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没、 生物医疗 Haier Biomedical

Shares code: 688139

QINGDAO HAIER BIOMEDICAL CO., LTD.





STOCK SYMBOL: HAIER BIOMEDICAL SHARES CODE: 688139



Your Health Our Priority

Qingdao Haier Biomedical Co., Ltd.

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Chairman's Statement



Chairman of the Board of Oingdao Haier Biomedical Co., Ltd.

Standing at the crossroads of a new era, the global industrial chain is accelerating its restructuring, the new healthcare infrastructure is entering a phase of deep adjustment, and the diverse health needs of the people are growing. The biomedical industry is embracing a higher mission.

As a leading company in digital solutions for life science and medical innovation, Haier Biomedical adheres to its original mission of "Making Life Better". Guided by the LIFE sustainability development philosophy of "Intelligence enlightens life for a shared future", the Company has perfected its ESG governance system and established a three-tier governance structure. Focusing on four core fields - Leadership, Integrity, Future, and Ecosystem - Haier Biomedical diligently practices these principles. It transforms technological innovation into global benefits, working towards the vision of "Well Life Forever".

High-tech Innovation: Construct a Sustainable Industry + AI Ecosystem

Technological innovation is the core driving force for the development of Haier Biomedical. In the face of industry transformation, we leverage new technologies such as AI and big data as engines to launch our life science strategy. Through the integrated EPS model of software, hardware, and services, we are creating comprehensive digital intelligence solutions. This approach aims to reshape the entire research, production, sales and service process, build a digital traceability network, and establish a full-link quality control system, empowering scientific research and universal Healthcare with technological strength.

In 2024, we fully embraced AI technology, concentrating on two key areas: scientific research and healthcare. By building an innovative system that integrates "data + algorithm + scenario," and advancing AI solutions like intelligent blood management and biopharmaceuticals, we evolved our technology from a single tool into a thriving ecosystem. Through the collaboration of new platforms, products, and application scenarios. Al has become the foundation for a healthier future. Harnessing the power of this ecosystem, we are accelerating breakthroughs across the life science.

High-quality Development: Recreate a Sustainable Fullchain Green Ecology

Green is the background color for high-quality development. As a member of the United Nations Global Compact, we adhere to the concept of "ecosystem", and actively construct a green value chain covering the full cycle of procurement, manufacturing, logistics and products, which will help us achieve the "3060" carbon neutrality goals faster.

In terms of technology, we independently develop hydrocarbon refrigeration, dark green technology, and other low-carbon solutions and utilize them to reduce our environmental footprints. In terms of operation, we advance the upgrading of green processes and the construction of intelligent factories and implement an energy conservation program for parks, promoting environmental protection throughout all production segments. In terms of ecology, we rely on biobank resources and digital intelligence solutions to support global scientific research institutions in conducting biodiversity conservation studies, safeguarding the Earth's life blueprint.

High-level Openness: Advanced Building a Sustainable Global Healthcare Ecosystem

Haier Biomedical has given a long-term commitment to being global and serving the globe. At present, global healthcare resources are unevenly distributed and health inequality is prominent. The going-global of Chinese life science companies is related to not only expanding the market, but also assuming broader social responsibilities. We adhere to carrying out the localization layout and globalization strategy concurrently, continue to implement the strategy of "one country, one policy", accurately match overseas demand, and promote the "product + solution" going-global based on our integrated network of research, production, sales and service. Products such as the intelligent blood solution, smart laboratories solutions, and solar-powered vaccine refrigerators continue to expand into regions such as Asia, Africa, and Latin America. These solutions help upgrade local public health systems, benefiting more countries and people along the Belt and Road, making health accessible wherever the sun shines.

Talent is the core of globalization. We adhere to the tenet of "maximizing the value of people" and, through building a diversified and inclusive team and implementing localized operation, explore the potential of employees and enable them to play their value, share the development results with our employees across the globe, and gather the power of cross-cultural innovation with an open attitude.

In 2024, we moved forward steadily in transformation and made breakthroughs during innovation. In 2025, Haier Biomedical will continue to treat technology as its peak and green as its pulse, and join hands with partners to tap the kinetic energy of AI technology, deepening low-carbon practices and jointly building a new health ecosystem.

Here please allow me to express my sincere thanks to our global partners, users and employees. In the future, we hope to continue to cooperate with you towards the same goal, make our efforts to do things that benefit the people, illuminating every corner with light of science and technology, and jointly building a beautiful view of "Well Life Forever".

