademark Registration Management Process		
		Copyright Management Regulation		
		Patent Reward and Payment Regulation		

S	A	P	I	P
VALUE CHAIN COLLABORATION	Product Quality Law of the People's Republic of China	Reliability Work Guide		
	Regulations on the Supervision and Administration of Medical Devices	Instrument and Equipment Management Procedure		
	FD&C Act	Supplier Management Procedure		
	European Union MDR & IVDR Regulation	Supplier Certification Guide		
	Advertising Law of the People's Republic of China	Supplier Performance Assessment Guide		
	Law of the People's Republic of China on the Protection of Consumer Rights and Interests	Responsible Sales and Marketing Policy		
	Trademark Law of the People's Republic of China	Marketing System Information Security Management Regulation		
		Marketing Conference Platform Management Specification		
		Marketing Systems Distribution Channels Management Regulation		
		Sensitive Data Hierarchical Protection Management Regulation		
GREEN DEVELOPMENT	Environmental Protection Law of the People's Republic of China	EHS Manual		
	Regulations on the Administration of Construction Project Environmental Protection	Environmental Management Procedure		
	Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes	Regulations on Energy, Energy Facilities Management		
	Directory of National Hazardous Wastes	Emergency Management Procedures		
	Water Pollution Prevention and Control Law of the People's Republic of China	Resources Management Regulation		

S	A	P	I	P
	Atmospheric Pollution Prevention and Control Law of the People's Republic of China			
	Environmental Protection Tax Law of the People's Republic of China		EHS Performance Management Procedure	
	Soil Pollution Prevention and Control Law of the People's Republic of China		Pollutants Management Regulation	
	Law of the People's Republic of China on Prevention and Control of Pollution from Noise		On-line Monitoring System of Wastewater Working Instruction	
GREEN DEVELOPMENT	Energy Conservation Law of the People's Republic of China		Hazardous Wastes Management Procedure	
	Circular Economy Promotion Law of the People's Republic of China		Regulations on the Administration of Medical Wastes	
	Circular Economy Promotion Law of the People's Republic of China		Environmental Facilities Operation Management Regulation	
	Water Law of the People's Republic of China		Emergency Management Procedure	
	Regulation on the Administration of Permitting of Pollutant Discharges		Natural Disaster Response Plan	
	Regulations on the Administration of Medical Wastes			
	The European Green Deal			
			Employee Manual	
SUSTAINABLE HUMAN RESOURCES	Labor Law of the People's Republic of China		Recruitment and Deployment Management Regulation	
	Labor Contract Law of the People's Republic of China		Combating Trafficking in Persons Policy	
	Social Insurance Law of the People's Republic of China		Human Management Regulation	
	Law of the People's Republic of China on Work Safety		Labor Discipline Management Regulation	

S	A	P	I	P
	Law of the People's Republic of China on the Prevention and Control of Occupational Diseases			
	Fire Protection Law of the People's Republic of China		Remuneration Management System	
	Regulations on the Safety Management of Hazardous Chemicals		Remuneration Management System for R&D	
	Regulations on Safety Supervision of Special Equipment		Remuneration Management System for Sales & Marketing Division	
	Regulation on Emergency Responses to Work Safety Accidents		Diversity, Equality and Inclusion Policy	
SUSTAINABLE HUMAN RESOURCES	Emergency Response Law of the People's Republic of China		Anti-discrimination, Anti-harassment and Anti-bullying Policy	
	Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents		Hazards Evaluation Management Procedure	
	Measures for the Administration of Contingency Plans for Work Safety Accidents		Project EHS Management Procedures	
	Measures for the Administration of Contingency Plans for Emergencies		EHS Change Procedure	
	Catalogue of construction project occupational disease hazard risk classification management		Occupational Health Management procedure	
	Measures for the Administration of Occupational Health Checks		Occupational Health Supervision and Management Regulation	
	List of Priority-controlled Chemicals		Dangerous Chemicals Management Procedure	
			Prohibited List of Hazardous Chemicals	
			EHS Training Management Procedure	
SOCIAL RESPONSIBILITY	Charity Law of the People's Republic of China			

Appendix III: S I I K P I I

General disclosure

Supply chain

Indicator	Unit	December, 2023
Qualified suppliers by geographical regions		
Mainland China	%	83
Overseas	%	17

Economic indicators

Indirect economic impacts

Indicator	Unit	December, 2023
Infrastructure investments and services supported		
Number of participants in rescue training	Person-times	625 thousand

Anti-corruption

Indicator	Unit	December, 2023
Communication and training about anti-corruption policies and procedures		
Times of anti-corruption and anti-fraud training	Times	20
Coverage of anti-corruption and anti-fraud training	Person-times	1,273
Confirmed incidents of corruption and actions taken		
Number of confirmed incidents of corruption ¹⁰	Case	1

10. In 2023, the Company detected one case of corruption and the employee involved was terminated from his employment contract in accordance with the Company's management regulations. This incident did not have a significant impact on the Company's business due to its timely discovery and proper handling. After the incident, we also dealt with the managers and agents involved according to the relevant regulations of the Company, and carried out targeted rectification and internal publicity to prevent the recurrence of such incidents.

