

Eyebright Medical Technology (Beijing) Co., Ltd. Stock Code: 688050

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Environmental, Social and Governance Report

Eyebright Medical Technology (Beijing) Co.,Ltd.

2024

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About the Report

Report Overview

Eyebright Medical Technology (Beijing) Co., Ltd. (hereinafter referred to as "Eyebright Medical," "the Company," or "we") has systematically established an ESG management framework to achieve an in-depth integration of shareholder rights protection and sustainable corporate development.

Report Scope

The scope of this report encompasses Eyebright Medical and its affiliated subsidiaries.

Reporting Period

This report covers the period from January 1, 2024, to December 31, 2024.

Information Sources

The data used in this report is sourced from public data released. Unless otherwise noted, all non-financial data for 2024 is drawn from the Company's headquarters. The Company assures that the content of this report does not contain any false records, misleading statements, or material omissions.

Important Notice

This report has been reviewed and approved by the Company's Board of Directors for public disclosure. The Company and the board of directors assure that the content of this report does not contain any false records, misleading statements, or material omissions.

Basis for Compilation

The Global Sustainability Standards Board - "Global Reporting Initiative"

China Enterprise Reform and Development Research Association - "China Enterprise Sustainable Development Report Guidelines (CASS-ESG 6.0)"

National Standard of China - "Guidelines for the Preparation of Social Responsibility Reports" (GB/T36001-2015)

International Organization for Standardization - "ISO 26000: Guidance on Social Responsibility" (2010)

Shanghai Stock Exchange - "Self-Regulatory Guidelines No. 1 for Listed Companies on the Sci-Tech Innovation Board: Standard Operations"

Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies- Sustainable Development Reports (Trial)

Guidelines No. 13 of Shanghai Stock Exchange for Self-Regulation of Listed Companies on the Sci-Tech Innovation Board - Preparation of Sustainable Development Reports

United Nations - "Guidelines for Corporate Action on the Sustainable Development Goals (SDGs)"

Access Information

The electronic version of the Report is available for downloading from the Eyebright Medical official website(www.ebmedical.com) and the Shanghai Stock Exchange website (www.sse.com.cn).

For any questions or suggestions regarding the report, please contact us via: investors@ebmedical.com or

(86) 10-89748322. In case of any discrepancy or inconsistency in the versions, the Chinese version shall prevail.

Statement of the Board of Directors



Governance (G).

field.

This report provides a detailed disclosure of Eyebright Medical's progress and achievements in ESG work for 2024, having been reviewed and approved at the meeting of the Board of Directors.



The Board of Directors of Eyebright Medical assume overall responsibility for the accuracy, completeness, and timeliness of the content and information disclosed in this report. As the core decision-making body of corporate governance, the Board is fully and deeply responsible for matters related to Environmental (E), Social (S), and

In the formulation of the ESG governance strategy, the Board has developed an ESG strategic roadmap aligned with the Company's long term objectives. When assessing ESG-related impacts, risks, and opportunities, the Board employs a rigorous and professional approach, helping identify risks early and seize opportunities, ensuring a solid foundation for the Company's stable development.

The board of directors has established a comprehensive oversight mechanism, closely monitoring the progress of various ESG initiatives to ensure that strategic decisions can be effectively implemented. At the same time, the board continuously tracks the progress of ESG-related goals and adjusts strategies and action plans in a timely manner based on actual conditions, ensuring that the Company continues to make positive progress in the ESG

The Company's board of directors places great importance on information disclosure. Each year, the board conducts a rigorous review of the Company's ESG report to ensure that the report accurately and truthfully reflects the Company's the effectiveness and reliability of the Company's ESG efforts.

Message from the Chairman

Twin Growth Engines Ignite a New Journey: Setting Sail for Global Horizons



Dear valued partners and friends from all walks of life,

Warm greetings to everyone!

In 2024, China's healthcare reform maintains deepening momentum as systemic overhauls spanning centralized medical device procurement and dynamic reimbursement list updates — establish strategic frameworks steering industry evolution. This policy-market synergy drives dual upgrading of demand-supply dynamics amid intensifying competition across the sector.

Under the leadership of the Board, Eyebright Medical has proactively aligned with China's 'high-quality development' policy directives, maintaining sustained growth through its dual-driven strategy of "Medical + Consumer" and accelerated global expansion initiatives.

In 2024, the Company achieved an operating revenue of RMB 1,410.02 million, representing a year-on-year growth of 48.24% and a three-year CAGR of 55.99%. The net profit excluding non-recurring gains and losses was RMB 390.08 million, reflecting a year-on-year increase of 35.08% and a three-year CAGR of 37.00%.

In product innovation, Eyebright Medical remains unwavering in its mission to advance China's highend ophthalmic medical device sector through

cutting-edge R&D. The aspheric diffractive multifocal intraocular lens has now been included in the National Centralized Procurement Program, increasing sales that accelerate domestic substitution to meet high-end consumer demands. In myopia management and control, the Company has been continuously refining and upgrading its proprietary technologies. Products like orthokeratology lenses, RGP lenses, and defocus glasses offer comprehensive myopia management solutions. In the consumer vision care sector, the Company and its subsidiaries have harnessed advantages to cutting - edge technological innovations in contact lens. They have bridged critical domestic gaps in high - end materials and advanced manufacturing processes. Moreover, the gradual increase in production capacity has reduced operational costs and become a new engine for growth.

The Company is exploring international channels by establishing a wholly-owned subsidiary in Hong Kong to advance toward becoming a globally influential ophthalmic enterprise. It is seeking long-term partnerships with renowned hospitals, key opinion leaders, and leading researchers across the world.

"To be a respected listed company" is a principle I have always emphasized. Over the past year, we have actively fulfilled our social responsibilities by donating intraocular lenses, viscoelastic, and surgical instruments for cataract surgeries in various



regions, including Henan, Qinghai, Gansu, Shandong, Xinjiang, and Tibet, bringing light and hope to those in need. We also participated in international aid projects, providing vision care to patients in countries such as Venezuela, Equatorial Guinea, Uzbekistan, Kyrgyzstan, Ethiopia, Zimbabwe, Tajikistan, Senegal, and Mauritania.

Additionally, we have made numerous donations to vulnerable groups and conducted ophthalmic education workshops for children, youth, and seniors, demonstrating our commitment to corporate responsibility.

Amid fierce market competition, Eyebright Medical has sustained resilient growth, underpinned by the enduring trust and strategic alignment of its shareholders. As we enter 2025, the Company reaffirms its commitment to long-term value creation through high-quality development, and continues to deepen our focus in the ophthalmic medical field. We aim to reach new heights in advanced medical technology, provide superior products for patients, and deliver strong performance for our investors. Let us work together to create a brighter future!

Eyebright Medical Technology (Beijing) Co., Ltd.

April 2025

Performance Highlight in 2024

Business Performance

Operating Revenue RMB 1,410.02 Million | Y-O-Y Growth 48.24% Net Income Attributable to Shareholders RMB 388,40 Million | Y-O-Y Growth 27,77% Net Income Excluding Non-recurring Items RMB 390.08 Million | Y-O-Y Growth 35.08% Total Assets RMB 3,496.97 Million Basic Earnings per Share RMB 2.05 Equity Attributable to Shareholders RMB 2,409.50 Million Weighted Average Return on Equity 17.32%

Innovation Empowerment

Research and Development Personnel 293 R&D Investment RMB 159 Million Patents Applied 41 Patents Granted 39 Total Patents Applied 417 Total Authorized and Valid Patents 256 Participation in Standard Formulation and Industry Report Compilation 9

Product Quality

External Audits Conducted 17 times National Supervision Pass Rate 100% Total Quality and Safety Training Sessions Held Nearly 50 times





Employee Development

Total Employees 2,294 | Y-O-Y Growth 10.61% Percentage of Female Employees 58% Percentage of Female Executives 50% Cash Paid to Employees RMB 338 Million | Y-O-Y Growth 64.78% Training Sessions Conducted 179 Total Training Duration 28,338 Hours Total Number of Participants in Training 4,595 Employees with Equity Incentives 78 Total Incentivized Shares 206,982 Shares

Governance Performace

- Total Board and Committee Meetings Held 15
 - Disclosed Regular Reports 4
 - Disclosed Temporary Announcements 61
- Two Consecutive Years of Information Disclosure Rating Grade A
 - Earning Calls Briefings Held 6
 - No Insider Trading
 - No Correction Announcements

Community ontributions and Social Recognition

Taxes Paid RMB 163.62 Million Hosted or Participated in Science Popularization and Charity Activities 15 Total Donations in Goods Nearly RMB 1.43 Million Total Honors Received Throughout the Year Over 40 Honors





Eyebright Medical Technology (Beijing) Co., Ltd. is a national high-tech enterprise and a national-level specialized and innovative "little giant" enterprise founded by Dr. Xie Jiangbing. The Group's headquarter is in the Zhongguancun Science Park in Beijing, with holding companies established in Shanghai, Suzhou, Chengdu, Lianyungang, Yantai, and Hong Kong. After ten years of high-quality innovative development, the Company was listed on the Sci-Tech Innovation Board of the Shanghai Stock Exchange in 2020, with the stock name "Eyebright Medical" and stock code: 688050.

The Company's balanced product portfolio spans three major areas of the ophthalmic field: cataract surgery, myopia management, as well as consumer vision care. Adhering to its five proprietary technology platforms, balanced product portfolio, the Company has established a competitive advantage and entry barriers in China, striding into a world-leading medical enterprise on behalf of China's "intelligent manufacturing" power.

Business Layout





- VERSER - Lagran - Reserve - Reserv



Surgical Treatment

The Company has developed and produced several domestic pioneering and market-leading intraocular lenses, including over 20 models such as aspheric, multifocal, extended depth of focus (EDOF), toric, pre-mounted spherical, and pre-mounted aspheric lenses.

With core technologies in intraocular lenses and complete independent intellectual property rights, Eyebright Medical is currently one of the few intraocular lens manufacturers in China that has successfully entered overseas markets.

The Company has launched China's first aspheric phakic intraocular lens products, the Loong Crystal TM PR, challenging the long-standing dominance of the ICL products in the Chinese and global markets.

Myopia Management

The Company is the second manufacturer in China to obtain a product registration certificate for orthokeratology lens, and is also the world's first producer of full-segment aspheric orthokeratology lenses.

The core product for myopia control is the orthokeratology lens, while other myopia management products include defocus glasses, daily wear rigid contact lenses, defocus soft lenses, and related care products.





Consumer Vision Care

Consumer vision care products include transparent contact lens, colored contact lens, prescription eyewear lens, and contact lens care products. Subsidiaries hold multiple registration certificates for contact lens, colored contact lens, and silicone hydrogel contact lens. Leveraging its research and development advantages, the Company is developing high-end contact lens that offer greater comfort, enhanced safety, and additional functionalities.

