

PASSION FOR  
*Change*

2024 Environmental, Social and Governance Report  
Shanghai United Imaging Healthcare Co., Ltd.



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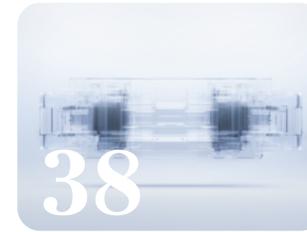
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# Introduction to the Report

*Shanghai United Imaging Healthcare Co., Ltd. 2024 Environmental, Social and Governance Report*, as the third ESG report released by the Group, comprehensively demonstrates the practices and achievements in the environmental, social and governance fields in 2024, with an aim to provide transparent and detailed disclosure of information to the stakeholders, including the government, shareholders, customers, suppliers, employees and the media. This report has been prepared in strict compliance with the *Rules Governing the Listing*

*of Stocks on the Science and Technology Innovation Board of Shanghai Stock Exchange*, the standards of the Global Reporting Initiative (GRI), and the guidelines of the United Nations Sustainable Development Goals (SDGs), and covers the entire year of 2024 in terms of main business operations, with appropriate retrospection of historical data to enhance comparability. All data have been rigorously reviewed internally to ensure authenticity and accuracy. The report is published simultaneously in both Chinese and English on the official websites of

the Shanghai Stock Exchange and the Group for easy access by global stakeholders. This report has been reviewed and approved for publication by the Board of Directors on April 25, 2025. We are committed to continuously improving the quality of the report and actively promoting the implementation of the sustainable development strategy, and sincerely welcome valuable suggestions and feedback from all sectors of the community.

# Management Statement

In 2024, the global medical device manufacturing industry was at a critical juncture for market validation. On the one hand, as China's institutional mechanism for developing new quality productive forces of medical devices improved rapidly, the industry ushered in a "golden development period". On the other hand, accelerating technological iteration, intensifying market competition, and tightening regulatory policies constantly posed challenges, demanding us to adapt to changes and take the lead in innovation-driven development. In this era brimming with both challenges and opportunities, we strive to fulfill our responsibilities for future development. Guided by our mission, "To Bring Equal Healthcare for All", we actively work to forge a community for human health.

Health is a universal aspiration. In our quest to achieve medical equality and universal well-being, we have taken various measures to support the construction of the grass-roots medical system and promote the development of county-level medical services. In 2024, we worked with all related parties to provide high-quality medical resources for counties such as Quanzhou of Guangxi, Shiyan of Hubei, Zhijiang of Hubei, and Hongdong of Shanxi. To fulfill the responsibility of building a community for human health, we have provided high-end medical equipment made in China, digital and intelligent medical solutions and medical resources to Mexico, Malawi, Ethiopia and other countries and regions. We have also trained local medical professionals to effectively improve local medical quality. To drive the

sustainable development of the medical industry, we have intensified medical training programs, school-enterprise cooperation, international talent training and collaboration between industry, academia, research, and medical sectors. These efforts are aimed at building a strong industrial talent chain to support fair and accessible medical resources.

Innovation in research and development is the core driving force behind our development. We continuously break through the boundaries of technological innovation through steady investment in R&D and deep collaboration with global universities, hospitals, research institutions, and industrial partners. We continue to promote product innovation in technology, application and design. During the reporting period, new products such as uMI Panorama, uLinac HalosTx, uMR Ultra and uAngio AVIVA were launched, which further consolidated the complete technological ecological advantage of "core components- complete systems- intelligent platforms" and were widely recognized by customers.

We value the quality of products and services. Through a comprehensive quality management system and advanced digital production technology, we ensure the safety, effectiveness, and stability of our offerings. Remaining customer-oriented, we continuously improve the customer service management system, enhance service response speed and quality, all in an effort to deliver an outstanding customer service experience. At the

same time, we continue to strengthen supply chain management and establish close relationships with our suppliers to jointly improve product quality and ensure responsible purchasing.

At United Imaging Healthcare, employees are crucial to our sustainable development. Therefore, we constantly standardize employment management, expand diversified recruitment channels, and build an inclusive and healthy working environment to safeguard the legitimate rights and interests of employees. We keep promoting the growth and all-round development of employees by improving their professional skills via our comprehensive learning and development system. To achieve common growth and progress, we have introduced a variety of employee incentive mechanisms, allowing them to share in our development achievements.

Green development is integral to every aspect of our operations as we strive for sustainable development. We firmly practice the low-carbon concept in greenhouse gas management, waste management (including waste gas, wastewater and industrial residue), energy and resource management, and product lifecycle environmental management. This year, we actively upgraded our system equipment, explored the use of photovoltaic and other clean energy sources, actively promoted green electricity procurement, increased the proportion of renewable energy use, implementing energy saving and emission reduction and helping to achieve the carbon reduction target. Meanwhile, we keep

abreast of climate change, so that we can take diverse management measures to address climate risks, and seize climate opportunities during the transition.

United Imaging Healthcare constantly improves the risk management to ensure consistent compliance with relevant laws and regulations, and timely response to the regulatory policies of the medical device industry. We continue to strengthen the compliance culture, focus on information security management, safeguard intellectual property rights, practice responsible marketing, and apply the responsible governance across all aspects of our operation, aiming to drive our sustainable and steady development.

In the pursuit of excellence, we always bear in mind that the success of an enterprise not only stems from the creation of economic value, but also lies in the adherence to and fulfillment of the environment, society and responsibility. In the future, we will continue to realize sustainable development through practical actions, driven by innovation and aiming at sustainability, to create more value for patients, customers and society.

# About the Report

Shanghai United Imaging Healthcare Co., Ltd. has prepared the 2024 *Environmental, Social and Governance Report of Shanghai United Imaging Healthcare Co., Ltd.* (hereinafter referred to as the “Report”) in accordance with the requirements of relevant rules and reporting standards. This is the third ESG report issued by Shanghai United Imaging Healthcare Co., Ltd. and is aimed at disclosing the Group’s environmental, social and governance (hereinafter “ESG”) activities and achievements in 2024 to the stakeholders, including the government and regulatory authorities, shareholders and investors, customers, suppliers and partners, employees, communities and the media in an objective, standardized, transparent and comprehensive manner.

## Basis of Preparation

The Report is prepared mainly in accordance with the *Rules Governing the Listing of Stocks on the Science and Technology Innovation Board of Shanghai Stock Exchange*, the *Guidelines on Self-discipline Supervision of Listed Companies No. 14 - Sustainable Development Report (Provisional)*, the *Sustainability Reporting Standards of the Global Reporting Initiative* (GRI Standards) issued by the Global Sustainability Standards Board (GSSB) and the *United Nations’ Guide for Business Action on the Sustainable Development Goals (SDGs)*, to continuously improve the disclosure transparency of the Group’s sustainability-related information and respond to the stakeholders’ concern about the Group’s ESG management and performance.

## Reporting Scope and Boundary

Reporting scope of the Group: The content of the Report covers all main businesses of the Group. Unless otherwise stated, the performance indicators in the Report cover all offices/production/R&D sites of the Group.

## Access to the Report

The Report is published in both English and simplified Chinese. In case of any inconsistency in content, the simplified Chinese version shall prevail. To support environmental protection, the Report is published in electronic form, which can be accessed and downloaded on SSE Information Disclosure Website (<http://www.sse.com.cn/disclosure/listedinfo/announcement/>) or United Imaging Healthcare’s official website (<https://www.united-imaging.com/>).

Suggestions are welcomed through the following contact details. Your opinions will assist us in further refining the Report and enhance the Group’s ESG performance.

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## Abbreviation

### Abbreviation

The Group, We, the Company, United Imaging Healthcare, UIH

Changzhou Manufacturing Facility

Wuhan Manufacturing Facility

US Manufacturing Facility

### Reference

Shanghai United Imaging Healthcare Co., Ltd. and its subsidiaries

United Imaging (Changzhou) Healthcare Co., Ltd.

Wuhan United Imaging Healthcare Co., Ltd.

United Imaging Healthcare North America, Inc.

United Imaging Healthcare North America LLC

UIH Technologies LLC

## Reporting Period

Report publication frequency: The Report is released annually.

Reporting timescale: From 1 January 2024 to 31 December 2024. In order to enhance the comparability and completeness of the Report, some contents are retroactive to previous years, as appropriate.

## Confirmation and Approval

The Report was approved by the Board of Directors (“the Board”) of the Group on April 25, 2025. The Board commits to supervising the content of the Report and ensuring that it does not include any false records or misleading statements, and is responsible for the authenticity, accuracy and completeness of the content.

## Report Disclosure

Data and cases in the Report are derived from official documents and statistical reports of the Group, and reviewed by relevant departments. The currency in the Report is RMB. As some amounts and percentage numbers in the Report have been rounded, the total amounts may not be the sum of the figures in some tables.

# Key Performance Indicators in 2024

## Financial Performance Indicators

The Group has made constant investment around R&D, technology, quality, marketing, service, supply chain and other business sectors to improve product and service quality and build a sound brand image, thus maintaining stable operation.

The total operating revenue of the company reached

**10.30** billion

The revenue from overseas business revenue

**2.27** billion

The year-on-year growth rate of the overseas business

**35.07** %

Proportion of overseas business in the total revenue increased to

**22.00** %

The revenue from service business was

**1.36** billion

The year-on-year growth rate of the service business

**26.80** %

Proportion of service business in the total revenue increased to

**13.16** %

The proportion of the service business in the total revenue increased to

**3.79** pts

Net profit attributable to shareholders of the listed company

**1,262** million

The gross profit margin was

**48.54** %

Year-on-year increase of gross profit margin

**1.47** pts

The investment in R&D amounted to

**2.26** billion

## Social Performance Indicators

Upholding the mission "To Bring Equal Healthcare for All", the Group actively develops innovative products, and improves the efficiency of medical resources to promote the accessibility of medical services. Moreover, the Group is devoted to philanthropy, and cares about the well-being of employees and communities, thereby fully fulfilling its social responsibilities.

Cumulative total of patent applications

9,300+

Number of invention patent applications

7,700+

Over 3,400 invention patents have been granted

Total employees in more than 30 branches, subsidiaries and offices worldwide

8,100+

New employees recruited: 1,600+

R&D employees

3,271

Countries and regions covered

85+

Total certified and launched products

140+

Products with CE MDD/MDR certifications: 46

Products with FDA (510K) approvals: 49

Total training hours

362,457.98

Covering training in business ethics, anti-corruption, responsible marketing, information security, etc.

Quality audits and inspections passed

38

Pass rate for audits: 100%

Public welfare donations

17.1511 million

## Environmental Performance Indicators

The Group keeps promoting green and low-carbon development by implementing diverse energy-saving renovations and exploring innovative green production, thereby contributing to the steady advancement of the “dual carbon” strategic goal.

Using 2023 as the base year, carbon emission intensity per unit of revenue reduction target by 2035

50%

Scope 1 and Scope 2 GHG emissions (market-based)

54,443.92 tCO<sub>2</sub>e

Down by 21,000 tCO<sub>2</sub>e, percentage reduction in Scope 1 and Scope 2 GHG emissions

-28%

Scope 3 GHG emissions

302,843.64 tCO<sub>2</sub>e

Scope 1 and Scope 2 GHG emissions intensity (market-based)

5.29 tCO<sub>2</sub>e/RMB million

Energy consumption

370,557.75 GJ

Water consumption

272,408 tonnes

Water consumption intensity

26.45 T/RMB million

Energy consumption intensity

35.98 GJ/RMB million

# About United Imaging Healthcare

United Imaging Healthcare (stock code: 688271.SH) was established in 2011, with its headquarters located in Shanghai. The Company has also set up regional headquarters and R&D centers in the United States, the Netherlands, Morocco, and Malaysia, and has arranged production facilities in Shanghai, Changzhou, Wuhan, and Houston, USA, establishing a global network for research and development, production, and service.

We are committed to providing global customers with high-performance medical imaging equipment, radiation therapy products, life science instruments, and digital and intelligent medical solutions. As

of the end of the reporting period, the Group had cumulatively launched more than 140 products to the market, which were used by over 14,000 medical and scientific research institutions in more than 85 countries and regions around the world. Through deep collaboration with global universities, hospitals, research institutions, and industrial partners, we continuously break through the boundaries of technological innovation, accelerate the advancement of precision medicine and forward-looking scientific research, and continuously enhance the accessibility of high-end medical equipment and services worldwide.

## VISION

Leading Healthcare Innovation

## MISSION

To Bring Equal Healthcare for All

## PROMISE

Passion for Change

For more information, please visit the Company's official website and official WeChat.  
Official website: [www.united-imaging.com](http://www.united-imaging.com)



## United Imaging Healthcare Development Milestones

### 2011

Shanghai United Imaging Healthcare Co., Ltd. was formally founded.

### 2013

North America Research and Development Center was established in Houston, Texas, USA.

### 2014

UIH High-end Medical Device Industrial Base was built in Shanghai, covering an area of 120,000 square meters, which provides powerful support to the upgrading and development of medical health industry in China.

The brand and full product line of United Imaging Healthcare were officially announced and entered the market.

### 2015

U+ online medical strategy was established to provide a series of medical information solutions for cloud-based healthcare services, thereby promoting the development of tiered system of diagnosis and treatment in China.

### 2016

Changzhou Manufacturing Facility was formally put into use, functioning as an intelligent medical device manufacturing base, covering an area of approximately 230,000 square meters.

### 2017

series A financing of RMB 3.333 billion was completed, with a post-investment valuation of approximately RMB 33.333 billion, marking the largest single private financing in China's medical device industry in the current year.

### 2021

Wuhan Manufacturing Facility was officially opened, and the base integrates R&D, production and operation, with a total area of more than 200,000 square meters.

### 2022

Shanghai United Imaging Healthcare Co., Ltd. was listed on Science and Technology Innovation Board (STAR Market) of Shanghai Stock Exchange.

### 2018

UIH North American Headquarters was established in Houston, Texas, with an area of approximately 9,000 square meters, providing R&D, production, marketing functions.

The Company debuted at the Radiological Society of North America (RSNA) with its full line of products, and its exhibition scale, exhibit variety and number of listed papers hit the historical records in China's medical imaging equipment industry, embarking a journey to globalization in all respects.

### 2020

The Company used its professionalism and hard work to fulfill the mission and responsibility as a large Chinese enterprise, by sending emergency aid to all provinces in China and more than 30 countries around the world, fighting against the global public health challenges.

### 2023

United Imaging Healthcare launched nearly 120 products on the market, with operating revenue exceeding RMB 10 billion, and more than 30 subsidiaries and offices worldwide. We made our debut at the European Congress of Radiology (ECR), marking our official entry into the European market.

### 2024

The Company established the European headquarters in Rotterdam, the Netherlands. By enhancing our marketing, service, and research and development capabilities, we have been accelerating globalization and expanding the brand's influence in the European market, aiming to provide regional customers with higher-quality products and services.

# Awards and Recognitions

## Innovation

### Awards and Recognitions

Image of the Year 2024 - the image combination of the uptake of targeted tracers in specific brain nuclei shown by NeuroEXPLORER PET/CT

Hubei Provincial Science and Technology Progress Award, the first prize - The project of "Development and Application of Human Multi-Nuclear Magnetic Resonance (MRI) Equipment for Major Lung Diseases"

Shaanxi Provincial Science and Technology Progress Award, the first prize - The project of "New MRI Technology for Neonatal Brain Development and White Matter Damage"

Beijing Science and Technology Progress Award, the second prize - The project of "Research and Development and Clinical Application of AI-based Brain Magnetic Resonance Imaging Technology"

uRT-linac 506c selected as the "Promotion and Application Project of High-end Medical Equipment in 2024"

uAngio 960 selected into the third batch of Shanghai Biomedicine "New and Excellent Equipment" Product Catalog

uMammo 890i selected into the third batch of Shanghai Biomedicine "New and Excellent Equipment" Product Catalog

Our technology development and model innovation of thoracic tumor radiotherapy won the *Science and Technology Awards of CACA*

5G+ Intelligent Radiotherapy Cloud Pilot Project selected into the "5G+ Healthcare Application Pilot Projects"

### Issuing Authority

Annual Meeting of the Society of Nuclear Medicine and Molecular Imaging (SNMMI)

Hubei Provincial People's Government

The People's Government of Shaanxi Province

The People's Government of Beijing Municipality

Ministry of Industry and Information Technology of the PRC,  
National Health Commission of the PRC

Science and Technology Commission of Shanghai Municipality

Science and Technology Commission of Shanghai Municipality

China Anti-Cancer Association

National Health Commission of the PRC



## ESG-related

Awards and Recognitions	Issuing Authority
MSCI ESG Rating Awarded Rating A	MSCI
Ranked in the top 15% of global companies in the peers in S&P Global CSA 2024	S&P Global
Carbon Disclosure Project (CDP) Climate and Water Questionnaire 2024 Rating B (Management Level)	Carbon Disclosure Project (CDP)
ESG Golden Bull Award Top 100	China Securities Journal
ESG Investment Value Top 100	stockstar.com
Annual Excellent Public Welfare Partner	Shanghai Zhipin Foundation

## Employer Branding

Awards and Recognitions	Issuing Authority
2024 NFuture's Most Favored Campus Recruitment Employer for Tech Talent	nowcoder.comMolecular Imaging (SNMMI)
Shanghai Zhipin Foundation Outstanding Charity Partner of the Year	BOSS Zhipin



## Corporate Influence-related

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### Awards and Recognitions

### Issuing Authority

2024 Most Innovative STAR Market Listed Company

Chinastarmarket.cn

Fortune Tech 50

Fortune

Outstanding IR Team of the Year

Gelonghui

Pioneer of the Year for Going Global

TMTPost

2024 Index of China's Top 20 Emerging Brands Going Abroad

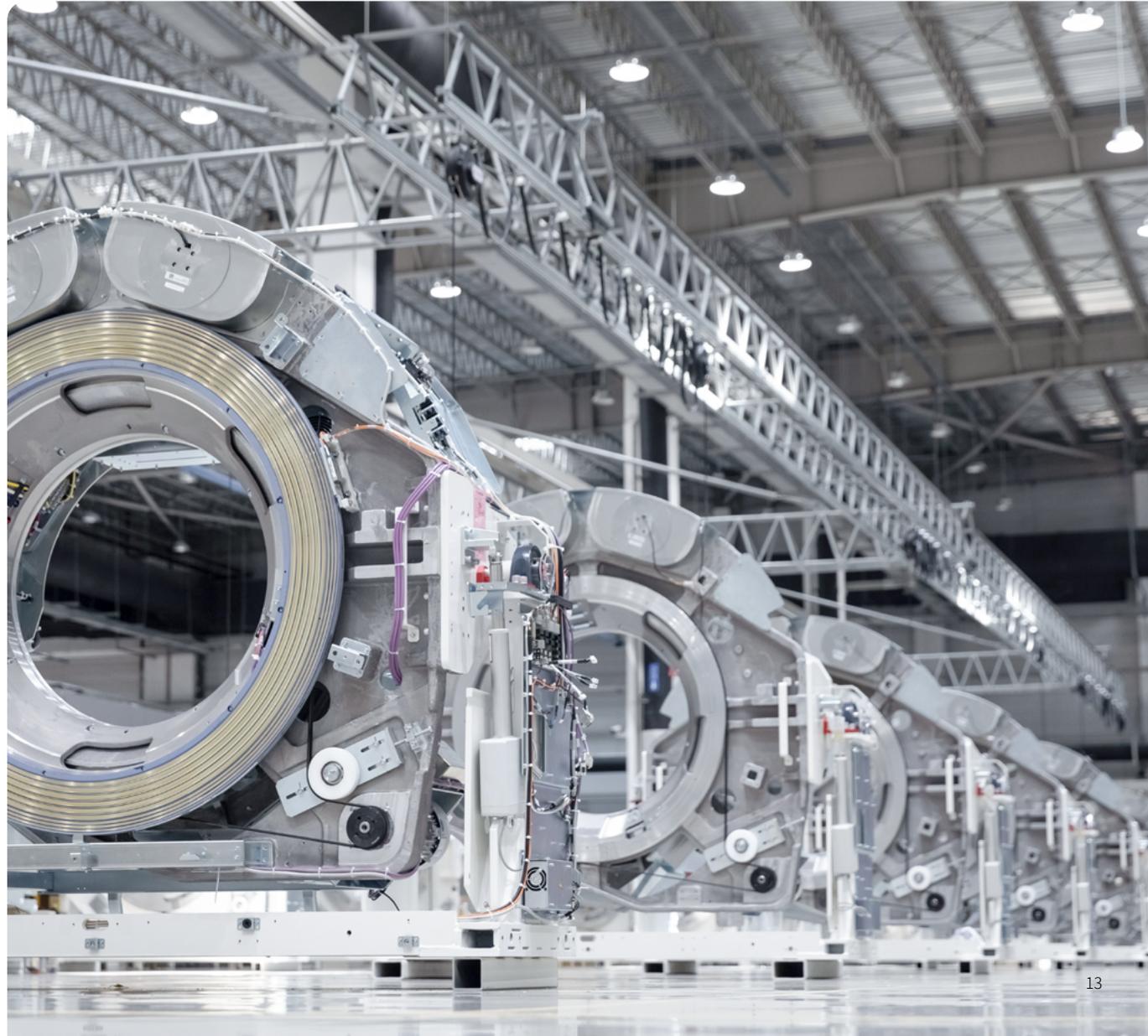
Haiwainet

Top 100 Most Admired Companies 2023 - 2024

Economic Observer

2024 Globalization Emerging Brands TOP 30

EqualOcean





# Sustainable Development Management

United Imaging Healthcare is deeply committed to social responsibility. Embracing the noble mission, "To Bring Equal Healthcare for All", we steadfastly pursue our corporate vision of "Leading Healthcare Innovation" and uphold our brand commitment to "perceive, create, and engage with compassion". By formulating a clear sustainable development strategy and refining the sustainable development management system, we integrate the concept of sustainable development into every aspect of our business operations. This ensures that we fulfill social responsibilities and drive the sustainable development of the healthcare industry, while pursuing economic benefits.

# ESG Management System

We value ESG management as the cornerstone of our sustainable development. Our daily practices are in line with ESG principles. By adhering to all pertinent laws, regulations, and compliance standards, we continuously enhance our ESG governance structure, tailored to the unique aspects of our business operations. We have established a three-level governance framework spanning decision-making, management, and execution levels. Specifically, the decision-making level is responsible for setting the strategic direction of ESG, the management level focuses on detailing tasks and overseeing their implementation, and the execution level ensures that the ESG principles are integrated into specific business operations and daily activities. This top-down, level-by-level approach guarantees the efficient operation and risk control of the Group, effectively driving the achievement of sustainable development goals.

To ensure that the leadership team's objectives are closely aligned with the vision and strategic goals of sustainable development, in 2024, we

adjusted our compensation policy to formally incorporate sustainable development targets into the individual evaluation system for members of the Management Committee. Specifically, 5% of the evaluation weight for the Management Committee members is directly linked to "ESG performance improvement". This adjustment reinforces our commitment to ESG performance, and drives positive changes in key ESG areas, creating long-term value for all stakeholders.

At the same time, the Group has established regulations such as the *Cadre Management System* and the *Authority and Responsibility Matrix* to strengthen shareholder oversight of executive compensation. We also actively promote the development of a compensation clawback and malus mechanism to further refine corporate governance. These measures ensure that the actions of management are aligned with the interests of the Group and shareholders. If directors, supervisors, or senior management cause losses to the Group or investors due to their actions, they are legally liable for compensation. In such cases, United

Imaging Healthcare reserves the right to suspend their salaries and allowances. For those with indirect shareholdings, cash dividends may be deducted. If the annual distribution has already been completed, the deduction will be applied in the following year. We continuously strengthen incentive and constraint mechanisms for management to ensure their diligence and responsibility, thereby promoting the Group's steady development.

Specifically, the Management Committee's evaluation weight tied to ESG performance improvement is

# 5%

## Decision-making level

The Board of Directors of United Imaging Healthcare serves as the highest governing body for the Group's ESG management, responsible for devising the overarching ESG strategic plan and conducting regular evaluations to ensure the effective and high-quality management of ESG initiatives. The Strategy and Social Responsibility Committee, operating under the purview of the Board of Directors, provides regular updates to the Board of Directors, and undertakes research and proposes ESG decisions and policies. It oversees and assesses the Group's fulfillment of ESG obligations, and reviews the ESG reports.

## Management level

The Group's management, guided by the Board of Directors and the Strategy and Social Responsibility Committee, manages various ESG tasks in detail. Based on overall ESG planning, they drive relevant departments to execute specific assignments and regularly report the progress of each task to the Board of Directors and the Strategy and Social Responsibility Committee, ensuring the steady advancement of ESG initiatives.

## Execution level

Guided by the ESG management concept, all functional departments and branches support the execution of various ESG tasks according to the requirements of management, and work in concert to fully implement the Company's ESG strategy.

# Board Independence and Diversity

We continuously refine the working mechanism for independent directors by appointing an Independent Lead Director to fully leverage their proactive role in corporate governance. In 2024, we revised four key policies: the *Board Audit Committee Work Rules*, the *Board Strategy and Social Responsibility Committee Work Rules*, the *Independent Director Work System*, and the *Independent Director Special Meeting System*. These policies clearly define the establishment and responsibilities of the Lead Independent Director. On August 29, 2024, the 11th meeting of United Imaging Healthcare's second Board of Directors considered and approved the relevant amendments and elected Mr. Wang Shaofei as the Independent Lead Director of the second Board of Directors of the Group. According to the provisions of the system, the Independent Lead Director is responsible for convening and presiding over special meetings of independent directors, soliciting their recommendations and communicating with senior management. They also propose agendas for special committees, organize research on relevant independent director policies, and suggest revisions. These effectively standardize the conduct of independent directors, safeguard the overall interests of the listed company, and protect the legitimate

rights and interests of shareholders. The optimization of the system further strengthens the independence and supervisory functions of the independent directors, ensures the fairness and scientificity of the decision-making of the Board of Directors, and effectively safeguards the interests of the listed company as a whole and protects the legitimate rights and interests of the shareholders. For more details, please refer to the *Independent Director Work System*<sup>※</sup> disclosed by the Group on the website of Shanghai Stock Exchange ([www.sse.com.cn](http://www.sse.com.cn)).

In addition, United Imaging Healthcare deeply recognizes that the diversity and professionalism of the Board are crucial for our sustainable development and sound governance. We continuously strive to build a diverse and inclusive Board in terms of gender, age, cultural background, and professional experience. Leveraging their multi-dimensional perspectives and rich experience, we ensure comprehensive considerations for complex decision-making and strategic formulation. The Board of United Imaging Healthcare comprises members with diverse nationalities and cultural backgrounds, and expertise spanning multiple disciplines such as biomedical engineering, physics, law, and financial management. Their professional experiences include roles at globally leading companies and academic institutions. This diverse and professional background enables the Board to ensure that the Group's policies align with international standards and best practices. Additionally, it allows for more effective oversight and guidance of management, enhancing

the quality and transparency of governance. We also place significant emphasis on gender diversity. Currently, there are a number of female executives in our management team, fully embodying our commitment to gender-diverse leadership.

We also attach great importance to the diversified capacity building of directors, and actively encourages the members of the Board to participate in various types of professional skills enhancement and compliance trainings, covering national policies, securities market laws and regulations, operational mechanisms, corporate systems, and topics related to the environment and social responsibility (e.g., climate change). Through these trainings, the compliance awareness and ability of the members of the Board of Directors to perform their duties have been effectively enhanced. In 2024, members of the Board attended a total of two annual trainings, one of which focused on business ethics compliance, with an emphasis on the latest anti-corruption related regulations and compliance requirements<sup>※※</sup>. The other training was focused on the carbon emission reduction project of United Imaging Healthcare, which explored in-depth the Group's carbon emission reduction targets, carbon neutrality path and zero carbon management practices, covering the core topics of climate change response, carbon emission management and product responsibility, and further enhanced the professional competence of the members of the Board in terms of sustainable governance.



※ *Independent Director Work System*: [https://static.sse.com.cn/disclosure/listedinfo/announcement/c/new/2023-12-30/688271\\_20231230\\_5BIY.pdf](https://static.sse.com.cn/disclosure/listedinfo/announcement/c/new/2023-12-30/688271_20231230_5BIY.pdf)

※※ For more information on the Board's business ethics training, please refer to the "Practice Compliant Operation" section of this report.

# Stakeholders Engagement

United Imaging Healthcare formulates the Group's sustainable development strategies largely based on the expectations and demands of all stakeholders. Through diverse communication channels such as telephone, email, investor relations interactive platforms, the "Investor Relations" section on the Group's official website, media interviews, and performance briefings, we actively engage with stakeholders by publishing announcements, conducting e-interactive Q&A and organizing road show and reverse road show activities. These efforts aim to strengthen communication and exchange with governments and regulators, shareholders and investors, customers, suppliers and partners,

employees, communities, media and other stakeholders. We also actively collect and address the key concerns of all parties.

As a leading corporation in the field of high-end medical imaging equipment and radiotherapy equipment, United Imaging Healthcare is continuously improving medical devices and services and assuming social responsibilities for stronger enterprise competitiveness and better enterprise image. We also strive to achieve win-win outcomes with our stakeholders and make greater contributions to the global healthcare industry.