Integrity Responsibility Assuming and Sustainable Development

About This Report



This is the fifth sustainable development report (hereinafter referred to as "the Report") issued by Qingdao Haier Biomedical Co., Ltd. In the Report, Haier Biomedical discloses practices and performance in fulfilling economic. environmental, social, and corporate governance responsibilities in 2024. This is to provide further visibility to all our shareholders and present our consolidated key performance indicators for the fiscal year 2024.



The Reporting Scope is consistent with the annual report of Haier Biomedical in 2024. The information hereof covers Haier Biomedical and the subsidiaries within the scope of consolidation. The Reporting Period is from 1 January 2024 to 31 December 2024. Accordingly, the period may be extended to a time before the release of this Report in 2025.



This Report is prepared in accordance with the Guidelines No. 14 of the Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Reporting (Trial) issued by the Shanghai Stock Exchange (hereinafter referred to as the "SSE"), while meeting the sustainable development reporting standards of the Global Reporting Initiative (GRI) and referring to the questionnaire of S&P Global Corporate Sustainability Assessment (CSA). In addition, this Report is prepared based on the current development level of the Company and the actual ESG situation.



For concise, coherent and easy reading, "Qingdao Haier Biomedical Co., Ltd." in the Report is also referred to as "Haier Biomedical", "the Company", or "we".

Preparation Procedures

This Report is prepared according to fixed procedures, including determining the report boundary, identifying and categorizing important ESG issues, collecting relevant data and information, preparing the report, and verifying information.

Reliability Assurance

This Report amalgamates gualitative and guantitative information based on the Company's public information, internal documents, and relevant statistical data. The Board of Directors of the Company has made a commitment that there is no false records or misleading statements in the Report, and is responsible for the truthfulness, accuracy, and completeness of its content.



After the review by the ESG working group, the Report was approved by the Board of Directors of the Company on 28 March 2025.



The Report is available, to view and download, at the website of the Shanghai Stock Exchange (www.sse. com.cn) and Haier Biomedical's official website (https:/ www.haierbiomedical.com/).

Address: No.280 Fengyuan Road, High-tech Zone, Qingdao, Shandong Tel: 0532-88935566 **Postcode:** 266000 Email: haierbiomedical@haierbiomedical.com

About Haier Biomedical

Company Profile

Founded in 2005, Haier Biomedical is a listed company under Incaier, the big health ecology brand of Haier Group. It was listed on the Science and Technology Innovation Board of the Shanghai Stock Exchange in 2019 (stock code: 688139). Based on the transformation from a company of IoT, Haier Biomedical serves as a service provider of digital scenario solutions for life science and medical innovation. The Company aims to create the best user experience for a wide range of user groups, such as hospitals, biotechnology enterprises, universities & colleges, scientific research institutions, disease control and prevention centres, plasma stations, and primary public health authorities. It provides comprehensive digital solutions with multiple types of products and services for scenarios, including smart laboratories, in-hospital medication, smart public health, and smart blood distribution.

Leveraging industry-leading technologies, the Company has promoted scientific and technological innovation and led industrial reform. Since achieving breakthroughs in lowtemperature biomedical technology and breaking foreign monopolies, the Company has continuously invested in the R&D of new technologies, upgraded the UADV open R&D model, and formed six technology platforms to accelerate the reinforcement, expansion, and extension of its business layout. Meanwhile, the Company actively implements national strategies such as Powering Country with Science and Technology Power, Digital China, and Health China, taking the lead in integrating emerging technologies such as IoT, AI technology, and Cloud Computing. Additionally, it creatively launches comprehensive solutions for digital scenarios, represented by smart blood distribution and smart vaccination, and continues to expand the scenarios to cover smart laboratories, automatic in-hospital medication, physical examinations for public health, and more, leading the digital intelligence reform of the biomedical industry.

As of the end of 2024, the Company owned 1,595 patents and 392 software copyrights. It led or participated in the release of 1 international standard, 29 national and industrial standards, 3 local standards, 23 group standards, and 2



technical specifications for CQC certification. A total of 8 categories of its products and solutions were "first" or "only." Additionally, the Company won 45 scientific and technological awards at or above the provincial level, and its 32 technological achievements were recognized as international leaders. Currently, a total of 35 items, including over 900 models of the Company, have been awarded PRC registration certificates for Class II and Class III medical devices. Fifteen kinds of culture medium have been registered as Class I IVD reagents. The Company's more than 400 models in total have passed overseas certifications, including over 200 European Union CE certifications, more than 70 US FDA certifications, more than 140 US UL certifications, 8 US NSF certifications, 12 US AABB certifications, and more than 40 US Energy Star certifications. Among them, the ultra-low temperature super energy conservation series products have broken the energy consumption record for Energy Star certification, and the disposable plasma separator products have passed the highrisk certification of the European Union for Class IIb devices.