Company Culture



Vision



ILLUMINATE YOUR WORLD

Mission

Provide World-class Ophthalmic Technologies, **Products and Services**





Core Values

- Innovative and Enterprising
- **Openness and Harmonious** 0
- Honesty ο
- Sharing Success ο

Development Strategy

Eyebright Medical is dedicated to providing cutting-edge ophthalmic technologies, products, and services to ophthalmic patients and vision care consumers worldwide. The Company will continue to implement a dual-driven strategy of "Healthcare + Consumer" alongside international development, continually extending its product portfolio to provide comprehensive eye health solutions worldwide.

(Case)

(Case)

In 2024, the Proming Continuous Vision intraocular lens was included in the National Centralized Procurement Program, enabling nationwide adoption through public hospital networks, thereby meeting the high-end demands of domestic consumers and accelerating the process of domestic substitution.



turning profitable. The Company embraces new business models, we have established a strategic partnership with Meituan Medical Health and launched the first 24 - hour smart contact lens store in Beijing, setting a new benchmark for retail innovation in vision care.





Unlock the potential of existing products to solidify market leadership



Expand the consumer market and explore new channels



Strengthen the Company's leading position in R&D within the industry



Inject new momentum for growth through investments

Enhance overseas presence

In 2024, Tianyan Medicine and Fujian Unicon achieved substantial capacity ramp-up, with the contact lens business



(Case)

In 2024, Eyebright Medical established a regional base in the Hong Kong Science Park, marking a critical milestone in the Company's global expansion strategy. The Company also actively participated in international ophthalmic academic events such as APAO, ESCRS, and the Hong Kong Science Park International Registration Symposium.



Development History

2010–2014	2015–2019	2020-2025	
Early Technology Accumulation	Expanding Product Portfolio and Rapid Commercialization	Initiation of Public Market Listing	and Expansion of
2010	2016	2020	2023
Company Founded	 NMPA Approval Granted for our Toric IOL 2019 	• Listed on the Shanghai Stock Exchange's STAR Market	ControllinEstablished

2014

TYPAT

• Launch our first Proming Aspheric IOL (A1-UV), the First Domestically-Manufactured IOL with Independent Intellectual Property Rights

• iBright RGP Contact Lens has received NMPA approval

• Domestic Users are Covered by Over 2,000 Ophthalmology Hospitals

• Yantai Production facilities has operated

• Completing the acquisition of Tianyan

Soft Contact Lens Market

Medicine, the Company enter into the

2021

2022

- Proming Continuous Vision Received NMPA Approval





of Operations

- Iling interest in Fujian Unicon Optical Co., Ltd.
- Established Eyebright Hong Kong advance Internationalization Strategy

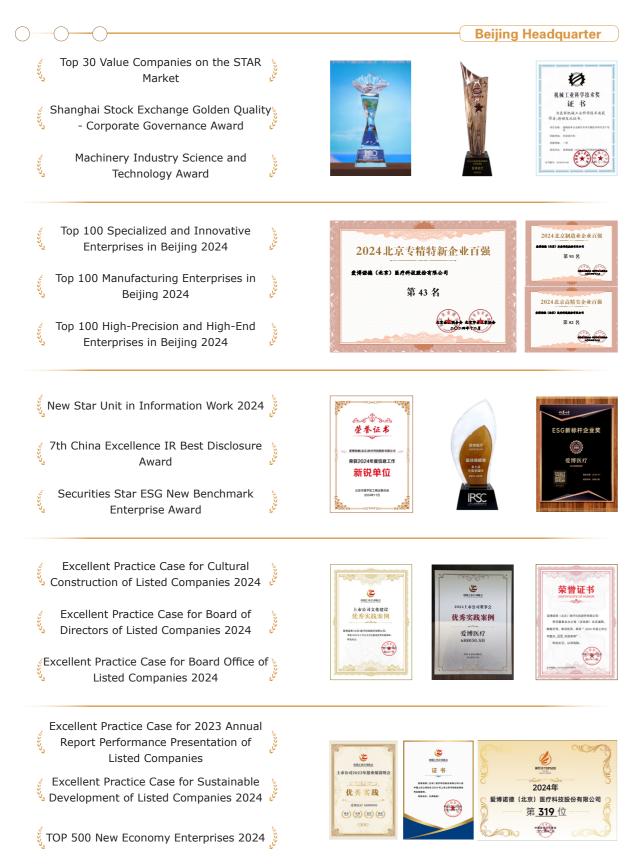
2024

- Beijing Medical Device R&D Center and Production Base Inaugurated
- Beijing Future Science City Marketing Center in Operation
- Strategic Cooperation with Meituan Medicine to Launch 24hour Smart Stores for Contact Lens

2025

- China's first aspheric phakic intraocular lens product, the Loong Crystal[™] PR Phakic Intraocular Lens has received NMPA Approval
- Established Eyebright Switzerland to deepen international market presence

Awards and Recognitions



Management Team	
★ Pioneer of the STAR Market	★ Capital Labor Med
📌 2024 Gold Medal CFO Award	🛧 Outstanding Secr



Holding Subsidiaries

Jiangsu Specialized and Innovative Small and Medium-sized Enterprises

Jiangsu Innovative Small and Medium-sized Enterprises

Jiangsu Suzhou Engineering Research Center

Fujian Province Specialized and Innovative Small and Medium-sized Enterprises

Fujian Province Innovative Small and Medium-sized Enterprises

Fifth Batch of Leading Industrial Teams in Fujian Province

Shandong Specialized and Innovative Small and Medium-sized Enterprises



edal

cretary of the Board Award at the 15th Tianma Awards



Jiangsu Provincial-level Intelligent Manufacturing Workshop

Jiangsu Star Cloud Enterprises

Excellent Management Award of the Jiangsu Province Lianyungang CityGanyu District Quality Award

Fujian Province Postdoctoral Innovation Practice Base

Third Prize for Excellent Innovative Products from Industrial Enterprises in Fuzhou, Fujian Province

Fujian Province "Gazelle" Innovative Enterprises in the Core Digital Economy Industry

Model Employee Home in Penglai District

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Sustainability Management

Stakeholder Communication

Expectations and Demands

Regulated Corporate

Disclosure

Governance Sustained

Value Creation Information

Product Safety and Quality

Diverse Offerings Privacy

and Information Security

Responsible Marketing

Stakeholders

Shareholders

Customers

Eyebright Medical continues to drive innovation to advance global ophthalmic health, while maintaining steadfast dedication to the harmonious integration of social responsibility and corporate growth. As a responsible Corporate Citizen, we tirelessly work to gradually fulfill our mission. By seizing the opportunities presented by the new era of transformation, we continuously focus on the environment, and social responsibility. We actively respond to the concerns and expectations of both internal and external stakeholders.

United Nations Sustainable Development Goals

1 ^{poverty} Ř¥ŘŘŘ	2 ZERO HUNGER	3 KOOD HEALTH AND WELL-BANK 	4 EDUCATION	5 ERIORA	6 CLEAN WATER AND SAMPLATION
7 AFFORDABLE AND CLEAN ENERGY	8 PEERT NORM AND ECONOMIC GRINTE	9 INUUSTRY DWOMADIN AND INFRASTRUCTURE	10 REDUCED INCOMALITES	11 SUSTADUALE CITES	12 RESPONSESSE CONSOLITION AND PRODUCTION
13 GLIMATE	14 UFE BELOW MATER	15 UTE AND 	16 FACE, USTITE AND STRAME PERTURBING	17 PARTNERSIMPS FOR THE GOALS	SUSTAINABLE DEVELOPMENT GOALS

<u>a</u> =∕	Employees	Basic Rights Protection Training and Promotion Compensation and Benefits Health and Safety Work-Life Balance
ଚ	Environmental	Environmental Protection Reduce Pollution Emissions Enhance Energy Efficiency
	Partners	Win-Win Cooperation Sustainable Supply Chain Contribute to Industry Development
	Government and Regulatory Authorities	Operate in accordance with the law Comply with business ethics

Operational Sustainability We continuously optimize the ESG Strategic Planning governance framework, identify and assess key risks, and develop measures to establish a standardized, transparent, and fair governance mechanism that ensures sustainable development We prioritize employee rights by fostering We firmly believe that research and innovation are crucial drivers of a diverse, inclusive, and equitable work environment. We will remain actively sustainable development. We are involved in social welfare activities, committed to ongoing investment in leveraging our expertise to contribute R&D to develop cutting-edge ophthalmic greater value to society. technologies and products. **Product Sustainability** Social Sustainability

ESG Management System

To enhance ESG management practices, Eyebright Medical has established a multi-tiered management system. The management team oversees strategic decisions, integrating ESG principles throughout all business processes. An ESG task force develops action plans to advance key environmental, social, and corporate governance initiatives. This structured approach ensures the seamless integration of ESG goals into our business practices, fostering effective implementation across the organization.

Materiality Assessment

The ESG report aims to comprehensively disclose key issues in the areas of environment, social responsibility, and corporate governance, thereby enabling stakeholders to accurately assess the Company's ESG performance. In 2024, Eyebright Medical conducted a comprehensive materiality assessment to identify priority ESG topics, integrating past practices, industry development trends, and international ESG standards.



Response Methods/Communication Channels

Enhance corporate governance and investor relations involves, and use online platforms to promptly address investor inquiries. Deliver consistent profitability and timely financial disclosures

Provide high-quality products and services. Implement robust information security measures to ensure the protection of customer privacy

Sign labor contracts and remits social insurance in compliance with local law. Maintain competitive salary levels, provide multidimensional trainings for employees. Maintain rigorous occupational health and safety standard

Establish mid- to long-term environmental management goals, implement energy-saving and emission-reduction initiatives, and promotes green office practices

Establish standardized procurement systems and enhances supply chain management, maintain a fair and orderly competitive environment. Build academic exchange platforms and conducts industry training, initiates industry-university-research cooperation projects

Fulfills tax obligations, enhance anti-bribery and anticorruption measures

Environmental

Eyebright Medical integrates the concept of green development into its corporate strategy and daily operations. By enhancing environmental awareness, efficiently utilizing resources, reducing waste, and implementing green operational practices, the Company actively assumes environmental responsibilities and promotes harmonious coexistence between humanity and nature.







Eyebright Medical strictly fulfills its environmental protection. The Company comprehensively strengthens its environmental risk management mechanisms, adopts ecofriendly measures, explores new energy infrastructure, and promotes green sustainable development. Its efforts aim to achieve a win-win situation in environmental protection.



Environmental Facility Inspections

During the Reporting Period

No incidents of environmental

to environmental issues

No media exposure incidents related

violations

operational and equivalent

Environmental Management System

Eyebright Medical prioritizes environmental protection as a core mission, adhering to the Environmental Protection Law of the People's Republic of China. The Company optimizes processes and upgrades facilities to implement stringent standards, significantly improving environmental governance. In March 2025, Eyebright Medical achieved ISO 14001 certification.

To further its commitment to green development, the Company established an Environmental Health and Safety (EHS) department. This initiative aligns with national goals for carbon peak and neutrality by 2030.