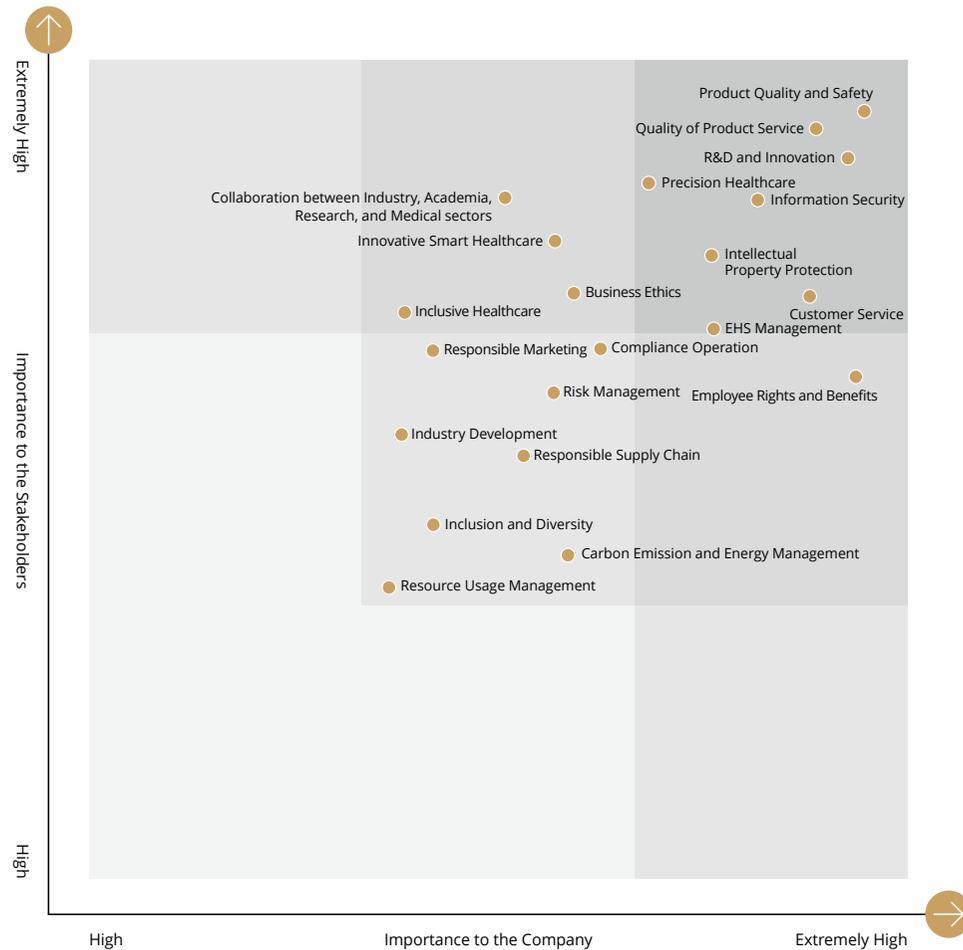
Stakeholders	Expectations and Demands	Communication and Response
<b>Governments and Regulators</b>	<ul style="list-style-type: none"> <li>Compliance operation</li> <li>Economic development</li> <li>Environmental protection</li> <li>Social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Operating in compliance with the laws</li> <li>Tax compliance</li> <li>Green operation</li> <li>Response to policies</li> </ul>
<b>Shareholders and Investors</b>	<ul style="list-style-type: none"> <li>Governance structure</li> <li>Operating performance</li> <li>Investor relations</li> <li>Intellectual property</li> <li>Innovative products</li> </ul>	<ul style="list-style-type: none"> <li>Standard governance</li> <li>Profit distribution</li> <li>Information disclosure</li> <li>Intellectual property protection</li> <li>R&amp;D and innovation system</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Product quality</li> <li>Safety use</li> <li>Quality service</li> <li>Innovative products</li> </ul>	<ul style="list-style-type: none"> <li>Quality and safety system establishment</li> <li>Responsible marketing</li> <li>Customer service management</li> <li>R&amp;D and innovation system</li> </ul>
<b>Suppliers and Partners</b>	<ul style="list-style-type: none"> <li>Fairness and transparency</li> <li>Supplier management</li> <li>Marketing management</li> <li>Mutual benefit and win-win results</li> </ul>	<ul style="list-style-type: none"> <li>Fair opportunity</li> <li>Responsible purchasing</li> <li>Integrity</li> <li>Industry communication activities</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Protection of essential rights and interests</li> <li>Health and safety</li> <li>Talent introduction and retention</li> <li>Diversity and equality opportunity</li> <li>Employee training and development</li> </ul>	<ul style="list-style-type: none"> <li>Legal and compliant employment</li> <li>Work safety management</li> <li>Remuneration performance and promotion management</li> <li>Employee care activities</li> <li>Diversified employee training</li> </ul>
<b>Communities and Media</b>	<ul style="list-style-type: none"> <li>Information disclosure</li> <li>Public communication</li> <li>Social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Proactively releasing information</li> <li>Media and public communication</li> <li>Supporting rural revitalization</li> <li>Provision of inclusive products</li> <li>Medical assistance services</li> </ul>

# Materiality Assessment

Having realized the importance of integrating the philosophy of sustainable development into the enterprise long-term strategies and plans, United Imaging Healthcare is continuously promoting sustainable development on the basis of steady development of our business. Building upon our past years' ESG management performance and outstanding practices within the industry, we have further refined and updated our list of ESG priorities. In order to comprehensively understand and objectively assess the significance of ESG topics, we leverage our annual ESG management performance, outstanding practices within the industry, and internal and external stakeholders' feedback. In addition, external professional consultants were engaged to conduct in-depth analysis and evaluation to rank the materiality of ESG topics for the current year and an ESG materiality matrix was generated to serve as the reference for strategic decision-making and sustainable development management. The matrix helps us focus on key and difficult ESG issues and move ahead toward sustainable development.



United Imaging's Materiality Matrix



**Based on the results of materiality assessment, the focus areas of our ESG management include:**

**Promoting Accessible Healthcare**

Extend our products and services to a broader range of people and regions, and ensure healthcare for all citizens.

**Cultivating a Working Environment of Equality, Diversity, Harmony and Prosperity**

Safeguard employees' legitimate rights and interests, support employees' growth and development, and create a warm, happy and progressive workplace.

**Enhancing Innovation Practices**

Elevate product technology and innovation, enhance collaborations and exchanges in research and development, and contribute to continuous progress and innovation in medical technology.

**Practicing Green and Low-Carbon Operations**

Actively address climate challenges, improve energy efficiency and emission reduction efforts, optimize carbon management throughout the product lifecycle, and contribute to the "dual carbon" goal.

**Prioritizing Product Quality Management.**

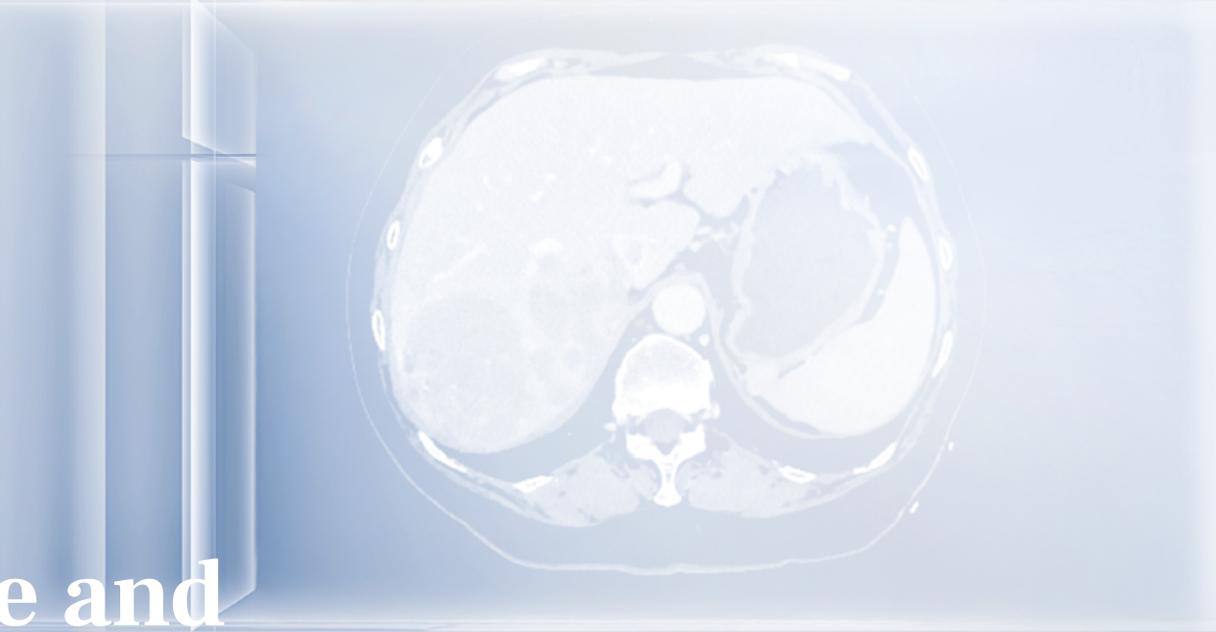
Enhance customer service quality, fully implement responsible procurement, and collaborate with partners to establish a healthy industry ecosystem.

**Actively Undertaking Corporate Social Responsibility**

Engage in philanthropy and charity, adhere to industry missions, and promote medical science popularization to improve overall public health consciousness.

We improve our ESG system and ESG operating framework and strengthen our management and monitoring efforts related to the aforementioned areas. We adhere to United Imaging Healthcare's ESG commitments to realize sustainable development.





# Accessible and Inclusive Healthcare

United Imaging Healthcare, as a crucial part of China's medical technology development, is committed to promoting the balanced development of medical resources. Paying close attention to the immediate demand for high-quality medical development in counties, we continuously organize "Changes in County Area" seminars to discuss the essence of county medical development. We actively promote digital and intelligent healthcare solutions worldwide to advance local medical capabilities.

The Group works closely with universities, research institutions and medical institutions to realize the deep integration of industry, academia, research and medicine. The cooperation involves in frontier research and technological innovation, rapid application of research achievements, and medical technological progress. We also organize medical talent training and academic exchanges to enhance the professionalism and quality of talents in the medical industry.

# Promoting Accessible Healthcare in Counties

In the context of implementing the Strategy of Healthy China and deepening the reform of medical and health system, United Imaging Healthcare actively acts upon national policies, and assumes our social responsibilities and missions. We are dedicated to making high-

quality medical resources accessible to villages and building the county medical community. With these efforts, we provide a wider range of grass-roots with more convenient and efficient diagnosis and treatment, so as to improve county medical services.

## Changes in County Area - Mobile Healthcare Enables Residents in Counties to Take High-Quality Medical Examinations at Doors

Focusing on county healthcare development, United Imaging Healthcare continuously organizes mobile healthcare charity activities for public benefits, enhancing the county healthcare services. In Quanzhou County, Guilin City, Guangxi, local teachers in remote mountainous regions are faced with work fatigue and poor access to healthcare. To protect physical and mental health of all village teachers in Quanzhou County, United Imaging Health, together with Guilin Hospital of the Second Xiangya Hospital of the Central South University, provided hundreds of local teachers with free physical examination. The examination covered pulmonary nodules, coronary heart diseases, chronic obstructive pulmonary diseases,

rarefaction of bone, bone abnormality, lymph gland abnormality and oesophagus abnormality, as well as multiple eye disease screening. This demonstrated our devotion to providing medical support to rural education. In addition, United Imaging Health joined hands with the Sinopharm Dongfeng General Hospital to carry out a public health screening activity in Shiyan City, Hubei Province. The activity cared about the health of the local left-behind elderly with an emphasis on disease screening for those at high risk of tumors. It helped residents in towns access quick and professional tumor screening service locally and extended good medical resources to counties.



## Assisting the People's Hospital of Xinxing County in Building Emergency Medical Care Centers for Five Diseases to Improve Both Quality and Efficiency of Local Medical Care Services

The People's Hospital of Xinxing County, founded in 1931, is the only tertiary general hospital in Xinxing County. It is also a standard national chest pain center and provincial stroke prevention center and is included in the List of the First Batch of County Hospitals of the "Thousand County Project". United Imaging Healthcare provided the hospital with high-end imaging equipment and AI software to strengthen its first-aid efficiency and ability of precise treatment and diagnosis. After the project was carried out, the chest pain center has significantly shortened the

D to W time to 56.8 minutes, far lower than the national standard of 90 minutes; the stroke prevention center has reduced its DNT median to 30 minutes, less than the national requirement of 40 minutes; the trauma center has increased its fracture diagnosis efficiency by 50%. All those efforts have enhanced not only the medical service efficiency, but also the first-aid capabilities of Xinxing County, and played an important role in improving the health of local residents.



## Deeply Participating in Hubei “323” Health Campaign to Create the “City-County-Town” Regional Stroke Prevention System

United Imaging Healthcare equipped township health centers in Zhijiang City, the pilot city of Hubei “323” Health Campaign, with intelligent CT equipment. The health centers have realized vertical coordination in stroke prevention by virtue of 5G, cloud computing, AI and other advanced technologies. As a result, the township health centers have the ability to diagnose and treat strokes. As of October 2024, health centers throughout all towns had completed a total of 99 cases of intravenous thrombolytic

therapies and innovated the model of diagnosing and treating strokes for counties. In this way, the model has lessened people’s burden of “falling back into poverty due to illness and becoming disabled due to illness” and provided precious experience in establishing the primary-level brain stroke prevention system. United Imaging Healthcare empowers primary-level health centers with technologies to provide more equal healthcare services, contributing to rural revitalization.



## Helping the Traditional Chinese Medicine Hospital of Hongdong County, Shanxi Province to Create a New Cardiovascular Disease Center to Enable “Local Residents to Receive the Treatment for Serious Diseases Within the County”

As a county-level tertiary traditional Chinese medicine hospital, the Traditional Chinese Medicine Hospital of Hongdong County, Shanxi Province was unable to provide patients suffering from chest pain with first-aid treatment or interventional therapy without sufficient equipment. United Imaging Healthcare assisted the Traditional Chinese Medicine Hospital of Hongdong County in establishing the model of integrated cardiovascular diagnosis and treatment. We provided the hospital with various equipment such as uCT 968, uAngio 960, coronary

CTA and coronary FFR, which increased the number of examinations on common cardiovascular diseases like coronary heart disease and high-pressure blood. We also helped the department of cardiovascular build the platform for PCI interventions and congenital heart disease interventions, with which emergency patients with chest pain can be admitted and treated. By doing so, we contribute to realizing the goal of “Enabling Local Residents to Receive the Treatment for Serious Diseases Within Hongdong County to Make It a Happy Hometown”.



# Promoting Medical Equality Across the Globe

Against the backdrop of a global shortage and uneven distribution of healthcare resources, strengthening inter-country healthcare cooperation and sharing has become an

important way to enhance the capacity of global health governance. We actively respond to the national call to bring Chinese-made high-end medical equipment and digital medical

solutions to the world. By doing so, we have made medical technologies accessible to a wider range of people and effectively improve local medical care. We have made major contributions to global healthcare.

## Digital PET Helps Children's Hospital of Mexico Accelerate the Diagnosis and Treatment of Children's Serious Diseases and Conduct Forward-looking Study on the Diseases

Children's Hospital of Mexico is a specialized children's hospital directly affiliated to Mexico Ministry of Health and engages in healthcare, education and research. Our digital PET/CT equipment has been used by the hospital, improving its ability to diagnose and treat and study children's serious diseases. In July 2024, a number of medical experts and industry participants gathered at the hospital to celebrate the access of new equipment. They also discussed about technology and performance, diagnosis and treatment of serious diseases, patient

experience and international research cooperation. In addition, United Imaging Healthcare also designed a "Finding Nemo" themed room for the hospital to help soothe children during examinations, thereby improving the accuracy of examinations and the efficiency of doctors. With independent innovation and high standards, United Imaging Healthcare works with global well-known universities and medical institutions to improve healthcare services in Latin America and hit the goal of "To Bring Equal Healthcare for All".

## Helping Malawi Improve Its Healthcare Service with a Series of Digital Medical Equipment

In Malawi, medical institutions are often unable to provide patients with immediate examinations and treatment due to equipment shortage. Under the Malawi Health Project by the World Bank, United Imaging Healthcare provided the country with uDR 596i, a piece of advanced X-ray equipment which greatly improves the examination efficiency by shortening a single examination time from 10 minutes to 2 minutes. The equipment also presents clearer images and helps doctors diagnose diseases precisely. Our

engineers stayed in Malawi for more than half a year. In addition to maintaining the equipment, they also taught local engineers how to use the equipment during their stay. As a result, local medical staff greatly enhanced their technological ability. Our digital medical equipment has been used in more than 20 hospitals in Malawi, greatly reducing the local healthcare resource pressure and protecting the health of the people of Malawi. Our efforts have advanced global medical resource equality.



### **Setting an Example for China-Africa Collaborative Healthcare Initiative by Working with Washington Hospital in Ethiopia**

Ethiopia's medical system hardly satisfies the need for diagnosis and treatment of diabetes, high blood pressure, obesity and other chronic diseases. Since 2022, United Imaging Healthcare has worked with Washington Hospital in Ethiopia and provided the hospital with a series of high-end medical equipment such as CT and MR. Those equipment with excellent images and performance has significantly relieved the hospital's pressure of scanning and promoted precise diagnosis. In addition, both parties cooperate with Washington University School of Medicine in clinic research and talent cultivation to improve specialized diagnosis and treatment. Currently, the cooperative cardiac MRI project in progress is expected to fill the gap in this field and makes the hospital become the first provider of cardiac MRI service in Ethiopia. In the future, a series of high-end equipment and platforms, such as uMR Omega, uMI Vista, uRT-linac 506c, uMammo 890i, uOmnispace will be used in the tumor center and cardiovascular center of the hospital under the second-phase construction. Through these efforts, United Imaging Healthcare continuously promotes the sustainable development of Ethiopia's healthcare system and contributes to the improvement of the health of Ethiopian people.



# Assisting in Building a “Industrial Talent Chain”

Talents are the important impetus for the innovation and sustainable development in the medical industry. Recognizing the importance of talents, United Imaging Healthcare is committed to building a team of high-quality and professional medical talents, driving the development of the healthcare industry. We also provide professional medical training to help our employees understand cutting-edge medical technologies and improve their service quality and efficiency. At the same time, we are carrying out an international talent cultivation program by which our employees can broaden their horizons and learn global medical knowledge. The program aims at laying a solid foundation for our international development and global medical cooperation.

## The “Qingyun Plan-Smart Radiotherapy Software Teaching Lab” Initiated by United Imaging Healthcare and Wenzhou Medical University Has Been Put into Use to Promote the Development of Radiotherapy Talents

To break the bottleneck in radioactive medicine, United Imaging Healthcare and Wenzhou Medical University initiated the “Qingyun Plan” - the first radiotherapy talent cultivation program in the Yangtze River Delta region. Through the full integration of university-enterprise resources and implementation of five measures, including shared teaching practice and provision of more employment opportunities, we support the growth of China's highly skilled versatile radiotherapy professionals. The “Smart Radiotherapy Software Teaching Lab” was put into use in this year, and United Imaging Healthcare donated 16 radiotherapy systems and 16 radiotherapy information management systems for the purpose of teaching to create a simulative clinic environment for students. Instructed by mentors from United Imaging Healthcare, students learned how to use the radiotherapy software and system, effectively improving their radiotherapy-related practical skills. We have assisted in forming a closed-loop talent cultivation model of “theoretical study at school + simulation in the laboratory + clinical practice”, gathering momentum for the long-term healthy development of China's radiotherapy industry.



## Holding the First Employee Skill Competition for High-Performance Equipment Enterprises in Jiading Industrial Zone to Spread the Spirit of Craftsmanship

Adhering to the craftsmanship spirit of “Being Persistent, Concentrated and Refined”, United Imaging Healthcare has been optimizing the employee skill training and the innovation and creation system by which our employees have the opportunities to learn and grow. As a representative of high-performance medical equipment enterprises in Jiading, United Imaging Healthcare organized 208 first-line production employees to attend the 2024 First Employee Skill Competition for High-performance Equipment Enterprises in Jiading Industrial Zone and Production Skill Competition of Shanghai United Imaging Healthcare, involving welding, assembly, debugging, testing and other front-line production positions, to comprehensively test the employee's professional skills and practical ability. Through the competition, United Imaging Healthcare has fully explored employees' potential, stimulated their awareness of innovation and promoted the overall competency improvement of the teams to meet the needs of various positions. The competition has also helped employees achieve self-value enhancement and rapid growth.



## School-enterprise cooperation

School-enterprise cooperation can realize the deep integration of education and the industry and promote resource sharing between enterprises and universities to further the cooperation across the industry, academia, research and medicine. We continue to carry out multi-channel, multi-form and multi-level exchanges and cooperation with universities. We integrate the rich scientific research resources

of universities and the practical experience of enterprises in the market and accelerate the transformation of research results into practical applications, realizing win-win development for both sides, and creating a good environment for talent cultivation in the medical industry.

### Shanghai Jiao Tong University

Focusing on high-level talent cultivation, United Imaging Healthcare promotes continuous exchanges about actual projects between our own mentors and university mentors through the project of the “Special Pilot for the Reform of Cultivation of Engineering Master and Doctoral Students” to broaden our employees’ horizons and improve their abilities.



### ShanghaiTech University

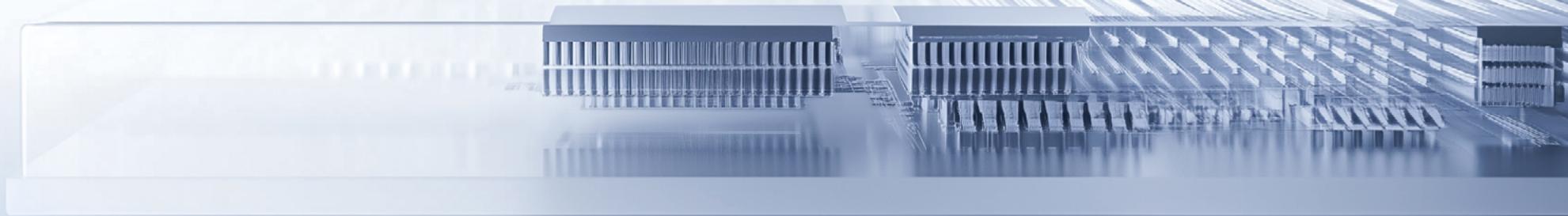
United Imaging Healthcare exchanges with many professors of School of Information Science and Technology and School of Biomedical Engineering through training and other activities. United Imaging Healthcare and ShanghaiTech University complement each other through joint cultivation of master students and organization of various research activities, which stimulate researchers’ innovation potential and expand their innovation thinking.



### Yale University

United Imaging Healthcare and the PET Center of Yale University jointly work on the Neuro Explorer program and have established the mechanism of mutual visits among scientists. Professors from Yale University come to United Imaging Healthcare and give lectures for two or three times every year. During the lectures, these professors share hot topics of PET technology, provide our employees with opportunities to update professional knowledge and upgrade their skills. All of those efforts help us come up with innovative solutions.





# Cutting-Edge Technology

United Imaging Healthcare keeps exploring technological innovation to make more people access to advanced technologies. We regard innovation and R&D as the core driver of our development. We invest in R&D and work with global universities, hospitals, research institutions and industrial partners on medical technology research and innovation. In this way, we devote ourselves to promoting progress and accessibility of medical technologies all over the world.

# Building Diverse Innovation Matrix

With the vision of “Leading Healthcare Innovation”, United Imaging Healthcare does the best to medical innovation.

United Imaging Healthcare has given full play to the leading role of technological innovation. Through continuous improvement of diverse innovation matrix, we display our forward-looking insights and practical achievements of medical devices inside and outside the industry. United Imaging Healthcare continues to improve the technology innovation system, and focuses on the introduction and cultivation of research talents. We also actively promote the breakthrough in key technology research, realize the efficient transformation of innovation achievements in medical products and services. Through these initiatives, we provide smarter and higher-quality solutions for the global medical industry.

## R&D and Innovation Systems and Mechanisms

In 2024, United Imaging Healthcare developed the uIPD - a product development management system rooted in cutting-edge integrated product development (IPD) concept. The uIPD emphasizes inter-departmental collaboration, integrating resources across marketing, R&D, testing, supply chain and others. It ensures the

accuracy of R&D direction, reducing decision-making risks. The system adopts structured process management, setting up stages such as project initiation, development, verification, and release. The Company conducts strict reviews to optimize quality, schedule, and cost control, thereby improving the efficiency of research

and development. In addition, the uIPD also incorporates sustainable design concepts. It optimizes materials and processes, promotes green supply chain management, and aids in upgrading the ecological and environmental protection of the industry.

### Product R&D Innovation

For product R&D and innovation, we adhere to the principle of “putting customer first” and focus on clinic demands and customer values. We are also driven by technology innovation and clinic demands to upgrade our products. Practicing the concept of independent R&D and innovation, we also bend ourselves to master the core technologies of large medical equipment, such as medical imaging equipment and radiotherapy products, to realize independent R&D of all high-end medical imaging diagnosis and treatment equipment.

### Industry-University-Research-Medical Collaborative Innovation

In terms of collaborative innovation between industry, academia, research and medicine, we actively partner with many well-known universities, hospitals, research institutes and industrial partners worldwide. By leveraging both internal and external technological resources and supply chain networks through our platform-driven approach, we continuously enhance R&D efficiency while expanding our integrated product technology platform capabilities.

### Internationalization Strategy Implementation

In executing our global strategy, we adopt a tactic of “aiming high for breakthroughs across all fronts”. Focusing on our high-end products and technological excellence, we make a breakthrough in high-end international healthcare markets and establish a strong presence in the industry. Therefore, we have gradually expanded our reach to other overseas markets and promoted our advanced medical devices and innovative concepts globally.



# Driving Products Upgrade

Product iteration and upgrading have become essential for enterprises to maintain competitiveness and drive advancement amid rapid development of the medical device industry. United Imaging Healthcare actively adapts to new industry trends and gives full play to the advantages in independent R&D and technological innovation. We continuously drive product upgrades in three key areas: technological innovation, application expansion and design concept innovation. Through these efforts, we enhance product value through innovation and fuel upgrades in the medical industry.



## Technological Innovation

United Imaging Healthcare focuses on R&D of new technologies and algorithms. By enhancing product digital intelligence, we continue to drive technological breakthroughs, master core technologies in high-end medical equipment, and industry-wide technological progress. Meanwhile, United Imaging Healthcare focuses on reducing costs and alleviating the financial burden on healthcare, thereby continuously improving the accessibility of medical resources. We are committed to enabling a wider population to benefit from high-quality medical products and services, and to improving the health of the entire population.

United Imaging Healthcare has made remarkable achievements in technical innovation, as demonstrated by the impressive technical strength and innovation capabilities of our products. These achievements have not only enhanced our market competitiveness, but also made an important contribution to the technological progress and industrial upgrading of China's medical device industry.

### MR

Targeting critical applications including precise measurement of complex organisms and biosafety assessments in laboratory settings, we have developed a transportable MRI detector array compatible with 3.0T MRI systems. This enables overall engineering and boosts China's independent innovation capabilities in MRI sector.

### CT

The R&D of the photon counting energy spectrum CT aims to gain independent access to core technologies of high-end medical equipment. It enables more people to benefit from the technology at lower medical costs.

### MI

With the introduction of a new generation of AI imaging algorithm DPR and CT Less AC function, the MI products effectively reduce the radiation dose of PET/CT scanning imaging. The uCare. iQC quality control function is also introduced to reduce the radiation damage to patients and technicians.

### RT

The R&D of core technologies and complete systems of MR-LINAC and TPS has achieved the first breakthrough in radiation therapy in China. It has also boosted the technical improvement of disciplines such as radiophysics, radiation oncology, medical imaging, mechanics and control.

### DSA

The DSA product develops "zero-noise" platform, focusing on the challenge of noise suppression in the imaging chain. By leveraging original algorithms and optimizing hardware in a coordinated manner, it innovatively reduces the radiation dose in each acquisition mode by more than 60%, while eliminating visible image noise. This not only elevates image quality to a new level but also systematically enhances the signal-to-noise ratio of the images and improves the ability to distinguish fine details. The reduction in radiation dose leads to an increase in the ability to work for extended periods. And it is expected that the lifespan of key components will be doubled.

## Application Innovation

United Imaging Healthcare is dedicated to exploring a wide range of intelligent technology applications to enhance the precision of medical technologies and the convenience of operations. Our technology innovations optimize clinical workflows while revolutionizing diagnosis and treatment paradigms for critical diseases. By innovating in technology application, we simplify the diagnosis and treatment process and improve medical efficiency. To enhance the quality and efficiency of the examination process, we strive for perfection in product interfaces and functional interactions, developing accurate and efficient tools to assist in diagnosis and treatment.

### uMI Panvivo

The uMI Panvivo platform, launched in 2024, brings cutting-edge PET detector technology to a more accessible range of platform products. Replacing the water cooling system with an air cooling system significantly reduced the floor space required, lowered the installation site requirements and improved equipment accessibility.



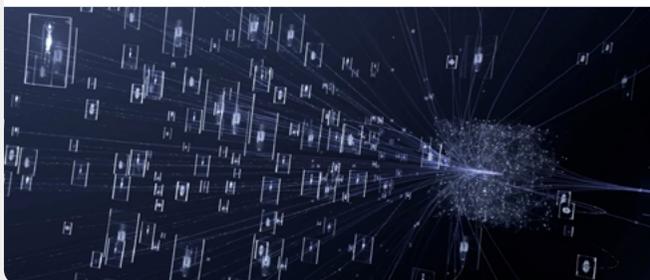
### uAngio Series Products

The uAngio series products now feature voice-activated control, enabling doctors to easily perform auxiliary tasks such as image manipulation and protocol selection. The human joint detection function powered by robot vision enables doctors to position the patient's body parts with one-touch, automatic motion in place, swiftly detect rotation trajectories through 3D scanning. This function helps to automatically identify collision risks, streamline the scanning process, improve the user experience and reduce X-ray radiation dosage.



### uExcel Platform

The uExcel platform integrates a comprehensive AI solution, including AI-driven body position recognition to aid in positioning, intelligent planning of full-process scanning protocols, and contactless whole-body motion management.



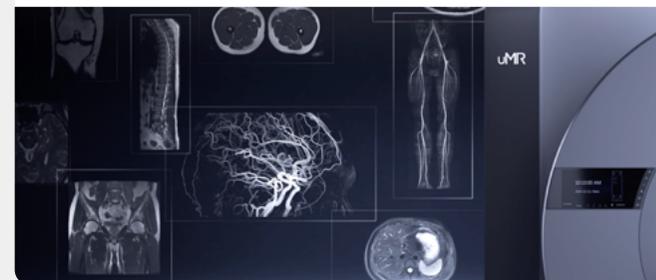
### uDR Aurora

The uDR Aurora series products leverage visual recognition of key human body positions to help doctors achieve intelligent and efficient positioning. In addition, they enable precise setting of the exposure field of view (FOV) and exposure parameters. These products also feature intelligent diagnosis and AI quality control functions, improving examination efficiency by 60%, reducing invalid radiation by 44%, and increasing the rate of correct diagnosis by 30%.



### uAIFI Platform

The uAIFI brain-like platform transforms the entire MR examination process through intelligent technology. It lowers the barrier to use the equipment via innovative technologies such as ACS intelligent constellation shuttling imaging, EasySense intelligent perception, and QScan silent scanning. It enables patients with special needs to undergo MR scans effortlessly, significantly improving equipment accessibility.



## Design Innovation

United Imaging Healthcare adheres to the design vision of “Design as Vanguard, Unveiling Beauty Ahead of Time”, and follows the design concept of “People-oriented, Beyond Healthcare”. We fully integrate life science and technology to create a comfortable user experience, address users’ needs, and infuse the product with more humanistic care.

### Non-toxic materials

United Imaging Healthcare adheres to the concept of environmental protection and is committed to promoting the lead-free evolution of medical equipment. The latest generation of PET/CT products have replaced the traditional lead shielding structure with more eco-friendly materials and technologies, effectively reducing environmental pollution. The mammography DR collimator innovatively applied steel instead of lead leaves to enable eco-friendly and harmless X-ray collimation and shielding. These eco-friendly innovations ensure high-quality medical images while reducing the environmental impact and steering the industry toward eco-friendly practices.