The Company has always adhered to the vision of "making life better", with its products and solutions now applied in over 150 countries and regions worldwide. In the domestic market, the Company has served tens of thousands of end users in the medical and health field, including hospitals, biotechnology enterprises, universities and colleges, scientific research institutions, centres for disease control and prevention, plasma stations, and testing institutions. Well-known customers in China include Chinese PLA General Hospital (301 Hospital), Shanghai Ruijin Hospital, Wuxi Apptec, Shanghai Fudan University, China Centre for Disease Control and Prevention, Hualan Biological, Hengrui Pharmaceutical, and Fosun Pharmaceutical. In the international market, the Company's network is continuously expanding, with over 800 reseller partners joining the distribution network, strengthening the localized layout. Long-term and ongoing cooperative relationships have been maintained with nearly 80 international organizations such as the World Health Organization (WHO).

"

Incaier is a big health ecological brand established by Haier Group in 2019 after nearly 20 years of involvement in the medical and health industry. At Incaier, we prioritise original technology, emphasize clinical value, and promote digital and intelligent integration, fully engaging in three key sectors: life science, clinical medicine, and biotechnology.

Milestones



April

- Attending the 89th China International Medical Equipment Fair and Analytica 2024 Munich, Germany - Analytical, Biochemical, and Laboratory Exhibition
- Donating vaccination vehicles to Diging Tibetan Autonomous Prefecture and Zhengzhou

May

- Holding acquiring Shanghai Metash Instruments Co., Ltd., officially entering the scientific analytical instruments field
- Participating in the release of the *Initiative for Green* Energy Transformation of the Pharmaceutical and Medical Industrial Chain
- Supporting the Oxford University Research Center's study on multiple myeloma

December

- Qingdao HB TempCon Aviation Co.,Ltd., a subsidiary of Haier Biomedical successfully transported APIs from Shanghai to Auckland, New Zealand
- Awarded the title of Provincial Industrial Design Center

Honors and Awards Category Name Shenzhen Cybermax Information ዿ Economic Honor 🍃 Technology Co., Ltd. Haier Biomedical Technology (Chengdu) Awards Co., Ltd. Category Award/Honor name Organizer Qingdao Haier Biomedical Technology R&D and application of key technology for 2nd Prize for Scientific and China National Light Technological Advancement by Co., Ltd. thermostatic, green and highly-reliable Industry Council refrigerating appliances used for safe China National Light Industry storage of biomedicine Council Qingdao Haisheng Zhonglian Intelligent Key technology research, equipment R&D 3rd Prize for Scientific and China Instrument and Technological Advancement by Technology Co., Ltd. and application of metrological traceability Control Society of ultra-low temperature storage cabinet China Instrument and Control Society Full-automatic microbial culture and Excellence Award of the 6th "China Ministry of Human Qingdao Haier Biomedical Co., Ltd. smart screening technology platform and Innovation" Startup and Innovation Resources and Social Industry Competition and the Qingdao Security of the People's equipment leadership Municipal Selection of the 7th Republic of China **Entrepreneurship Competition of** Oingdao Haier Biomedical Co., Ltd. Shandong Province Development of intensive, automatic and Gold Prize of 2023 Postdoctoral Ministry of Human intelligent cell culture technology Innovation and Entrepreneurship Resources and Social Competition in Shandong, China Security of the People's Republic of China Scientific and Qingdao Haier Biomedical Co., Ltd. technological Key technology and application of smart 1st Prize for Technological Invention Shandong People's multi-axis motion control system of Shandong Province Government innovation Qingdao Haier Biomedical Co., Ltd. The 1st Haier biomedical ultra-low Gold Prize of the "Governor Cup" Shandong People's temperature digital and intelligent sample Industrial Design Competition of Government management equipment across the globe Shandong Province Shanghai METASH Instruments Co., Ltd. Integrated workstation for storage and Excellence Award of the "Governor Shandong People's vaccination with the AI + digital intelligence Cup" Industrial Design Competition of Government vaccination clinic storage vaccination Shandong Province integrated workstation R&D and industrialization of key 1st Prize for Scientific and Shandong Equipment technology for automated biological Technological Advancement by Manufacturing Industry **Rankings and Lists** Shandong Equipment Manufacturing culture equipment Association Industry Association Full-Automatic Cell Culture Workstation 2024 Shandong Province First Set Department of Industry China's Top 500 New Economy Enterprises (Unit) of Technological Equipment and Information and Key Core Components Technology of Promotion and Application Guidance Shandong Province China's Top 50 Medical Device Manufacturers 2023-2024 Catalog 2nd Prize for Scientific and Top 100 "Listed Companies in China in ESG" IoT-based automated management China National Light technology for the whole process of Technological Advancement by Industry Council Top 100 Best ESG Practices of vaccination **China National Light Industry** Digital Listed Companies in China by Wind Council transformation 2nd Prize for Scientific and Innovation and application of IOT-based **ESG** Dandelion 50 Index Qingdao Municipal smart vaccination model Technological Advancement of People's Government Yidong ESG+8 "Value 100" List Qingdao