Environmental Monitoring Establish a comprehensive environmental incidents Develop and refine the "E Incidents" and other relation		
Environmental Monitoring Actively engage in environmental audits, and clean processor Establish a comprehensive environmental incidents Develop and refine the "Encidents" and other relation Clearly outlining emergency		Regularly perform envi pollutant emissions
Emergency Emergency Emergency Emergency Emergency Emergency Emergency Emergency Emergency Emergency Emergency Emergency Emergency Emergency		Actively engage in envi audits, and clean produ
Emergency Clearly outlining emergency		
Emergency Cloarly, outlining, omergency		
Emergency		Establish a comprehensive environmental incidents
Emergency Clearly outlining emerger		Develop and refine the "E
	U ,	Clearly outlining emergen
	-	



Environmental Risk Management

The Company strengthens its environmental risk management capabilities in accordance with regulations in China. It has established internal procedures for emergency management and hazard identification, implementing effective measures such as regular inspections, environmental monitoring, and emergency response to strengthen risk control and reduce the environmental impact of incidents.

A comprehensive annual environmental management objective system is supported by a robust governance structure where the board provides strategic oversight and the EHS department coordinates efforts cross-functional efforts. Regular drills for environmental emergencies have been conducted, enhancing the emergency response capabilities of responsible personnel from process management to incident handling.

Conduct regular inspections of environmental facilities to check operational and equipment wear status

Timely maintenance is carried out to ensure the safe and effective operation of all environmental facilities

environmental monitoring to effectively track

environmental impact assessments, supervisory roduction audits

nsive emergency management system for ts

e "Emergency Response Plan for Environmental elated documents

gency response processes and handling standards

Dellution Prevention

Eyebright Medical is rigorously adhere to the Environmental Protection Law of the People's Republic of China. Our pollution prevention strategies are embedded in all stages of research, production, and operations.By emphasizing proactive measures over remediation, we effectively reduce pollutant emissions through installing environmental protection equipment, process enhancements, and robust management practices, thereby minimizing our impact on the environment.

The Company complies with local environmental assessment requirements by engaging qualified third-party organizations to monitor pollution sources including wastewater, exhaust emissions, and noise in accordance with local environmental assessment requirements. During the Reporting Period, four monitoring tests were conducted and all results were within regulatory discharge limits.



Waste Water Management

No media exposure incidents related to environmental issues for the Company or its subsidiaries

During the Reporting Period

The Company complies with national and local standards by implementing effective emergency management measures for water pollution. Industrial and domestic wastewater generated during daily operations is processed through the Company's treatment systems and safely discharged into municipal sewer networks upon meeting relevant discharge standards.

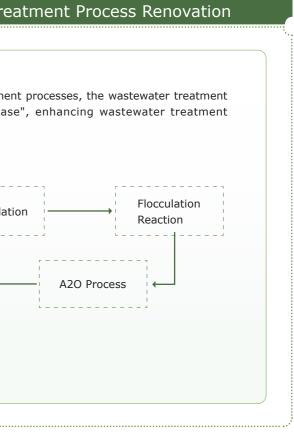
Case) Eyebright Yantai Wastewater Treatment Process Renovation Through the renovation of wastewater treatment processes, the wastewater treatment plant achieved a"one increase, one decrease", enhancing wastewater treatment capacity while reducing costs. Wastewater PH Regulation Collection Tank MBR Clean-Water Reservoir

Air Quality Management

Eyebright Medical prioritizes environmental responsibility by strictly adhering to the Air Pollution Prevention and other relevant regulations. The Company adopts a scientific and rigorous approach to air pollution prevention and emissions control.

The Company implements a variety of effective purification techniques, including activated carbon adsorption, vacuum cleaning, and high-efficiency grease purifiers. During the reporting period, the Company engaged professional agencies to conduct regular monitoring of emissions, and results from non-organized tests were confirmed compliance with standards.







Fume Hood System

The Company has equipped high-efficiency fume hood systems to enhance laboratory safety and maintained environmental quality. These systems promptly and effectively expel harmful substances generated during experiments, effectively controlling the spread of these substances at the source. This initiative safeguards the health and safety of laboratory personnel and ensures the stable operation of equipment and instruments.



Waste Management

The Company strictly complies with the Solid Waste Pollution Prevention and Control Law and the Medical Waste Management Regulations of the People's Republic of China. The Company has established relevant management systems encompassing the entire process of solid waste generation, collection, storage, transportation, utilization, and disposal, ensuring effective environmental pollution prevention and control.

The Company's solid waste includes general and hazardous waste. General solid waste consists of materials preparation waste, packaging waste, and household garbage, which are entrusted to qualified third-party organizations for transportation, recycling, and disposal. Hazardous waste primarily includes experimental waste liquids, used reagent bottles, and spent activated carbon. The Company implements strict controls on hazardous waste, storing it separately in designated collection devices based on its category and nature. Qualified third-

party organizations are engaged for the harmless treatment of hazardous waste to ensure proper disposal.

During the Reporting Period

The Company conducts regular training sessions for hazardous waste management that cover applicable laws, regulations, and management systems, ensuring effective management at every stage.

The Company headquarters generated 9.646 tons of recyclable waste

(Case)

Starting in 2024, the Company Skin brand "HiGenie" under the Company launched a " Empty Tube Recycling" program. This initiative encourages consumers to participate in sustainable consumption through the distribution of no-threshold coupons and the exchange of empty tubes for genuine products. Collected tubes will be sent to a third-party recycling facility for cleaning and shredding, where they are processed into recycled pellets for use in manufacturing processes.





Empty Tube Recycling Program

Noise Management

The Company strictly adheres to national and local standards, such as the Industrial Enterprise Boundary Environmental Noise Emission Standards, ensuring that boundary noise complies with environmental emission standards. This helps reduce and prevent noise pollution and its harmful effects on the environment and human health. Additionally, the Company thoughtfully designs the layout of its facilities and scientifically plans production processes to control noise generation and propagation at the source.

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Noise Reduction Measures

Fans, Air Compressors, and Similar Equipment

- Implement fundamental vibration damping measures to minimize noise during equipment operation
- Utilize specialized mufflers to further reduce the noise intensity of equipment emissions, ensuring quieter operation

Various Fluid Transfer Equipment

- Implement fundamental vibration damping measures to reduce vibrations during operation
- Install soundproof walls and doors to block noise transmission paths, effectively isolating sound from the surrounding environment

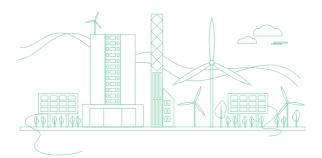
Production Equipment

- Install soundproof enclosures to contain the noise generated by equipment, preventing its spread
- Utilized advanced soundproofing materials and scientifically designed noise reduction processes on crystal freezing fixtures, achieving an overall noise reduction of approximately 10 decibels, which effectively improves the working environment for operators

Case) Acoustic Enclosure

The installation of an acoustic containment system has successfully reduced operational noise within the production process, significantly improving overall environmental conditions.





□□ ◎□ Resource Management

Eyebright Medical continuously strengthens its regular resource usage management, focusing on reducing, reusing, and recycling resource consumption at the detail level. The Company comprehensively improves resource utilization efficiency, fully leverages its innovative advantages, and promotes the implementation of resource recycling and green alternatives.

Water Resources Management

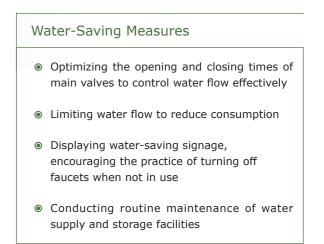
Eyebright Medical places a high emphasis on the impact of water resource consumption on the environment, and is committed to the protection, conservation, and rational use of water resources. The Company regularly monitors water usage, promptly analyzes any anomalies, and immediately formulates and implements targeted water-saving measures. In 2024, the Company was selected into the Beijing Water-Saving Enterprise Directory.

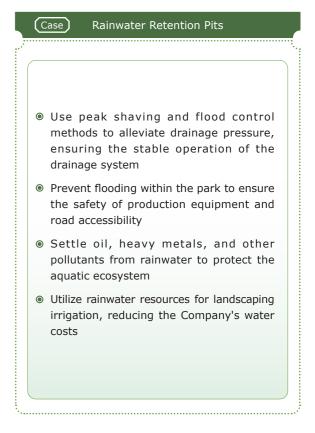
Se Comprehensive Upgrade

Implement advanced membrane separation technology and intelligent control systems to precisely adjust operational parameters, effectively minimizing water resource waste









Energy Management

The Company actively promotes the systematic construction of its energy management system and has established regulations such as the "Electricity and Energy Conservation Management Guidelines" to drive diverse energy-saving initiatives and continually explores opportunities for energy reduction. The Company effectively reduces energy usage, enhances energy efficiency, and fosters a sustainable production and operational model focused on energy conservation and efficiency enhancement. In February 2025, the Company achieved ISO 50001 energy management system certification.



Energy-Saving Measures

- The purification HVAC system in the production area utilizes variable frequency technology to optimize energy efficiency through intelligent cycling control of indoor/outdoor units.
- Outdoor lighting systems use programmable timer switches to deactivate at predetermined intervals, while indoor switches integrate visual/auditory shutdown alerts. Centralized monitoring teams conduct inspections before leaving to ensure all lights are turned off, reducing unnecessary energy consumption.
- The lighting system in the underground parking area has been upgraded to save energy by turning off non-essential lighting fixtures, ensuring necessary illumination while maximizing energy savings. This initiative is expected to save nearly 10,000 kWh annually.
- Certain production areas have installed photovoltaic systems to harness solar energy, a clean energy source, reducing reliance on non-renewable energy.
- The Company explores technological upgrades for energy conservation and emission reduction, including waste heat recovery for air compressors. This captures and reuses heat from cooling water, enhancing waste heat utilization and improving overall energy efficiency.



Green Production

During production processes, Eyebright Medical adopts advanced environmentally friendly technologies and equipment to effectively reduce energy consumption and waste emissions. The Company continuously optimizes production workflows to enhance resource efficiency, minimize waste generation, ensuring full compliance with environmental standards.



The production line was upgraded from manual to semi-automated packaging, and vision inspection system was introduced to improve error detection accuracy and efficiency.

Automated Data Recording



Data is automatically recorded in testing for quick query and analysis. saving paper resources and improves testing efficiency by 50%.

Scanning and Inventory System



Products quickly generate a UDI that includes key attributes and traceability data, streamlining inventory operations for better management.

Kanban Management



A Kanban management system allows to monitor real-time progress and adjust task priorities .



Case Smart Factory

Tianyan Medicine — a subsidiary of Eyebright Medical, leverages new industrialization as a driving force to continuously enhance the intelligence of smart factories, smart workshops, and automated production lines. This commitment has earned it the "Smart Manufacturing Workshop"honor from Jiangsu Province for its "Intelligent Transformation and Digital Networking" ,as well as the "Excellence in Quality Management Award" from Ganyu District.

江苏省工业和信息化厅 江苏省财政厅^{文件}

苏工信信发〔2024〕317号

省工业和信息化厅 省财政厅 关于印发 2024 年江苏省制造业"智改数转 网联"企业名单的通知

2024 年江苏省智能制造车间

企业名称

江苏天眼医药科技股份有限公司

Green Office Practices

The Company actively promotes green office practices and eco-friendly commuting by implementing digital and paperless operations, effectively reducing resource waste and energy consumption. It enhances energy-saving and environmental awareness in office areas, fostering a participatory and collaborative atmosphere. Through these practices, the Company demonstrates its commitment to low-carbon and environmentally friendly principles in daily operations.