### Lightweight design

United Imaging Healthcare is dedicated to enhancing the user experience of medical equipment through innovation. We incorporated a lightweight carbon fiber panel into the uDR 380i Pro, reducing the weight of the 1417 panel from 3.1kg to 2.3kg, improving operational convenience and flexibility.



### Intelligent systems

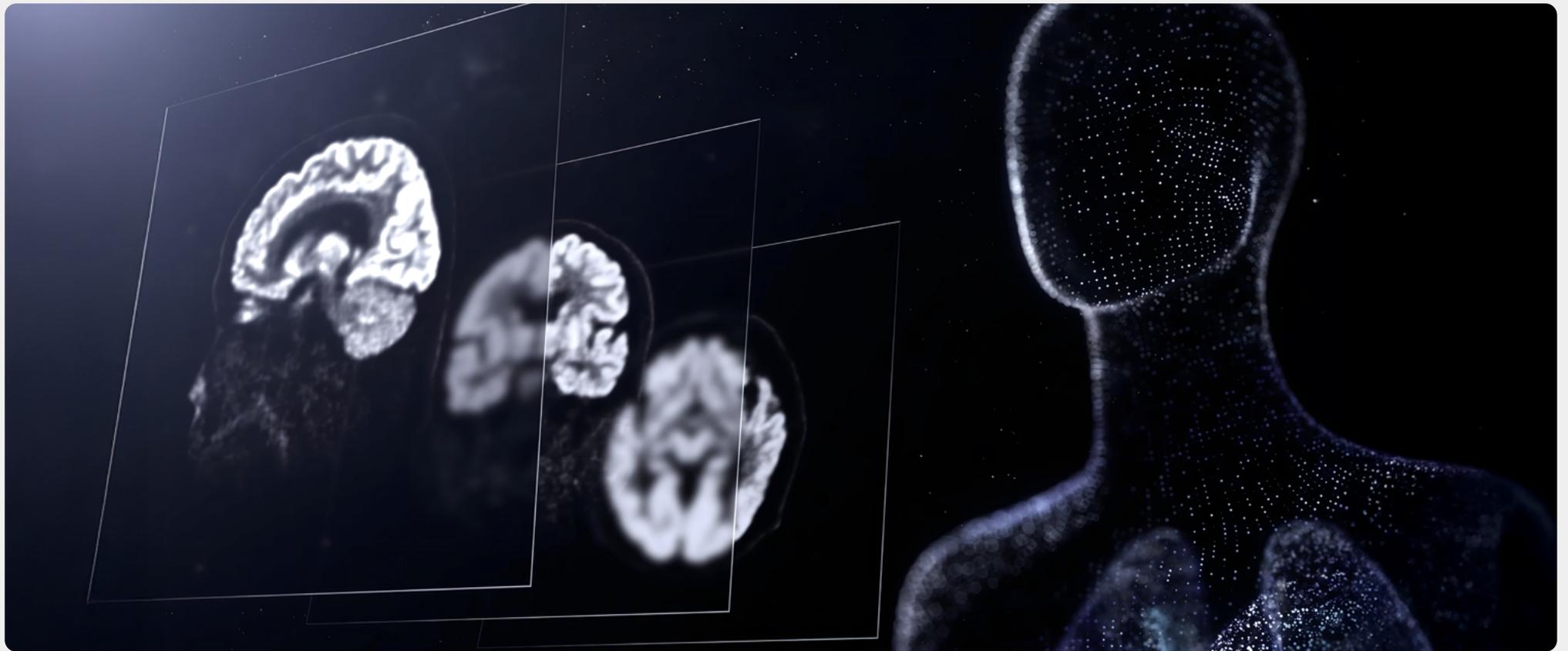
United Imaging Healthcare participated in a domestic medical imaging machine application demonstration project. The project fully tapped the optimization potential of the product in terms of technology, functions, and user experience through clinical research and reference to the domestic DSA evaluation system. We have comprehensively improved the quality and performance of the imaging machine by introducing advanced image processing algorithms and refining the user interface. We have also taken into account actual clinical needs as well as patient safety and comfort, which promotes the wide application and development of domestic medical imaging machines in the medical sector.



## Towards the Future

United Imaging Healthcare is committed to becoming a global leader in medical imaging technology innovation, with continuous product and technological innovation. We are always mindful of our corporate mission of “To Bring Equal Healthcare for All”, constantly promoting the wider use of medical imaging technology and contributing to the development of the global healthcare industry. In the future, for R&D, we will continue to invest heavily in technology, products, and talent cultivation, improve internal innovation capabilities and technologies, and promote the transformation and application of scientific research

achievements. For product development, we will further integrate AI into medical imaging and treatment equipment. Through these efforts, we will improve the overall accuracy and efficiency of diagnosis and treatment with the help of digital intelligence, meet multi-level medical needs by optimizing product design, and improve accessibility to medical resources. We consistently adhere to the low-carbon, eco-friendly philosophy, focusing on energy consumption management throughout the product lifecycle. By developing new energy-saving technologies, we reduce the environmental impact of our products, thereby speed up the green transition.



# Cultivating Innovation Ecology

United Imaging Healthcare is committed to putting patients first. We have built an innovative ecosystem to improve the quality of medical services, enhance the efficiency of medical resource utilization, and promote the fairness and accessibility of healthcare. We leverage innovation platforms to create a multi-level and cross-industry ecosystem. We also actively engage in industry exchanges to share knowledge and experiences, jointly building a positive environment for innovation.

## Coordination and Innovation of Industry, Academia, Researchers and Medical Institutions

In 2024, United Imaging Healthcare continued to work closely with renowned universities, research institutes and hospitals both at home and abroad. We collaborate on talent development and academic discipline building, tackling key scientific challenges in medical engineering, with a focus on medical imaging technology, cutting-edge MRI technology and related clinical sciences, brain science, big data and AI. In this way, United Imaging Healthcare promotes interdisciplinary innovation and collaborative innovation between industry, academia, research and medicine, accelerates the transformation and application of innovation achievements, and contributes to the sustainability of the industry.

### Collaborating institution

West China Hospital

East China Normal University

Tsinghua University

Beihang University

Shanghai Jiao Tong University, ShanghaiTech University and Xi'an Jiao Tong University

Sun Yat-sen University Cancer Center

Peking University Third Hospital

Ruijin Hospital

Peking Union Medical College Hospital

Ruijin Hospital, Zhongshan Hospital, Shanghai Fengxian District Central Hospital, and Shanghai Public Health Clinical Center

### Collaboration details

Application for the National Key R&D Program *High-End Medical Imaging Equipment Lifecycle Value Chain Collaborative Industrial Software Platform*

Establishment of collaboration in medical imaging technology

Joint establishment of "Tsinghua University (School of Biomedical Engineering) – Shanghai United Imaging Healthcare Co., Ltd. MRI Joint Research Center"

Development of "National Medical Research and Industry-Education Integration Platform for High-end Medical Equipment and Devices"

Joint cultivation of professional degree postgraduates in fields such as AI and health data analysis, biomedical sensing and image processing

Conducting national and provincial continuing medical education programs: "Adaptive Radiation Therapy Workshop"

Creating a "one-stop emergency radiotherapy" solution, effectively alleviating pain for patients with acute conditions

Breaking radiotherapy silos through digital transformation initiatives

Building online radiotherapy diagnosis and remote guidance system for cancer patients

Implementing the "Science and Technology Innovation Action Plan" innovative medical devices application demonstration project

## Participating in the “Explorers Program”, Promoting Collaborative Innovation to Achieve a Breakthrough in Photon Counting Energy Spectrum CT Technology

We actively work with universities and research institutions to promote the research, development and application of photon counting energy spectrum CT technology. We are committed to improving the accuracy and efficiency of medical imaging diagnosis. Traditional CT equipment adopts scintillator-based energy-integrating detector, which have limited imaging capabilities. Photon counting energy spectrum CT technology, in contrast, enables high spatial resolution and high signal-to-noise-ratio color imaging, and is hailed as “the greatest technological innovation in CT in recent years”. Under the Explorers Program, United Imaging Healthcare has teamed up with leading scientific research teams in Shanghai to work on detector and packaging technology for photon counting energy spectrum CT. As the chief scientist of photon counting energy spectrum CT at United Imaging Healthcare, Professor Lai Xiaochun has led the team to achieve significant advancements. The imaging quality of the photon counting energy spectrum CT under development is approaching the requirements for clinical diagnosis and treatment.

In 2024, we collaborated with the Science and Technology Commission of Shanghai Municipality and other business representatives at the Explorers Program exchange meeting. The meeting kicked off a new round of collaboration and further promoted the industrial application of photon counting energy spectrum CT technology. Through collaboration, we provide research funding for scientists and build a platform for collaborative innovation across industry, academia, research and medicine, speeding up the translation of basic research results. In the future, we will continue to invest more in the Explorers Program, broaden collaborative networks, and engage more research teams. This strategic expansion will promote the intensive integration of industrial demand and basic research, accelerate technological innovation and clinical application of high-end medical equipment. Ultimately, these efforts empower patients to enjoy more accurate and more efficient diagnosis and treatment services.



## Leading the “14th Five-Year Plan” National Key Special Project to Jointly Make Technological Breakthroughs in CT Slip Rings

In April 2024, a key special project led by United Imaging Healthcare titled “R&D and Application of CT Slip Ring Using Wireless Power Transmission Technology” was officially launched. It was a part of the national key R&D program “Diagnostic and Therapeutic Equipment and Biomedical Materials” under the “14th Five-Year Plan”. The CT slip ring is a core component of high-end CT equipment. Its technological level and localization rate directly impact the performance of CT equipment and the safety of the industry chain. Currently, the domestic slip ring mainly adopts mechanical carbon brush technology, which lags behind the international advanced level. For the purpose of overcoming technical challenges to lay a foundation for the performance improvement of CT equipment in the future, the project implements wireless power transmission technology to transform the physical structure and energy transmission of slip rings.

United Imaging Healthcare partnered with Huazhong University of Science and Technology, Peking Union Medical College Hospital, the Fourth Hospital of Hebei Medical University, and other forces from the industry, academia, research, and medicine. We leverage the strengths of all parties in R&D, clinical practice and testing. By doing so, we aim to make breakthroughs in wireless power transmission technology, promote the localization of slip ring components, and address the “bottleneck” issues in high-end CT slip rings. We will further drive CT technological innovation and further integrate the innovation and industry chains in China's medical device sector.



## Building a Global Nuclear Medicine Innovation Ecosystem: Co-work between United Imaging Healthcare and Ruijin Hospital of Shanghai Jiao Tong University School of Medicine for Technological Breakthroughs in PET/MR and PET/CT

In May 2024, Shanghai Jiao Tong University School of Medicine hosted an innovation summit. Global nuclear medicine experts and representatives from the industry, academia, research, and medical institutions gathered in the summit. They witnessed the unveiling of PET/MR innovations by the Institute for Medical Imaging Technology (Shanghai Jiao Tong University - Ruijin - United Imaging Healthcare). The innovative applications of long-axis PET/CT were also discussed in the summit. Focusing on cross-border cooperation and ecological co-prosperity, the summit aimed to break down barriers between industry, academia, research, and medicine, and transform clinical innovation inspiration into productivity. The Institute developed a new generation of PET/MR, which was backed by Ruijin Hospital's clinical research experience with over 10,000 PET/MR cases. 10-minute whole-body multimodal imaging was achieved by virtue of digital intelligence, providing comprehensive information support for neurological, cardiovascular, ontological, and other disease research. It enabled a fast, silent, and low-dose one-stop solution for children, elderly patients with heart and brain diseases, and breast cancer patients. At the

same time, the uMI Panorama GS further demonstrated exceptional performance with an ultra-long axial field of view of 148cm and a 180-picosecond temporal resolution, which reshapes the PET imaging pattern. Furthermore, it's equipped with intelligent systems, including automated patient positioning, artifact elimination, and whole-body motion compensation. These technological innovations not only enabled better precise visualization of physiological processes in real-time conditions but also support advanced integrated brain-body research initiatives.

The summit brought together nuclear medicine experts from China, the United States, Germany, Italy, Austria, and other nations. Participants explored cutting-edge trends in integrated diagnosis and treatment, driving innovations in research methods. Global experts also visited the headquarters of United Imaging Healthcare to explore the application of long-axis molecular imaging to precise diagnosis, tumor microenvironment analysis, and new drug research and development. This contributed to the scientific and technological transformation, accelerating the innovation of the global nuclear medicine ecosystem.



## Working together to Promote the Technological Development of One-stop Radiotherapy and Remote radiotherapy

Through active collaboration and exchange with academic institutions, the Company endeavors to promote the popularity and application of one-stop radiotherapy and remote radiotherapy, and drives forward standard and uniform radiotherapy. In collaboration with Peking University Third Hospital, we've developed a one-stop solution for emergency radiotherapy to overcome the multi-site limitations of traditional radiotherapy. It enables patients to complete the entire process in one place, eliminating the need for multiple trips. As a result, the treatment time has been significantly reduced from 3-5 days to 20-30 minutes, effectively alleviating pain for patients with acute conditions.

In September 2024, based on the radiotherapy cloud platform of United Imaging, Peking Union Medical College Hospital provided online radiotherapy diagnosis and guidance to oncology patients at Central Hospital of Jinzhou in Liaoning Province.

On September 9, 2024, the first cloud clinic online lung cancer radiotherapy prescription and treatment plan in China was launched in Guangzhou and Xuchang via remote collaboration. With the support of the technical team of United Imaging, Professor Chen Ming's team at Sun Yat-sen University Cancer Center and Professor Wang Pengfei's team at Xuchang Beihai Hospital worked together to discuss and design a comprehensive treatment plan for a lung cancer patient. The plan involved evaluating the patient's medical history, pre-chemotherapy efficacy, tumor target area, suspicious nodules, esophageal protection, CTV delineation, and radiotherapy protocols. This action aimed to enable remote radiotherapy collaboration between a national medical center and a prefecture-level hospital, as well as to standardize treatments and ensure physico-technical quality control.



## Industrial Exchanges and Cooperation

Leveraging its technical strengths, United Imaging Healthcare continues to optimize operations and deepen industry exchanges and cooperation, in a bid to build a sustainable industry ecosystem for the long term. Throughout the year, United Imaging Healthcare actively participated in global medical industry events. Key events included the European Congress of Radiology (ECR), the annual meetings of the European Association of Nuclear Medicine (EANM), the Radiological Society of North America (RSNA), the Society of Nuclear Medicine and Molecular Imaging (SNMMI), the

China International Medical Equipment Fair (CMEF), and the Medical Industry Forum of Jiading Industrial Zone. In addition, we also participated other key domestic and international conferences for industry and technical exchanges. By participating in these activities, we have maintained close communication with industry experts and partners. We have discussed cutting-edge technology trends, shared industry knowledge and experience, promoted best practice, and worked together to create a more prosperous future for the industry.

### Attending 2024 European Congress of Radiology (ECR) with a Variety of High-end “Smart” Products

In February 2024, in response to the conference theme of “Next Generation Radiology”, United Imaging Healthcare attended the European Congress of Radiology (ECR) with high-end diagnostic and therapeutic equipment, such as uMR Jupiter 5T, uMR Omega, and uAngio 960. By demonstrating the significant advancements of China’s medical imaging equipment to the global medical community, we sought to advance our globalization. At the conference, United Imaging Healthcare engaged

with leading global experts and scholars to discuss the application of high-field magnetic resonance, brain-like platforms, and the future direction of medical innovation. We shared the latest academic advancements, clinical research, and industry trends. The interaction drove the industry’s upgrade in advanced technology concepts, provided new ideas for global medical and healthcare development, further increasing our influence in the international radiology sector.



### Attending the China International Medical Equipment Fair (CMEF) with a Number of New Products for the Creation of “Medical New Quality Productive Forces”

Since 2015, United Imaging Healthcare has actively participated in the China International Medical Equipment Fair (CMEF) to promote industry exchange and innovation. In April 2024, leveraging technical and ecological strengths, United Imaging Healthcare showcased a range of cutting-edge medical imaging equipment at CMEF. This included a new-generation 148cm whole-body PET/CT, the industry’s first intelligent bionic aerial robot DSA, the first integrated CT ring linear accelerator, a top-tier research 3T MRI, and a versatile large-aperture CT for diagnosis and treatment. Additionally, we introduced AI platforms such as the uAI

MRI brain platform, uSenseCT active perception platform, uExcel molecular imaging infinite technology platform, and uAiD full-process intelligent imaging platform. These platforms empowered hospitals to address diverse clinical needs and enhance comprehensive diagnostic and treatment capabilities. Exchanges with the participants deepened our perception on medical equipment intelligence, and accelerated industry cooperation. We also jointly drive the industry’s innovative development in digital intelligence.



## Attending the Annual Meeting of the Radiological Society of North America (RSNA) to Demonstrate AI Technology Strength in the New Era

In December 2024, in the annual meeting of the Radiological Society of North America (RSNA), United Imaging Healthcare displayed a range of multimodal innovations, including uMR Ultra, uAngio AVIVA, and uOmniSpace. United Imaging Healthcare equips the devices with self-developed AI platforms, promoting deep integration in the medical imaging field from R&D to clinical application. By doing so, we provide patients with more accurate and efficient diagnosis and treatment, aid the transformation of medical imaging technology, and spark the industry's imagination for "medical imaging + AI". The world's first new generation 3T MRI uMR Ultra is equipped with the uAIFI-LIVE platform. This transforms magnetic resonance imaging from a static "photograph" to a dynamic "camera", presenting a "live photo" effect. It enables clinicians to observe and understand motion,

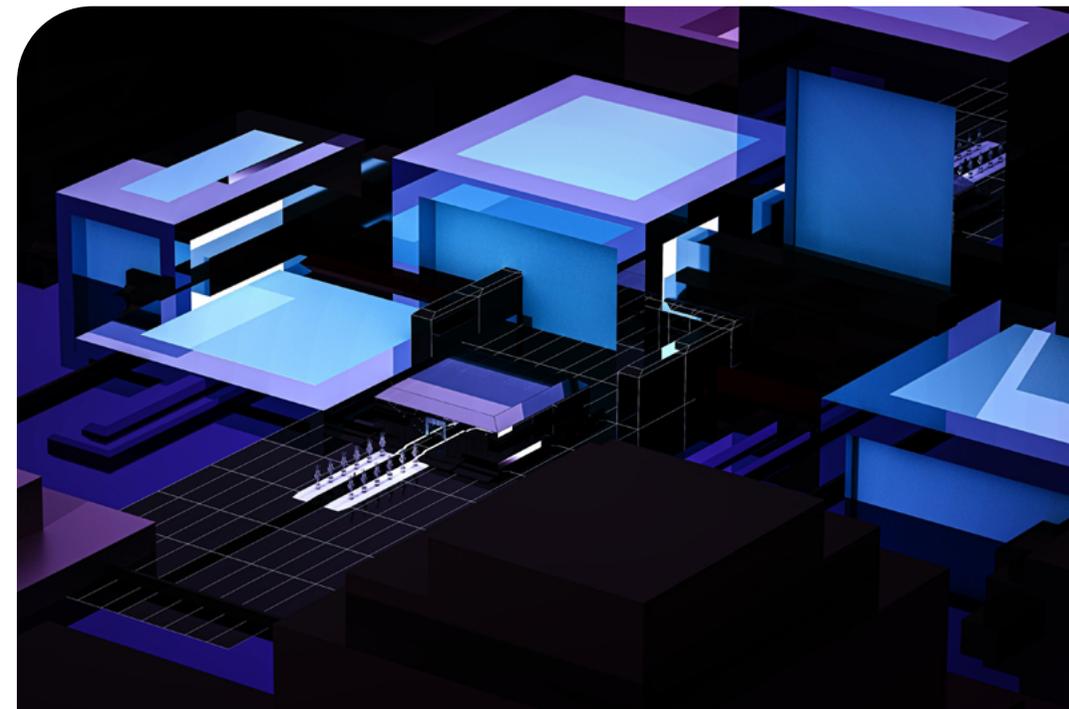
leading MRI into the era of LIVE imaging. The DSA uAngio AVIVA, the industry's first intelligent bionic aerial robot, is equipped with the uLingo intelligent voice system. This allows the robotic arm to be moved to a designated part by issuing a voice command during surgery. The system supports over 10,000 high-frequency clinical commands and free dialogue in all scenes, truly liberating doctors' hands. The conference gathered experts and scholars from various professional fields, including medical decision-makers, radiologists, and AI specialists. They discussed the potential and application scenarios of AI in radiology, and explored the innovation of AI-enabled medical imaging. The conference promoted the integration of the medical and healthcare industry with AI, and further strengthened United Imaging Healthcare's influence in the global medical technology industry.

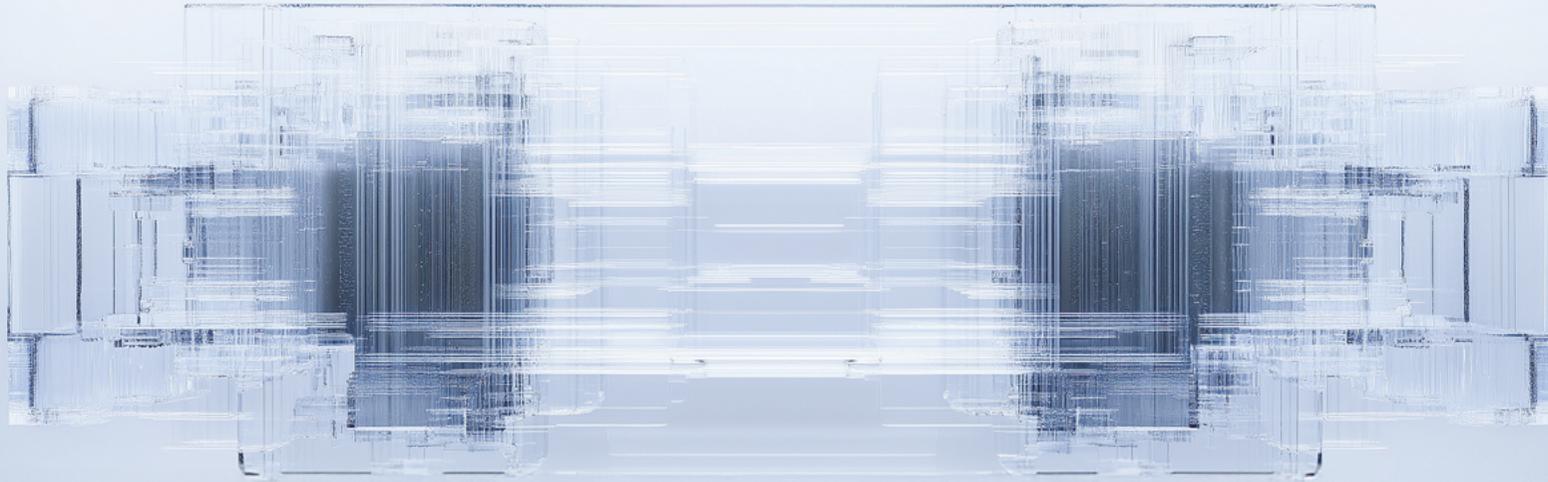


## Formulation of Industry Standards

As a leading medical enterprise, United Imaging Healthcare actively participates in the drafting, deliberation, issuance and implementation of a number of national, industry, and joint enterprise standards. We give full play to our advantages in technology and innovation to promote the high-quality and standardized development of the industry. In 2024, we participated in the drafting of the standards for *Evaluation and Routine Testing in Medical Imaging Departments - Part 3-2: Acceptance Tests - Imaging Performance of Mammographic X-ray Equipment* and the group

opinion standards for *Specification of Operation for Total-Body PET/CT Imaging*. We also collaborated with People's Medical Publishing House, Shanghai University of Medicine & Health Sciences, and several other colleges and universities to develop teaching materials on medical device for national higher vocational education. In the future, we will actively engage in the development of more industry standards, promote the standardization of medical imaging equipment technology, and boost the industry's high-quality development.





# Lean Products and Quality Service

United Imaging Healthcare regards product and service quality as the foundation of enterprise development. We ensure the safety, effectiveness, and stability of our offerings through a comprehensive quality management system and advanced digital production technology. Always putting customer first, we continuously improve the customer service management system, enhance

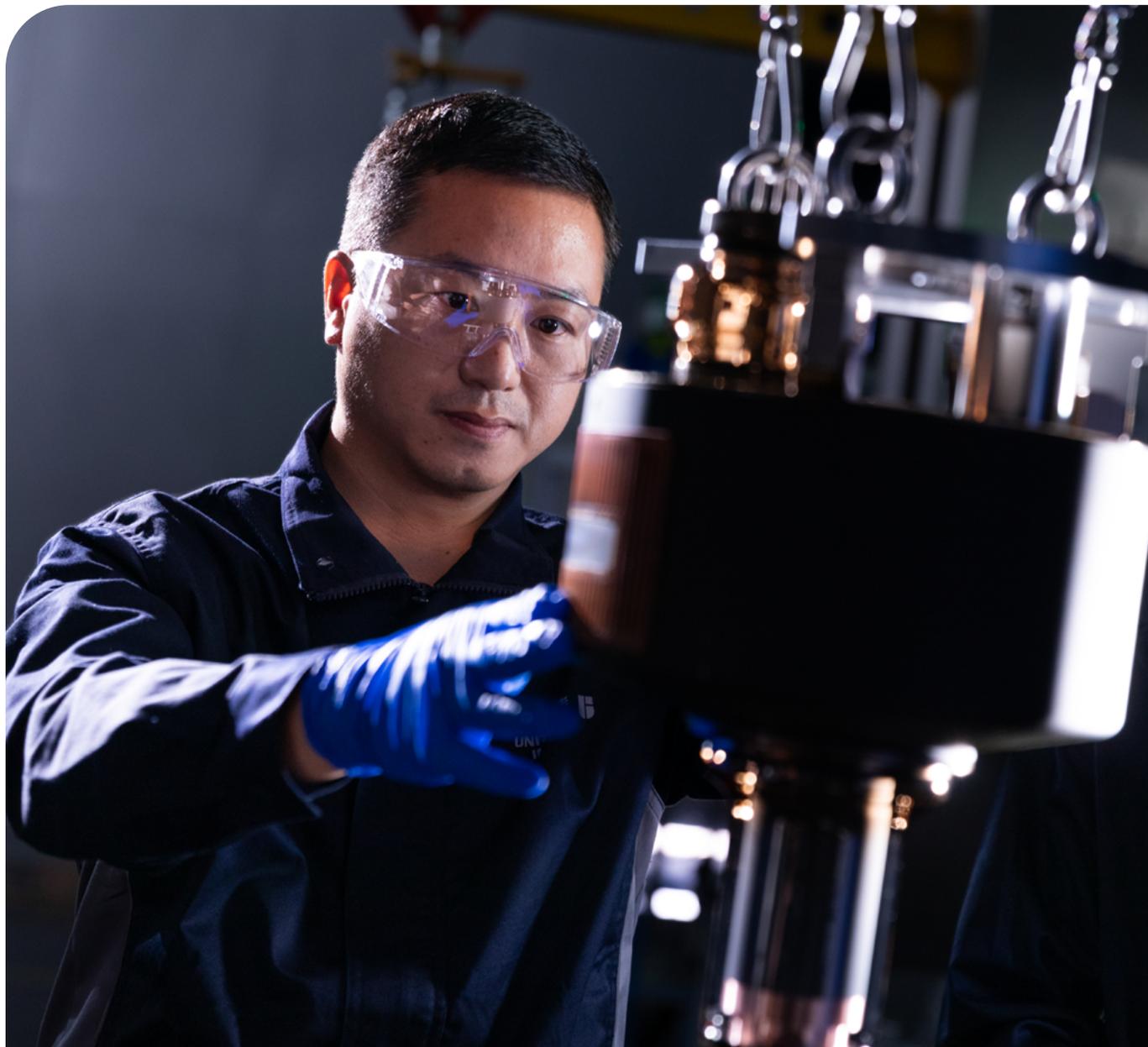
service response speed and quality, all in an effort to deliver an outstanding customer service experience. At the same time, we attach importance to supply chain management and establish close relationships with our suppliers to jointly improve product quality and promote the sustainable development of the supply chain.

# Ensuring Product Quality and Safety

Taking the quality strategy as an important component of the core competitiveness, United Imaging Healthcare has set up the quality management goal of “zero defect”, which has been deeply integrated into the Group’s strategy management system. We have constructed a comprehensive quality management system throughout the life-cycle of product R&D, manufacturing, supplier quality, and after-sales service. The aim is to achieve accurate monitoring and continuous optimization across all stages through a digital and intelligent quality control platform, so as to ensure that the safety, efficiency and stability of our products and services reach world-leading levels.

At the strategy level, we have established a quality-oriented decision-making mechanism to link quality objectives with business development objectives. This enables us to ensure the effective implementation of the quality strategy based on the establishment and implementation of the quality performance indicator system. Furthermore, we put more investments in quality technology innovation to promote the in-depth application of AI, big data and other advanced technologies in the fields of quality prediction and quality improvement. As a result, we have been able to create a new mode of intelligent quality management.

By implementing the “zero defect” life-cycle quality management strategy, United Imaging Healthcare is committed to building a world-class healthcare equipment brand. In this way, we can provide safe and reliable products as well as high-quality and efficient services to clients around the world, and drive the Group forward to achieve high-quality development.



## Strict Product Quality Control

### Quality and Safety Management Mechanism

United Imaging Healthcare strictly adheres to a range of domestic laws and regulations, including the *Product Quality Law of the People's Republic of China*, the *Regulations on the Supervision and Administration of Medical Devices*, the *Measures for the Supervision and Administration of Medical Device Production*, and the *Good Manufacturing Practice for Medical Devices*. We also abide by overseas regulatory requirements for medical devices, such as 21 CFR 820 of the U.S., the MHLW Ministerial Ordinance No. 169 of Japan, and the European Union's 93/42/EEC(MDD) and 2017/745 MDR, to fully guarantee product quality and safety.

In terms of internal policies development, we have developed *Quality Manual*, which applies to our products and related services that meet the definition of medical devices, covering all business divisions and related departments. In addition, we have formulated a range of key internal management documents such as the *Quality Management System*, the *Product Development Process*, the *Production Control Procedures*, and the *Marking Control Procedures*. And thus, we can standardize product quality, meet the requirements of domestic and international medical device regulations and standards, and ensure the safety of our products. During the year, we continued to improve our quality processes, updating a total of 184 quality and safety management documents, thereby constantly strengthening the foundation of our quality systems.