Award/Honor name	Organizer
Standard innovative enterprise	State Administration for Market Regulation
Re-evaluation of the Third Batch of National Professional, Lean, Distinctive and Innovative "Little Giant" Enterprises	Ministry of Industry and Information Technology of the People's Republic of China
Re-examination for the National High-Tech Enterprise Certification successfully passed	Ministry of Industry and Information Technology of the People's Republic of China
National high-tech enterprise	Ministry of Industry and Information Technology of the People's Republic of China
Neurological Rehabilitation Key Laboratory of Shandong Province	Department of Science & Technology of Shandong Province
Shandong Province Industrial Design Center	Department of Industry and Information Technology of Shandong Province
Qingdao Private Leading Model Enterprises	Qingdao Municipal Bureau of Industry and Information Technology
High-end talent platform of Qingdao High-tech Zone	Qingdao Municipal Human Resources and Social Security Bureau
Professional, Lean, Distinctive and Innovative SMEs in Shanghai	Shanghai Municipal Commission of Economy and Informatization

Organizer

China Enterprise Evaluation Association

All-China Federation of Industry and Commerce Medical and Pharmaceutical Chamber

Securities Times

Wind

China Times

Yidong

Integrity Responsibility Assuming and Sustainable Development

ዿ Governance Honors 🍃

Award/Honor name	Organizer	
Grade A for 2023–2024 Annual Information Disclosure Work	Shanghai Stock Exchange	
Huang Yanli received a 5A rating during the 2024 performance evaluation of board secretaries of listed companies		
Golden Bull Award for New Quality Enterprise	China Securities Journal	
Golden Bull Information Disclosure Award	China Securities Journal	
Outstanding growth enterprise	JRJ.com	
2024 Most Valuable STAR Market-listed Company	chinastarmarket.cn	
Excellent Enterprise in New Quality Productive Force	Stockstar	
Advanced Unit in Investor Protection Work in the Qingdao Jurisdiction for 2024	Qingdao Association for Public Companies	

ዿ Social Honors 🏄

AAA Enterprise in Corporate Social Responsibility Evaluation
Excellent achievement in social responsibility of China's Light Industry enterprises
S&P Global's 2024 Sustainability Yearbook (China Edition)
ESG Golden Dawn Award
Yinghua ESG Value Award for A Shares
Gold Cane Award – 2024 Top 10 Excellent Cases of China ESG Dandelion Index
2024 Listed Company with the Most Social Responsibility Award

Award/Honor name

2024 Annual Public Welfare Enterprise

Environmental Honors 🏄

Award/Honor name

Green and efficient Stirling refrigeration technology was included in the list of Best Energy Conservation Technologies and Practices ("Top 10 for both")

The green and efficient Stirling refrigeration technology for medical low-temperature storage cabinet was included in the

2024 Catalog of Green and Low–carbon Technology Achievements of Shandong Province

Zhiyuan Award – Environment–friendly (E) Pioneer Enterprise Award

2024 Award for Contribution to Green and Sustainable Development

Award for Excellence Enterprise in Cross-Strait Carbon Neutrality and Sustainable Development Future Gathering Talents for Healthy Life Ecosystem Protecting Our Earth

Appendix

Organizer

China Light Industry Enterprise Management Association

China Light Industry Enterprise Management Association

S&P Global

Securities Market Weekly

China Fund

China Times

National Business Daily

jiediancj.com

Organizer

Jointly issued by national ministries and commissions including National Development and Reform Commission, the Ministry of Industry and Information Technology of the PRC, etc.

> Department of Industry and Information Technology of Shandong Province

> > CLS.CN

syobserve.com

Institute for Cross-Strait Development and Institute for Carbon Neutrality of Tsinghua University, and the consortium legal person Twenty-first Century Foundation (Taiwan)

Integrity Responsibility Assuming and Sustainable Development

Sustainability Governance

Deeply entrenched in both life science and medical innovation, Haier Biomedical actively fulfills its social responsibilities and "respects" life with responsibility.