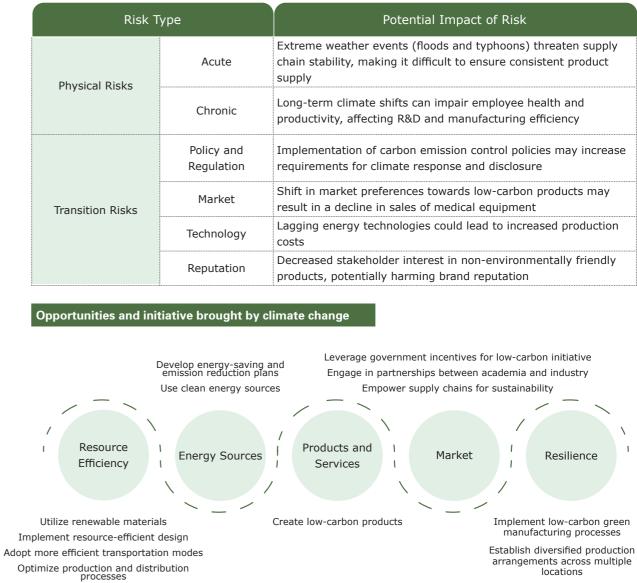
Office Supplies Management Initiatives	 Implementing a paperless approach by using electronic media for drafting, editing, circulating, and approving documents Establishing a system for planning and controlling printed materials, requiring advance applications and approvals to prevent waste Practicing responsible procurement of office supplies, promoting reuse, and conserving office materials
Electricity Conservation Management Initiatives	 Promoting the use of energy-saving light fixtures and encouraging employees to switch off indoor lighting when not needed, especially after hours or during extended absences Ensuring that computers, printers, and other office devices enter energy-saving mode during intermittent use, and turning them off and unplugging when not in use Adjusting air conditioning temperatures to avoid excessively high or low settings, thereby reducing overall energy consumption
New Energy Vehicle Initiatives	 Converting Company shuttles and official vehicles to new energy models. Encouraging employees to use public transport by providing support through transit cards, collectively fostering low-carbon commuting practices

Climate Action

Addressing climate change has become a global trend. Eyebright Medical is committed to sustainable development principles. The Company continuously monitors climate change trends and prioritizes climate action within its growth strategy. Actively identifying and systematically evaluating climate-related risks and opportunities, we formulated tailored strategies to mitigate risks to business continuity and stability.

Climate Risks

Risk T	уре	
Physical Risks	Acute	Extreme weal chain stability supply
	Chronic	Long-term cli productivity, a
	Policy and Regulation	Implementati requirements
Transition Risks	Market	Shift in marke result in a dee
	Technology	Lagging energ
	Reputation	Decreased sta products, pot



The Company actively embraces the concept of low-carbon living, advocating for green production and office practices. It conducts extensive training on energy conservation and low-carbon initiatives, continuously enhancing employees' awareness of the importance of climate change. We encourage everyone to take practical actions, collectively contributing to environmental protection.



Social

Eyebright Medical actively fulfills its corporate social responsibility, emphasizing scientific research, innovation, and academic exchanges while ensuring the highest product quality. The Company prioritizes employee growth through providing robust career development platforms, engages in social welfare activities, and leverages its resources to contribute to public health improvement.



Eyebright Medical views innovation as the cornerstone of high-quality development. In the ophthalmic field, we strategically advance research initiatives, strengthen our R&D team, and foster a comprehensive industryacademia-research platform. We continuously build our cutting-edge technological capabilities and research excellence while establishing a robust support system to safeguard our scientific innovations.

Scientific Research Framework

Eyebright Medical refines its R&D management system through optimizing R&D regulations and strengthening innovation capabilities. A project leader system ensures end-to-end oversight of product development-from market research to postmarket feedback, enhancing researcher expertise, coordination efficiency, and product development success rates.

To enhance project R&D efficiency and quality, the Company focuses on building a high-quality R&D team. We implement a regular training program that covers covering advanced technical knowledge, standardized procedures, and regulatory compliance, which boosts the technical innovation and operational standards of our R&D personnel, ensuring effective project execution and quality control.



Technological innovation is critical to maintaining the Company's core competitiveness. Eyebright Medical focuses on cutting-edge technology, consistently investing a significant portion of resources into R&D to enhance innovation and efficiency, supporting the achievement of the Company's strategic goals.

Recently Introduced Products



High-quality visual performance





★ "Intelligence -Driven Innovation: Advancing Together in R&D" 2024 Annual Eyebright Medical R&D Work Conference



"Innovation Sets Sail: Collaborating for Success" Patent Training Session





R&D Investment Over the Past Three Years as of Dec 31, 2024

CUSTOMIZED

10 models for precise matching Personalized options available

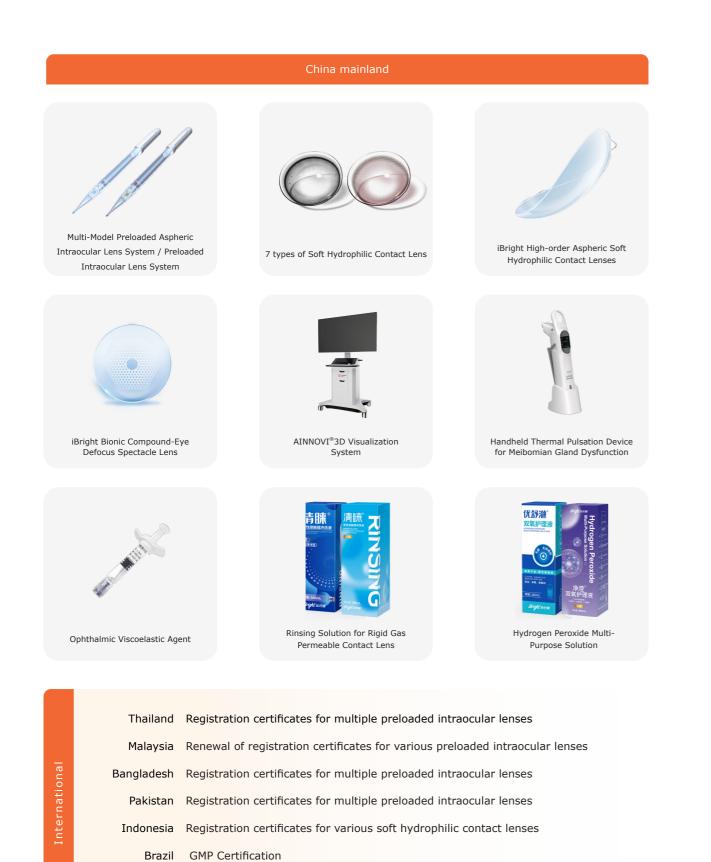




STABLE

Stable arch height with excellent support

Long-term intraocular stability



Hong Kong Inclusion in the Hospital Authority's List of Licensed Suppliers

Intellectual Property Protection

Eyebright Medical rigorously implements China's innovation-driven development and intellectual property power strategies by adhering to the Patent Law of the People's Republic of China and Copyright Law of the PRC. The Company has established a robust copyright management system through institutionalizing policy documents such as the Intellectual Property Management Manual, Patent Administration Protocols, Trademark Registration Governance Procedures, and Copyright Compliance Guidelines. It conducts systematic patent evaluation, disclosure, and commercialization initiatives to enhance technology transfer efficiency, thereby elevating its management capabilities to global standards in alignment with national innovation priorities.



Experimental Ethics

The Company strictly follows welfare and ethical review requirements for animal experiments. Pre-experiment assessments evaluate necessity, scientific value, and potential harm.We prohibit any meaningless abuse or unnecessary killing of animals, halting experiments that lack scientific significance or are non-essential.

"3Rs" principle of Reduce, Replace, and Refine guilds the implementation of animal experiments. We carefully plan and design experiments to minimize the use of animals, actively seek alternative methods to reduce dependency, and continuously optimize procedures for more humane practices, minimizing animal suffering.

We ensure that experimental animals enjoy basic rights and respect their ability to express emotions. Our commitment to treating animals with kindness and respecting their lives is integral to our entire animal experimentation process.





39 Patents Granted 256 Total Patents Authorized and Valid

Collaborative Industry Advancement

Eyebright Medical fosters domestic and international academic exchanges, creating a global platform that integrates medical research with clinical practice. We participate in the Formulation of Sector Standards, collaborate with universities to train ophthalmic talent, and strengthen the link between research and education, contributing to innovation in ophthalmic healthcare.

Academic Exchange



Eyebright Medical considers communication and collaboration essential for innovation. We actively engage in domestic and international academic exchanges, organizing forums and seminars to connect with ophthalmic experts and address key challenges in the field.

In 2024, Eyebright Medical participated in major national conferences, including the National Ophthalmology and Cataract Conferences, and international events such as APAO and ESCRS. We also actively joined multiple provincial and municipal academic conferences across China. Our innovative technologies garnered global recognition at various regional meetings.



During the Reporting Period, Conference Highlights











Uiewing Time



iBright Defocus Lens Data A Release Event

Experts engaged in multidimensional discussions on myopia prevention, frame glasses, and the real-world data of iBright lenses, praising Eyebright Medical's comprehensive approach to precise myopia management.





High-Order Aspheric Clinical Sharing and Soft Lens Release

Focusing on Orthokeratology lens, and encompassing defocus RGP, rigid lens care systems, defocus glasses and defocus soft lenses, we invited regional KOLs and young optometrists to share clinical experiences, enhancing the market influence of iBright and promoting our entire optical product line while providing a learning platform for practitioners to elevate industry standards.





▲ Elite Optical Fitting Studio

Combining in-person and online formats, clinical experts provided fitting demonstrations, discussing product features, fitting techniques, and patient assessments, while addressing questions to keep optometrists informed about new technologies and products.



Accurate Refraction and Vision Improvement

A seminar brought together experts from industry, clinical, and research sectors to focus on clinical topics and global advancements in ophthalmology. This enhanced the visibility of the iBright brand, established its premium image, and cultivated a high-end user base, expanding market share.



SHOW Your Sherlock Eye

Now in its fourth year, the event evolved into "SHOW Your Sherlock Eye - A Journey into Orthokeratology," gaining significant attention from industry experts and optometrists, becoming a highly impactful academic activity.

Effective Prevention and Comfortable Balance

In a session combining theory and clinical practice, many online physicians learned personalized strategies for myopia prevention and the precise fitting techniques of iBright lenses, enhancing their clinical skills.

Multifocal Intraocular Lens Training Camp

Continuously streamed online, this camp helps physicians comprehensively learn about multifocal lens, covering everything from optical theory to surgical planning and clinical practice. The content is structured in a progressive manner starting from foundational concepts, advancing through procedural planning, and culminating in real-world clinical applications—to support physicians' professional advancement.