We have a well-established organizational structure for quality management, which encompasses a Quality and Compliance Management Committee responsible for managing and monitoring product quality to ensure that all of our products meet industry regulations and regulatory standards. In addition, we have constructed a product quality life-cycle management system to control quality at all stages, including product R&D, production, procurement, and installation services. We have also formulated product risk management procedures to strengthen post-marketing supervision, and secure the actual effect and safety of our products. All these efforts are aimed to ensure the quality and safety of our products at every stage.



## Quality and Safety Management Certificates and Audits

United Imaging Healthcare always implements strict requirements relating to product quality management and environment, health and safety. By taking the initiative to obtain various types of system certificates and accepting internal and external audits, United Imaging Healthcare continuously improves product quality and ensures operational compliance.

### System certificates

By the end of the reporting period, the quality management system certificate of United Imaging Healthcare covered all factories, ensuring consistent quality management standards across all manufacturing facilities. Moreover, the fully marketed products, including MR, PET/MR, CT, PET/CT, RT, DR, DSA, as well as medical image post-processing software, have obtained ISO 9001:2015

Quality Management System Certificate, ISO 13485:2016 Medical Device Management System Certificate, and Medical Device Single Audit Program (MDSAP) Certificate. Among them, the MDSAP certificate covers the markets of the U.S., Canada, Japan, Brazil, and Australia, laying a solid foundation for United Imaging Healthcare to keep a competitive edge in the global market.



ISO 13485 Medical Device Management System Certificate for Shanghai Manufacturing Facility



ISO 13485 Medical Device Management System Certificate for Wuhan Manufacturing Facility



ISO 13485 Medical Device Management System Certificate for Changzhou Manufacturing Facility



ISO 13485 Medical Device Management System Certificate for U.S. Manufacturing Facility



MDSAP Certificate

## Audit assessment

During the reporting period, we received a total of 38 audits from domestic regulatory authorities and third-party certification bodies. The audits included, but were not limited to: registration inspection of the China Good Manufacturing Practice for Medical Devices System, audits of the ISO 13485:2016 Medical Device Management System, ISO 9001:2015 Quality Management System and MDSAP, audit and flight inspection under EU Medical Devices Directive 93/42/EEC (MDD), audit under EU Medical Device Regulation 2017/745 MDR, INMETRO factory inspection, NRTL (Nationally Recognized Testing Laboratory) factory inspection, and CTF (Customers Testing Facilities) factory inspection, with an audit pass rate of 100%.

Total audits received from domestic regulatory authorities and third-party certification bodies

38

Audit pass rate

100%



CT MDR Certificate



HSW MDR Certificate



MI MDR Certificate



RT Software MDR Certificate



XR&MR MDR Certificate



uCT ATLAS Astound NRTL Certificate



uCT ATLAS NRTL Certificate



uEXPLORER NRTL Certificate



uMI Panorama GS NRTL Certificate



uMI Panvivo Certificate



uMR Jupiter NRTL Certificate



ISO 9001 Quality Management System Certificate for Shanghai Manufacturing Facility



ISO 9001 Quality Management System Certificate for Wuhan Manufacturing Facility



uMR770, uMR780 NRTL Certificate

## Quality and Safety Testing

United Imaging Healthcare incorporates strict product testing into the quality and safety management stage. Focusing on compliance with product quality and safety management standards, we conduct product risk management testing, design and clinical evaluation testing, and product reliability testing. In addition to continuously optimizing the production testing and quality control process, we also strengthen the proactive and preventive nature of testing, and implement the main responsibilities for product safety, thereby resolutely guaranteeing the effectiveness and safety of the products.

We rigorously control the product quality testing process by formulating the *Reliability Testing Standards*, the *Packaging Reliability Testing Standards*, the *Signal Integrity Testing Standards*, the *HALT Testing Standards* and other product testing guidelines. This enables us to regulate and supervise the material and product testing, so as to ensure the authenticity, accuracy, completeness and traceability of the results.

We follow the *Risk Management Procedure* to identify potential hazards and hazardous situations in advance throughout the product life-cycle. Besides, we minimize the overall residual risk of our products through design, protection, provision of safety information and user training, to effectively prevent potential quality and safety issues. In addition, we conduct extensive analysis of the products' usage environment and key characteristics. For example, we design diverse testing scenarios that cover both common usage and extreme conditions, while focusing on in-depth testing of key stages, and identifying and resolving potential problems and flaws in the product design through repetitive testing, temperature cycling, and more.

We perform design validation and clinical evaluation of our products. We engage clinical medical experts to evaluate and continually optimize the interactivity, image quality and workflow of our products to ensure that our products are functionally specialized, refined and intelligent and can meet clinical needs. At the design validation stage, we require prototypes to meet the standards of an initial production

unit or equivalent, with a 100% test execution rate and pass rate required. And meanwhile, we also conduct external customer evaluations that cover customer experience, workflow, and interface interaction. The evaluations cover the entire system, the product software, or a particular function and application of the product, to serve as a complement to customer inputs on product requirements.

We have set up a dedicated laboratory to test and verify the reliability and stability of our products under changing environmental conditions. Equipped with advanced testing equipment, the laboratory is capable of performing a wide range of tests, including environmental, vibration, shock and durability tests. It also follows strict test specifications to ensure that the quality and reliability of products are comprehensively assessed and guaranteed at all stages, from design to manufacturing.

We continuously promote product production testing and quality control. By developing the *Design Transfer*, the *Process Development*, the *Production Control* and other production management processes, we clarify the quality standards of all product production stages. We also implement a rigorous raw material inspection and control process, assessing material risks and implementing appropriate control measures to ensure that raw material quality meets production requirements. At the process development and validation stage, we use analysis methods such as FMEA to identify potential defects and prevent quality issues by improving process flow and enhancing quality testing. During the production process, we develop an integrated control program, including personnel qualification management, environmental monitoring, equipment maintenance and product sampling, to ensure the precision of the product manufacturing process.

The final product testing and inspection stage involves extensive and detailed testing and inspection of all products before they are shipped out, with over 15,000 test items covering key technical indicators such as functionality, performance and safety. This ensures the safety and

effectiveness of the final products. In 2024, the Company carried out a cumulative total of 10.2121 million tests, covering 184,600 test cases, involving more than 1,955 components and nearly 230 systems, with the coverage rate reaching 100%.

In addition to performing internal product testing, we place equal emphasis on partnering with external organizations for product testing. We have maintained partnership with Rheinland Technology (Shanghai) Co., Ltd, Rheinland Technology (Suzhou) Co., Ltd, TUV SUD Certification and Testing (China) Co., Ltd., DEKRA Testing and Certification (Suzhou) Co., Ltd., Bureau Veritas, SGS, CTI, and DEKRA as well as other third-party certification organizations. In doing so, we jointly assess the quality and safety of our products in an all-round way to ensure that our products meet market standards and requirements, and to guarantee the quality and safety of our products in all aspects.

In 2024, the Company executed

10+  
million tests

Covered

15+  
thousand test items

Addressed

184.6  
thousand test cases

Both the coverage rate and pass rate are required to reach

100 %

## Quality and Safety Training and Promotion

United Imaging Healthcare recognizes the importance of quality and safety training. We integrate product quality management into the daily work of employees, and make efforts to strengthen employees' awareness of quality management. In this way, we ensure that employees have a thorough understanding of the connotation of the Group's quality and safety management, standards and procedures, thereby reinforcing the concept of responsibility for quality and safety.

To ensure that employees fully understand and fulfil their responsibilities, United Imaging Healthcare conducts full-coverage quality and safety training for all employees, including interns and outsourced personnel. By the end of the reporting period, a total of 338,850.477 hours of product quality and safety training had been delivered across the Group, covering 468,513 employee participations.

We plan and implement annual quality control and product safety training based on the requirements of medical device regulations and standards, following the latest regulatory trends of authorities. Meanwhile, we carry out product quality and safety training through a variety of forms, such as text or video classroom training, self-study training, and periodic remote online courses, online training on electronic systems, and training on self-media subscriptions. On this basis, we conduct personalized quality training for different departments like R&D, production, service, supply chain management and marketing based on their business characteristics to meet the learning needs of different employees and to promote the sound development of quality products.

### Course study

- We train our managers, R&D staff and quality management personnel on domestic and international medical device regulations and international standards across China, the EU, the U.S. and other countries, to ensure that employees fully understand and comply with regulatory requirements.

- For all employees involved in quality and safety, we offer them courses on various procedures, including those in the *Quality Manual*, the *Product Development Process*, the *Production Control Procedures*, and the *Marking Control Procedures*, to ensure strict compliance with the Group's processes and standards.

- We provide a wealth of training courses for R&D, process, sales, installation, service and quality management personnel, covering the basic and cutting-edge knowledge of various medical equipment, such as the basics of magnetic resonance sequences and the principles of PET/CT, with the aim to reinforce the professional knowledge base of our staff.

- We organize all employees to study the *Quality Manual*, *Chairman's Guidelines on Quality Policy Dissemination and Implementation*, and the *EHS Management Manual*, to consolidate and enhance the awareness of product quality and safety among all employees.

- We organize R&D, process, production, sales, installation, service and quality management personnel to attend hands-on training, including software development, interface testing, after-sales product knowledge and other practical courses, to enhance the practical skills and job adaptability of employees.

- We provide all new employees with training courses such as the *Quality Management System* and the *EHS Environment and Health and Safety*, to cultivate among them a correct awareness of product quality and safety.

### Activity empowerment

- We conducted quality activities with the theme of "Responsibility, Details, Excellence - Operation Bright Sword" for Wuhan, Changzhou and Shanghai Manufacturing Facilities to promote the creation of an advanced quality culture.

- We launched the "Let's find fault" quality campaign for installation and service engineers around the world to improve product quality.

- We organized all staff to participate in QCC (Quality Control Circle) activities to push forward the application of innovative tools and methods.

### Cultural development

- In 2024, we pushed a total of 42 quality articles and activity notifications to all employees through the subscription of QM Broadcasting Station, covering industry regulations, standards and interpretations, and quality micro classes, getting a total of 26,898 views. The efforts effectively enhanced employees' knowledge and understanding of quality management.

- We also regularly publish the internal publication *Quality Journal*, helping employees to keep abreast of changes in industry standards and regulations, and to stay on top of quality management. A total of 60 issues of the publication had been released by the end of the reporting period.

- We operate the "Quality Regulations Affairs" public-facing WeChat Official Account, to share our understanding of industry regulations and standards and our experience in quality management, and to popularize the knowledge of quality management. Up to the end of the reporting period, we had pushed more than 80 in total articles through the account, which had gained a total of 3,703 followers. The cumulative times of view in 2024 is 23,726.

## United Imaging Healthcare “Quality Month” Multi-themed Activities

In response to the call of the National Quality Month campaign, United Imaging Healthcare carried out “Quality Month” activities in September 2024. With a theme of “Quality - The Enabler of Lasting Excellence”, the activities emphasized the key role of quality in the long-term development of the company. During the Quality Month, we organized a number of special projects, including the Quality Forum, the Quality Knowledge Pass, and the Quality Navigator Selection. We also designed six special booths with brainteasers, trendy thrills

and surprises to deliver more fun and increase the participation of employees. The “Quality Month” activities not only help employees to learn the latest quality management knowledge and skills, but also give employees a deeper understanding of the application of quality management in practical work through practical case studies, and in turn propel the building of a quality culture.



## Reinforcing Production Safety

United Imaging Healthcare continues to intensify production safety management and ensure the safety of production operations by managing production safety objectives, conducting production safety inspections, strengthening production safety training for employees and organizing safety emergency drills.

### Management of production safety objectives

We adopt controls that engage different functional departments at different levels to ensure effective management at each stage. We hold regular departmental meetings to review the achievement of objectives, analyze the root causes of failure and formulate targeted improvement measures, with follow-up actions in place to ensure that the measures are effectively implemented and facilitate the achievement of objectives.

### Safety emergency drill

We develop and implement annual emergency drill plans, covering situations such as chemical leakage, electric shock, fire, and CPR first aid. Meanwhile, practical training is conducted as part of the Safety Month activities to enhance employees' emergency response capabilities.

## Operational safety and security measures

- We keep on improving our production safety management standards. We have updated the *Hazard Identification Table* and the *Environmental Factor Identification Table*, and newly formulated a range of production safety procedures and standards, such as the *External Construction Procedures*, the *Safe Practices for Coil Turning*, and the *Temperature Gradient Gel Touch-up Procedures*.

- We have built a multi-level and comprehensive inspection system, including daily inspection, departmental inspection, CEO inspection and external audit, to closely monitor the production process and ensure risk-free production safety.

- The U.S. Manufacturing Facility has introduced special safety equipment for working at height, including safety belts, connecting ropes and anchorage points, which

effectively protects operators from falling and ensures work safety.

- At the Manufacturing Facilities, radiation dose alarm devices are additionally deployed in the shielded rooms and seamlessly connected to the dose monitoring system for real-time monitoring. Once excessive doses are detected, real-time alarms are issued to remind the on-site staff.

- To address the high temperature of the dust removal equipment due to long operation time, automatic spray sprinklers and a dust collector temperature control alarm system are installed to automatically cool down the equipment when the temperature is too high, and to notify the maintenance personnel to take proper measures in a timely manner.

## Production safety training

- Workshop training: Workshop-level safety education is provided for employees, and special safety training is also provided for on-the-job employees on a regular basis, including forklift and crane safety education, radiation safety training and electrical training. We also provide monthly safety training for all employees, including interpretation of the latest safety regulations and analysis of accident cases.

- Department and team training: New employees are required to receive team safety education after completing

workshop training. Each department and team conducts customized safety training at least once a month. We also encourage cross-departmental communication for sharing best safety practices.

- Group level training, new employees are required to complete comprehensive health and safety training and pass exams upon joining the Group. The QM EHS department regularly organizes safety publicity and system regulation training within the Group, to ensure that employees comply with relevant laws and regulations.



# Boosting Digital Transformation

United Imaging Healthcare actively promotes digital transformation by introducing automation equipment and devising digital and intelligent business processes, thus improving production and management efficiency, and enhancing market competitiveness.

**By applying automated equipment, we focus on improving production efficiency, laying a solid foundation for the delivery of high-quality products.**

**Automated spray coating** It can replace the original manual dipping operation, ensure the uniformity and consistency of coating using the high-precision servo positioning technology, and effectively shorten the operation time.

**DBB automatic tightening equipment** The rapid and accurate recording of serial numbers through a code scanner effectively resolves the issues of low efficiency and poor traceability in the manual tightening process, saving assembly time and reducing space occupation.

**2D crystal dispensing equipment** The combination of piezoelectric injection valves and cooperative robots achieves a stable and uniform dispensing effect. Customized suction cup grippers and 6-axis cooperative robots are adopted to fit crystals of varying sizes, effectively reducing single-crystal production time and improving dispensing volume accuracy.

**Welding robot workstation** We have achieved fully automated robotic welding of key components such as pressure vessel cylinders, placeholder cavities, liquid helium heads, cold screen heads, liquid helium tanks, and vacuum cylinders, thereby enhancing welding quality while reducing labor costs.

**Automatic forming machine for pins of resistors in tape-and-reel packaging** With pre-set parameters, the machine can continuously feed materials and form them automatically. This reduces the processing time of each material and is highly cost-effective.

**Automatic testing through machines controlled by automation software** Automation software is adopted to control machines to perform automatic repetitive tests and reduce manual operations.

**In addition, we constantly promote the building of digital systems and process optimization to achieve intelligent production management.**

**ERP business process optimization** Shanghai Manufacturing Facility has launched an ERP rebuilding project and business process reform, covering key aspects such as master data standardization, supply chain integration, production, supply and marketing collaboration, and business and finance integration. This has improved the collaborative efficiency of production, sales, R&D, and management.

**Testing of networked monitoring** Changzhou Manufacturing Facility has installed 200 monitoring and testing spots to visualize space, and applied IoT technology to centrally monitor magnet system data and issue alerts for abnormalities.

**Digital collaboration management system** Wuhan Manufacturing Facility has completed the setup of an asset management system while putting the MES/WMS system into operation, significantly improving the level of synergy in planning, production, warehousing and quality management.

**System integration management** Wuhan Manufacturing Facility has introduced real-time monitoring, quality management, material tracking, intelligent warehousing and electrostatic monitoring systems to achieve multi-system integration and ensure the accuracy and consistency of production processes.

**Management via online platform** The US Manufacturing Facility has built an online review platform, and linked the platform to warehouse forms for digital and semi-automated management of material warehousing, requisition and pickup processes, improving work efficiency and accuracy.

## Providing Premium Service

Upholding the commitment to “Customer Care and Value Creation throughout Product Lifecycle”, United Imaging Healthcare provides high-quality service throughout operations. We constantly improve the customer service management system and optimize the customer service process to ensure the provision of high-quality customer service, striving to establish a brand image worthy of customer trust.



## Standardizing Supervision and Management

United Imaging Healthcare strictly complies with the requirements of laws and regulations in China and the location where the Group operates, such as the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests* and the *Use of Quality Management System of Medical Devices in Regulations*. We uphold product risk management standards, as well as the standards and specifications for product safety and basic performance, and continuously improve service quality and efficiency to enhance mutual trust with our customers.

We have issued the *Product Risk Management*, the *Post-Market Supervision and Regulation Procedures*, and the *On-Site Upgrade Procedures* to standardize the supervision and management of marketed products, identify potential safety risks, and take appropriate measures in a timely manner. We have formulated a number of regulations such as the *Complaint Handling Procedures*, the *Service Management Procedures*, and the *Customer Satisfaction Procedures*, continuously optimized the customer service management system, and perfected the process of dealing with customers' complaint, promoting the steady improvement of customer satisfaction. Also, we constantly improve the *United Imaging Service Engineer's Manual*, to clarify the service specifications of the engineers and improve their service levels. In response to product recall, we have fine-tuned the *Recall Management System* to further clarify recall steps like information collection,

risk assessment, recall initiation, recall notification and recall execution. In addition, we have put in place management systems such as the *Vigilance System*, the *Emergency Management System for Medical Device Quality and Safety Incidents*, and the *Focused Monitoring Management System for Medical Device Adverse Events* to standardize management responsibilities and build a collaborative emergency response system.

To realize effective control of product quality and safety risks, we have set up an Adverse Event and Crisis Management Team, composed of the Group's top management, which is responsible for monitoring adverse events. The Post-Marketing Supervision Department (PMS) carries out specific post-market supervision work and takes measures according to the requirements. In addition, Sales and CS collect feedback from the customers and conduct customer visits. At the same time, we have established an efficient handling process. Engineers of the PMS are required to report adverse events from regulatory agencies and the adverse event monitoring system in a timely manner. Once any serious injury or group adverse event is reported, the management will initiate investigations into the reported event within 12 hours, and take measures such as discontinuation of use, suspension of sale and recall according to the investigation results, so as to minimize the negative impacts of the adverse events.

## Ensuring Service Quality

We are constantly improving our customer service system. We strengthen customer service management through measures such as updating system standards, optimizing inspection mechanisms, and refining project management, and actively respond to customer demands and advice. In this way, we satisfy the diverse needs of our customers and continuously improve the quality of our customer service.

### Service management system

In 2024, we added the *United Imaging Installation Engineer's Manual* on the basis of the *United Imaging Service Engineer's Manual* to set up more comprehensive installation standards. This newly added manual provides technical guidance for engineers during the installation process and ensures that all installation activities comply with industry standards and the Group's policies.

### Service inspection and review

We have added unannounced on-site RTS inspections, as well as unannounced on-site inspections near the locations of the TA of Installation Department and the regional TA. The focus is on inspecting the work tools and footwear, tools and equipment, on-site 7S management and clocking-in and -out practices in the customer service process, to further enhance engineers' awareness of good service practices. We strictly enforce the *CS-EHS Safety Management Procedures*, organize monthly departmental safety meetings, report and follow up on customer safety incidents to prevent similar incidents.

### Service data management

In 2024, we developed 170+ customer service data management dashboards for our internal systems, improving service quality and speed of response by identifying and eliminating unnecessary work.

### Service assurance measures

We continuously optimize project-side delivery visualization and process mechanisms, improve server-side installation standards and service models, in an effort to improve delivery quality and customer satisfaction. Meanwhile, we promote butler-style services to tap into customers' potential needs, respond promptly and efficiently to resolve problems and achieve closed-loop management. We further enhance customer experience through regular inspections and customized solutions.

We have established a standardized customer complaint handling process to clarify the responsibilities and coordination mechanisms at all levels, thus ensuring that customer complaints are handled promptly and effectively. In the event of customer complaints, the RCS Leader and the Service Sales Leader at the provincial level are responsible for preliminary handling of the complaints at the technical and non-technical levels, respectively. The BM makes the final decision on disputed complaints. RCS Leader needs to coordinate resources on site, solve problems, and request assistance from the regional leader if necessary. Any complaint that cannot be resolved within 7 days will be escalated to the regional headquarters. The regional headquarters will coordinate resources or escalate the handling priority according to the urgency to ensure that customer complaints are handled promptly and properly. By the end of the reporting period, United Imaging Healthcare had a 100% customer complaint handling rate.

We respond proactively to customer service needs and provide high-quality solutions in an efficient manner. We provide a 7/24 human service hotline, ensuring that we respond to repair requests nationwide within 10 minutes, and provide a solution within 1 hour. In addition, we ensure that engineers arrive at the site within the specified time according to the city level. We implement a support mechanism with three levels of escalation for fault diagnosis to ensure that on-site engineers receive the necessary and timely technical support. With the Solar platform, we remotely monitor the operating status of equipment, promptly identify and warn of potential issues, and respond rapidly

to address concerns, ensuring stable operation of equipment to create lasting value for customers.

We have formulated the *Customer Satisfaction Procedures*, specifying that the Strategic Marketing Department is responsible for customer satisfaction surveys. The department prepares an annual research report based on the analysis of the feedback information and survey results, providing ideas for improving products and services. Each related department will formulate improvement measures based on the survey results to improve customer experience. During the reporting period, we conducted surveys on customer satisfaction by multiple means, such as letters, phone calls and return visits. Through these means, we collect adequate customer feedback, in order to continuously optimize the quality of products and services and improve customer satisfaction. In 2024, the customer satisfaction rate reached a relatively high level of 98.3%.

We continuously optimize our customer service training system. For instance, we regularly provide our engineers with relevant training through various methods such as online and offline training, biweekly technical exchange meetings, and monthly meetings, to continuously improve the capability and quality of customer service. In this year, the technical support department conducted a total of 38 training sessions on new products and iterative projects, covering 583 employees. The department also produced 27 overseas technical briefings to provide real-time updates on product developments and roll out solutions. The after-sales service training center organized 69 TTT training sessions,

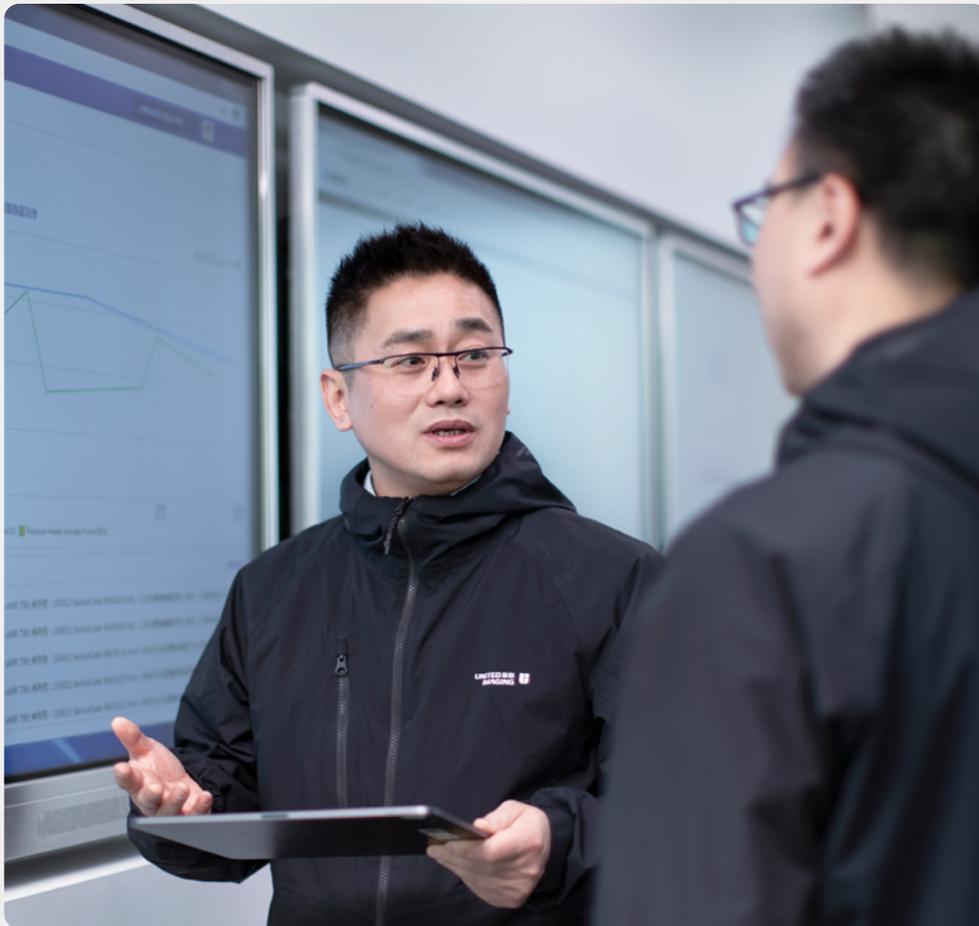
product service training sessions and customer training sessions, with more than 900 participants from over 30 countries and regions. The center also conducted advanced product service training to continuously improve engineers' technical skills and troubleshooting capabilities. By the end of the reporting period, the Company's global service network covers over 200 cities in more than 85 countries, with more than 1,000 service engineers. We have established regional service centers in 18 countries and regions, and over 30 global spare parts warehouses. Relying on those capabilities, our international service operation capability has been on the rise.



## Advanced Product Training for Customer Service Engineers

In 2024, the after-sales service training center carried out advanced product training for customer service engineers, including uCT, uXR and uMR product training. The training helped engineers master the basic operating principles of each product,

and improved their ability to diagnose and solve equipment faults. The training program not only enhances the professional skills of talents, but also promotes the sharing of knowledge and experience among teams to ensure high-quality service.



# Implementing Responsible Purchasing

United Imaging Healthcare is constantly promoting the building of a responsible and high-performance supply chain management system. We have formulated policies such as the *Supplier Management Procedures*, the *Supplier Audit Procedures Requirements* and the *Supplier Code of Conduct* to standardize the procurement management process. We pay attention to the performance of suppliers in fulfilling their environmental and social responsibilities, and include this in assessment, so that we can work together to practice the concept of sustainability. We comprehensively monitor and evaluate potential risks in the supply chain, identify and prevent any risk factors that may disrupt our business, thereby ensuring the continuity and stability of the supply chain. Meanwhile, we actively communicate and collaborate with our suppliers. Through initiatives such as regular exchanges and joint training, we strengthen communication with them to explore innovative solutions together, in an effort to promote the robust development of the industry.



# Supplier Quality Management

United Imaging Healthcare always adheres to the concept of responsible purchasing, to establish standardized norms in the processes of supplier admission, qualification, audit, evaluation and elimination.

## Supplier evaluation

In the admission stage, we conduct a rigorous screening and review of all candidate tier 1, 2 and 3 suppliers, taking into account business needs and professional opinions from relevant departments, to ensure that suppliers satisfy the admission conditions. In 2024, we introduced 15 new suppliers, and the approval rate was 100%. Meanwhile, we regularly evaluate our tier 1, 2 and 3 suppliers in our day-to-day management. The evaluation criteria cover multiple critical areas such as technical support capabilities, business partnership support, quality control, environmental management, hazardous

substance control and employee occupational health and safety. Tier 1 and 2 suppliers are assessed once a year, while tier 3 suppliers are assessed once every two years. For suppliers that fall short of our requirements, we will urge them to make improvements and, if necessary, we will implement an elimination process. In 2024, we conducted annual assessments on 326 tier 1, 2 and 3 suppliers, with a compliance rate of 100%. A total of 98.2% of suppliers obtained third-party quality system certification, further ensuring the reliability of product quality in the supply chain.

New suppliers introduced in 2024

15

Approval rate

100%

Annual assessments on 326 tier 1, 2 and 3 suppliers, with a compliance rate of

100%

Suppliers with third-party quality system certification

98.2%

## 2024 Supplier Audit/Evaluation Coverage and Frequency at All Levels

Supplier Type	Coverage Rate	Frequency of Audit/Evaluation
Tier 1 supplier	100%	An annual evaluation is conducted An audit is conducted every two years
Tier 2 supplier	100%	An annual evaluation is conducted An audit is conducted every two years
Tier 3 supplier	100%	An evaluation is conducted every two years

## Supplier audit

We conduct a comprehensive audit for our tier 1 and 2 suppliers every two years, which includes the quality system audit, product audit and environmental requirement audit. We also urge suppliers to rectify any issues identified during the audit. For tier 3 suppliers, we conduct a comprehensive qualification check and file review, auditing agents' qualifications and quality system certification and other certificates. This ensures

that all certificates are up to date. By the end of the reporting period, 100 tier 1 and 2 suppliers had been audited, with a 100% completion rate, and 68 nonconformities had been rectified. We inspected and updated the systems or agency certificates of 111 tier 3 suppliers, with a 100% audit completion rate.



## Supplier Environmental and Social Risk Management

We set clear requirements and sign compliance commitments with our suppliers in the areas of environmental protection, adherence to business ethics, and safeguarding the health and safety of our employees. We also conduct admission assessments and reject suppliers that fall short of our standards. Meanwhile, we conduct annual assessment and audit of suppliers, covering environmental and social responsibility indicators. If a supplier fails to meet the performance requirements, we will conduct a quarterly assessment. If the supplier still fails the assessment, we will execute the elimination process.

In terms of environmentally friendly materials, we have clearly set environmental protection requirements in the quality agreements and contract orders for product procurement. We emphasize that the materials used by suppliers must comply with environmental protection standards. We have established an information system, namely the Green Product Management (GPM) platform, to comprehensively monitor and manage the environmental protection indicators of purchased materials.

In terms of business ethics, we have signed the *Integrity Statement* with all employees to clarify the requirements for integrity in the procurement process and ensure the integrity and honesty of procurement. We have

signed the *Supplier Code of Conduct* with all suppliers to eradicate corruption and bribery and promote integrity in the supply chain. By the end of the reporting period, all suppliers had signed the *Supplier Code of Conduct*.

In terms of employee health and safety, we focus on whether suppliers have obtained the ISO 45001 certification for occupational health systems based on our *Supplier Management Procedures*, and requiring suppliers without relevant certifications to equip their employees with safety and protective gears, formulate safety and protective measures, and pay workers' compensation insurance for their employees.