Through implementing the LIFE sustainable development strategy and utilizing a sound ESG governance system, we establish diverse communication channels for fully listening to the opinions of various stakeholders, improving the Company's comprehensive ESG performance, and supporting sustainable development.

Sustainability Governance Structure

We have established a sustainability governance structure that clearly defines responsibilities, consisting of three levels: the Board of Directors, the Strategy and ESG Committee, and the ESG Working Group. Based on this, we can effectively manage sustainability-related risks and efficiently make decisions on matters such as setting objectives and implementing policies.



The Board of Directors is the highest decision-making body on and ultimately responsible for our ESG matters. Its responsibilities include reviewing and overseeing the Company's ESG-related management policies, strategies, and related risks, keeping them in the right direction.



ESG Committee

The Strategy and ESG Committee is led by the chairperson and composed of Board members. Its responsibilities include formulating ESG management policies and strategies; Defining ESG development objectives, coordinating arrangements for ESG work; Overseeing the planning and implementation of ESG initiatives; Reporting key ESG matters to the Board of Directors periodically.



The ESG working group comprises heads of ESG-related functional departments. Its responsibilities include formulating the annual work plan based on the Company's ESG policies and strategies, executing specific tasks, and ensuring the achievement of objectives.

Participation by Stakeholders

Recognising the importance of communication with stakeholders, Haier Biomedical establishes a standardised communication mechanism to ensure that it fully listens to and responds to stakeholder demands. This approach helps the company make management decisions more effectively, continuously improve its ESG management, and fulfil its responsibilities to all parties.

Key Stakeholders	Issues		Channels	
Governments and regulators	 Compliant operations Information security Accountable marketing 	Green manufacturingBiodiversityCorporate governance	 Government consultation Information disclosure Topic reporting 	 Working conferences Inquiries and answers
Shareholders	 Corporate governance Compliance operation Protection of intellectual properties 	Anti-corruptionInvestor relations	 Information disclosure Shareholders' meetings Performance briefing 	 Online platforms Roadshows Institutions' research meetings
OO Customers	 Customers' rights and interests Product Innovation Cooperation and communication Product quality and safety 	 Superior service Accountable marketing Information security 	 Product launch Satisfaction survey 	 Customers' communication and complaint channels Official WeChat account
Suppliers and partners	 Protection of human rights Responsible purchasing 	 Supply chain management Anti-corruption 	 Empowerment and training Working conferences 	 Industry activities Online or offline regular communication
⊖_= Ĕmployee	 Employees' rights and interests Occupational health and safety Employee development and training Balance between work and life 	 Talent attraction and retention Diversity & equal opportunities Protection of human rights 	 Employee symposiums Meetings of employee representatives Labor union 	 Employee training Employees' complaint and reporting mechanism Culture discussion platform
Environment and communities	 Community investment Low-carbon technologies Waste management Water management Emission management 	 Energy and resource conservation Responsible purchasing Green office Climate change Access to health care 	 Charity projects and fundraising platforms Information disclosure Media-related conferences 	 Regular communication with media Joining social organizations

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Leadership

Integrity Responsibility Assuming and Sustainable Development

Material Issues

Haier Biomedical conducts regular questionnaire surveys of stakeholders to fully understand their opinions and expectations regarding the Company's ESG issues. Based on the surveys, we update the library of sustainable development issues and the materiality matrix, include issues that significantly impact the Company's sustainable development in our focused fields, and highlight their descriptions in the ESG report. During the reporting period, we identified a total of 13 issues of high significance, 12 issues of medium significance, and 5 issues of minor significance.



Sustainable Development Strategies

Closely complying with the Company's strategic vision, Haier Biomedical builds a unique "LIFE" sustainable development model, and continuously optimizes and iterates the model based on the assessment results of material issues during the reporting period, clearly guiding the sustainable development actions. We are dedicated to supporting and implementing the United Nations Sustainable Development Goals (SDGs), and actively responding to the United Nations Global Compact and its ten principles. Through these measures, we are committed to demonstrating our firm dedication to and responsibility for sustainability to all stakeholders.

Sustainability Concept

Guided by the vision that "Intelligence enlightens life for a shared future", we are committed to respecting life with sincerity, safeguarding life through technology, and collaborating to forge a sustainable future. With a steadfast focus on protecting public health, we make every effort to advance our journey toward sustainability.