Standard Establishment

We believe high-quality corporate standards are the foundation for safeguarding innovation, technical strength, production capacity, and social responsibility. They also serve as a bridge for communication and trust between the Company and customers, partners, industry organizations, and the public, and as a key tool to enhance corporate competitiveness. Eyebright Medical has been actively engaging in and advancing the standardization of ophthalmic medical devices to promote quality development of the eye health industry.

During the Reporting Period, the Company participated in revising standards, and contributed to industry reports

Standard/Report Name	Participation
GB 11417.2-20XX Ophthalmic Optics - Contact Lens, Part 2: Rigid Contact Lens	In revision and validation
GB 11417.2-20XX Ophthalmic Optics - Contact Lens, Part 3: Soft Contact Lens	In revision and validation
YY T0942-20XX Ophthalmic Optical Intraocular Lens Implant Systems	In revision and validation
Post-Market Surveillance for Medical Device Manufacturers	In revision and validation
Orthokeratology Lens Fitting Guidelines	Participation in Drafting
Soft Contact Lens Fitting Service Standards	Participation in Drafting
Application Guidelines for Myopia Control Related Frame Glasses	Participation in Drafting
Southern Institute of the National Medical Products Administration: "Report on High-Quality Development of the Chinese Ophthalmic Medical Device Industry"	Participation in Drafting
National Vocational Education: Textbook on Optical Technology for Contact Lens Fitting (Third Edition)	Participation in Drafting

School-Enterprise Cooperation

iBright Spark Program

Eyebright Medical's "iBright Spark Program" strengthens R&D and talent development through universityindustry partnerships. By adopting innovative models like resource sharing, joint training, and curriculum cocreation, the program jointly builds practical training bases and integrated education-industry platforms with universities. This initiative delivers market-aligned professionals with practical competencies to the ophthalmic optics sector, providing robust talent support for the industry's sustainable prosperity and development.



During the Reporting Period
Established partnerships with universities 5
Donated: over RMB 1.2 million in materials
Benefited: more than 1,400 students









b	Collaborated with a total of 15 universities
2	Extended reach to 12 provinces and municipalities
Ð	Donated over RMB 4.5 million in materials
5	Provided 500 hours of training
3	Empowered over 2,500 students
Z	Benefited more than 10,000 vision care professionals

Training and Talent Cultivation

Three Major Training Bases

Eyebright Medical collaborates with renowned ophthalmic hospitals and industry associations to establish three training bases in China Eye Valley, Tianjin Eye Hospital Optometry Center, and its Beijing headquarter. These centers offer multi-dimensional and tiered learning platforms designed for optometry professionals at different stages. The training program covered cutting-edge theoretical knowledge in standardized fitting protocols and myopia prevention and control, significantly enhancing the expertise and practical skills of grassroots optometry practitioners in the field of refractive error management.

Opened in 2021, the training program have trained over 550 professionals from more than 370 hospitals and vision centers across 30 provinces. This systematic approach has enhanced participants' skills and competencies, supporting talent development in the eye care industry.



During the Reporting Period



A calculated total 118 Ш. hours training time

Engaged over 200 participants









Eyebright Medical Beijing headquarter



IBRIGHT ELITE Youth Paper Award

Founded in 2021, the IBRIGHT ELITE Youth Paper Award, in collaboration with the International Conference on Visual Health Innovation, encourages young ophthalmologists, vision care practitioners, and students to explore the fields of ophthalmology and visual health. It promotes academic exchange and innovation, fostering the growth of future leaders in the eye care industry.









Accessibility of Medical Services



Eyebright Medical is committed to creating value by providing high-quality, convenient eye health services. We leverage technology, including artificial intelligence, to improve the quality and accessibility of ophthalmic care, ensuring that grassroots communities enjoy fair, fast and convenient eye health services.

Case Pioneering 24-Hour Smart Contact Lens Store in China

In 2024, we partnered with Meituan Health to launch China's first 24-hour smart contact lens store—Meiyue Tong TOPPOP Smart Store-in Beijing. Citizens can place orders anytime via the Meituan platform. Once an order is received, a humanoid AI robot automatically sorts and retrieves the product, prints an electronic receipt, seals the items, and deposits them into a self-service pickup cabinet. A delivery rider then collects the package using a pickup code. The 24 - hour smart store not only provides citizens with faster, more precise 'zero - distance' purchasing experiences for contact lenses, but also significantly enhances store productivity and operational efficiency.



Product Responsibility

Eyebright Medical regards product quality as the lifeline to its operations. We uphold strict safety standards, build a sustainable supply chain, and optimize customer service to ensure every step-from raw material procurement to delivery-meets the highest industry standards.

Quality Management

Eyebright Medical strengthens its quality and safety management systems through robust organizational structures, policy development, regulations, and training, thereby ensuring effective operation that safeguards patient health.

Quality Management System







Using the ISO 9001 framework, we comply with regulations such as GB/T42061 and ISO 13485, integrating quality risk management into our processes, and comprehensively ensuring the robust operation of the Company's quality management system.

During the Reporting Period

17 successful external inspections all passed on the first attempt

NO major product quality incidents have been reported

The Company has successfully undergone four national product inspections in 2017, 2020, 2022, and 2024, with all results confirming that our products meet technical requirements, demonstrating the effectiveness of our quality management system.





Our testing center has received laboratory accreditation from the China National Accreditation Service for Conformity Assessment (CNAS), making it the first enterprisebased lab in China for intraocular lens testing. The center is equipped with advanced testing equipment, continuously ensuring the quality and safety of our products.



Quality Safety Management and Control

The Company has established a "Risk Management Control Procedure" to identify, analyze, evaluate, and control risks related to product safety. These risks are regularly reassessed and improved, standardizing and monitoring all aspects of product development, production, facility management, and material management to ensure stable and reliable product quality.

Non-Conforming Product Control Procedure	
Adverse Event Control Team	
Informed Service System	
Product Recall Control Procedure	

Quality and Safety Training

We prioritize the enhancement of quality awareness across all employees and quality competency among professionals. The Company organizes diverse training sessions tailored to job roles, covering topics such as quality knowledge, specialized skills, procedures, relevant laws, industry standards, and professional ethics. Through comprehensive training, all personnel shall thoroughly comprehend the criticality of quality and safety, acquire essential knowledge and skills, and effectively implement all quality safety regulations, thereby establishing a robust foundation for the Company's sustainable development and quality enhancement.

Customer Service

Service capability and quality are key strengths for Eyebright Medical, reflecting our brand image. We prioritize customer needs through responsible marketing and a comprehensive service system. We continuously refine service process management and proactively gather customer feedback to deliver superior user experiences.



We have established a standardized survey mechanism, and conduct customer satisfaction surveys every six months. Through thorough data collection and analysis, potential issues in products and services are proactively identified. Targeted improvement measures are implemented to continuously enhance product quality and optimize service experience, ensuring timely identification and resolution of potential problems to deliver superior services to clients.





During the Reporting Period

the Company conducted nearly 50 quality and safety training sessions.

Average S	Satisfaction Score Exceeds 9.8/10
In 2024	, the Company surveyed our
5	nd partnered hospitals service and
•	satisfaction, covering usability,
	ness, and delivery processes. showed that the average
	on score exceeded 9.8, indicating
high satis	faction with our products.

NO Major Customer Complaints Occurred

Sustainable Supply Chain

Supplier Management

As a responsible STAR Market-listed company, Eyebright Medical sees supplier management as an extension of our corporate values. We follow three key principles: selecting high-quality suppliers aligned with our culture, building long-term partnerships for sustainability, and integrating corporate social responsibility and environmental protection into our supply chain. This approach ensures exceptional product quality and promotes a healthier, more sustainable medical ecosystem.



ເທິງ Employee Development

Eyebright Medical values employees, fostering a culture centered on innovation, openness, integrity, and shared success. We respect each individual and aim to create a diverse and inclusive workplace. By providing a platform for talent expression, we inspire creativity and work together to achieve personal and company goals.

Employees Rights and Interests

Compliance in Hiring

Eyebright Medical upholds equality and inclusiveness in hiring, strictly following the Labor Law of the PRC. We have implemented systems like the "Personnel Recruitment Management System" and the "Retired Reemployment Management System" to ensure a fair hiring process and protect the rights of employees and applicants.

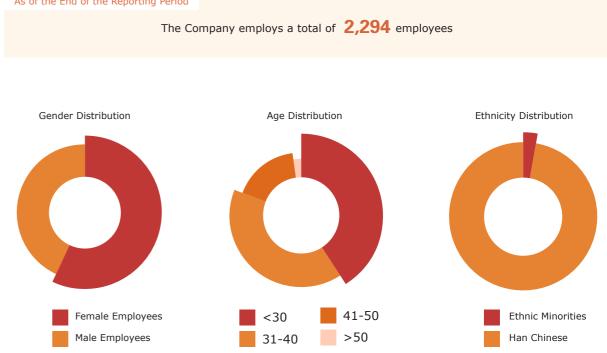
As of the End of the Reporting Period





During the Reporting Period

NO Returns Due to Incoming Inspection Issues have been Reported





Equal Workplace

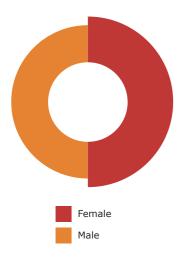
The Company promotes fairness and justice in recruitment, training, and promotion, treating all employees equally regardless of region, ethnicity, age, gender, religion, or culture. We prioritize the rights of female employees by adhering to relevant laws and providing equal opportunities and professional growth.

Eyebright Medical places high priority on protecting the rights and interests of female employees, strictly complying with the Constitution of the PRC, the Law on the Protection of Women's Rights and Interests, and the Special Regulations on the Labor Protection of Female Employees. We provide female employees with fair and equitable career opportunities and ample professional development space. The Company fosters a supportive professional environment for women through its corporate culture and management framework.

We also respond to government initiatives by providing job opportunities and benefits for people with disabilities, fulfilling our social responsibility. In 2024, we offered positions to 12 disabled individuals at our headquarters.

During the Reporting Period

50% of the senior executive team consists of female members





Cultivation and Development

Compensation Incentives

Eyebright Medical regards employees' work enthusiasm and innovative capabilities as the driving force for the Company's sustainable high-quality development. We have developed a comprehensive compensation system that aligns with marketbased standards, offering incentives like salaries, performance bonuses, and equity options to boost motivation and loyalty.

In 2024, we strictly adhered to relevant laws and board resolutions to implement stock incentives for qualified employees under the "2021 Restricted Stock Incentive Plan," allowing employees to share in the Company's success and stimulating core talent's motivation and innovation, and encouraging their long-term commitment to the Company's development.

During the Reporting Period

Granted **206,982** incentive shares to 78 employees





Promotion Mechanism

Eyebright Medical views employees as key contributors to the Company's success. We employ both internal selection and external recruitment to meet business needs while providing career development opportunities for our staff, optimizing human resource allocation.

We champions a high-performance-oriented corporate culture that prioritizes efficiency while ensuring fairness. Our performance management system is aligned with business goals and cascades down to departments and individual employees, linking company performance closely with personal achievements.



In 2024, the Company conducted a talent review to create personalized career development plans for core employees, establishing clear promotion paths.