Based on the results of the annual supplier assessment and audit in 2024, all suppliers of United Imaging Healthcare fully comply with the requirements in terms of environmental protection, business ethics standards, and labor and employment practices.

In addition, we actively encourage suppliers to introduce energy conservation and emission reduction measures in the production and operation process, and to adopt clean energy such as solar and wind power. Together, we promote the green transition of the supply chain.



## Supplier Synergy Development

To jointly promote the sustainable development of the supply chain, United Imaging Healthcare is committed to growing together with suppliers. We carry out diversified supplier training, while strengthening communication with suppliers by actively participating in industry events.

### Supplier Empowerment

We formulate and implement annual training plans for all tier 1, 2 and 3 suppliers, and assess supplier quality representatives after the training. The assessment covers quality and compliance requirements, and qualified participants are awarded the JQE certification.

Meanwhile, we carry out special training covering quality system standards, United Imaging Healthcare quality standards, laws and regulations, and ESG management requirements to continuously promote supplier development. The forms of training include online knowledge sharing, public account promotion, quality meetings, procurement technical exchange meetings, and individual training.

In addition, we conduct supplier training satisfaction surveys to collect feedback and advice for training improvement. In this year, the level of suppliers' satisfaction with the training content and practice sharing reached 100%.

#### Annual Training

We organized annual training for all suppliers on the theme of "Building a High-Quality Ecosystem Together, Creating a World-Class Quality Brand". The training covered key topics such as customer asset management, management of environmentally hazardous substances, material confirmation, change control, control of non-conforming products, handling of quality issues and appearance quality control. The training also included relevant quality regulations and standards, as well as environmental regulatory requirements.

#### Specialized Training

We have completed more than 100 specialized training sessions for suppliers and here are some of the examples. We shared packaging experience through the JQE Club platform to help suppliers optimize packaging management. We organized quarterly business reviews (QBR) to help suppliers with declining quality develop improvement measures. Our Joint R&D Team coached 11 suppliers to improve their quality management and process control capabilities. We conducted online Green Product Management (GPM) training for 20 suppliers to ensure that they comply with environmental regulations.

### Supplier Communication

We actively participate in industry supply chain associations and related activities to strengthen industry exchanges and promote the building of a sustainable ecosystem. In 2024, we participated in organizations and activities such as the China Medical Device Equipment Association, the China Federation of Logistics & Purchasing Medical Enterprise Supply Chain Association, the Tenth Medical Device Supply Chain Annual Conference, and the China International Import Expo to optimize partnerships with upstream and downstream businesses and achieve synergy development of supply chain companies.





# Equality, Diversity and Common Growth

United Imaging Healthcare always adheres to the core values of “customer-centered, innovation-driven, and striver-oriented development”, and the mission of “To Bring Equal Healthcare for All”. We regard employees as the core driving force to promote sustainable development of the enterprise, and firmly protect the basic rights of employees. The Group is committed to creating an equal, inclusive and diverse workplace. We provide employees with a variety of training and career development

opportunities, as well as smooth communication channels, and actively listen to and respond to their needs, supporting our employees’ career growth and helping them achieve their personal goals. In addition, we provide employees with a full range of welfare systems and safeguards for health and safety. The aim is to create a happy and harmonious workplace and promote the common growth of employees and the Company.

# Continuously Deepening Talent Strategy

United Imaging Healthcare prepares the annual human resources budget and overall human resources plan for the following year based on an analysis of its strategy and annual business plan as well as the performance of current team members. The plan includes the number of employees by function and job level for the next year, employment types (full-time employees, interns, part-time employees, outsourced employees and rehired retirees), labor cost investments, and key position

investments. The overall plan will be put in place after been approved by the Group's Executive Management Committee (EMC). Meanwhile, we conduct human resources data analysis on a monthly basis to inform human capital allocation decisions. The analysis includes the total number of talents, staffing status, talent introduction (social recruitment and campus recruitment), talent loss and other aspects, covering all areas of R&D, marketing, operations and functions.



United Imaging Healthcare continues to promote human capital development and deepen the talent strategy. We are committed to building diverse talent pools and attract global talents through innovative recruitment strategies, to support the diversified and internationalized development of our business, including but not limited to the following major directions:

## Talent for key R&D positions

This talent pool is for experts and engineers with a solid background in product marketing, project management, product management, systems engineering, and other fields. It aims to promote product R&D and management and ensure United Imaging Healthcare's sustained leadership in the medical technology sector.

## International talent

This talent pool is for marketing and business development professionals with an international perspective and cross-cultural communication skills. It is designed to support United Imaging Healthcare's globalization strategy and promote the launch and penetration of its products in international markets.

## Management reserve talent

We actively reserve management talents with outstanding leadership and management skills to ensure that United Imaging Healthcare has sufficient management staff capable of supporting rapid expansion and transformation.

# Protecting Employees' Rights and Interests

In United Imaging Healthcare, employees are crucial to our sustainable development. Therefore, we constantly optimize employment management system, expand diversified recruitment channels, and build an inclusive and healthy working environment to safeguard the legitimate rights and interests of employees. By doing so, we continue to energize United Imaging Healthcare for a stable development.

## Standardizing Employment Management

United Imaging Healthcare strictly complies with national laws and regulations such as the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Employment Promotion Law of the People's Republic of China*, the *Law of the People's Republic of China on Safeguarding the Rights and Interests of Women*. We have also formulated policies and rules such as the *Recruitment Management System*, the *Overseas Dispatch Policy* and the *Regulations on the Management of Employees' Leave* to specify management standards and operational norms in recruitment and dismissal, salary and benefits, position promotion, working hours and holidays.

We adhere to the principles of fairness, impartiality and openness in recruitment, provide equal employment opportunities, and eliminate any discrimination based on age, gender, nationality, race, ethnicity, religion and other aspects. We strictly enforce identity verification and prohibit child labor. We respect employees' labor wishes and prohibit any form of forced labor. We also strictly implement the scheme of standard working hours and appropriately manage employees' working hours.



## Broadening Talent Recruitment Channels

We are constantly exploring new recruitment strategies, actively establishing partnerships with well-known universities at home and abroad, promoting internship programs, and actively carrying out campus recruitment and social recruitment. We widely attract global talents through online and offline recruitment platforms, social media, and employee referrals, laying a solid foundation of human resources for the continuous development and technological innovation of United Imaging Healthcare.

In 2024, United Imaging Healthcare continued to expand the recruitment channels. We expanded our talent pools, ensured the transparency and inclusion of the recruitment process, and offered equal opportunities to more job seekers from various backgrounds. Based on campus recruitment, social recruitment, and employee referrals, we partnered with online platforms such as BOSS Zhipin, LinkedIn, and Nowcoder to improve recruitment efficiency. Additionally, we have brought in third-party human resource outsourcing agencies to support the recruitment of specialized talents in specific R&D fields, facilitating the introduction of professional talents.



## Building a Diverse Platform

We deeply understand and practice the values of diversity and equality, and have made them the core drivers of the Group's continuous development. We respect individual differences and strongly oppose any unequal treatment based on race, ethnic minorities, geographic background, nationality, birthplace, religion, gender, age or marital status. We have implemented initiatives to create an inclusive office environment, such as multilingual office signs and conference systems, elevators for people with disabilities, and designated dining areas for pregnant

women, ensuring that employees from diverse backgrounds and in different conditions can work in a comfortable workplace. We firmly protect the legal rights and interests of female employees, and eliminate gender discrimination in the workplace, ensuring that all employees can thrive in an equal and fair environment. In this year, we welcomed 1,615 new employees, and hired 37 employees with disabilities satisfying job requirements. By the end of the reporting period, we had a total of 8,190 employees, with a 100% signing rate of labor contract.



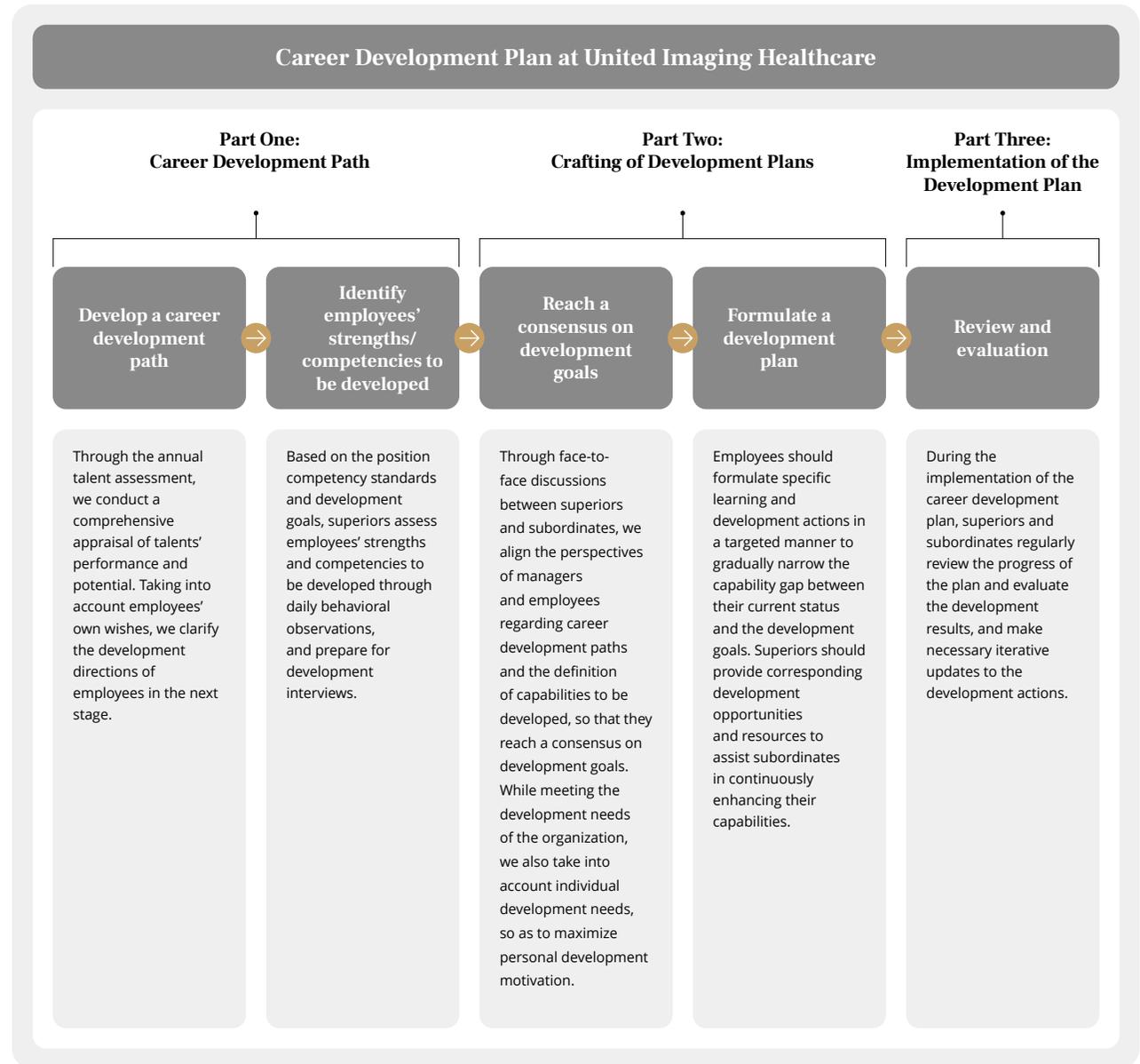
# Empowering Employee Growth

United Imaging Healthcare is dedicated to promoting holistic growth of employees, conducts diverse training programs to enhance employees' professional skills, and formulates career development plans to support their career advancement. We also improve the compensation and performance incentive mechanisms, and foster a proactive corporate culture.

## Development and Training

United Imaging Healthcare attaches great importance to the training and development of talents, supports the growth of employees, stimulates their potential, builds a professional and excellent talent team, and promotes coordinated development and innovation. The Group's comprehensive talent development plan covers modules such as leadership, professionalism, international talent cultivation, and newcomer training. With the "U-Change" Leadership Model and the "International Talent Competency Model", we help managers and their successors improve their leadership, continuously expand employees' international perspectives and professional skills, and provide employees with clear career paths and promotion opportunities.

Based on the Company's job level system and job qualification management mechanism, we promote employees to make their own career plans, and achieve self-value enhancement. We encourage positive internal mobility for talents and have established policies for employee job transfers, supporting a "zigzag"-style career development path. Specifically, we encourage and support employees to apply for internal transfers based on their personal interests and career plans, so as to achieve diversified individual career development.



## Graduate Training & Internship Programs

United Imaging Healthcare views the cultivation of graduates and interns as a vital component of the talent strategy. We have launched the “Newcomer Program”, which designs different training courses and growth paths for fresh graduates and interns, aiming to cultivate talents with a strong sense of responsibility and professionalism.

In terms of intern training, United Imaging Healthcare initiates school-enterprise cooperation for intern training programs, providing students with opportunities for in-depth workplace experience and professional development. Every year, we select

students from our partner universities to undergo a one-year internship at United Imaging Healthcare, and offer them the opportunity to become regular employees in the second year. In 2024, the intern retention rate exceeded 50%. We have collaborated with the Department of Engineering Physics at Tsinghua University and the Biomedical Engineering program at Huazhong University of Science and Technology to carry out internship programs, providing students with opportunities for social practice and helping them apply their theoretical knowledge to practice.

In terms of fresh graduate training, United Imaging Healthcare has been implementing a comprehensive, forward-looking and systematic training programs for many years to help new graduates accelerate their career growth and cultural integration, and at the same time, has customized a special marketing trainee program for the marketing segment to cultivate comprehensive marketing talents with our characteristics. The training program involves four main areas, namely R&D, marketing, functions, and operations, and includes onboarding training, corporate culture, workplace code of conduct and professional skills, with instruction from professional

mentors. To better assist graduates in integrating into the Company, based on the survey results from last year, we have added the “Month of Rapid Growth at Workplace” event. We have launched 8 online courses, centered around 4 major themes of workplace literacy, including presentation skills, communication and reporting, efficient delivery, and business etiquette. By providing fresh graduates with a higher-quality courses and diverse learning and communication opportunities, these measures are designed to help fresh graduates smoothly transition from campus students to professional workers, laying a solid foundation for their career development. In addition, each department also provides offline professional training for fresh graduates to help them master the required professional knowledge and skills, improve their professionalism, and adapt to workplace promptly. In 2024, United Imaging Healthcare conducted a total of 44 offline group courses for fresh graduates, with 525 participants, covering 100% of fresh graduates. In addition to the above training, we also conducted job rotation and regional rotation for the marketing trainees. This helps the trainees master product knowledge, enhance marketing skills, and establish a global perspective through cross-functional practice, laying a solid foundation for future marketing leadership. By the end of 2024, we had hosted the marketing trainee program for 12 consecutive years, cultivating a total of 186 marketing trainees.



## New Employee Onboarding Training

As a key component of the “Newcomer Program”, United Imaging Healthcare offers a comprehensive on-boarding training plan for new employees. Through a variety of methods, including standardized on-boarding training, intensive cultural program, online learning, departmental professional training, and mentorship program, we help new employees quickly integrate into the organization and enhance their job skills. For new employees recruited through

social recruitment, we organize cultural workshops. Through team interaction and open discussion in a relaxed and friendly environment, we help them gain a deep understanding of United Imaging Healthcare’s history, development and culture, thereby strengthening their sense of belonging. In 2024, we provided comprehensive on-boarding training to all new employees, achieving 100% training coverage.



## Job-specific Development Training

United Imaging Healthcare has launched diverse specialized training programs by integrating internal and external training resources, fully taking into account the professional knowledge and skill requirements of specific business positions. This underpins the understanding, adaptability, and capability of professionals in their roles, fulfilling our commitment to supporting the career development of specific positions. Additionally, we actively maintain interaction with trainees for feedback. This ensures that our training initiatives continuously and effectively promote individual growth in career and skill, while also helping employees deliver business performances.

Focusing on the marketing business, we rolled out the “Marketing Professional Training” program in 2024. Under this program, we conducted Biweekly Training for domestic marketing talents, with forms such as online courses, regional rotation training, and external exchanges. The training covered topics such as strategic technology, practical experience, and team management, and was delivered by members of the Group’s senior executives and external experts, attracting over 1,400 marketing personnel. Also, we organized a “Regional Commander Training” program for over 60 marketing management, including regional business directors and deputy general managers of major regions. The training covered role awareness, management skills, strategic planning, and other topics, comprehensively enhancing their practical management capabilities. We also understand the importance of customer service and word-of-mouth

in marketing. Throughout the year, the after-sales service team conducted a total of 69 internal and external training sessions, totaling 2,989 hours. With more than 900 times of people trained, those sessions covered over 30 countries in Asia, Europe, Latin America, Africa, the Middle East, etc. This improved the technical level of engineers worldwide and their professional capabilities in equipment maintenance. Additionally, through high-quality customer training courses, we have enhanced customers’ understanding of our products, and continuously improved customer satisfaction.

Focusing on the R&D business, we cooperate with institutions such as Huixiang Tiandi to organize professional training events such as the *Project Management Practical Training Camp*. We invite renowned experts to give lectures to help R&D staff build a systematic knowledge framework and improve their project management and innovation skills. Moreover, we customize the course content based on the technical characteristics of each R&D business line. In addition, we encourage our employees to attend international academic conferences and industry summits, and provide financial support for travel and other expenses. Since 2023, a total of 172 employees have attended more than 40 major domestic and international training events. These include the AAPM (American Association of Physicists in Medicine) Annual Meeting, the ASTRO (American Society for Radiation Oncology) Annual Meeting, the IEEE NSS MIC RTSD (Institute of Electrical and Electronics Engineers Nuclear Science Symposium, Medical Imaging

Conference, and Room-Temperature Semiconductor Detectors) Annual Meeting, and the ISMRM (International Society for Magnetic Resonance in Medicine) Annual Meeting. By the end of 2024, the average training time for employees in key R&D positions reached 16 hours, with 100% coverage.

Focusing on the operational business, we have organized the “Six Sigma Project Application Practical Training Camp”, where experts from TÜV SÜD are invited to conduct the sessions. The curriculum covers key areas such as project management, risk assessment, and system tool analysis, with a total of 45 employees taking part in. In addition, we initiate project management training on Enterprise Information Technology and Security Management Department (EIM) for project managers of operational team. The training promotes interactive learning and hands-on exercises to enhance project managers’ skills in project risk management and quality assurance, with a total of 23 participants.

Focusing on the functional business, we work with external experts to design specialized improvement projects tailored to the specific circumstances. These projects cover a range of areas, including design thinking, information security, and intellectual property rights. In 2024, we organized 25 targeted training sessions on quality regulations for the functional departments at headquarters to improve employees’ understanding of industry standards. A total of 2,675 employees attended, with an average training time of 1.5 hours per person. This series of training sessions significantly enhanced employees’

understanding of industry standards, and greatly improved the Company’s operational efficiency and compliance. The pass rate of external audits of the quality management system went up from 96% in 2023 to 100% in 2024.

Focusing on the internationalized business, we invite top consulting experts from the industry to conduct training courses. These courses focus on various aspects such as product features, marketing strategies, and business regulations. In 2024, we launched the Overseas GM Special Empowerment Project, which provided systematic training for overseas business leaders spanning dimensions such as cultural understanding, brand building, production management and leadership development. In addition, in overseas regions such as Latin America and Central and Southern Africa, we have implemented the “Triangular” training program for marketing talents. The program, which covers strategic technology, market analysis, and the sharing of practical experience, has effectively enhanced the professional skills and business capabilities of our overseas employees.

In 2024, the after-sales team held training sessions and exchanges totaling

69

## Collaboration with Higher Education Institutions

United Imaging Healthcare has established a joint training mechanism with renowned universities at home and abroad, such as Shanghai Jiao Tong University, ShanghaiTech University and Yale University. This initiative focuses on cultivating high-level talents. By organizing academic lectures and study tours, the mechanism promotes communication and interaction between employees and university mentors.

This mechanism aims to broaden employees' academic thinking, enhance their scientific research capabilities and ensure the leadership and applicability of their professional knowledge and skills.

For more information on school-enterprise cooperation, refer to the "Assisting in Building 'Industrial Talent Chain' " section of this report.



## Leadership Development and Succession Planning

United Imaging Healthcare adheres to the core philosophy of "Talent-driven Innovation" and has established the "U-Change Leadership Development System". The system precisely identifies the capabilities of managers by introducing internationally authoritative assessment tools such as Hogan. We have established a three-level strategic framework that comprises the strategic leadership layer (L1), the strategic driving layer (L2), and the strategic execution layer (L3). Moreover, relying on the "Climber Plan", we reserve high-potential talents, forming a dynamic iterative mechanism

of "a group in service, a group under cultivation, and a group taking up positions". Those efforts provide full-chain talent support for the technological research and development, clinical transformation, and quality and safety in the medical industry. This system has entered into a virtuous closed loop of "strategic decoding - talent empowerment - effectiveness improvement". Through hierarchical capacity building and a dynamic talent echelon, it provides a solid guarantee for our high-end medical equipment to gain global competitiveness.

### L1 - Leaders Program

The program focuses on the strategic vision and transformational leadership of senior managers. Through annual strategic calibration workshops and global medical innovation seminars, it promotes the senior management team to reach a deep consensus in terms of business strategy, resource allocation, and cultural transmission. In 2024, more than 10 Top-team and culture workshops were carried out, and a mechanism of "three-axis linkage of strategy, organization, and culture" was established. Our efficiency of strategic decision-making ranks at the leading level in the global medical and health industry according to the organizational advantage survey conducted by the Boston Consulting Group (BCG).

### L2 - Drivers Program

The program focuses on strategic driving and the improvement of organizational effectiveness. By implementing the "7-2-1" hybrid training model (70% practice in business scenarios + 20% benchmarking learning + 10% course input), it strengthens the capabilities of middle-level managers in clinical demand transformation and cross-system collaboration. In 2024, it covered 48 managers at the L2 level, with an average training duration of 14 hours per person. Within the year, the initiative promoted the industrial application of 78% patents and drove an 11% rise in the efficiency of cross-departmental collaboration processes.

### L3 - Practitioners Program

The program focuses on the implementation of strategies and team management. Through the mechanism of “standardized management tools + scenario-based assessment”, it accelerates the role transformation of newly promoted managers. In 2024, 73 frontline managers completed the FDA quality system certification and special training in team management (with an average training time of 12 hours per person), and the adaptation process was shortened to 90 days.

### High-Potential Talent Reserve (“Climbers Program”)

The program focuses on the forward-looking planning for talents in strategic fields. By establishing a high-potential talent identification and development system suitable for the medical industry, in 2024, we completed a two-dimensional assessment (Hogan assessment + innovation potential) of 122 high-potential talents. Through experiences in strategic projects and the senior executive mentoring system, talents in emerging fields such as surgical robots and medical AI were reserved, and the reserve rate for key positions reached 76.4%.

To comprehensively enhance the leadership skills of managers and cultivate a management team with forward-looking thinking and outstanding leadership abilities, the Company launched the “Talent Club” live broadcast series of courses. In the form of a “night school”, it helps everyone continuously enhance their abilities in five aspects: strategy, globalization, innovation, operation, and organization and talent. A total of 29 sessions were held from August 2023 to December 2024, achieving 100% training coverage for all managers.

Regarding succession pool management, United Imaging Healthcare has established a comprehensive talent assessment system for the succession pool. Through a process of nomination, collective discussion and decision calibration, we review high-potential talents across departments and organizations. We build a tiered and categorized succession pool and continually enrich and expand the succession talent reserve to ensure the supply of talent for management positions. We employ a dynamic management strategy and prioritize internal promotion, regularly assessing the development status of our talent in line with business needs to maintain a vibrant talent pool. In 2024, we identified more than 400 management reserve talents from L1 to L3. Through the implementation of the succession planning, more than 160 reserve talents were promoted in 2024, accounting for 40% of the total reserve talent pool. The internal supply rate of managers increased from 72.1% in 2023 to 87.2% in 2024.

Regarding succession pool cultivation, the Group offers customized development plans for successors, including leadership training, Individual Development Plan, and challenging projects and opportunities. These help them define their career goals and development paths, further accelerating the Group's talent alignment with positions and progressively increasing the depth of our talent pool. In 2024, we launched the High-Potential Backup Talent Development Plan, providing over 24 hours of specialized training to 122 high-potential management reserve talents at L2 and L3. The course includes core modules such as *High-Quality Decision Making*, *Cross-Departmental Collaboration* and *Building High-Performance Teams*. At the same time, we develop an Individual Development Plan (IDP) for each reserve talent, providing them with tailored practical and learning opportunities. These include involvement in strategic transformation projects, to help them clarify their career goals and adapt to new challenges.

Going forward, United Imaging Healthcare will continue to deepen the leadership and management training and development strategy. We will also continue to refine our succession planning to ensure that the Group has a robust management pool to support our global business expansion. We will expand the scope and improve the quality of our training programs to enable our managers to achieve excellence in their roles and drive continuous innovation and growth.



## Professional Qualifications and Degree Support

United Imaging Healthcare has established a flexible and diverse employee certification acquisition policy that encourages all employees, including full-time employees, interns, part-time employees, outsourced employees, and re-employed retirees, to enroll in courses and apply for certifications based on their personal interests, career paths and goals, and individual learning needs to enhance their professional competencies. We have formulated and implemented the *Skill Certificate Subsidy Pilot Program*, which provides monthly subsidies to employees who hold certifications relevant to their positions. This not only motivates employees, but also helps them improve their professional skills. For example, we encourage and support our employees to obtain 20 types of special operation certificates, including the “Special Equipment Operator Certificate - Crane Safety Management” and the “Special Operation Certificate - Welding and Thermal Cutting Operations”. Since 2015, a total of 698 employees have received these certificates, with 35 certificates awarded in 2024. In addition, we motivate

our employees to proactively acquire various professional qualifications, such as the Project Management Professional (PMP) certification, Six Sigma, and Good Clinical Practice (GCP) certificates. In 2024, a total of 45 people attempted to become certified, effectively promoting the professional development of our employees.

We also encourage our employees to pursue advanced study. We support employees who are interested in advanced studies by participating in a part-time doctoral program jointly organized by United Imaging Healthcare, Shanghai Jiao Tong University and ShanghaiTech University. This program aims to enhance their professional knowledge and skills, obtain higher degrees, and make significant progress in their careers. Since 2020, a total of 19 in-service doctoral candidates in five cohorts have participated in the program, including 2 doctoral candidates from the Engineering Master's and Doctoral Training Reform.

Since 2015, a cumulative total of individuals have obtained special operation-related certificates, reaching

698

In 2024, individuals obtained special operation-related certificates, totaling

35



## Compensation and Incentives

United Imaging Healthcare strictly complies with the laws and regulations of the countries and regions in which we operate, including the *Labor Law*, the *Employment Rights Act*, and the *Pay Transparency Directive*, to ensure the legal compliance of compensation management. We continue to optimize the performance-based compensation management system, and formulate a reasonable salary incentive mechanism according to the characteristics of different positions.

We have developed a compensation structure for employees, including base salary, variable pay and long-term incentives. We compare the salary levels with the market to timely update the salary

framework for each job grade, so as to ensure the market competitiveness of our employees' salaries. We have launched diversified employee equity incentive plans in various stages of development, including the Employee Stock Ownership Plan (ESOP), the Second Type of Restricted Stock Plan and the Employee Strategic Allocation Stock Plan. As of the end of 2024, the employee equity incentive plans totaled 78.526 million shares, cumulatively granted to more than 4,000 times of individual. These plans cover employees in various countries and tiers, ensuring that every eligible employee can share in the growth and success of United Imaging Healthcare.

### ESOP

This involves the conversion of pre-IPO phantom shares into actual shares, with a total of 62.0559 million shares granted to more than 800 high-performing employees. By implementing transparent vesting rules and a flexible share reduction mechanism, we reinforce our employees' sense of ownership and belonging as shareholders in the Group.

### Second Type of Restricted Stock Plan

To further broaden the scope of incentives, the Group has specifically designed this plan for our high-performing key employees around the world, with a total of 2,475 employees participated and a total of 6.6219 million shares granted. This plan is also linked to United Imaging Healthcare's operating results, with a portion of the equity tied to the market performance. It is designed to motivate employees to contribute to increasing the market value of the Group.

### Employee Strategic Allocation Stock Plan

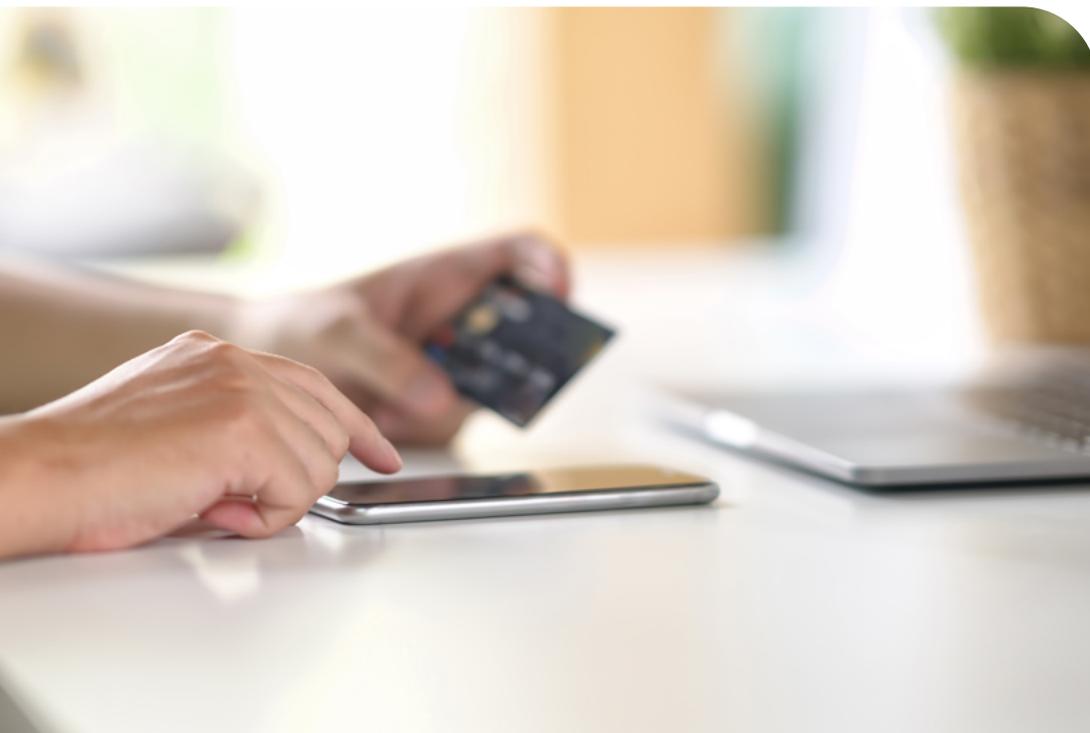
As a reward for their work performance, the Group launched this plan before our IPO. A total of 754 employees participated in this plan, subscribing for 9,848,191 shares with a subscription amount of RMB 1.133 billion. This reflects the confidence of our senior managements and core employees in the development of United Imaging Healthcare.