Sustainability Model

Reflecting on the insights from our materiality matrix and sustainability assessments, we have crafted and continuously enhanced our LIFE model, which drives us toward efficient and effective sustainability governance. LIFE encapsulates the four fundamental pillars of our approach: Leadership, Integrity, Future, and Ecosystem.



Haier Biomedical and SDGs

Leadership ————————————————————————————————————	LIFE Pillar
Strategic Focus of Haier Biomedical	UN SDGs
 Foster innovation as the driving force behind our growth, aiming to become pioneers in life science and medical technology 	
 Leverage our innovative breakthroughs to bolster global public health and serve national strategies 	3 GOODHEALTH AND WELE-BENG AND
 Propel the industry forward and collaborate to achieve mutual success and shared benefits 	
Progress of Haier Biomedical in 2024	
Pursued innovative development approaches that resonate with cont open R&D system, deeply engaged users in the review and validation of	
Applied AI technology to accelerate the iteration and upgrading of contemperature storage, intelligent sample management, and smart medic alobal healthcare cause	
Strengthened innovation incentives, ensuring that our creative efforts ar	re transformed into protected intellectual property.
In 2024, Haier Biomedical applied for 298 new intellectual property rights	
Promoted the application of innovations, harnessing our technological p to life and health cause. In 2024, Haier Biomedical launched a total of diverse solutions for the public health field	prowess and resources to empower customers and contribute
Integrity	LIFE Pillar
Strategic Focus of Haier Biomedical	UN SDGs
 Ensure compliant operations and achieve stable, high-quality corporate governance 	16 PEACE JUSTICE 17 PARTNERSHOPS AND STRONG 17 PARTNERSHOPS
 Keep product responsibility in mind, and ensure the product safety and guality, providing customers and industries with 	

reliable products and services

Progress of Haier Biomedical in 2024

- Continuously deepened corporate governance, improved internal control and risk management mechanisms, and ensured operational compliance, laying a solid foundation for the Company's steady development
- Strengthened the construction of business ethics, and comprehensively enhanced employees' awareness of compliance to create an honest and law-abiding corporate culture
- Upgraded the supplier management system by integrating ESG concept into the whole process of supplier management During the reporting period, we required all suppliers to sign the environmental protection, social responsibility and integrity clauses, constructing a sustainable and mutually beneficial ecosystem together with our partners
- Through introducing advanced quality management technology and continuously improving production processes, strengthened product quality management, ensured the outstanding quality of products and services and strived to achieve the objective of "zero product defect". In 2024, we passed the certification of EU's Medical Device Regulation (MDR Certification)
- Continuously improved customer service quality, advancing the optimisation of user experience, and lifting the user satisfaction steadilv

Future Strategic Focus of Haier Biomedical • Boldly undertake our corporate responsibilities and share the benefits of our growth with the industry and society • Persistently generate social value, address the evolving needs of society, foster equality, inclusivity, and diversity on a global scale, and contribute to common prosperity Progress of Haier Biomedical in 2024 • Strive to protect employees' rights and interests by creating a diverse, equal and inclusive workplace During the reporting period, the proportions of technological innovation talents, talents with master's degree or above and industrial experts increased significantly • Improve the talent cultivation mechanism, broaden the employees' growth path, and enhance the attraction and retention rate of talents. In this year, we granted 3.42 million A-share ordinary shares to 262 senior managers, core technicians and backbone employees, sharing the Company's development results with core talents through equities • Strengthen occupational health and safety management to protect employees' physical and mental health • Keep up with the pace of national digital transformation, share innovative wisdom with the industry and society, and provide medical digital intelligence solutions, advancing universal healthcare • Actively engage in social public welfare and charity, fulfill corporate responsibility, create social value, and repay the society by practical actions • Focus on global issues concerning public health and people's health, assist less developed areas, and join hands with them to build a global public health ecosystem **Ecosystem** Strategic Focus of Haier Biomedical • Protect natural environment and mitigate climate change for the welfare of future generations • Promote the fusion of low-carbon principles with our business operations, aiming to build a sustainable, eco-friendly, and resource-efficient organization. • Collaborate across various sectors and leverage Haier Biomedical's strengths to promote the green transformation of the entire value chain and support the protection of biodiversity Progress of Haier Biomedical in 2024 • Embrace low-carbon technologies within our product R&D process to promote eco-friendly product designs and, promote green product design, and ensure the compliance of the full product lifecycle management with the requirements of high standards for green development and compliance system • Implement green management and sustainability strategies, strengthen energy conservation and emissions reduction measures in the operation, attach importance to energy conservation and emissions reduction and environmental impact during the production stage of products, and strive to construct an environmentally responsible and sustainable operation mode During the reporting period, 100% of our product packages were made from either biodegradable or recyclable materials