Talent Development

Eyebright Medical considers employees our most valuable asset, prioritizing their skill enhancement and career development as key components of our HR strategy. We optimize training processes to align with strategic goals and business needs, creating a comprehensive system that includes leadership, business empowerment, onboarding, and internal knowledge sharing. This investment strengthens our workforce and helps maintain our competitive edge in a dynamic market.







Peking University Economic Management Training Program

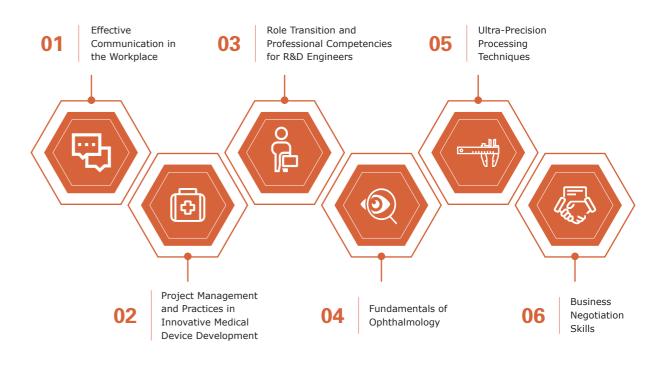
In 2024, Eyebright Medical launched the "Peking University Economic Management Training Program", bringing middle and senior-level executives and partners to learn about international trends, cutting-edge research, and advanced management practices. This initiative broadens their perspectives, helping them understand industry challenges and opportunities to develop forwardlooking strategies and high-performance teams, enhancing market competitiveness and digital growth.

Internal Knowledge Sharing

The Company emphasizes the importance of knowledge management and experience sharing by inviting experts and key professionals to conduct thematic sharing sessions across diverse domains. These initiatives not only facilitate the effective circulation and accumulation of institutional knowledge but also stimulate employees' innovative thinking and learning capabilities through systematic intellectual asset transfer.



During the Reporting Period Held 6 Internal Knowledge Sharing Sessions, Reaching Nearly 500 Participants





Business Empowerment Training

Eyebright Medical has established a tiered business enablement framework, and conducted Lean Production Quality Management Training to enhance decision-making.



New Employee Training

The Company places great importance on onboarding new employees, establishing systematic training frameworks to accelerate their integration into the workplace. In 2024, we updated the "Onboarding Plan" and "Knowledge Program" to help new hires better understand company culture and regulations, deepening their recognition of our values and enhancing team belonging.



General Skills Training

We emphasize the enhancement of general skills across all employees. Based on talent assessments, we carefully select external online training resources and provide learning opportunities through online platforms for both headquarters and subsidiaries. We also establish "learning groups" to encourage employees to share personal insights, helping them improve skills and broaden their perspectives.



During the Reporting Period, Training Overview

Welfare and Care

Employee Benefits

The Company prioritizes employee health management by adhering to legal requirements and offering additional benefits such as supplementary medical insurance, health check-ups, annual leave, holiday gifts, and Beijing Household Registration Quotas. These diverse welfare measures enhance employee development, wellbeing, and overall sense of belonging.



Democratic Communication

The Company listens to employee voices, prioritizes fostering an open communication culture. We utilize various channels to understand employee needs for timely responses. Continuous process optimization and work environment improvements enhance employee satisfaction and foster a positive corporate culture.







- Supplementary Medical Insurance
- Annual Health Check-Ups
- Specific Disease Screening for Female Employees
- Employee Assistance Program (EAP)
- Holiday Gifts and Special Bonuses
- Free Shuttle Bus, Nursing Rooms, and Gym Facilities

Work-Life Balance

The Company prioritizes work-life balance by creating an employee-centered support system that addresses diverse needs.



To meet diverse needs

We have established nursing rooms for breastfeeding mothers, built basketball courts and gyms for fitness enthusiasts, and provided shuttle services covering major residential areas and transport hubs to ease commuting.





The Company embraces a "people-oriented" management philosophy, fostering a vibrant workplace through diverse activities that promote work-life balance. We enhance cultural identity and team cohesion through meaningful rituals, nurturing a caring and growth-oriented environment where employees find happiness and grow with the Company.















Eyebright Medical World Book Day Initiative



2024 Team-Building Trip



Eyebright Medical Sports Day



Fourth Employee Photography Contest

Occupational Health and Safety

Occupational Health

Eyebright Medical prioritizes employee health by upholding the highest safety standards. We comply with relevant laws, including the Safety Production Law, Occupational Disease Prevention Law, and more. We continuously invest in safety management to provide a secure work environment. In March 2025, we achieved ISO 45001 Occupational Health and Safety Management System certification.



During the Reporting Period

NO Serious Workplace Accidents occurred

Safety Production

The Company adheres to the principle of Safety First, Prevention as Priority, and Holistic Governance to strengthen safety responsibilities and enhance overall performance, effectively reducing workplace accidents and occupational diseases. We have achieved Level 3 Certification in safety production standardization.



Emergency Management

To standardize emergency responses, the Company has developed an "Emergency Response Plan for Production Safety Incidents" for production safety incidents, including comprehensive and specialized plans. We maintain emergency supplies and conduct regular drills in fire, chemical, and biological safety to enhance our response capabilities and minimize risks.







We prioritize safety education by regularly providing training on safety production, fire safety, and emergency escape to improve employee awareness and skills.



Serve the Society

Eyebright Medical views serving the community as a fundamental responsibility. Committed to advancing global eye health, the Company provides cutting-edge ophthalmic technologies and actively supports social initiatives. This includes medical aid to several countries, assistance for cataract patients, help for vulnerable groups, and myopia prevention awareness among children. These efforts showcase the Company's dedication to social responsibility.

International Aid Initiatives

In 2024, in collaboration with Chinese medical teams, we helped ophthalmic patients in countries like Venezuela, Equatorial Guinea, and Ethiopia restore clear vision. This initiative significantly contributes to global health efforts.





Medical Donation

Eyebright Medical actively supports the "Healthy China", leveraging its strengths to provide grassroots medical aid.

In 2024, we donated surgical supplies, including intraocular lenses, viscoelastic, and reading glasses, to regions like Xichuan, Xixia, Neixiang in Henan, Gande in Qinghai, and other areas. These efforts delivered sight to underprivileged patients.











Public Welfare and Charity

During the Reporting Period

Eyebright Accompanies Your Growth series

Eyebright Medical, in collaboration with the China Charity Federation, Weihai City Civil Affairs Bureau, and Weihai City Charity Federation, organized the "Eyebright Accompanies Your Growth" in Weihai, Shandong. We donated backpacks, stationery, and sports equipment to underprivileged children, bringing them holiday gifts and warm wishes on Children's Day.



中华慈善总4 12.4年05月11







Eyebright Medical launched the "Eyebright Accompanies Your Growth-Warm Mid-Autumn Festival" charity event to support children with special needs. We delivered festive greetings to kids at the Beijing Huicongshu Rehabilitation Education Research Institute, where leaders expressed heartfelt gratitude for our ongoing support.





Eyebright Medical conducted a heartwarming New Year care initiative at two specialized institutions in Beijing. The Company provided daily necessities and educational supplies to the children, demonstrating its commitment to corporate social responsibility through tangible actions.

New Year Warmth Campaign









中共北京市房山区大安山乡委员会

感谢信

愛博婆德(北京) 医疗科技股份有限公司: 去岁同风雨,今朝共新春,催此甲辰龙年到来之际,中共迎 京市房山区大安山乡党委、大安山乡人民政府向贵单位景以最诚

告的问候! 去年夏天, "23·?"特大暴雨突袭大安山乡,抢险救灾的 五十五八, 一, 田八年四天张八公田>>, 四四版八公司 第念天长, 愈们无根逆就, 巴斯地域, 实际优发重整的关键时刻, 泡们无私支援, 银为奉献, 坚定了大安山多人民重整家面的勇巧, 和信心, 充分却签了"一方有难, 八方支援"的大爱情杯,这份 汇和句的无疆大爱,大安山乡人民永志不忘,在此,代表大安山 f 父亲乡亲,向您们致以最崇高的敬意和最衷心的感谢

Eyebright Medical, in collaboration with the Beijing **Overseas Chinese Charity** Foundation and other related organizations, launched the "Overseas Chinese Care for Fangshan-New Year Warmth" campaign. We provided care packages to over 200 families in the Da'anshan Township of Fangshan District, spreading warmth in the New Year.

During the Double Ninth Festival, Eyebright Medical partnered with the Beijing Overseas Chinese Service Center to host the "Warm Double Ninth, Beautiful Life" service event. We distributed "Warm Double Ninth" care packages to elderly members of the overseas Chinese community, conveying holiday greetings and enhancing their sense of wellbeing and happiness.

The Shanghai Charity Foundation launched the charity project, featuring the inaugural "Health Science Outreach to Communities: Zero Distance Service for Seniors." Over 100 medical experts served elderly residents across 7 districts and nearly 20 neighborhoods, promoting health care knowledge. Eyebright Medical has made significant contributions.

Scientific Popularization

During the Reporting Period

Eyebright Accompanies Your Growth series



Eyebright Medical visited Nanshao Middle School in Changping District, Beijing, for the "Eyebright Accompanies Your Growth" event. We educated students and teachers on eye health and myopia prevention through lectures and outdoor activities, encouraging active participation in eye care and enhancing knowledge to protect their vision.



Eyebright Medical, in collaboration with the Beijing Drug Administration's Fourth Branch, hosted the "Eyebright Accompanies Your Growth-First Lesson of School: Together for Eye Health" science open day at our headquarters. The event attracted many children, teens, and parents. Through engaging activities, we promoted eye health awareness and helped kids develop good eye care habits for the new school year. Staff from the Drug Administration shared knowledge on medical devices, guiding attendees on safe and healthy usage.







Eyebright Medical launched the theme event "Eyebright Accompanies Your Growth-Exploring the Wonders of Vision and Illuminating the Window to the Soul." High school students from Beijing's Changping District visited our headquarters to explore the fascinating world of ophthalmic medicine. They experienced firsthand how technology safeguards human visual health.

Eye Care Day Series of Science Activities

Eyebright Medical and its subsidiary collaborated with local hospitals to host Eye Care Day activities in Beijing and Yantai, Shandong.

In Beijing, we partnered with ophthalmology experts from the Changping District Hospital to educate residents on eye health and conducted vision and cataract screenings for middle-aged and elderly individuals, providing tailored treatment advice and health guidance based on their results.

Eyebright Yantai collaborated with the Penglai District Disabled Persons' Federation and local ophthalmologists to host Eye Care Day activities. We conducted eye health lectures and disease screenings in the community, providing residents with convenient and comprehensive health services right at their doorstep.

Beijing Cultural, Science, and Health Outreach Demonstration Event

Eyebright Medical participated in the Cultural, Science, and Health Outreach Event at Xingshou School in Changping District. We showcased our innovative technologies in surgical treatment, myopia prevention, and vision care, allowing local residents to experience advanced ophthalmic technology firsthand.