Total shares of employee equity incentive plans

**78.53** million

Cumulatively granted to individuals

**4,000+** times



We adhere to the performance management philosophy of “drive value creation, empower organizational capability enhancement, and stimulate employee motivation”. Meanwhile, based on the Company’s performance management mechanism, we have established a comprehensive system, including key components such as performance goal setting, performance feedback and coaching, performance evaluations and result applications. We are committed to continually refining the performance management cycle to create a virtuous circle of value creation, evaluation and distribution. This reinforces the role of performance management in aligning goals, activating motivation and empowering employees to create a win-win scenario for individual skill development and organizational goal achievement.



### **Performance goal setting - personal potential stimulation**

When setting performance goals for employees at the beginning of each year, on the one hand, we map the organization’s core objectives to each level. On the other hand, we place even greater emphasis on the need for managers to tailor individual goals for each employee based on their career development stage and specific job responsibilities. This ensures that the individual performance goals can stimulate employees’ personal growth potential, meet their career development needs, and align with the organization’s development objectives. The goal-setting process follows the SMART principle, which ensures that goals are specific, measurable,

achievable, relevant, and time-bound. In this way, we achieve a differentiated and refined approach to managing employees across all levels and categories. We encourage our employees to take an active role in setting goals, using an open communication platform to increase their motivation and sense of ownership in achieving those goals. At the same time, we implement dynamic goal management that tracks and reviews employees’ progress against their goals on a quarterly basis and provides corrective guidance. If changes in the external environment or other factors necessitate an update of the Group’s strategy and key tasks during the strategic review period, the employee goals can be adjusted accordingly. This ensures alignment with the changing external environment or evolving personal development needs of employees.

### **Performance feedback and coaching - two-way commitment**

We are committed to the growth of each employee, providing ongoing support and proactive guidance to help them overcome challenges in achieving their performance goals. We institutionalize performance coaching by integrating it into our employees’ daily work and career development. In addition to formal annual performance interviews, we have established an open and timely feedback mechanism. Managers provide regular feedback on employee performance through work review meetings and daily communications. In addition, we

encourage employees to share their suggestions. Those efforts continuously promote a two-way commitment between individuals and the organization, achieving both personal growth and organizational progress. To continually drive personal growth and business development. To enhance managers’ performance feedback skills, we require each new manager to complete mandatory training on performance feedback interview skills. In addition, the Human Resources Department issues a *Performance Feedback Interview Manual* for study and reference to help managers quickly master performance feedback and coaching skills.

### **Performance evaluations - value-oriented, fair and objective**

Being value-oriented, We conduct performance evaluations based on a comprehensive and objective principle. Based on performance ratings, we consider various factors such as business strategy, environmental changes, values and contributions. We then calibrate and evaluate employees horizontally within the same level or category, taking into account both work results and behaviors. The performance evaluation cycle runs from December to January of the following year and includes all employees. The evaluation process follows a sequence of employee self-evaluation, manager evaluation, TOC (Talent Organization Committee) decision,

announcement and application of performance results, and performance appeals. This ensures that the evaluation results are consistent with the value contributions made by employees, achieving fairness, openness and transparency. Once performance results are confirmed, managers are required to conduct formal face-to-face feedback with employees, to analyze the employee's work performance and evaluation result, provide an objective evaluation of strengths and areas for improvement. Based on this, they make suggestions for improvement, and work with the employee to set goals and personal development plans for the next performance cycle. This process is designed to maximize individual potential and increase the willingness and ability for individual growth.

### **Result applications - benefit sharing**

Performance results are used in various employee motivation scenarios, such as salary adjustments, year-end bonuses, promotions, and non-material incentives. These results serve as the primary basis for value distribution, encouraging employees to fully commit to value creation, to realize benefit sharing within the Group. At the same time, we will develop a detailed and customized Performance

Improvement Plans (PIPs) for employees who need to improve their job performance. Managers are responsible for analyzing each employee's areas for improvement, developing customized improvement plans, and providing knowledge and skill-based support through performance coaching to drive performance improvement wherever possible.



# Listening to Employees

## Employee Appeals

United Imaging Healthcare values and welcomes the voice of our employees, provides a variety of open channels for employee communication, and implements a smooth and secure system for employee complaints and reporting. We have established the *Whistleblower Protection Policy* and the *Internal Investigation Policy*, which clearly define channels and complaint mechanisms for employee feedback to protect the legitimate rights and interests of our employees.

United Imaging Healthcare divides the appeal channels into two major categories according to the different types of employees' appeal contents:

- Appeals related to work affairs (such as performance-based compensation and compliance management). Specifically, the channels the compliance hotline email (UIH\_Compliance@united-imaging.com) and the employee feedback email (Ourvoice@united-imaging.com);

- Appeals related to personal rights and interests (such as career development and living benefits). Specifically, the channels include uTalk UIH Circle and online consultation service desks.



### Compliance Hotline Email

UIH\_Compliance@united-imaging.com

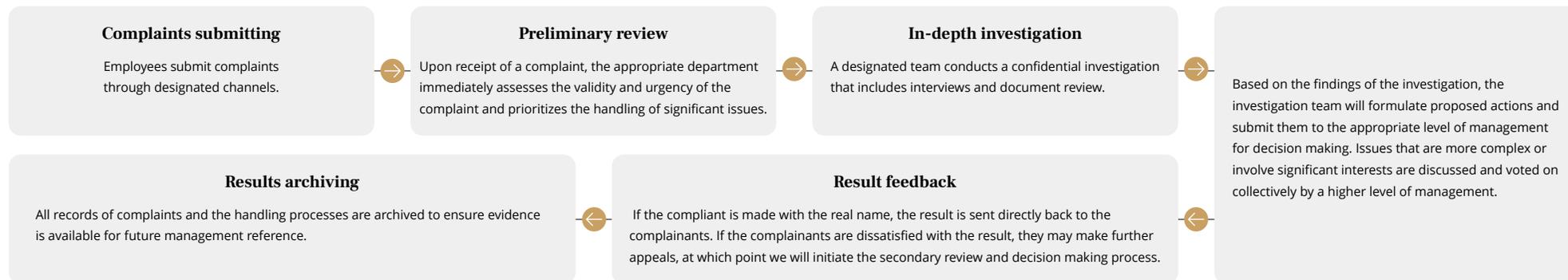


### Employee Voice Feedback Email

Ourvoice@united-imaging.com



**In handling the first type of employee appeals - those related to work affairs, United Imaging Healthcare's handling process is as follows:**



**In handling the second type of employee appeals - those related to personal rights and interests, United Imaging Healthcare's handling process is as follows:**



All the above channels are available around the clock to all employees worldwide (including full-time employees, interns, part-time employees, outsourced employees, and retirees rehired by the Company), ensuring that no matter when and where our employees are, their demands and suggestions can be heard by the Company. Moreover, to better protect employees' privacy, our channels allow both anonymous and real-name complaints, which employees can choose at their discretion.

When handling employee complaints and feedback, we are committed to protecting the information of complainants or whistleblowers and keeping the investigation and handling process confidential. Any retaliation against complainants, whistleblowers or persons involved in the investigation is prohibited, to ensure that each complaint is handled fairly and equitably. In addition, we have established an employee union. Employees may entrust the union representative to collectively negotiate with the

Group about issues associated with their immediate interests, including remuneration, working hours, rest and leave, insurance benefits, labor safety and health, and occupational training.

In 2024, via public channels mentioned above, we received a total of 14 complaints and recommendations, and achieved 100% positive handling in accordance with the process described above.

By constantly optimizing and promoting the employee feedback and complaint mechanism, United Imaging Healthcare has effectively protected the democratic rights and interests of employees and further promoted the continuous improvement and healthy development of the Group. In the future, we will continue to refine the related mechanism and regularly update and disclose relevant data, so that we can timely respond to employee opinions and effectively protect employees' rights and interests.

## Employee Satisfaction Survey

United Imaging Healthcare attaches great importance to employees' work experience and is committed to improving employee satisfaction through regular comprehensive and multi-dimensional research initiatives every year.

Since 2022, we have involved an external third-party institution, the Boston Consulting Group (BCG), to conduct a comprehensive satisfaction survey. The survey comprehensively examines the organization across 12 dimensions from six major aspects, including strategy, organization, talent and

innovation. Through continuous efforts over three consecutive years, our overall score increased from 3.8 points in 2022 to 4.0 points in 2023, and further to 4.1 points in 2024. Meanwhile, we continuously put every change in practice through a closed loop of research, feedback, and action. In the three dimensions - "organizational structure, process system, and leadership", the average score went up by more than 10%. After review and research, we found that the following efforts were deeply felt among employees:

### Organizational structure

We made more flexible, transparent, scientific and reasonable adjustments to the organizational structure, enabling more employees to experience that working at United Imaging Healthcare is clear-cut and highly efficient.

### Process system

We introduced mainstream digital tools. This not only continuously enabled employees to feel increasingly higher productivity but also allowed them to learn the latest technologies and concepts, thus inspiring them to think about their own growth.

### Leadership

We carried out more targeted talent development programs, so that employees had more innovative and developmental project opportunities, enabling them grow and make achievements within the organization.



We regularly organize and carry out satisfaction surveys for all employees every year. Based on the results, we identify potential problems, develop a plan and implement improvement measures accordingly.

In August 2024, we conducted anonymous satisfaction survey for all employees on employee involvement, job duties, teamwork, salary and welfare, and personal development, in an effort to collect genuine feedback from employees and identify key areas of management optimization. About 70% of the questionnaires were answered, and the overall employee satisfaction rate was

90.4%. After the survey, we comprehensively analyzed the results, and found that among the issues raised by employees, the feedback on welfare upgrade and management and communication efficiency was more prominent. In the fourth quarter of the year, we immediately launched a special discussion meeting within the Company to address the research issues, and produced a series of initiatives such as adding parking areas to alleviate employees' parking difficulties, establishing a special meeting mechanism, and improving communication efficiency, which were implemented one by one and made public. We will continue to follow up, respect the suggestions of every employee and improve their work experience.

The results of the 2024 anonymous employee satisfaction survey show an overall satisfaction rate of

90.4%

The response rate for the 2024 anonymous employee satisfaction survey was

70%



# Creating a Fulfilling Workplace

At United Imaging Healthcare, we are always concerned about “how to help employees better understand our welfare policies” and “how to provide employees with more welfare projects”. We have developed a beyond-salary welfare system involving “healthcare”, “career companionship”, “recognition and commendation” and “communication and connection”. The system covers all employees (including full-time employees, contract employees, interns and part-time employees). We also customize and update welfare strategies for employees and their families every year, taking into full consideration of the individual needs of employees in different regions and positions, as well as the best practices of the industry. By doing so, we endeavor to ensure the competitiveness and advancement of our beyond-salary welfare for employees. At the same time, we strictly abide by *the Law of the People's Republic of China on the Protection of Women's Rights and Interests*. We will not treat female employees differently in terms of their career development on the grounds of age, pregnancy, childbirth, etc., and prohibit any form of gender discrimination in the workplace.

## Health and Care

- Health Protection: We provide supplementary medical insurance for all employees. In 2024, we invested a total of RMB 8.0422 million in commercial insurance and check-ups, covering 100% of the employees. In addition, one-on-one psychological counseling is organized to help employees understand their health conditions from multiple dimensions and prevent the occurrence of various diseases.
- Health Promotion: We provide free gyms for employees, encourage the development of various clubs such as badminton, table tennis, and football clubs, and organize activities like basketball games and badminton games. These efforts aim to enrich employees' spare-time lives, help them expand their social circles, and promote their physical and mental health.
- Dietary Care: We actively provide subsidies for all employees to ensure the quality of their meals. A special dining table for pregnant female employees has been set up. By doing so, we aim to meet the dietary needs of different employee groups.
- Family Care: We offer discounted commercial insurance for employees' families, organize summer camps for employees' children, and provide assistance for employees' children's schooling. These initiatives aim to enhance employees' sense of belonging and happiness, as we believe it is equally important to make employees' families feel cared and warm.

## Accompaniment throughout the Career

- Onboarding Care: We provide comprehensive onboarding care at the organizational level, departmental level, and individual level for newly recruited employees, helping them quickly assimilate into the corporate culture and get familiar with the Company's business and work processes.
- Anniversary Celebration: We provide annual leave, paid sick leave and other types of leaves to employees who have served for a full year according to their years of service in the Company, so that employees can have better rest and vacations. In addition, anniversary celebration, among other things, is organized to enhance employees' sense of belonging and loyalty.
- Birthday Congratulations: We provide employees with benefits such as birthday gift money, enabling them to feel the care and warmth from the Company.
- Marriage Congratulations: We provide employees with benefits such as marriage gift money and extend our best wishes for their married life, enhancing their sense of happiness.
- Childbirth Congratulations: We provide employees with benefits such as childbirth gift money. Additionally, we offer special leave benefits like public leave during pregnancy, maternity leave, and breastfeeding leave to female employees. By doing so, we are safeguarding the rights and interests of female employees and making employees feel the Company's support for their family life.
- Festival Celebrations: We provide employees with festival benefits, including gifts for traditional festivals. This enables employees to feel the Company's care during festivals and enhances their sense of belonging and happiness.



## Recognition and Commendation

- Company Awards: We have set up various public non-material incentive awards for quarterly star employees, high-end product achievers, high sales volume achievers, etc., so as to make every employee feel recognized.

- Honorary Titles: By selecting winners of honorary titles such as Outstanding Employees and United Imaging Healthcare Craftsmen, we commend employees for their excellent performance at work and inspire them to keep working hard and making progress.

## Communication and Interconnection

- Satisfaction Survey: We conduct yearly satisfaction surveys for all employees to understand their opinions and suggestions regarding the Company's work environment, welfare benefits, career development, and other aspects. By doing so, we timely identify problems and make improvements to enhance employees' satisfaction.

- Executive Exchanges: We organize one-on-one exchanges with employees, especially communication between executives and employees. This allows employees to directly provide feedback on problems and suggestions to the management, enhancing employees' sense of participation. Furthermore, it

also helps the management better understand employees' needs and develop policies and measures that are more in line with employees' interests.

- United Imaging Healthcare Anniversary Celebration: On important occasions such as the Company's anniversary, we organize all employees to participate in celebration activities to enhance employees' sense of identity and belonging to the Company. Moreover, by looking back on the Company's development history, we can arouse employees' sense of pride and responsibility, and stimulate their ownership awareness within the Company.



# Ensuring Occupational Health

At United Imaging Healthcare, we strictly comply with laws and regulations such as the *Work Safety Law of the People's Republic of China* and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*. And we have formulated many internal policies on occupational health and safety, including the *Labor Protection and Emergency Materials Management Policy*, the *Fire Safety Policy*, the *Occupational Health Policy*, the *Occupational Health Monitoring and Archive Management Policy*, and the *Occupational Disease Hazard Emergency Rescue and Management Policy*. Besides, we have newly issued the *EHS Objectives Management Policy*, the *Dual Prevention Mechanism Management Policy*, the *Public Facilities Maintenance and Management Policy* and others, for the purpose of refining management mechanism and processes and building safe workplace to protect the occupational health of employees.

On the basis of improving the occupational health and safety policy, United Imaging Healthcare further strengthens the construction of the occupational health and safety management system. Strictly abiding by the international standard of ISO 45001:2018 management system, we continuously enhance workplace safety to effectively prevent injuries and diseases. By the end of the reporting period, Shanghai United Imaging had successfully obtained the ISO 45001:2018 system certificate covering all sites of product R&D and production. In 2024, we completed the work safety standardization assessment, and was awarded the title of Level 2 enterprise of production safety standardization by the Shanghai Emergency Management Bureau. Similarly, Wuhan United Imaging obtained the ISO 45001:2018 system certificate covering all sites of product R&D, production and testing, and was honored as a "Healthy Enterprise" in Wuhan by Wuhan Patriotic Health Campaign Committee.



ISO 45001:2018 System Certificate for Shanghai United Imaging



ISO 45001:2018 System Certificate for Wuhan United Imaging



To further refine our workplace health and safety management, we assemble a professional safety management team at each R&D or production department and establish a grid-based safety management system to implement safety accountability and create a new safety management ecosystem that engages all departments for joint efforts. With the establishment of the occupational health management system, we have realized the data-based management of physical examination, which enable the automatic sending of physical examination notifications and results, thus strengthening the management of employees' occupational health. We take measures to continuously improve the efficiency of safety management. This includes strengthening the safety hazard identification and management mechanism, and enhancing the regular safety inspection and internal audit system. Other efforts include adopting scientific methods to thoroughly identify potential safety hazards at key areas such as production sites and R&D laboratories, and promptly implementing corrective and preventive measures to eliminate the potential hazards in time.

United Imaging Healthcare has built and improved the three-tier safety training system to provide employees with workplace safety education and training. The EHS Department provides weekly company-wide EHS training for new employees, and organizes regular special training on topics like occupational health, radiation safety, traffic safety, safety management of chemicals, use of PPE, and fire safety. The department also organizes semi-

annual study on EHS procedure documents, and arranges studies in accordance with the update of the documents. Each department provides pre-post training at both departmental level and post level for new employees, to ensure that employees are familiar with the post-specific operation procedures, internal rules and regulations, emergency handling methods, requirements on correct wearing of labor protection equipment, and EHS laws and regulations. In 2024, we provided 726 training sessions in relation to EHS, totaling 48,633 hours, with 111,612 times of participation. At the same time, we provide our employees with abundant opportunities to learn and practice safety knowledge by organizing special activities under themes such as Safety Month, Occupational Disease Prevention and Control Week, and Fire Prevention Month, which effectively enhance the safety awareness of employees.

United Imaging Healthcare has innovatively implemented the "Safety Improvement Proposal Reward Program" and "EHS Excellence Department Selection" activities to fully mobilize the enthusiasm and creativity of all employees to participate in safety management. We encourage employees to take the initiative to identify and report potential safety hazards and make practical suggestions for improvement. For departments with excellent performance in safety management, we reward them with both public recognition and generous incentives, aiming to create a well working atmosphere, in which all employees are concerned about workplace safety and actively participate in safety management.

## Conducting Emergency Drills to Enhance Emergency Response Capabilities

During the Safety Month, we organized night evacuation drills in our employee dormitory buildings, aiming to test and enhance employees' ability to cope with emergency situations. During the Fire Prevention Month, we conducted daytime emergency evacuation drills throughout the base complex to ensure that every employee is

proficient in the emergency evacuation process. In addition, production workshops organized on-site disposal drills for special emergencies based on their own characteristics. With remarkable results achieved, the drills strongly enhanced employees' capabilities to deal with emergencies.





# Assuming Responsibilities and Joining in Public Benefit Activities

Based on the strengths of the industry, United Imaging Healthcare is committed to actively giving back to the community and contributing to health and well-being. Taking active part in various social welfare activities, we fulfill our corporate responsibility with actions. We endeavor to break down medical knowledge barriers and pave the way for the masses to access professional medical information, to improve the health literacy of the whole population. During the reporting period, the Group's public welfare donations amounted to RMB 17.1511 million.

# Engaging in Public Welfare Activities

United Imaging Healthcare always maintains a high sense of social responsibility in business development. We actively engage in public welfare and charitable causes, promote the health and well-being of the public, and participate in a wide range of public welfare activities to contribute to the development of the community. As a key

guardian of the community's health, United Imaging Healthcare shoulders the important mission of giving back to the community and passing on love. We actively participate in public welfare activities, conduct health education, and contribute to building a harmonious society.

## Assisting Shanghai Xinghua Education and Poverty Alleviation Foundation in the "City Summer Camp"

On August 10, 2024, United Imaging Healthcare conducted medical knowledge popularization for 50 students in the "City Summer Camp" of Shanghai Xinghua Education and Poverty Alleviation Foundation. This action aims to help students in impoverished areas gain knowledge on software and hardware of medical imaging equipment,

and broaden their horizons. At the end of the visit, United Imaging Healthcare presented the students with cultural and creative gifts. Hosting students in this program for two consecutive years, United Imaging Healthcare had been honored with the title of "Charity Partner" by the "Xinghua Summer Camp".



## Hosting Large Public Welfare Art Exhibition and Salon on Medical Imaging of Breast Cancer with Shanghai Anticancer Association and Taikang Healthcare

United Imaging Healthcare, together with Shanghai Anticancer Association, Taikang Healthcare and other organizations, held a large public welfare art exhibition and salon on medical imaging under the theme of "Breast, Brave, Beautiful" in Shanghai. The exhibition consisted of three parts: Confusion and Curiosity, Understanding and Exploration, and Facing and Courage. Through stories

of females fighting cancer, mammary gland image, oil paintings of breast image changes, breast cancer data and cases of early screening and early diagnosis, the exhibition gave the general public an in-depth understanding of breast cancer. Meanwhile, the exhibition encouraged more people to pay more proactive attention to the breast cancer and the patient groups.



# Engaging in Medical Health Knowledge Popularization

We prioritize the popularization and promotion of medical health knowledge, and commit to raising public awareness of medical issues, reinforcing health consciousness, and contributing to the building of a harmonious society with equal healthcare.

By publishing popularization contents on health knowledge and usage of medical devices via online social media platforms, we provide readers with a channel to get medical knowledge. Through easy-to-understand explanations, we strive to carry forward the medical health knowledge popularization in a more broad and in-depth way. For example, we carry out publicity on “Alzheimer’s Disease imaging - PET/MR scanning”, “Introduction to Parkinson’s Disease, identification and diagnostic criteria, and research background, direction and conclusion”, “Staging methods and criteria of kidney cancer, and the role of CT examination in kidney cancer treatment”, “Internal materials/structures/components, assembly and inspection of CT bulb”, etc. By the end of 2024, we had released more than 460 popularization articles, getting a total of more than 550 thousand views.

In addition, we visit schools, communities, enterprises and other places to provide offline medical knowledge lectures and training activities, in an endeavor to enhance the health knowledge reserve of the public in all aspects and enhance people’s ability to cope with medical emergencies.

## Brain Science Popularization at Yungu Road Kindergarten in Jiading Xincheng on Children’s Day

United Imaging Healthcare is committed to the medical popularization among children and the protection of children’s health. On June 1, 2024, the Children’s Day, United Imaging Healthcare joined hand with a team of experts from the School of Biomedical Engineering of ShanghaiTech University to organize a brain science enlightenment activity for 30 6-year-old children at Yungu Road Kindergarten in Jiading Xincheng, aiming to popularize knowledge on brain development in infants and young children. The project, as one of the Science and Technology Innovation 2030

- “Brain Science and Brain-like Research” Major Project, was led by ShanghaiTech University and jointly organized by several universities, hospitals and United Imaging Healthcare. The project was planned to track the brain development of thousands of children in five years, and to build China’s first cohort for research on the brain development of infants and young children aged 0-6 years old. During the activity, Professor Zhang Han and Mr. Quan Feiyu introduced the structure and function of brain to the children through fun games and quizzes to stimulate their interest in brain science knowledge.



Popularization articles released by the end of 2024

460

Total views by the end of 2024

550 thousand



United Imaging Healthcare WeChat Official Account of MR



United Imaging Healthcare uSense CT WeChat Official Account



United Imaging Healthcare WeChat Official Account of XR



United Imaging Healthcare Meta MI WeChat Official Account



United Imaging Healthcare WeChat Official Account of RT



# Clean Production for Green Development

Always upholding the concept of environmental protection and green and low carbon, United Imaging Healthcare continuously improves the environmental management mechanism. We strive to create a zero-carbon, environmentally friendly and eco-friendly production and management operation mode to promote the innovation and development of green practices for products. Also, we actively respond to climate change risks, endeavoring to realize the harmonious coexistence between the Group and the nature.

## Focusing on Environmental Management

We have established a sound environmental management structure. The senior leaders of the Group review and approve major environmental protection decisions, the QM EHS Department develops pro-environmental policies and monitors their implementation, EHS engineers carry out specific tasks, and the responsible persons of the Administration Department and related departments implement requirements on environmental protection. Personnel at all levels work together

to carry forward environmental management practices. In our management practices, in addition to continuous real-time monitoring and assessment, we have established an emergency response mechanism to efficiently control environment-related incidents. During the reporting period, both Shanghai Manufacturing Facility and Wuhan Manufacturing Facility obtained ISO 14001 environmental management system certification.



## Undertaking Environmental Protection

Insisting on green production and operation, United Imaging Healthcare strictly abides by regulations on environmental protection, properly disposes of wastewater, waste gas and all kinds of wastes, actively implements energy saving and consumption

reduction measures, efficiently utilizes water resources, and strengthens noise management, taking effective actions to undertake the responsibilities for environmental protection.



## Emissions Management

We strictly adhere to national laws, regulations and standards, such as the *Environmental Protection Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*, the *Standard for Pollution Control on Hazardous Waste Storage*, and the *Guidelines for the Recovery and Recycling of Plastics Waste (GB/T 30102-2024)*. And we have established many internal policies, including the newly formulated *Environmental Information Disclosure Policy*, and revisions to the *General Industrial Solid Waste Management Policy*, the *Pollutant Management Policy*, the *Hazardous Waste Management Policy*, and the *Environmental Health Management and Infrastructure Utilization Standards*, to further clarify the standards for environmental management and improve our capabilities for environmental management.

In terms of greenhouse gas management, we have set aggressive targets for reducing greenhouse gas emissions. Using 2023 as the baseline year, we aim to reduce the carbon emission intensity per unit of revenue (Scope 1 and Scope 2) by 50% by 2035. This year, with respect to production and operation, energy use, and optimization of operation and production facilities, we further set detailed milestones for emissions within different scopes and implemented a number of carbon reduction measures. In 2024, the greenhouse gas emissions of United Imaging Healthcare were 54,443.92 tCO<sub>2</sub>e

(Scope 1 and Scope 2, market-based), down by 21,000 tonnes, or 28%, compared to the baseline year of 2023. Over the same period, the greenhouse gas emission intensity dropped to 5.29 tCO<sub>2</sub>e per million of revenue, a 20% year-on-year decrease. With regard to the medium-term target of reducing the emission intensity by 50% by 2035, our progress came at 41%. To further enhance our greenhouse gas data management, we engaged professional external organization to verify our greenhouse gas emissions. At the same time, we actively responded the CDP rating, achieving the B rating, which encourages us to continuously improve greenhouse gas emission management.

For more information on energy saving and emission reduction, please refer to the section “Energy Management” in this chapter.

In respect of wastewater management, we treat domestic and production wastewater in strict compliance with wastewater treatment rules and discharge standards. Domestic wastewater is subject to the A/O wastewater treatment process, and discharged into the urban wastewater network after being tested as up to standards by professional third-party monitoring organization. Production wastewater is collected in a unified manner for treatment by a qualified third-party company that we engage. Meanwhile, we are in the process of introducing wastewater treatment facilities to strengthen our capabilities for wastewater treatment. The production wastewater of Wuhan Manufacturing Facility is recycled through a wastewater treatment

system and a water purification device, realizing the goal of zero discharge of production wastewater.

In terms of waste gas management, particulate matters and non-methane hydrocarbon generated from production are purified and treated before being discharged through the exhaust funnels. We use UV photolysis and filtration methods (e.g., bag dust removal technology) to deal with welding fume and other particles and activated carbon to adsorb organic waste gases, and conduct regular inspection and maintenance of filtration equipment. Third-party agencies are engaged to monitor waste gas emissions to ensure that all indicators comply with the emission standards of the locations where we operate. In addition, we carry out regular training programs to improve employees’ skills in waste gas treatment and raise their environmental awareness.

In terms of waste management, we have established a waste management system and a clear responsibility management system, and have set up separate management ledgers for industrial solid waste and hazardous waste for dedicated management. Besides, we engage third-party organization to collect or dispose of solid waste and hazardous waste generated, and verify the qualifications and technical capabilities of the treatment organizations to ensure that the disposals are in compliance with rules. Moreover, we set up temporary storage sites and warehouses for hazardous waste. The hazardous wastes are stored by sections in accordance with the principle of categorized storage. Environmental protection

signs such as safety warnings, categorized storage sections, and hazardous waste labels are posted at the storage sites.

This year, the pollutant prevention and control facilities of United Imaging Healthcare operated normally, and the pollutants were all discharged in compliance with the standards. Besides, Shanghai Manufacturing Facility was included in the 2024 Shanghai Positive List for Ecological Environment Supervision and Enforcement.

Scope 1 and Scope 2 GHG emissions(market-based)

54,443.92  
tCO<sub>2</sub>e

Percentage reduction in Scope 1 and Scope 2 GHG emissions compared to the baseline year of 2023

-28%

## Energy Management

Strictly abiding by the *Energy Conservation Law of the People's Republic of China* and other relevant laws and regulations, we constantly explore efficient energy management approaches. We have developed management policies for power supply and distribution and the HVAC, and implement energy saving and consumption reduction measures in all aspects of daily operation and production to improve operation and production efficiency. At the same time, we continue to promote the construction of energy management and monitoring system. In addition to the focus on energy consumption status and the optimization of energy use structure, we actively expand the use of clean energy to further promote energy saving and consumption reduction.

### Construction of energy consumption management platform

In 2024, Shanghai Manufacturing Facility completed the construction of an electric energy management center platform. A total of 351 non-smart meters were replaced or newly installed for 6 user stations and key equipment. This enables the real-time monitoring, alarm monitoring and automatic meter reading in the park, providing data support for energy saving solutions. Shanghai Manufacturing Facility plans to launch a smart park energy consumption management platform in 2025 to realize visualized assessment and intelligent control of energy consumption. According to monitoring statistics, Jiading Base saved 600 thousand kWh of electricity this year.

Wuhan Manufacturing Facility has upgraded the intelligent power distribution operation and maintenance management platform, realizing visible and controllable power consumption status in the park. The platform enabled accurate monitoring of high-energy-consuming equipment and timely response to exceptions in power consumption. According to monitoring statistics, Wuhan Base saved 240 thousand kWh of electricity this year.

Changzhou Manufacturing Facility applied the Suwen Power Management System to accurately monitor power consumption in the factory. The system enabled the locating of high power consuming areas and equipment, contributing to the implementation of energy-saving measures. According to monitoring statistics, Changzhou Base saved 700 thousand kWh of electricity this year.

### Lighting optimization for reduction of energy consumption

In 2024, Shanghai Manufacturing Facility replaced ordinary lighting with high-efficiency induction LED energy-saving lamps for the basement, public areas and production areas, saving 155 thousand kWh of electricity per year and reducing carbon dioxide emissions by 90 tonnes/year.