Environmental indicators¹¹

Energy

Indicator	Unit	December, 2023
Energy consumption		
Total energy consumption ¹²	GJ	528,413.43
Power consumption		
Gasoline	liters	45,953.18
Diesel	liters	3,313.10
Piped natural gas	Cubic meter	2,253,167.62
Liquefied petroleum gas	kg	11,254.80
Power consumption		
Power consumption	kWh	118,792,111.65
Heat consumption	GJ	10,327.09
Solar energy production		
Solar energy production	kWh	740,921.00
Energy intensity		
Internal energy intensity ¹³	GJ/10,000 RMB	15.1

11. Environmental indicators that include energy, emissions, and environmental compliance entities disclosed in 2023 cover the office/R&D/production sites in which the Company held more than 50% interests & rights and which were put into operation all year round during the reporting period; while water resources and waste in the environmental indicator disclosure do not cover domestic and foreign marketing companies and DiaSys Diagnostic Systems GmbH of the Group.

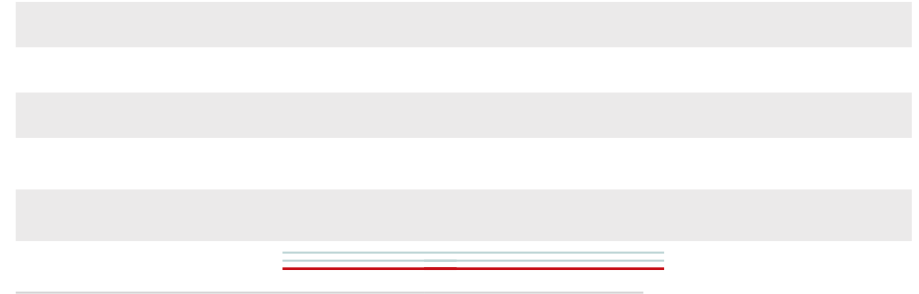
12. The calorific value conversion factors for each type of non-renewable fuel and electricity and heat consumption and the volume-weight conversion factors for gasoline and diesel fuel refer to the *Guidance for Accounting Method and Reporting of GHG Emissions by Industrial Enterprises* published by 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.

13. The internal energy intensity=consumption of gasoline, diesel, piped natural gas, liquefied petroleum gas, purchased power & heat used by entities which environmental indicators are disclosed / the Group's revenue in 2023.

Water and Effluents

	Unit	December 2023
Water withdrawal		
Water withdrawal of the third-party facilities	Cubic meter	1,208,013.49
Water withdrawal intensity		
Water withdrawal intensity of third-party facilities ¹⁴	Cubic meter/ million yuan	34.58
Others		
Water reuse	Cubic meter	82,188.00

Emissions¹⁵



Environmental Compliance

	Unit	December 2023
Non-compliance with environmental laws and regulations		
Total monetary value of significant fines in 2023	yuan	0
Total monetary value of significant fines in 2022	yuan	0
Total number of monetary sanction cases caused by environmental events in 2023	Times	0
Total number of non-monetary sanction cases caused by environmental events in 2023	Times	0

Others

	Unit	December 2023
HSF (Hazardous Substances Free)		
Acceptance rate of HSF	%	100
Test pass rate of HSF	%	99.85

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

Social indicators

Number of newly hired employees

	Unit	December 2023
Total	P	3,680
New hires by gender		
Male	%	71.35
Female	%	28.65
New hires by geographical region		
China (including Hong Kong, Macao and Taiwan)	%	82.90
Overseas countries or regions	%	17.10
New hires by age group		
Under 31 years old	%	58.40
31-40 years old	%	31.79
41-50 years old	%	6.93
Over 50 years old	%	2.88

Employee turnover

	Unit	December 2023
Turnover rate ²⁰	%	12.60

Parental leave

	U	D , 2023
Total number of employees entitled to parental leave by gender		
Male	Person	1,236
Female	Person	380

Occupational health and safety

	U	D , 2023
Worker training on occupational health and safety		
Total hours of occupational health and safety training for workers	Hour	147,373.73
Total number of employees attending occupational health and safety training	Person-times	120,600
Work-related injuries		
Deaths and death rate arising from work-related injuries	Person; %	0; 0
Lost time injury rate	/	0.010
Recordable case rate	/	0.020

	U	D , 2023
Work-related ill health		
work-related fatalities	Person	0
Occupational health and safety investment		
Occupational health and safety investment	RMB ten thousand	1,446.73