Youth Talent Career Experience Day

During the "Penglai Students Explore Hometown" event, over 30 Penglai students visited Eyebright (Yantai). Through immersive visits, students gained in-depth insights into their hometown's cutting-edge advancements, and acknowledging the rapid and transformative progress shaping their hometown. Committed to returning for employment and entrepreneurship, the students aim to contribute their skills to the modernization of the new port city.











Governance

Eyebright Medical strictly complies with relevant laws, regulations, and normative guidelines in its corporate governance. The Company continuously improves its corporate structure, and standardizes internal controls and risk management systems, protects rights and interests of shareholders and investors, upholds business ethics, prioritizes information security and privacy, and safeguards the Company's high-quality development.



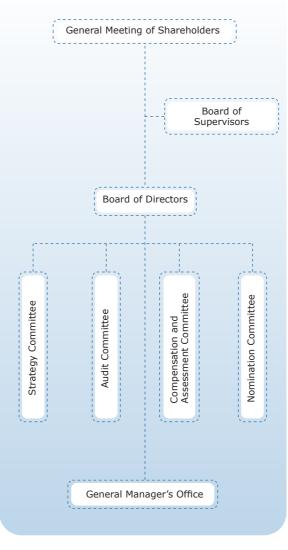
லீல் Corporate Governance

Eyebright Medical continues to enhance its corporate governance structure, and operating mechanisms through the practice, and actively builds a governance system that aligns with the requirement of modern economic system and high-quality development. It continuously emphasizes compliance management and strengthen its legal governance and operations. In strict compliance with applicable laws and regulations, the Company rigorously adheres to the principles of transparency and accountability in its information disclosure practices. Our governance practices emphasize the alignment of corporate value creation with investor protection objectives, ensuring equitable treatment of all stakeholders while upholding the sustainable interactions with the capital markets.

Governance Structure

The Company follows the Company Law, Securities Law, and STAR Market Listing Rules of the Shanghai Stock Exchange, as well as other relevant administrative regulations and normative documents, maintaining a well-structured internal governance framework, comprising a General Meeting of Shareholders, Board of Directors, Supervisory Board, and Senior Management. The board of directors comprises nine members, including six Non-Independent Directors and three Independent Directors. The Board is responsible for leading and overseeing the Company's business operations, strategic planning, and internal organizational structure, and has established the Audit Committee, Strategy Committee, Compensation and Assessment Committee, and Nomination Committee. All members have relevant industry experience, professional knowledge and regularly participate in various types of training to improve their competencies.





Board Operation

Eyebright Medical continuously establishes a robust management mechanism comprising the " Three Governance Bodies and Senior Management." The Company has further revised internal control systems, including the Articles of Association, Rules of Procedure for the Board of Directors, Internal Audit Management Regulations, and the Operational Guidelines for the Board Audit Committee, and has formulated the Work Guidelines for Independent Directors. Independent directors are required to submit the Independence Self-Assessment Report to the Board of Directors annually. The board evaluates the reports and issues a Special Assessment Report, ensuring that the independent directors meet regulatory requirements on independence, thereby ensuring robust and effective corporate governance.

Diversity

Independence

The Company is committed to promoting board diversity based on the Company's development needs. In selecting board members, the Company fully considers various factors such as gender, age, expertise, academic level, and education background. Drawing upon their diverse professional expertise and industry-specific knowledge, board members deliver informed perspectives and well-founded recommendations that enhance the Company's governance framework and strategic oversight.

The board includes four specialized committees—Strategic Committee, Audit Committee, Nomination Committee, and Compensation and Assessment Committee. These committees operate under Board delegation with defined operational mandates, executing governance responsibilities with professional rigor and ethical integrity. Members maintain rigorous meeting attendance, engage in systematic review of management reports, and conduct robust oversight through critical evaluation processes. Their structured advisory input ensures Board deliberations incorporate multidimensional expertise, thereby enhancing decision-making quality and governance efficacy.

Effectiveness Eyebright Medical continues to strengthen the roles of the shareholders' meeting, board of directors, and board of supervisors to ensure effective decision-making, management, and oversight. Their collaboration promotes scientific, efficient, and transparent processes for major decisions and compliance, safeguarding the Company's stable development and regulatory compliance. During the reporting period, the board of directors, supervisory board, and shareholders' meetings strictly adhered to statutory obligations under the Company Law and Securities Law, with all convening procedures, participant eligibility criteria, and voting mechanisms demonstrating full compliance with regulatory requirements.

During the reporting period



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7 board meetings with 47 proposals approved

8 board committees meetings with 40 proposals approved





b supervisory committee meetings with 36 proposals approved



1 shareholders' meeting with 11 proposals approved

Information Disclosure

The Company follows STAR Market Listing Rules of the Shanghai Stock Exchange and other relevant laws, as well as the provisions of its Information Disclosure Management System, to conduct information disclosure operations. It enhances effective management of information disclosure and strengthens its authenticity, accuracy, completeness, timeliness, and compliance. It aims to improve disclosure quality and protect all shareholders, particularly minority ones, receiving the highest A rating in the Shanghai Stock Exchange (SSE) Annual Information Disclosure Work Evaluation for two consecutive years.



Investor Relations Management

Investor Communication

The Company prioritizes the concerns of market participants, and strives to build a bridge of trust to ensure a fair and objective understanding of its strategy and operations, thereby enhancing confidence in its future development. The Company has established the Investor Relationship Management System, which clearly defines the principles, organization methods for investor relations activities. Through rigorous execution of this system, the Company strives to build a mutually trusting and harmonious investor relations framework.

The Company engages with investors through multiple channels, including dedicated investor hotline, IR email, and the SSE E-Interaction platform, providing timely and comprehensive responses to inquiries regarding corporate operations, management, and business development. It also listens attentively to investor opinions, ensures their rights to information, accurately conveys the Company's value, and strengthens investor confidence.

During the Reporting Period Held 6 Earning Conference Call





The Company emphasizes two-way communication with institutional investors and analysts through 6 performance briefings and events such as "Listed Companies Enter Hong Kong – Investor Exchange" and "Discover New Opportunities in Investing in China." These efforts aim to enhance its capital market image and foster a positive valuation system.

Investor Protection

The Company convenes shareholders' meetings lawfully, safeguarding shareholders' rights to information, participation, inquiry, and voting. It actively solicits investor feedback on corporate governance and sustainable development initiatives. Through initiatives such as the "Financial Education Awareness Month", the Company enhances investors' understanding of market rules, risks, and opportunities, strengthens risk prevention awareness, and fosters a culture of value-driven and long-term investment.



During the Reporting Period

Over 20+ financial institutions published nearly 60 research reports and performance reviews, assigning ratings such as " Buy " and " Hold."



Investor Returns



In proactive response to the initiative of securities regulatory authorities, the Company released the 2024 Quality Improvement and Effect Enhancement Action Plan to protect the investors' rights and interests and prioritize the investor achievement. In March 2025, the Shanghai Stock Exchange recognized the Company's exemplary practices in shareholder value creation and investor relations as a demonstration case in several key areas, as part of the SSE's "Best Practices Handbook for the Special Action on Quality and Returns".

In 2024, the Company implemented a distribution plan. It distributed RMB4.90 (before tax) in cash dividends for every 10 shares held and capitalized capital reserves to issue 8 additional shares for every 10 shares held.



Market Capitalization Management

Eyebright Medical places great emphasis on market value management, adhering to the requirements of the Guidelines for Listed Company Supervision No.10–Market Value Management, the Company shall legally and comprehensively utilize diversified market value management tools to ensure its investment value rationally reflects its quality.

Chairman and controlling shareholder, the board proposed a stock buyback using company funds.

During the Reporting Period



Based on their confidence in the Company's future development trends and investment value, from June to December 2024, certain directors and senior management conducted share purchases through centralized bidding transactions on the Shanghai Stock Exchange trading system.





In line with its development goals and funding needs, in October 2024, the Company initiated a simplified process to issue shares to specific investors, aiming to raise up to RMB300 million, attracting strong interest from both domestic and foreign investors.

Risk Management and Control

The Company has established a risk management system, and continues to improve its internal control system, and adhered to a culture of integrity, pragmatism, fairness, justice and incorruptibility. By systematically enhancing the ethical competence of all personnel, we strive to achieve long-term, stable, healthy, and sustainable development.

Compliance and Internal Control Management

The Company places high priority on advancing internal control and compliance system development. It has devised a comprehensive framework tailored to the corporation. A dynamic update mechanism has been set up to coordinate between compliance, legal affairs, and audit functions to regularly review and revise internal policies. Revisions are made in response to changes in laws, regulations, and supervisory policies, as well as practical insights gained from daily operations and management practices, guaranteeing the timeliness, effectiveness and applicability of the systems.

The Company emphasizes the operationalization of its compliance governance framework, and enhances enterprise-wide compliance awareness through multidimensional measures. It has created a transparent platform to share compliance policies and operational procedures with all employees, including those in subsidiaries, ensuring the consistency of policy implementation. Additionally, a tiered training system has been established to conduct the regular sessions for improving compliance awareness and execution capabilities. Moreover, the Company has opened up feedback channels to encourage employees to suggest compliance improvements, thereby fostering a participatory culture that supports long-term healthy development.



Related Party Transactions and Control

To ensure fairness, impartiality, and equitability in related party transactions, and to prevent controlling shareholders, actual controllers, and directors, and related personnel from harming the interests of the Company and minority shareholders, the Company has formulated the Related Party Transaction Decision-Making System. The Company and its subsidiaries strictly comply with the Company Law, the Securities Law, and the Articles of Association to regulate related party transactions, ensuring that no such transactions have harmed the interests of minority shareholders. The Company follows the required review and decision-making procedures. During deliberations on related-party transaction proposals, relevant parties abstained from voting to ensure fairness and reasonableness of such transactions.

During the Reporting Period

NO insider trading occurred

NO instances of shareholder rightsinfringement or corporate asset diversion

Analysis of Public Opinion

In the medical device industry, any quality or safety incidents related to the manufacturing, distribution, or sale of medical devices are prone to attract widespread media attention. To manage this risk, we have established a Reputation Management System that addresses reputational risks in strategic planning, corporate governance, business operations, information disclosure, and employee management. This system enhances the ability to manage reputational events by promptly identifying, assessing, monitoring, responding to, and reporting reputational risks, ensuring timely detection and response. This helps to minimize losses and negative impacts on the Company, its stakeholders, and the industry, safeguard the Company's brand value and corporate image, and promote sustainable, healthy, and stable development.

During the Reporting Period

NOsignificant reputation-related issues or media inquiries

Anti-Fraud and Anti-Corruption Measures

Eyebright Medical upholds "Integrity and Practicality" as one of its core values, strictly following the laws and regulations like the Provisional Regulations on the Prohibition of Commercial Bribery, and adheres to high standards of business ethics. It has established a supervision team to prevent commercial bribery and set up a reporting hotline, creating a collaborative anti-bribery oversight mechanism.

We actively conduct trainings on the business ethics and anti-fraud, and the training on the Code of Conduct, focusing on professional conduct and anti-bribery, and related topics, supporting by use case studies. Trainings also reinforce understanding of internal regulations like the Employee Code of Conduct, the Gift Acceptance Management Policy, and Whistleblowing Policy, ensuring clear reporting processes and strengthening anti-fraud defenses.