In 2024, Wuhan Manufacturing Facility completed the replacement of induction lamps for stairwells and non-motor vehicle parking sheds. The lighting was controlled by time-control switches, and half of the lighting at the workshop accesses and clean rooms would be switched off in case of no visits expected. This could save 5,000 kWh of electricity per year and reduce carbon dioxide emissions by 3 tonnes/year.

Changzhou Manufacturing Facility completed the renovation of the basement and elevator hall. Ordinary lighting was replaced with induction lamps, saving 20 thousand kWh of electricity per year and reducing carbon dioxide emissions by 10 tonnes/year.

At the U.S. Manufacturing Facility, power and lighting systems in the testing room would be turned off in case of no production scheduled, to reduce energy waste.

### HVAC Optimization

In 2024, Shanghai Manufacturing Facility upgraded the centralized air conditioning system, enabling the central control of the temperature, air speed and scheduled shutdown of air conditioners in offices and production workshops. All air conditioners must be turned off after work to effectively reduce energy consumption. This could save 200 thousand kWh of electricity per year, and reduce carbon dioxide emissions by 115 tonnes/year.

At Wuhan Manufacturing Facility, the air conditioning system in the ultrasonic probe production workshop allows for flexible adjustment according to the environment temperature and humidity. In the clean room, the air conditioning system can reduce the fresh air fan frequency from 40Hz to 35Hz while still maintaining proper temperature and humidity. And in the offices, a VRV centralized air conditioning system was applied to centrally manage the temperature, air speed and scheduled shutdown of air conditioners. This could save 40 thousand kWh of electricity per year, and reduce carbon dioxide emissions by 20 tonnes.



### Application of innovative technology and systems

In 2024, Shanghai Manufacturing Facility completed the renovation for process cooling water pumps, air-conditioning circulating water pumps and ground source hot water pumps. By upgrading traditional pumps to variable frequency pumps, the operating frequency of the pumps was finely adjusted with the help of sensors and configuration control software. This could save 1,118 thousand kWh of electricity per year and reduce carbon dioxide emissions by 650 tonnes/year.

In 2024, Wuhan Manufacturing Facility completed the energy-saving transformation for the central air-conditioning machine room. High-efficiency group control system for machine room refrigeration station was launched. With the addition of electric valves, the frequency of valves and pumps could be intelligently adjusted according to the workshop load. With the installation of cooling towers, the operating efficiency of air-conditioning unit was improved.

This could save 430 thousand kWh of electricity per year and reduce carbon dioxide emissions by 215 tonnes/year.

In 2024, Changzhou Manufacturing Facility completed the construction of the Phase II central control room, using configuration software to conduct intelligent centralized control over AHU HVAC and PCW process water. Through real-time monitoring of energy consumption, temperature, air speed and other parameters, the variable frequency unit could be intelligently adjusted to realize precise control. This could save 300 thousand kWh of electricity per year and reduce carbon dioxide emissions by 150 tonnes/year.

In 2024, Changzhou Manufacturing Facility improved the Phase II magnetic resonance process cooling water system. The new system uses high-efficiency magnetic levitation refrigeration units in summer, and the free cooling source in winter. This could save 1.05 million kWh of electricity per year and reduce carbon dioxide emissions by 610 tonnes/year.

### Green Transportation Management

In a proactive response to the concept of green and low-carbon development, Shanghai United Imaging Healthcare Co., Ltd. launched the project of "Questionnaire Survey on Carbon Emissions from Daily Commute of Shanghai & Wuhan UIH Employees" in 2024. The aim was to comprehensively understand the commuting methods of employees and provide support for formulating green mobility policies.

The Company encourages employees to give priority to energy-saving and environmentally friendly mobility modes, such as public transportation and shared bicycles, jointly practicing the concept of low carbon. As an important measure of the green mobility plan, the Wuhan Base completed electrification of shuttle buses in the second half of 2024, upgrading the traditional fuel-powered shuttle buses to new energy electric vehicles. This measure not only

reduces the carbon emissions of the base's shuttle buses but also provides employees with a more environmentally friendly and comfortable mobility experience.

In the future, the Company will continue to optimize the green mobility plan and explore more low-carbon initiatives, such as promoting carpooling platforms, adding charging facilities, and launching green mobility reward programs. These efforts will further stimulate employees' enthusiasm for participating in green and low-carbon activities. Together, we will contribute to a sustainable corporate ecosystem.



### **Training and Publicity on Energy Saving and Environmental Protection**

Training at smart park: Shanghai United Imaging Healthcare organized a special training at smart park, streamlining and simplifying processes for various modules such as energy consumption and solid waste. Staff operational standards and specific responsibilities at each stage were clarified. Moreover, the completion of energy conservation and environmental protection projects was included in the performance appraisal to motivate employees to actively implement energy-saving measures.

Specialized carbon training: An external professional institution was invited to conduct

training on product carbon footprint (ISO 14067: 2018) and carbon inventory (ISO 14064-1). Through professional explanations and analysis, employees' understanding of energy conservation and consumption reduction standards and their practical application abilities were improved.

Publicity on energy conservation and environmental protection: We organized publicity activities concerning energy conservation and environmental protection. By promoting publicity articles such as "Embracing Green Lifestyle, Beautifying United Imaging Healthcare" and "Spreading Positive Energy with Low-Carbon Efforts at United Imaging Healthcare" to all employees, we advocated energy-saving and low-carbon lifestyle in daily work.

United Imaging Healthcare actively promotes the use of renewable energy. Through the photovoltaic construction plan, the Group continuously increases the use of clean energy. At Shanghai Manufacturing Facility, we continue to advance the construction of a photovoltaic project with an installed capacity of 5,287.515 kW. This project is expected to start operation in early 2026, which can produce over 5 million kWh of renewable electricity per year, equivalent to reducing 2,850 tonnes of CO<sub>2</sub> emissions. At Wuhan Manufacturing Facility, we have been using a solar heating system for domestic hot water since 2020. Up to now, we have cumulatively saved 70 thousand kWh of electricity and reduced CO<sub>2</sub> emissions by 39.9 tonnes. Meanwhile, we have actively implemented green power procurement. Jiading base started direct power purchase in

2024, purchasing 3,499,281 kWh of green power and reducing CO<sub>2</sub> emissions by 1,877.7 tonnes. We also plan to purchase 11.75 million kWh of green electricity in 2025, which is about one-third of the base's electricity consumption. This is expected to reduce carbon emissions by approximately 6,697.5 tonnes, representing a decrease of about 15% in carbon emission intensity compared to 2023. In addition, Wuhan Manufacturing Facility plans to start direct power purchase in 2025 and purchase an appropriate proportion of green power to further promote green and low-carbon development.



## Water Resource Management

United Imaging Healthcare continuously strengthens the protection for and rational utilization of water resources. The Group strictly complies with the *Water Law of the People's Republic of China* and other laws and regulations, and has established a strict water quality monitoring system. Moreover, the Group incorporates the awareness of water conservation into production and operations to constantly improve water management.

Improve water usage monitoring by deploying high-precision water meters to quickly detect and respond to abnormal water usage. Conduct water conservation

publicity and post slogans such as "Every drop counts, save water in our hearts, please save water" to promote water conservation among all employees.

Regularly inspect and maintain plumbing, faucets, and other water-related facilities in office areas, and replace old water equipment with water-saving devices to improve water efficiency.

Adopt closed-circulating cooling water to the production lines such as ISC-IS, MR and US-TP probes. For the dicing machines, self-produced ultra-pure water is used in cutting. In the MPS-TUBE production line, the high-temperature equipment is cooled by circulating cooling water. Cleaning water for the surface treatment workshop is recycled by water circulation treatment equipment.



## Noise Management

We strictly comply with relevant laws and regulations such as the *Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise*, as well as industry standards including the *Emission Standard for Industrial Enterprises Noise at Boundary*. We prioritize low-noise equipment, actively implement noise reduction measures such as vibration reduction, sound insulation and noise elimination, to

ensure that noise within the boundary meets the relevant limits. Meanwhile, we regularly maintain noise-generating equipment to ensure that noise reduction measures such as basic vibration reduction, soundproof enclosures, and soundproof windows and doors remain effective. This year, the noise at the boundary of United Imaging Healthcare all met the discharge standards.



## Product Lifecycle Environmental Management

United Imaging Healthcare considers the environmental management throughout the product lifecycle as an important driver for the Group's sustainable development. This concept is integrated into every aspect, including product design, production, packaging, transportation, and application. In this way, we can ensure that the entire product lifecycle is environmentally friendly, contributing to the construction of a sustainable ecosystem.

In terms of technological innovation, we are actively developing and applying environmental protection technologies. For example, we have achieved a 20-30% reduction in component power consumption by developing and applying wide bandgap semiconductor SiC switching tubes in GPA. Moreover, we have innovated the water cooling dormancy technology, enabling the water cooling system to be turned off when the device is powered off and reducing power consumption during standby. Besides, we have achieved a maximum power consumption reduction of 50% by using variable-frequency HEC. In addition, we have innovated the low-carbon technology scanning sequence to reduce the requirements for GC and energy consumption. Furthermore, a deep sleep function has been added to the sleep mode of CT products, which is expected to save about 20% of energy annually. Also, for MI products, we have planned to add an energy-saving mode and an intelligent operation system — automatically going into hibernation at night and

automatically waking up on customized working days, which is expected to save 24% of energy. Last but not least, for the RT radiotherapy system, we have adopted a cloud computing platform to centralize the computing resources of the hospital's treatment planning system and imaging modalities including CT, MR and PET. We have also optimized the hardware configuration across multiple terminals to reduce the overall energy consumption.

Regarding the utilization of production materials, we prioritize environmentally friendly and low-carbon options. For instance, we have replaced lead with steel in the mammography DR collimator, and all products in the latest generation of PET/CT product line utilize lead-free materials. Furthermore, we have replaced the tooling with reusable metal sheets, constructed a new type of helium-free superconducting magnet, introduced lightweight flat carbon fiber panels for the mobile DR in the US, and designed an innovative SF<sub>6</sub> recovery device. These efforts ensure that our production materials are environmentally friendly. On the other hand, we conduct internal tests for hazardous substances and entrust third-party laboratories to carry out testing for all products. In 2024, a total of 40,120 kinds of homogeneous materials were tested to ensure that the products comply with the systems and regulatory standards in terms of environmental protection.

In terms of appearance design, we apply the spray-free process and use coatings that are dirt-resistant,

anti-yellowing, and highly wear-resistant. These features can extend the service life of the shell materials and reduce the after-sales rework on the casings. We have also adopted solutions such as foaming injection molding and structural material filling to replace the traditional spraying process, achieving weight reduction of the product casings.

In terms of product packaging and transportation, we use environmentally friendly packaging materials for turnover materials, supplier deliveries, and product shipments, and we actively recycle and reuse these materials. At the same time, we are committed to reducing the plastic content in packaging, ensuring that the total weight proportion of plastic packaging materials is below 2%. We have adopted cold-chain transportation technology for MRI equipment, which has covered MR products in all product lines. This enhances transportation efficiency and substantially reduces liquid helium consumption. In 2024, we saved nearly 700 thousand liters of liquid helium.

In addition, to enhance employees' understanding and capabilities for practical application, we invite external professional organizations to conduct training on "Regulatory Trends on Hazardous Substances in Medical Devices and Responses of Enterprises - Special Training for United Imaging Healthcare".

In 2024, liquid helium saved

**700,000** liters

In 2024, homogeneous materials tested

**40,120**

Annual energy savings from CT deep sleep function approximately

**20**%

# Focusing on Climate Change

United Imaging Healthcare pays great attention to the impact of climate change on corporate operations and business development. We have established climate change management mechanisms, enhanced our capacity to identify and assess climate-related risks and opportunities, and formulated comprehensive response measures. By doing so, we aim to enhance our climate-related risk management capabilities, effectively address the challenges posed by climate change, and capitalize on the opportunities it brings.

The Strategy and Social Responsibility Committee, under the Board, manages ESG affairs at the strategic level. The committee develops and monitors climate change policies, assesses environmental risks and opportunities, and ensures our operations comply with sustainable development targets and environmental laws.

From daily operations and climate-related risk assessments, we identify climate risks with potential significant impacts and formulate risk management measures.

In addition, while addressing the risks posed by global climate change, we have actively identified and seized multiple opportunities. We continuously adopt advanced energy-efficient equipment and technologies to reduce energy consumption, lower energy expenses, and improve operational efficiency. Additionally, we are actively exploring green markets, investing in renewable energy solutions to reduce reliance on traditional fossil fuels and cut energy purchasing costs. These initiatives not only demonstrate our commitment to climate action and social responsibility, but also strengthen the Group's brand image and reputation.

## Changing demands for low-carbon products

The market requires products to have multiple sustainable attributes, such as greater energy efficiency, longer life, easy repairability, easy recyclability, and a lower carbon footprint throughout their lifecycle. Such requirements can lead to an increase in production costs. In view of the above risks, we follow the principle of "Ecodesign" and enhance our R&D capabilities in low-carbon products. We continuously promote the transformation of R&D to ensure that our low-carbon products can meet the needs of the emerging low-carbon market.

## Impacts of extreme weather

Extreme weather events such as typhoons, floods and earthquakes pose risks such as supply chain disruptions, production interruptions, equipment damage, injuries or fatalities, and compromised product delivery quality. In view of the above risks, we have formulated comprehensive emergency response plans and set up an emergency command team. In this way, we ensure a well-organized response to emergencies in accordance with established emergency levels and procedures. Additionally, we have enhanced operational facility and emergency supply management by conducting regular inspections, maintenance, and updates to ensure the timely and effective utilization. We have also established a mechanism for disseminating risk monitoring and early warning information. By installing meteorological monitoring devices, we ensure timely dissemination of weather alerts to all employees. Furthermore, we conduct regular emergency drills and organize training programs on climate change, disaster knowledge, and emergency response skills. These initiatives aim to enhance employees' ability to respond effectively to crises and improve their survival skills.





# Compliant Operation for Steady Development

We strictly adhere to business ethics standards, continually refine our compliance management system and strengthen our compliance culture. In addition, we focus on strengthening information security management, implementing responsible marketing, and actively promoting intellectual property protection. By standardizing our business conducts and driving the steady corporate development, we lead the industry in enhancing responsible governance.

# Practicing Compliant Operation

United Imaging Healthcare adheres to the principle of compliant operation. We build a comprehensive compliance management system, and strengthen internal audit and supervision while actively responding to external regulatory policies. With these efforts, we enhance our risk management capabilities and continue to practice compliant operation.

We strictly abide by laws and regulations such as the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, and the *U.S. Foreign Corrupt Practices Act (FCPA)*, and the *UK Bribery Act (UKBA)*. Additionally, we have formulated policies such as the *Business Conduct Guidelines*, the *Conflict of Interest Policies* and the *Anti-Bribery and Anti-Corruption Policy*<sup>※</sup>. We clarify the compliance management regulations and adhere to the principles of integrity, transparency, lawfulness, and accountability. We require our employees, distributors, and business partners to strictly comply with the relevant requirements for compliant operation.

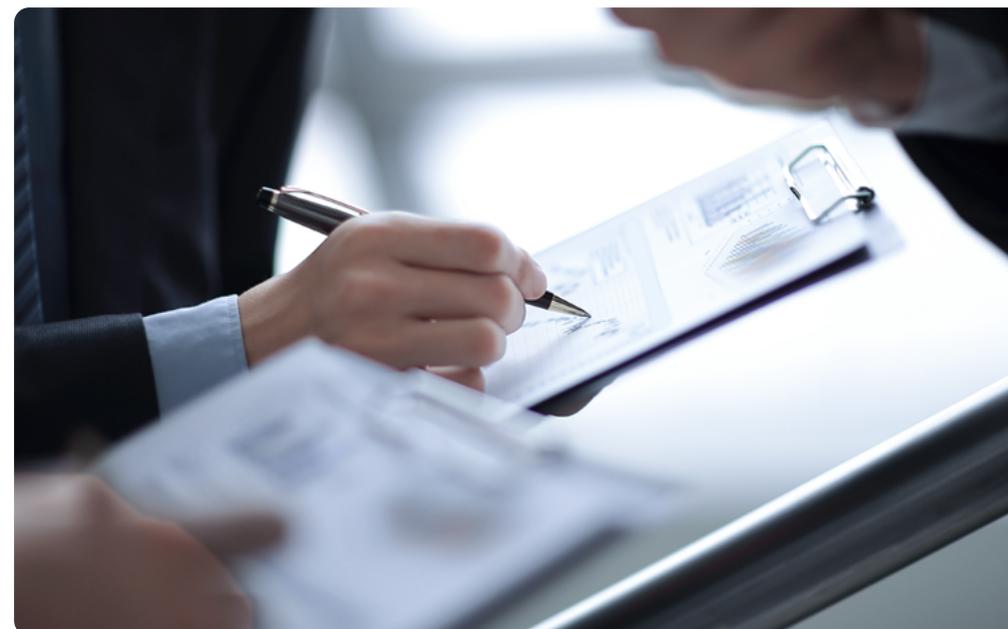
The Group's compliance management system for business ethics covers key areas such as anti-bribery and anti-corruption, management for conflicts of interest, code of business conducts, anti-monopoly, anti-unfair competition, export control, and economic sanctions. The system is directly managed by the Board of Directors. The Board of Directors has established the Strategy and Social Responsibility Committee and the Audit Committee.

The Strategy and Social Responsibility Committee is responsible for setting long-term business ethics goals, supervising the implementation of business ethics policies, assessing risks, and proposing recommendations for improvement. The Audit Committee supervises the financial information and its disclosure in accordance with the working procedures, ensuring the authenticity, accuracy, and completeness of financial reports. The committee also evaluates the independence of internal audit procedures and external audit agencies to ensure that business operations comply with business ethics standards. We have also established a Disciplinary Committee to ensure the implementation of various policies and to promptly detect, investigate, and deal with violations of the rules and regulations. This year, the Audit Committee reviewed the financial reports and the financial information in the regular reports, paid attention to the implementation of business ethics audits, supervised key issues, and timely reported to the Board of Directors. The Strategy and Social Responsibility Committee regularly reviews the anti-corruption and anti-fraud measures, assesses business ethics risks and has approved the *Anti-Bribery and Anti-Corruption Policy*, the *Whistleblower Protection Policy* and the *Responsible Marketing Policy*.

United Imaging Healthcare has established three lines of defense to strengthen internal risk management. The first line of defense is the business departments, including the Sales and Marketing Department, Procurement Department, Supply Chain Management Department, R&D

Department, and Customer Service Department. These departments are responsible for identifying and controlling compliance risks in daily operations, establishing operating procedures and internal control mechanisms, conducting regular self-inspections, and taking preventive measures. The second line of defense consists of the Legal Compliance Department and the Financial Control Department. The Legal Compliance Department is responsible for formulating and updating compliance policies, providing guidance and supervision, and conducting employee training. The Financial Control Department oversees financial processes and supports the compliance of business departments. In addition, specialized business

compliance committees such as the Marketing Compliance Committee, the Information Security and Privacy Protection Committee, and the Anti-Corruption and Data Compliance Task Force have been established to supervise and guide the compliance work within their respective fields. The third line of defense is the Audit Department, which is responsible for independently evaluating the effectiveness of the compliance management, reviewing the compliance of business activities and external partners. The Audit Department reports audit results to the Board of Directors and provides support for the management's decision-making.



※ The *Anti-Bribery and Anti-Corruption Policy*: [https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/anti-bribery-and-anti-corruption-policy\\_en.pdf](https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/anti-bribery-and-anti-corruption-policy_en.pdf)

We continuously strengthen the internal supervision. Under the leadership of the Board of Directors, we have established a business ethics audit system that covers all aspects such as business and financial activities, to effectively supervise the Group's code of conduct. We have issued and implemented the *Internal Audit System*, along with 21 internal audit practice guidelines, to improve audit processes and rules and standardize internal business ethics audits. At the audit preparation stage, we conduct risk assessment procedures, gather information on laws and regulations, institutional processes, operating data, and historical audit records. We also conduct a preliminary assessment for business compliance and risk degree and formulate a detailed audit plan. At the audit execution stage, based on the risk assessment results, the Audit Department focuses on reviewing key high-risk areas such as anti-bribery, anti-fraud, and conflicts of interest. The department conducts a detailed inspection for relevant documents, financial records, contracts, and transaction processes to ensure compliance. At the preliminary result verification stage, the Audit Department communicates with the audited departments to confirm the issues, and ensures that the issues are fully explained and resolved through on-site interviews and document verification. When the audit report is issued, the audited department is required to develop rectification measures. The audit team will continuously track the progress of rectification to ensure that the problems are effectively resolved. The Audit Committee regularly hears reports on the work achievements and follow-up plans of the Audit Department, safeguards the independence and effectiveness of the internal audit system and ensures that it meets the expectations of the Board of Directors.

We have developed a “Three-Year Coverage”

audit plan targeting the area of business ethics. In 2024, the audit focused on domestic and overseas business departments' high-risk areas such as the code of business conduct, anti-bribery and anti-fraud, information security and privacy protection, employees' conflicts of interest and confidentiality, as well as employee training. From 2025 to 2026, we plan to conduct audits on key areas that have not been audited previously, and to perform a second review on the previously audited high-risk areas to ensure that business ethics audits cover all operating entities worldwide every three years. During the reporting period, we carried out regular audit work, focusing on the code of business conduct of operating entities, anti-bribery and anti-corruption, anti-fraud, employee training, employees' conflicts of interest and confidentiality. We provided feedback on the rectification items identified during the audit to the relevant business departments and issued audit reports. This helped to identify and resolve the business ethics issues of the Group, and continuously implement the compliance requirements and measures related to business ethics.

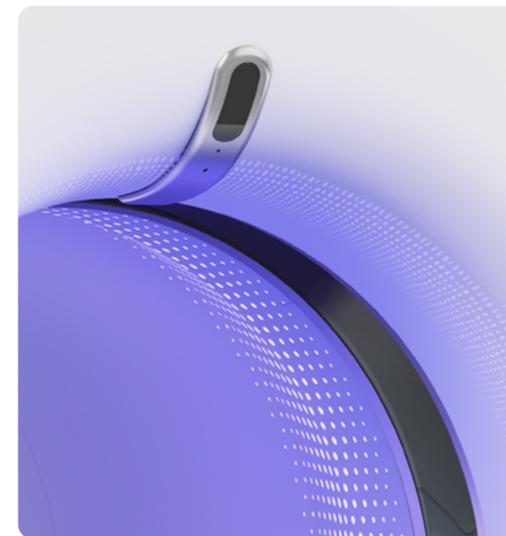
We firmly combat acts that violate business ethics and implement the long-term management mechanism of “dare not corrupt, cannot corrupt, and do not want to corrupt”. We require all new employees to sign the *Integrity Statement* during their onboarding process. Moreover, the code of conduct and punishment for infringement are specified in the *Employee Handbook* to ensure that every employee promotes awareness of business ethics and anti-corruption. For employees in key positions and managerial positions, we further clarify the requirements for integrity in business operations by means of compliance performance appraisals. At the same time, we require all suppliers and distributors to sign the *Supplier Code of Conduct*

and the *Distributor Code of Conduct*, clearly defining the business ethics and anti-corruption standards that they must observe in business activities. We continuously strengthen due diligence measures, paying particular attention to the business ethics and integrity-based operation of our partners, so as to ensure that our transactions with them are legal and compliant.

We continuously optimize the reporting management system, encourage the supervision and reporting on misconducts across the Group, and create a transparent compliance supervision platform. We provide multiple reporting channels, including the reporting mailbox (UIH\_Compliance@united-imaging.com) and the reporting hotline (021-67076619). Additionally, we have added a new compliance supervision and reporting platform - Feishu Workplace. All channels are open around the clock, allowing employees to submit anonymous or named reports and feedback. We take all reports seriously and initiate an investigation immediately. The Disciplinary Committee is responsible for making the final decision in accordance with the rules and regulations, ensuring that the handling of violations is transparent, fair, and reasonable. At the same time, we have released the *Whistleblower Protection Policy*<sup>※</sup>, clarifying the requirements for whistleblower protection, and strictly prohibiting any form of retaliation. By doing so, we strive to create a safe and reliable supervision environment.

United Imaging Healthcare continuously strengthens the compliance culture construction and deepens the education and training related to business ethics. We comply with policies such as the *Anti-Bribery and Anti-Corruption Policy* and the *Business Conduct Guidelines*, and have established a comprehensive training system with multi-channel, multi-form, and multi-level approaches. Every year, we conduct regular business ethics and compliance training for all employees

(including full-time employees, interns, part-time employees, outsourced employees, and dispatched workers). The training covers key areas such as the code of business conduct, bribery and corruption, internal fraud, and conflicts of interest, so as to enhance employees' awareness of business ethics compliance. In addition, we have established a strict assessment mechanism to evaluate and provide feedback on employees' learning achievements. This aims to consolidate the training effectiveness, and promote employees to better implement compliance requirements in their work. Furthermore, during the reporting period, we newly launched a Feishu Official Account, which is dedicated to regularly publicizing knowledge on internal control compliance and business ethics to all employees. During the reporting period, we conducted a special session on business compliance and anti-corruption at the United Imaging Healthcare Marketing Conference.



※ The *Whistleblower Protection Policy*: [https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/whistleblower-protection-policy\\_en.pdf](https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/whistleblower-protection-policy_en.pdf)

### General business ethics training

We provide all employees with systematic training in business ethics and compliance and guide them in studying the *Anti-Bribery and Anti-Corruption Policy*, the *Whistleblower Protection Policy*, the *Business Conduct Guidelines*, the *Conflict of Interest Policies* and other relevant documents every year. This is to ensure that our employees fully understand and comply with the Group's code of business ethics. In 2024, we organized the "Business Ethics Compliance Training: Anti-Corruption and Anti-Fraud Practices". At the training, we explained the relevant laws and regulations and our internal policies and emphasized the importance of anti-corruption and anti-fraud efforts. This helped to raise the compliance awareness of all employees and related parties. This training covered all our full-time employees, interns, part-time employees, outsourced employees and dispatched workers. The total times of participation was 17,206 and the duration of the training was 7,317 hours.

### Board and management ethics training

Each year, we organize dedicated compliance training for all directors and management to clarify key compliance requirements on business ethics, anti-corruption, conflicts of interest and anti-unfair competition. The aim is to increase senior management's understanding of the importance of compliance and to ensure that they act as role models to work in compliance with rules.

### Specialized business ethics training for key positions

We provide specialized and targeted business ethics training for key positions, such as marketing. Though the training, we guide employees in conducting business, interacting with healthcare professionals and organizing marketing activities in accordance with our compliance policy. Focusing on core topics such as business ethics, anti-corruption, anti-unfair competition, and conflicts of interest, the training aims to enhance employees' ability to understand and apply compliance requirements.

### Partner business ethics training

We require each regional distributor to attend compliance training organized by United Imaging Healthcare at least once a year. The training involves business ethics, anti-corruption policy, prevention of unfair competition and other related topics. This is to accelerate the building of a culture of compliance throughout the supply chain.



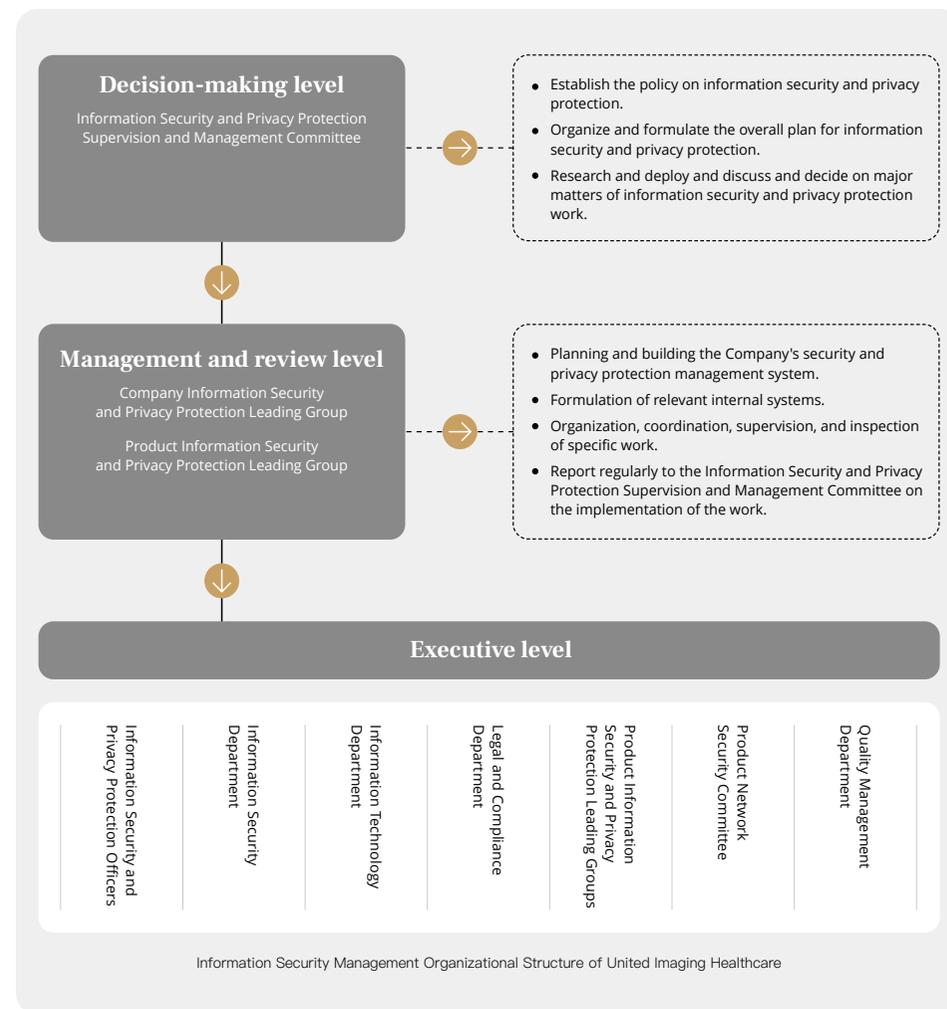
# Preventing Data Risks

To strengthen information security and privacy protection, United Imaging Healthcare constantly improves the privacy protection policy and the data security management system. We implement strict data risk prevention and control strategies to prevent information security risks, and provide safe and reliable services to gain more trust from customers and partners.

We abide by the laws and regulations including the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, the *Cybersecurity Law of the People's Republic of China* and the *General Data Protection Regulation of the EU (GDPR)*, and regulatory requirements such as the *Administrative Measures for Data Security in the Field of Industry and Information Technology (for Trial Implementation)*. We have updated and revised the *Information Security Management Manual*, the *Information Security Risk Management Policy*, the *Information Asset Security Management Policy*, the *Supplier Information Security Management Policy*, the *Private Data Security Management Policy* and the *Cloud Security Management Policy* in accordance with the latest information security management specifications. This is our effort to continuously strengthen information security management.