- technological innovations and advanced management strategies
- Provide innovative biodiversity conservation solutions to ecological balance and environmental protection



• Make active response to climate change, reduce greenhouse gas emissions and enhance adaptability to climate change with

ESG Highlight Performance



Future **Obtained the ISO 45001 certification** for the occupational health and safety management system Number of employees 2,807 Average training hours 35.26 Training coverage **100**9 Working days due to work injuries 0 RMB 502,000 worth of public welfare donations in total

Rate of successful customer complaint resolution

YY.YO% Customer satisfaction rate

The number of software copyright certificates

per RMB1 million of revenue

Ecosystem Protecting Our Earth

Ecosystem



Passed ISO 14001 environmental management system review

Our full lifecycle energy conservation and carbon reduction actions have achieved an annual electricity usage of



The photovoltaic power generation in parks reached

1.416 million kWh

accounting for

12.98%

of the Company's total electricity usage

кмв 350,000

was invested in environmental protection

2,574 hours were spent on environmental protection

Integrity Responsibility Assuming and

Leadership

Haier Biomedical employs advanced technology as its pen and innovative ecosystems as its ink, continuously crafting a narrative in the Al-driven transformation of medical and health practices. We consistently enhance our research and development capabilities, actively cultivate new quality productive forces, and integrate progressive technologies such as deep learning algorithms, multi-modal data processing, and intelligent decisionmaking systems into our R&D and innovations. This effort fosters an Al-centred innovation framework that connects data, algorithms, and scenarios, creating an AI innovation matrix that spans laboratories, biopharmaceuticals, smart healthcare, and public health sectors. Haier Biomedical is dedicated to transforming AI from a technical device into a decision-making powerhouse for life and health, thus reimagining a healthier future through intelligence.

SDG-related responses in this Section



Performance Highlights in this Chapter

RMB 306 million

1,595 Patents owned in total

392

58

technical specifications published under our leadership or with our participation

32 World-leading technological achievements

45 the provincial level

0.70 RMB1 million of revenue

0.17

Our Earth

• 01 Leadership: **Creating an Intelligent Future** with AI Empowerment

Report About Haier Biomedical

Sustainability Governance

Leadership Creating an Intelligent Future with AI Empowerment

ntegrity Responsibility Assuming and Sustainable Development

Al-driven intelligent biomedical solutions



Future Gathering Talents for Healthy Life Ecosystem Protecting Our Earth

Appendi>

Al empowerment Digital intelligence application upgrading

R&D mode

Ecology

R&D system and platform

Collaborative Research and Innovative Ecology

R&D and innovation drive the strong internal momentum of Haier Biomedical and serve as the crucial foundation for the company's long-term strategic layout and high-quality development. By focusing on enhancing R&D management capabilities, we continually integrate and expand global R&D resources and are dedicated to creating an innovative development ecosystem that incorporates various modes such as aggregation, openness, co-creation, and co-research, all aimed at fostering continuous breakthroughs in key technologies and products.



Lean R&D Management

As pioneers in innovation and development of life science field and based on cutting-edge technologies, we clarify the innovation and development path under the background of diverse market demands and digital transformation, actively explore and tap innovation and development opportunities, and build a comprehensive technological innovation system featured by collaborative innovation with multiple technologies and in-depth expansion of multiple scenarios. We have always been deeply entrenched in low-temperature technology and have persistently made efforts in the application and integration of intelligent and automation technologies. We strive to solve the issue of standalone hardware, software, and services in life science and medical innovation scenarios and to shape an industry model for intelligent development in the life science field.



To effectively drive technological innovations and continually enhance R&D management effectiveness, we have established a systematic, modular, and platform-based R&D management model. We have also constructed a standardized R&D process framework and a collaborative innovation platform that spans across departments and fields, aiming to ensure the high-quality output of R&D results.



Additionally, we consistently expanded the channels and methods of R&D and innovation, leveraging our own technology accumulation, resource reserves, and platform advantages to establish an R&D framework comprising four forms: self-development, co-research, mergers and acquisitions, and incubation. This approach continuously promotes R&D and innovation upgrades through diverse and open R&D pathways.