The Company integrates business ethics oversight into daily operations and emphasizes employee integrity during audits to prevent and detect fraud risks. Internal reporting channels are kept open and independent for anonymous tip-offs, and investigations are carried out objectively and fairly while strictly maintaining confidentiality to protect whistleblower rights.

During the Reporting Period

NO related issues were reported

NO significant corruption incidents occurred

Anti-Competitive Practices

Eyebright Medical promotes a fair market environment by strictly adhering to the Anti-Unfair Competition Law, the Anti-Monopoly Law of PRC, and other relevant regulations to prevent any occurrence of unfair competition. The Company requires all employees to maintain integrity and fairness in interactions with competitors, customers, and suppliers, ensuring truthful product representation.

During the Reporting Period

NO unfair competition lawsuits occurred

Reporting Mechanism

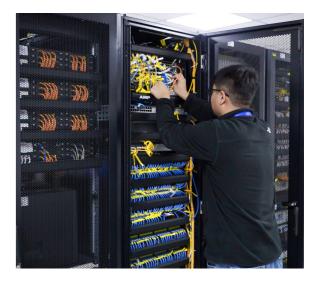
Eyebright Medical has institutionalized a comprehensive whistleblowing framework aligned with global compliance standards. The Company enforces stringent whistleblower protection protocols to safeguard identities and reported content through multilayered confidentiality safeguards. All submissions via dedicated hotlines, secured email, or postal services undergo triaged case management to ensure impartiality and traceability.





Information Security

The Company prioritizes information security and privacy protection by enforcing comprehensive network and computer management policies and building a comprehensive and efficient information system, thereby establishing a sound information security and privacy protection management framework. The framework is designed to comprehensively safeguard the data security and confidentiality, effectively mitigate information security risks, and ensure stable and sustainable operations.





Appendix

GRI Standards Disclosure Item Number	GRI Standards Disclosure Item Name	Report Section
	General Disclosure	
	GRI2: General Disclosures	
GRI 2-1	Organization Detail	About the Report
GRI 2-2	Entities Including in the Organization's Sustainability Reporti	ng About the Report
GRI 2-3	Reporting Period, Frequency and Contact Point	About the Report
GRI 2-4	Restatements of Information	/
GRI 2-5	External Assurance	Board Statement
	GRI2: Activities and Workers	
GRI 2-6	Activities, Values Chain and other business Relationships	About Us
GRI 2-7	Employee	Employee Development
GRI 2-8	Non-employee workers	/
	GRI2: Governance	
GRI 2-9	Governance Structure and Composition	Corporate Governance
GRI 2-10	Nomination and Selection of the Highest Governance body	Corporate Governance
GRI 2-11	Chair of the Highest Governance Body	Corporate Governance
GRI 2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	Corporate Governance
GRI 2-13	Delegation of Responsibility for Managing Impacts	Corporate Governance
GRI 2-14	Role of the Highest Governance Body in Sustainability Report	ting Board Statement
GRI 2-15	Conflict of Interest	Stakeholder Communication
GRI 2-16	Communication of critical concerns	Stakeholder Communication
GRI 2-17	Collective knowledge of the highest governance body	Corporate Governance
GRI 2-18	Evaluation of the performance of the highest governance boo	dy Corporate Governance
GRI 2-19	Remuneration Policies	Corporate Governance
GRI 2-20	Process to determine remuneration	/
GRI 2-21	Annual Total Compensation Ratio	/
	GRI2: Strategy, Policies and Practic	ces
GRI 2-22	Statement on Sustainable Development Strategy	ESG Strategy Planning
GRI 2-23	Policy Commitment	Pollution Prevention, Employee Development, Corporate Governance
GRI 2-24	Embedding Policy Commitments	Employee Development
GRI 2-25	Processes to Remediate Negative Impacts	Risk Management
GRI 2-26	Mechanisms for Seeking Advice and Raising Concerns	Stakeholder Communication
GRI 2-27	Compliance with Laws and Regulations	Risk Management
GRI 2-28	Membership Associations	Collaborative Advancement in the Industry

GRI Standards Disclosure tem Number	GRI Standards Disclosure Item Name	Report Section
	General Disclosure	
	GRI2: Stakeholder Engagement	
GRI 2-29	Approach to Stakeholder Engagement	Stakeholder Communication
GRI 2-30	Collective Bargaining Agreements	Employee Development
	GRI3: Material Topics	
GRI 3-1	Process to Determine Material Topics	Materiality Assessment
GRI 3-2	List on Material Topics	Materiality Assessment
GRI 3-3	Management on Material Topics	Materiality Assessment
	Economic	
	GRI201: Economic Performance	
Topic management dis	closures	
GRI 201-1	Direct Economic Value Generated and Distributed	Corporate Governance
GRI 201-2	Financial Implications and Other Risks and Opportunities due to Climate Change	Climate Action
GRI 201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Employee Development
	GRI203: Indirect Economic Impacts	
Topic management dis	closures	
GRI 203-1	Infrastructure Investments and Services Supported	Serve The Society
GRI 203-2	Significant Indirect Economic Impacts	Serve The Society
	GRI205: Anti-Corruption	
Topic management disclosures		Risk Management
GRI 205-1	Operations Assessed for Risks Related to Corruption	/
GRI 205-2	Communication and Training About Anti-Corruption Policies and Procedures	Risk Management
	GRI2016: Anti-Competitive Behavior	,
Topic management dis	closures	Risk Management
GRI 206-1	GRI 206-1 Legal Actions for Anti-Competitive Behavior, Anti- trust, and Monopoly Practices	/
	Environmental	
	GRI301: Materials	
Topic management dis	closures	Risk Management
GRI 301-2	Recycled Input Materials Used	/
GRI 301-3	Reclaimed Products and Their Packaging Materials	/
	GRI302: Energy	
Topic management dis	Risk Management	
GRI 302-1	Energy Consumption within the Organization	Resources Management
GRI 302-3	Energy Intensity	Resources Management
GRI 302-4	Reduction of Energy Consumption	Resources Management
GRI 302-5	Reductions in Energy Requirements of Products and Services	Resources Management



GRI Standards Disclosur Item Number	e GRI Standards Disclosure Item Name	Report Section
	Environmental	
	GRI303: Water and Effluents	
GRI 303-1	Interactions with Water as a Shared Resource	Resources Management
GRI 303-2	Management of Water Discharge Related impacts	Resources Management
GRI 303-3	Water Withdrawal	Resources Management
GRI 303-4	Water Discharge	Pollution Prevention
GRI 303-5	Water Consumption	Resources Management
	GRI305: Emissions	
Topic management di	sclosures	Climate Action
GRI 305-1	Direct (Scope 1) GHG Emissions	/
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	Climate Action
GRI 305-4	Other Indirect (Scope 3) GHG Emissions	Climate Action
GRI 305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	/
	GRI306: Waste	
GRI 306-1	Waste Generation and Significant Waste-Related Impacts	Pollution Prevention
GRI 306-2	Management of Significant Waste Related Impacts	Pollution Prevention
GRI 306-3	Waste Generated	Pollution Prevention
GRI 306-4	Waste Diverted from Disposal	/
GRI 306-5	Waste Directed to Disposal	/
	GRI308: Supplier Environmental Assessment	:
Topic management di	sclosures	Product Responsities
GRI 308-1	New Suppliers that were Screened Using Environmental Criteria	/
GRI 308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	/
	Social	
	GRI401: Employment	
Topic management di	sclosures	Employee Development
GRI 401-1	New Employee Hires and Employee Turnover	Employee Development
GRI 401-2	Benefits Provided to Full-Time Employees that are not Provided to Temporary or Parttime Employees	Employee Development
	GRI402: Labor/Management Relations	
Topic management disclosures		Employee Development
	GRI403: Occupational Health and Safety	
Topic management di	sclosures	Employee Development
GRI 403-1	Occupational Health and Safety Management System	Employee Development
GRI 403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Employee Development

I Standards Disclosure m Number	GRI Standards Disclosure Item Name	Report Section
	Social	
	GRI403: Occupational Health and Safety	
Topic management disclosures		Employee Development
GRI 403-3	Occupational Health Services	Employee Development
GRI 403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Employee Development
GRI 403-5	Worker Training on Occupational Health and Safety	Employee Development
GRI 403-6	Promotion of Worker Health	Employee Development
GRI 403-7	Prevention and Mitigation of Occupational Health and safety Impacts Directly Linked by Business Relationships	Employee Development
GRI 403-8	Workers Covered by an Occupational Health and Safety Management System	Employee Development
GRI 403-9	Work-Related Injuries	Employee Development
GRI 403-10	Work-Related Ill Health	Employee Development
	GRI404: Training and Education	
Topic management disc	closures	Employee Development
GRI 404-1	Average Hours of Training per Year per Employee	Employee Development
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Employee Development
GRI 404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Employee Development
	GRI405: Diversity and Equal Opportunity	
Topic management disc	closures	Employee Development
GRI 405-1	Diversity of Governance Bodies and Employees	Employee Development, Corporate governance
GRI 405-2	Ratio of Basic Salary and Remuneration of Women to Men	Employee Development
	GRI406:Non-Discrimination	
Topic management disc	closures	Employee Development
GRI 406-1	Incidents of Discrimination and Corrective Actions Taken	Employee Development
	GRI407 :Freedom of Association and Collective Ba	rgaining
Topic management disc	closures	Employee Development
GRI 407-1	Operations and Suppliers in which the right to freedom of Association and Collective Bargaining may be at Risk	1
	GRI408:Child Labor	
Topic management disc	Closures	Employee Development
GRI 408-1	Operations and Suppliers at Significant risk for Incidents of Child Labor	1



GRI Standards Disclosure

Report Section

RI Standards Disclosure em Number	GRI Standards Disclosure Item Name	Report Section
	Social	
	GRI409: Forced or Compulsory Labor	
GRI 409-1	Operations and Suppliers at Significant risk for Incidents of Forced or Compulsory Labor	/
	GRI413: Local Community	
Topic management dis	sclosures	Serve The Society
GRI 413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Serve The Society
GRI 413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	/
	GRI414: Supplier Social Assessment	
Topic management dis	sclosures	Product Responsibility
GRI 414-1	New Suppliers that were Screened using Social Criteria	Product Responsibility
GRI 414-2	Negative Social Impacts in the Supply Chain and Actions Taken	/
	GRI416: Customer Health and Safety	
Topic management dis	sclosures	Product Responsibility
GRI 416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	Product Responsibility
GRI 416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	/
	GRI417: Marketing and Labeling	
Topic management dis	sclosures	Product Responsibility
GRI 417-1	Requirements for Product and Service Information and Labeling	Product Responsibility
GRI 417-2	Incidents of Non-Compliance Concerning Product and Service Information and Labeling	/
GRI 417-3	Incidents of Non-Compliance Concerning Marketing Communications	/
	GRI418: Customer Privacy	
Topic management dis	sclosures	Product Responsibility
GRI 418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	/