We have established a top-down hierarchical information security management structure and

strictly performed the responsibilities at all levels in the *Management Policy of Information Security and Privacy Protection*, to ensure the effectiveness of information security and privacy protection. The Information Security and Privacy Protection Supervision and Management Committee is the highest decision-making body for information security management. It lays down relevant policies and specifies the implementation requirements. The Company Information Security and Privacy Protection Leading Group and the Product Information Security and Privacy Protection Leading Group are the auditors and supervisors. The specific implementation work is handled by the Information Security and Privacy Officers, the Information Security Department, the Information Technology Department, the Legal Compliance Department, the Product Network Security Committee, and the Quality Management Department, etc., which work together to carry forward specific information security management tasks. During the reporting period, the Information Security and Privacy Protection Supervision and Management Committee held 1 meeting, to conduct analysis and make decisions on the information security risk and privacy protection matters. Our information security-related departments hold communication meetings on information security management issues on a regular or ad-hoc basis to optimize the workflow and maintain the efficient operation of the management system.



# Information Security Management System and Service Qualification

By the end of 2024, United Imaging Healthcare had obtained certificates in key areas including Information Security Management System (ISO 27001), Medical Health and Safety Management System (ISO 27799), Personal Privacy Protection System (ISO 27701), Cloud Service Information Security Management System (ISO 27017) and IT Service Management System (ISO 20000). At the same time, we received the CCID Information System Service Delivery Capability Certificate (Level 1, 5-Star), the CCRC Information Security Service Qualification Certificate (Level 2), and the ITSS Information Technology Service Standard Compliance Certificate (Level 3). They demonstrated our professional ability and commitment to information and privacy security protection.



ISO 27001 Information Security Management System Certificate



ISO 27799 Medical Health and Safety Management System Certificate



ISO 27701 Personal Privacy Protection System Certificate



ISO 27017 Cloud Service Information Security Management System Certificate



ISO 27018 Public Cloud Privacy Security Management System Certificate



ISO 27799 Medical Health and Safety Management System Certificate



ISO 20000 IT Service Management System Certificate



CCRC Information Security Service Qualification Certificate



CCID Information System Service Delivery Capability Certificate



ITSS Information Technology Service Standard Compliance Certificate

United Imaging Healthcare is devoting increasing efforts to information security management. For example, we have formulated the *Information Security Behaviour Management Rules for Employees*. By detailing requirements for data, application, host and network security, we have established a comprehensive and multi-level information security risk prevention and control system with diversified contents, to effectively manage and reduce information security risks. In 2024, we expanded the scope of information asset maintenance and strengthened public cloud

and server security by improving server baseline security. In addition, by restricting access to high-risk ports and removing a large number of expired and unaccountable host accounts, we further enhanced our information security management.

United Imaging Healthcare takes the management of customer privacy data as the core of information security management and strictly adheres to the relevant policies and guidelines. Specifically, we collect, store, use and transfer customer privacy data only when necessary and

lawful, and strive to ensure the security and compliance of the data processing environment. We have taken various measures to protect the security of customer privacy data. In terms of security technology, we regularly conduct penetration testing and network testing, and participate in the “Rock-Solid Action” to improve our network security protection capabilities. As part of our compliance project, we assess the privacy protection ability of customer service tools and improve their privacy features. In the area of data management, we have formulated data deployment and transfer plans to ensure the security and compliance of data transfer. In our operations, we improve privacy data management and conduct full lifecycle security control over assets, such as demagnetizing damaged equipment, to prevent information leakage. In addition to our day-to-day security maintenance and network protection activities, we have conducted around 32 emergency response drills and practices to accelerate the formation of a standardized emergency response process. At the same time, department responsible for information security conducts regular investigations and audits, punishes non-compliance and rewards compliance to strengthen information security oversight.

To raise the awareness of information security and privacy among all employees, we have conducted information security training in the form of online and offline seminars. The training covers key topics such as office environment security, password security, phishing email identification and prevention, trade secret protection, and information security during travelling. At the same time, we provide training on information security policies that all employees need to understand, including the *ISMS-101 Information Security and Privacy Protection Management Manual*, the *REG-EIM-001 Management Measures for Regulated Software Use*, the *ISMS-206 Information Security Incident Management Provisions*, and the *ISMS-201 Information Security Risk Management Policy*. As the end of 2024, information security training covered 100% of our employees. In addition, we take measures such as the “Information Security Month” activities and information security credit point-based management to carry out information security publicity. Through information security exams, phishing email tests and other methods, we test how well our employees have mastered information security knowledge and reinforce the learning effectiveness. This ensures that our employees effectively identify and prevent potential information security risks.



**Data security protection**

- Data integrity and authenticity protection
- Anonymity of sensitive information
- Hard disk data encryption
- Data transmission encryption

**Application security protection**

- User authentication and authorization
- User access security protection
- Emergency access supported
- Application whitelisting
- Audit log
- Security scanning

**Host security protection**

- Operating system security reinforcement
- Anti-virus software
- Regularly updated virus database
- Regularly updated security patches
- Trusted machine certificates
- Password management system

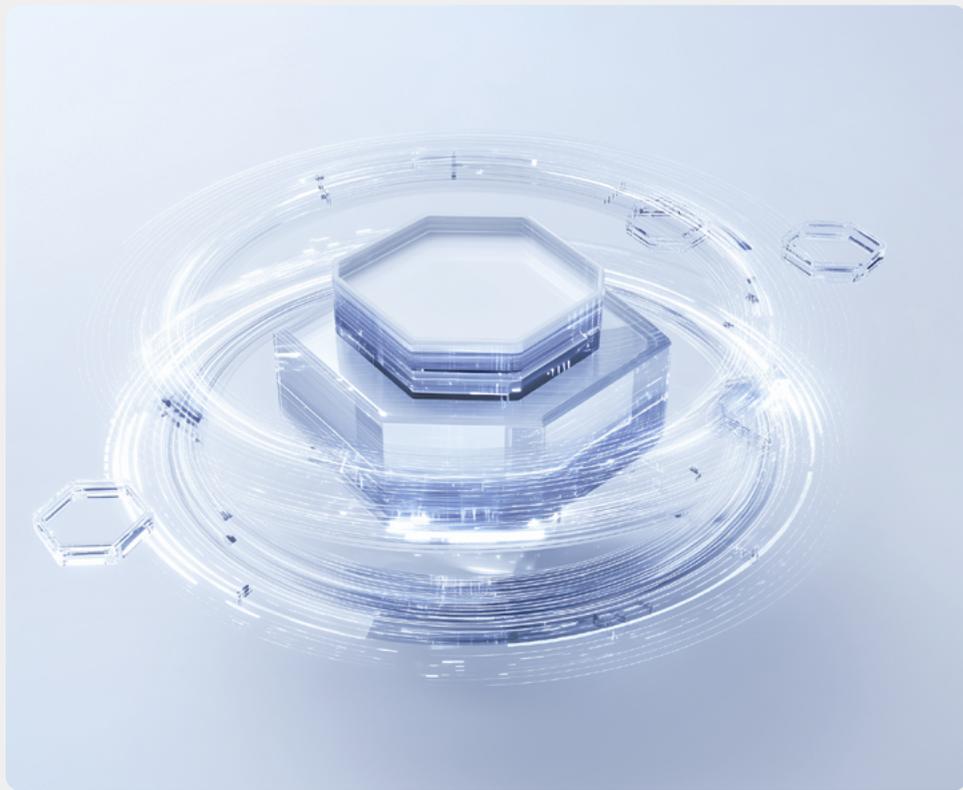
**Network security protection**

- Firewall
- Secure encrypted connection
- Network whitelisting
- Network access mechanism
- 24/7 monitoring
- Situation perception
- Threat intelligence system

## United Imaging Healthcare's Active Engagement in Network Security Protection Activities

In 2024, United Imaging Healthcare participated in the "Gong Fu Li Wang" network security protection activity organized by the Shanghai Municipal Commission of Economy and Informatization and the "Rock-Solid Action" for network protection organized by the Shanghai Communications Administration. The aim is to improve enterprises' ability to defend against information security

risks through simulated attack tests. In a month of 24/7 security protection, United Imaging Healthcare received full marks and was awarded the title of "Excellent Blue Party" by the organizer of "Gong Fu Li Wang". It's the demonstration of our professionalism and reliability in information security protection.



## "Information Security Month" of United Imaging Healthcare

In July 2024, United Imaging Healthcare held the 7th "Information Security Month" event themed "Upholding Cybersecurity Bottom Line and Safeguarding Information Security". We held three seminars on daily information security considerations and roles and precautions for employees in network protection. We invited external experts to analyze daily information security cases and guide our employees to properly handle information security issues

in daily work. We organized online and offline quizzes to enhance employees' ability to understand and apply information security knowledge. During the event, we published 10 articles on information security. Topics included preventing phishing emails, setting strong passwords and protecting office security. The aim is to encourage all employees to take active part in information security protection.



# Implementing Responsible Marketing

United Imaging Healthcare stringently implements the concept of responsible marketing, and improves the responsible marketing management system to ensure consumers' access to authentic and reliable product and service information. We strive to build a trustworthy brand image and create a positive and healthy market environment for medical devices.

We comply with the *Advertising Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, the *Basic Standards for Enterprise Internal Control* and other relevant laws and regulations. We carry out responsible marketing

and protect the rights and interests of consumers in accordance with market regulations and the code of business ethics. This year, we developed and published on our website the *Responsible Sales and Marketing Policy*<sup>※</sup>, to regulate the marketing activities of our headquarters, subsidiaries and branches. All marketing personnel (including directors, supervisors, senior management, full-time employees, dispatched workers, part-time employees, temporary workers and consultants) and third-party organizations that represent us or participate in our business were required to comply with the policy. The *Responsible Marketing Policy* clarifies that marketing activities must be legal,

rightful, honest and truthful, respect fair competition, comply with business ethics, value customer trust and protect patients' rights and interests. We uphold high ethical standards and oppose corruption and bribery. We endeavor to ensure that our marketing activities comply with local laws, industry standards and regulatory requirements, and that our marketing content is authentic and accurate. We also take data and information security very seriously and actively protect the privacy of the information and data of our partners and customers in our marketing activities.

We have established a Marketing Compliance

Committee and an Ethics Committee comprising senior management to oversee and review the compliance and ethics in our marketing activities. We have also set up a marketing system compliance team to regularly review and audit marketing compliance to ensure the compliance of marketing activities.

We constantly reinforce the management of our promotion and advertising processes. This ensures that descriptions of the features, quality and uses of our products and services in our promotional materials are clear, accurate, objective authentic, and consistent with the latest scientific research



※ *Responsible Sales and Marketing Policy*: [https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/responsible-sales-and-marketing-policy\\_en.pdf](https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/responsible-sales-and-marketing-policy_en.pdf)

findings, trial data and clinical practice. We have prepared the *Marketing Document Control Process*, which requires that our marketing and promotional materials must be consistent with our product registration or filing documents. Under the process, all scientific research, statistical data, survey results and other promotional information must be authentic, accurate and fully cited with sources and expiration dates. Besides, promotion of non-existent features or unattainable performance of products is also prohibited in the process. We do not promote the safety and efficacy of products or features that are not approved or registered, and we make their status clear in our promotional materials. When producing promotional materials, business units are required to conduct a self-check using the *United Imaging Compliance Self-Checklist* to identify compliance risks and make adjustments in advance. Before releasing, the materials are subject to review by the relevant departments to ensure compliance. For advertising and promotions that require review

and approval under local laws and regulations, we will work to obtain such approval.

We implement ongoing and systematic audit and control procedures for responsible marketing and conduct regular marketing compliance audits of all our operating entities each year. The audits focus on key issues such as risk assessment of marketing activities, compliance with laws, regulations and internal policies, and authenticity of disclosures. This is to ensure that the marketing activities of the Group and our agents are consistent with responsible marketing principles and to prevent misleading or false advertising. We have issued the *Internal Audit Practice Guide: Responsible Marketing Audits* to provide our functional departments with clear guidance on responsible conduct and ensure compliance in our marketing, advertising and sales activities. To better implement the policy, we conduct comprehensive reviews and take corrective action, including annual risk assessments and spot checks.

These are designed to assess compliance with the responsible marketing policy by our business employees and third-party representatives, and to monitor the implementation of responsible marketing. During the reporting period, we completed regular audits of responsible marketing, focusing on the advertising and public relations activities of all our operating units, the conduct of our distributors, as well as employee training and data protection. We have communicated the issues that needed to be addressed, the audit reports, and the audit opinions to the relevant business units, to improve our overall compliance performance and marketing activities. The Audit Department has opened the reporting e-mail ([internalaudit@united-imaging.com](mailto:internalaudit@united-imaging.com)) to all our employees, suppliers, distributors and other stakeholders to enable them to anonymously report possible violations. This strengthens our internal monitoring mechanism. The Audit Department receives reports and conducts investigations in accordance with the relevant

regulations. The investigations are kept strictly confidential, and the verified breaches of rules or disciplines and personnel involved are punished in accordance with the relevant policies.

United Imaging Healthcare continues to deepen the concept of responsible marketing to ensure that marketing activities meet the high standards of truthfulness, accuracy, legality, and transparency, and to strengthen the relevant training mechanisms globally to enhance employees' awareness of compliance and professional competence. In 2024, the Group will further promote a multi-level, three-dimensional and systematic marketing training program for all employees to strengthen the understanding and implementation of responsible marketing in a comprehensive manner, ranging from the interpretation of the system to the practical operation.



During the reporting period, United Imaging Healthcare provided training on responsible marketing policies and practices for marketing teams, including sales, branding and marketing personnel. In-depth explanations and assessments on compliance requirements were carried out during the training to ensure the compliance of employee behaviors and the authenticity, accuracy, legality and transparency of our product marketing materials. More than 3,000 employees participated in the training, covering 100% of marketing personnel. At the same time, we published a course on the *Marketing Document Control Process* on our E-learning platform and required relevant employees to study and pass the exam. More than 355 employees completed the course and passed the exam this year. For specific marketing campaigns such as

RSNA, SNMMI, CMEF and AHRA, we provided responsible marketing training for nearly 1,000 employees. The training focused on the importance of compliant and truthful advertising to promote compliant and transparent marketing.

In the future, the Group will further optimize the responsible marketing training system in a number of areas to ensure that the coverage and depth of training meets international best practice standards. Firstly, the Group plans to gradually expand the scope of training from the existing sales and marketing teams to other related positions involving marketing content, including product development, customer service and agents, to ensure that all employees are aware of compliance, so as to realize full compliance management. In addition, the

Group will introduce international compliance cases in conjunction with global medical regulations to enhance employees' understanding of compliance requirements in different markets, especially to improve the compliance execution of overseas marketing teams and ensure that global marketing activities are in line with local regulations and standards.

In terms of the depth of training, the Group will strengthen simulated practical training and case analysis through virtual case exercises and simulated inspections to help employees accurately identify potential compliance risks in actual marketing scenarios and enhance their compliance judgment and response capabilities. To further enhance the effectiveness of the training, we will also optimize

the E-learning platform, increase interactive learning content and establish a regular assessment mechanism to ensure the continued effectiveness of the training.

By continuously deepening the responsible marketing training, United Imaging Healthcare will further consolidate the global marketing compliance system, promote a responsible marketing culture of integrity, transparency and compliance, ensure that all marketing activities meet the high standard of compliance requirements, and provide reliable products and services to customers and markets around the world.



联影将持续升级营销体系，与合作伙伴共同努力，实现中国绝对领先！  
也欢迎各位合作伙伴与联影携手出海，共商大计！

# Protecting Intellectual Property Rights

Paying equal attention to innovation and compliance, United Imaging Healthcare strives to build a systematic intellectual property right (IPR) management system. By optimizing our patent structure, consolidating trademark strategies, and strengthening employee training, we constantly improve the efficiency of our IPR management, and contribute to our sustainable innovation and enhanced market competitiveness.

We comply with the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China* and other laws and regulations. We have formulated the *Basic Policy for Intellectual Property Rights Management*, the *Guidelines for Trademark Management*, and the *Guidelines for Software Copyright Registration* on the basis of the *Intellectual Property Management Manual* and existing types of intellectual property rights. These policies enable us to resolutely protect our intellectual property rights and innovation achievements. We have an intellectual property management structure consisting of the Intellectual Property Management Committee, Innovative Product Evaluation Committee, Intellectual Property Department, and emergency group for major intellectual property disputes. They work together to ensure the orderly and closed-loop management of all types of intellectual property rights.

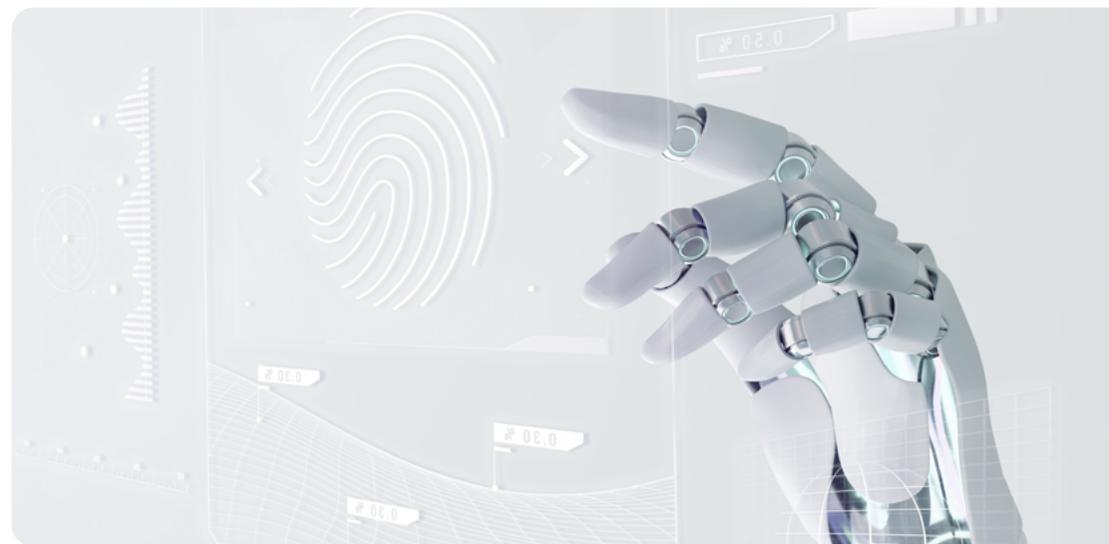
We implement the patent planning strategy to build a patent barrier based on our technology development paths, the industry's advanced technology and the direction of market development. Our patent mining mechanism covers the entire technology development process, ensuring that our patent applications cover all product lines. At the same time, we plan ahead and protect technologies that may be developed in the future during the R&D process in order to gain market advantage and obtain more basic patents. In terms of trademarks, we have had a trademark plan in place since our inception, in parallel with our product launch plan. We navigate overseas markets using the Madrid System.

By the end of 2024, we had filed a cumulative total of more than 9,300 applications for patents, including a cumulative total of more than 7,700 applications for patents for invention. We had received a cumulative total of more than 4,600 grants of patents, including a cumulative total of more than 3,400 patents for invention.

We have established a comprehensive and systematic IPR management system based on our development strategy, covering all aspects of the acquisition, maintenance, use and monitoring of intellectual property rights. In terms of risk

control, we proactively identify IPR-related risks and effectively manage potential litigation. To ensure compliance with relevant policies and regulations, we have control procedures for IPR policies, laws and regulations. With regard to information security, we adopt strict confidentiality measures for IPR-related information resources to prevent information leakage. In addition, we have built a mature database and an IPR management platform for full lifecycle management of IPRs including patents, trademarks, copyrights and technical secrets, in a bid to protect our core technologies and brand value.

We strengthen our IPR management and control by requiring each employee to sign a *Confidentiality and Non-Compete Agreement*. This helps prevent gaps in IPR management caused by business information leakage. We also provide systematic IPR training for new employees, IPR department staff, R&D staff and marketing staff, to continuously improve the IPR awareness and skills of all employees.



# Appendix

## Index of Guidelines on Self-discipline Supervision of Listed Companies No. 14 - Sustainable Development Report (Provisional), GRI Standards and United Nations Sustainable Development Goals (SDGs)

Context	Guidelines on Self-discipline Supervision of Listed Companies No. 14 - Sustainable Development Report (Provisional)	GRI Standards Disclosure Item	SDGs
Management Statement		2-11	
About the Report		2-1, 2-2, 2-3	
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About United Imaging Healthcare		2-6	
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Context	Guidelines on Self-discipline Supervision of Listed Companies No. 14 - Sustainable Development Report (Provisional)	GRI Standards Disclosure Item	SDGs
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### Cutting-Edge Technology

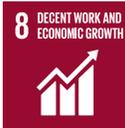
Building Diverse Innovation Matrix	Innovation-driven development Technological ethics	3-3	
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Cultivating Innovation Ecology	Innovation-driven development	3-3	

### Lean Products and Quality Service

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Context	Guidelines on Self-discipline Supervision of Listed Companies No. 14 - Sustainable Development Report (Provisional)	GRI Standards Disclosure Item	SDGs
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### Equality, Diversity and Common Growth

Continuously Deepening Talent Strategy	Employees	3-3	
Protecting Employees' Rights and Interests	Employees	2-3, 2-7, 3-3 201, 402 405, 406 408, 409	
Empowering Employee Growth	Employees	3-3, 401 404	
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Context	Guidelines on Self-discipline Supervision of Listed Companies No. 14 - Sustainable Development Report (Provisional)	GRI Standards Disclosure Item	SDGs
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### Assuming Responsibilities and Joining in Public Benefit Activities

Engaging in Public Welfare Activities	Social contribution	3-3, 203	  
Engaging in Medical Health Knowledge Popularization	Social contribution	3-3, 203	

### Compliant Operation for Steady Development

Practicing Compliant Operation	Anti-commercial bribery and anti-corruption	2-23, 2-24 2-26, 2-27	
	Anti-unfair competition	3-3, 205 206	
	Treating small and medium-sized enterprises equally		
Preventing Data Risks	Data security and customer privacy protection	3-3, 418	
Implementing Responsible Marketing	Anti-unfair competition	3-3, 417	
Protecting Intellectual Property Rights	Innovation-driven development	3-3	

Context	Guidelines on Self-discipline Supervision of Listed Companies No. 14 - Sustainable Development Report (Provisional)	GRI Standards Disclosure Item	SDGs
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### Clean Production for Green Development

Focusing on Environmental Management	Compliance management of environment	3-3	
Undertaking Environmental Protection	Pollutant emissions	3-3, 301	
	Waste treatment	303, 306	
	Ecosystem and biodiversity conservation		
	Energy utilization		
Water resource utilization			
Circular economy			
Focusing on Climate Change	Responding to climate change	3-3, 201 302, 305	
			
			

# KPIs

## Social Indicators

### Product Quality and Safety

Indicator	Unit	2024
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#### Product safety and quality training for employees

Number of sessions	Time	1,672
Times of participation	/	468,513
Total duration	Hour	338,850.48
Coverage	%	100

#### Product safety and quality testing

Cumulative number of tests	Ten thousand time	1,021.21
Coverage	%	100

### Customer Service

Indicator	Unit	2024
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Customer satisfaction	%	98.3
Number of customer complaints	Time	0
Percentage of complaints handled	%	100

### Supplier Management

Indicator	Unit	2024
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Total number of suppliers	/	326
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#### Number of suppliers by region

China mainland	/	293
Hong Kong, Macao and Taiwan	/	4
Overseas	/	29

#### Supplier quality management

Percentage of suppliers adhering to supplier code of conduct (enterprise-defined)	%	100
Percentage of suppliers signing anti-corruption documents such as the <i>Integrity Commitment</i> and the <i>Integrity Agreement</i>	%	100
Percentage of purchasing staff signing anti-corruption documents such as the <i>Clean Procurement Commitment</i>	%	100
Percentage of suppliers with certificates for quality, environmental and occupational health and safety management systems	%	98.2

#### Percentage of suppliers audited and certified by tier

Tier 1 suppliers	%	100
Tier 2 suppliers	%	100
Tier 3 suppliers	%	100

Coverage of supplier training	%	100
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**Employee Information**

Indicator	Unit	2024
Employment contract signing rate	%	100
Total number of employees	/	8,190

**Number of employees by employment type**

Full-time	/	8,173
Part-time	/	17

**Number of employees by rank**

Senior managers	/	29
Middle-level managers	/	372
General employees	/	7,789

**Number of employees by gender**

Female employees	/	2,177
Male employees	/	6,013

**Number of employees by education background**

Masters or above	/	3,351
Bachelors	/	2,928
Junior college graduates	/	920
Technical secondary school graduates or below	/	991

**Number of employees by age**

30 or below	/	3,385
31-40	/	3,606
41-50	/	978
Above 50	/	221

**Number of employees by region**

China mainland	/	7,737
Hong Kong, Macao and Taiwan	/	4
Overseas	/	449

**Employee Training**

Indicator	Unit	2024
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**Number of trained employees by rank**

Senior managers	/	29
Middle-level managers	/	372
General employees	/	7,789

**Number of trained employees by gender**

Female employees	/	2,177
Male employees	/	6,013

**Coverage of trained employees by rank**

Senior managers	%	100
Middle-level managers	%	100
General employees	%	100

**Coverage of trained employees by gender**

Female employees	%	100
Male employees	%	100

Total duration of employee training	Hour	362,457.98
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## Total duration of employee training by rank

Senior managers	Hour	334
Middle-level managers	Hour	3,627
General employees	Hour	358,496.98

## Total duration of employee training by gender

Female employees	Hour	96,345.67
Male employees	Hour	266,112.31

## Average training hours by rank

Senior managers	Hour/person	11.52
Middle-level managers	Hour/person	9.75
General employees	Hour/person	46.03

## Average training hours by gender

Female employees	Hour/person	44.26
Male employees	Hour/person	44.26

## Occupational Health and Safety

Indicator	Unit	2024
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Major and above work safety accidents	Case	0
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## Occupational health and safety training for employees

Number of sessions	/	726
Times of participation	/	111,612
Total duration	Hour	48,633

## Anti-Corruption Management

Indicator	Unit	2024
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Total number of anti-corruption training sessions	Time	28
Total duration of anti-corruption training	Hour	7,317

## Anti-corruption training

Times of participation of trained employees	/	17,206
Percentage of employees trained	%	100

## Anti-Unfair Competition Management

Indicator	Unit	2024
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Total number of anti-unfair competition training sessions	Time	28
Total duration of anti-unfair competition training	Hour	7,317

## Anti-unfair competition training

Times of participation of trained employees	/	17,206
Percentage of employees trained	%	100

## Information Security Management

Indicator	Unit	2024
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Total times of participation	/	26,752
Total number of training sessions	Time	18
Total duration of training	Hour	24,050
Percentage of participants passing the exam	%	100

**IPR Protection**

Indicator	Unit	2024
Cumulative number of patent applications	/	9,373
Cumulative number of patent applications for inventions	/	7,734
Cumulative number of patents granted	/	4,664
Cumulative number of invention patents granted	/	3,475

**Environmental Indicators****GHG Emission<sup>6</sup>**

Indicator	Unit	2024
Direct (Scope 1) GHG emissions	tCO <sub>2</sub> e	3,123.13
Indirect (Scope 2) GHG emissions (market-based)	tCO <sub>2</sub> e	51,320.79
<b>Total GHG emissions (Scope 1 and 2) (market-based)</b>	tCO <sub>2</sub> e	54,443.92
<b>GHG emission intensity (Scope 1 and 2) (market-based)</b>	tCO <sub>2</sub> e/RMB million revenue	5.29
Indirect (Scope 3) GHG emissions <sup>7</sup>	tCO <sub>2</sub> e	302,843.64

<sup>6</sup>Covering Shanghai United Imaging Healthcare Co., Ltd. and its subsidiaries: United Imaging Healthcare Poland Sp.z o.o., United Imaging Healthcare North America, Inc., UIH Technologies LCC, United Imaging Healthcare North America LLC, Wuhan United Imaging Healthcare Co., Ltd., and United Imaging (Changzhou) Healthcare Co., Ltd. Our region-based Scope 2 emissions are 51,406.88 tCO<sub>2</sub>e.

<sup>7</sup>Scope 3 GHG emissions include emissions from business travel, upstream transportation and distribution, downstream transportation and distribution, employee commuting, purchased goods and services, and waste generated in operations.

<sup>8</sup>Covering Shanghai United Imaging Healthcare Co., Ltd. and its subsidiaries: United Imaging Healthcare Poland Sp.z o.o., United Imaging Healthcare North America, Inc., UIH Technologies LCC, United Imaging Healthcare North America LLC, Wuhan United Imaging Healthcare Co., Ltd., and United Imaging (Changzhou) Healthcare Co., Ltd.

<sup>9</sup>Covering Shanghai United Imaging Healthcare Co., Ltd., Wuhan United Imaging Healthcare Co., Ltd., and United Imaging (Changzhou) Healthcare Co., Ltd.

<sup>10</sup>Covering Shanghai United Imaging Healthcare Co., Ltd. and its subsidiaries: United Imaging Healthcare Poland Sp.z o.o., United Imaging Healthcare North America, Inc., UIH Technologies LCC, United Imaging Healthcare North America LLC, Wuhan United Imaging Healthcare Co., Ltd., and United Imaging (Changzhou) Healthcare Co., Ltd.

<sup>11</sup>Covering Shanghai United Imaging Healthcare Co., Ltd. and its subsidiaries: United Imaging Healthcare Poland Sp.z o.o., United Imaging Healthcare North America, Inc., UIH Technologies LCC, United Imaging Healthcare North America LLC, Wuhan United Imaging Healthcare Co., Ltd., and United Imaging (Changzhou) Healthcare Co., Ltd.

**Waste<sup>8</sup>**

Indicator	Unit	2024
<b>Hazardous waste</b>		
Total hazardous waste	Tonne	229.08
Hazardous waste intensity	Tonne/RMB million revenue	0.02

**Non-hazardous waste<sup>9</sup>**

Total non-hazardous waste	Tonne	2,689.55
Non-hazardous waste intensity	Tonne/RMB million revenue	0.26

**Energy Consumption<sup>10</sup>**

Indicator	Unit	2024
Gasoline	GJ	4,800.72
Diesel	GJ	2,434.57
Piped natural gas	GJ	13,357.77
<b>Total consumption of non-renewable fuel</b>	GJ	20,593.06
Purchased electricity	kWh	97,212,413
<b>Total energy consumption within the organization</b>	GJ	370,557.75
<b>Internal energy intensity</b>	GJ/RMB million revenue	35.98

**Water Resources<sup>11</sup>**

Indicator	Unit	2024
Total water consumption	Tonne	272,408
Water consumption intensity	Tonne/RMB million revenue	26.45