Training and education

	U	D , 2023
Employee training		
Annual training hours per employee	Hour/person	37.02
Percentage of total employees receiving training	%	99.72
Performance and career development reviews		
Employees receiving regular performance and career development reviews	%	100

Diversity and equal opportunity

	U	D	2023
Management diversity²¹			
Number of employees in executive management	Person		7
Number of women in executive management	Person		3
Number of employees in senior management	Person		52
Number of women in senior management	Person		8
Average years employed			
Average years employed for male employees	Year		5.31
Average years employed for female employees	Year		5.22

Child labor, forced or compulsory labor

	U	D	2023
Operations and suppliers at significant risk for incidents of child labor			
Number of operations and suppliers	Case		0
Operations and suppliers at significant risk for incidents of forced or compulsory labor			
Number of operations and suppliers	Case		0

21. Executive management refers to the senior management in Mindray 2023 Annual Report, and senior management refers to the deputy general managers and above.

Non-discrimination

	U	D	2023
Incidents of discrimination and corrective actions taken			
Total number of incidents of discrimination during the Reporting Period	Case		0

Supplier assessment

	U	D	2023
Rate of supplier risk rating and audit	%		95.4
Frequency of communication with suppliers by meeting, on-site communication	Times		870
Training times of suppliers	Times		420

Customer health and safety

	U	D	2023
Incidents of non-compliance concerning the health and safety impacts of products and services			
Any incident in which a fine or penalty is imposed for violation of regulations	Case		0
Any incident in which a warning is imposed for violation of regulations	Case		0
Any incident against code of voluntary	Case		0

Marketing and Labeling

I	U	D	2023
Incidents of non-compliance concerning product and service information and labeling			
Any incident in which a fine or penalty is imposed for violation of regulations	Case		0
Any incident in which a warning is imposed for violation of regulations	Case		0
Any incident against code of voluntary	Case		0
Incidents of non-compliance concerning marketing communications			
Any incident in which a fine or penalty is imposed for violation of regulations	Case		0
Any incident in which a warning is imposed for violation of regulations	Case		0
Any incident against code of voluntary	Case		0

Customer privacy

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

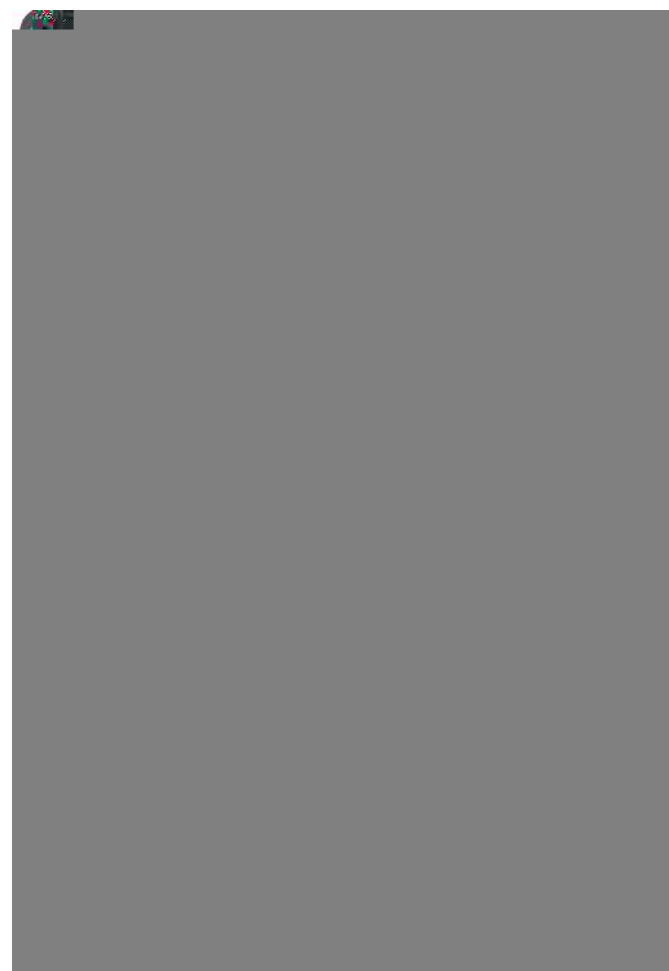
Customer services

I	U	D	2023
Number of products and services related complaints received and how they are dealt with			
Customer complaint response rate	%		100
Customer complaint resolution rate	%		100
Overall satisfaction with complaint settlement	%		100

R&D and innovation of products

I	U	D	2023
R&D resources and patent application			
R&D investment	RMB 100 million		37.79
R&D engineer	Person		4,425
Number of patents applied	Case		10,090
Number of invention patents	Case		7,222
Number of authorized patents	Case		4,767
Number of authorized invention patents	Case		2,226

Appendix IV: Independent Assurance Report



mindray 迈瑞

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