Self-developing to open resources

Fully utilize the foundation in industrial advantages, integrate resources in parallel, and implement product iteration guickly based on user demands

M&A to open boundaries

Focus on the Company's strategic direction and user demands, guickly fix the industrial shortcomings and own product iterations with first-class market competitiveness

Open R&D Pattern of Haier Biomedical

Standard module management



Technology platform management

Build cross-departmental and cross-field technology platforms to integrate resources and advance R&D collaboration and knowledge sharing.

Meanwhile. Haier Biomedical took advantage of the standardized and efficient R&D management mode to improve the proportion of its new products launched in time in 2024 by



the proportion of approved new products by



and the proportion of revenue from new products by





Engage leading industry users in co-creation under the leadership and participation of experts, focus on unmet scientific research and clinical needs, and quickly realize the transformation of scientific research achievements

Build an open platform to gather innovative elements, and promote the combination of innovation and entrepreneurship, making rapid breakthroughs in projects

Open R&D System

Adhering to the concept of user-centricity, we consistently prioritise the needs of our users as the foundation for product design and R&D. We carefully consider user requirements at every stage of our product development process, effectively addressing users' pain points and accurately fulfilling their diverse needs. We have established an open UADV R&D system that encourages user participation throughout the entire process, from design to validation and application. This approach continually drives the transformation of product R&D toward a focus on user experience, ensuring the alignment between product development and user needs.

Our users become involved in product development from the survey stage and actively participate in reviewing solutions and prototypes. At the user validation stage, we incorporate user experience pain points into the closed-loop system management and control, ensuring that the products meet user needs once launched. After a product is put into use, we prioritise user experience and periodically collect user feedback to continually enhance and improve the product.



UADV Open R&D System of Haier Biomedical

In 2024, we further strengthened the in-depth integration of product R&D project management and user participation. At the R&D project review stage, we added a user participation and validation process, enabling us to control the alignment between products and user needs right from the source of R&D. This allowed us to collaborate with users to create a win-win situation.

Co-creating R&D Ecosystem

Haier Biomedical believes that excellent R&D capabilities and abundant R&D resources are critical foundation for promoting high-quality development. We advance the construction of R&D capabilities systematically, persistently promote the integration of internal and external R&D resources, and expand our R&D framework through the global market, striving to build an industry-leading R&D and innovation ecosystem.

Enhancing R&D Capabilities

Up to now, Haier Biomedical has established science and technology innovation industrial parks and R&D-related bases in 9 provinces, cities, and regions across China. Additionally, we have deployed marketing, logistics, and service networks in the United States, the United Kingdom, the United Arab Emirates, and other countries, which accelerates the internationalization of R&D and branding while continuously enhancing our influence and competitiveness. During the reporting period, the Guangzhou Laboratory R&D Center of Haier Biomedical was formally established, and the construction of the Tianjin R&D Center began, further enriching our reserves of R&D resources and technologies.



Focusing on cultivating internal R&D talents, Haier Biomedical persistently attracts external professionals, and strives to build a team consisting of high-quality R&D talents with excellent professionalism and abundant innovative vitality, which will provide the Company with a strong support for making technological breakthroughs and transforming innovative achievements. In 2024, Haier Biomedical introduced more than 40 professionals in various fields including biological culture, biosafety, sterilization, automation, low-temperature storage, etc., further reinforcing our R&D capabilities.

To consistently stimulate employees' vitality and enthusiasm for innovation, Haier Biomedical has established a comprehensive and diverse array of scientific research incentives to facilitate the conversion of innovative research results while ensuring that employees receive full recognition and rewards throughout the innovation process.

In addition, we continue to increase our R&D investment to provide a continuous driving force for implementing innovation and development strategies. During the reporting period, we made a total R&D investment of RMB 306 million, which accounted for 13.41% of our total revenue, demonstrating the Company's vigorous trend of pursuing excellent innovations and reinforcing core competitiveness.

During the reporting period

we made a total R&D investment of







Haier Biomedical had a total of accounting for

29.75

of all employees

835

R&D personnel around the world

Leadership Creating an Intelligent Future with AI Empowerment

Integrity Responsibility Assuming and Sustainable Development

Building International Test Capabilities

A powerful laboratory testing capability is a crucial part of Haier Biomedical's R&D framework. We continue to enhance the establishment of laboratories across multiple disciplines, develop international testing capabilities that encompass software, hardware, scenarios, and applications, and comprehensively address our R&D and innovation needs with elevated testing standards and systems. Meanwhile, Haier Biomedical has consistently upheld technological ethics. We are dedicated to advancing technological innovations responsibly, ensuring that all R&D, along with inspection and testing activities, comply with social morals and laws, and transforming technology into a powerful tool to foster social progress and enhance human wellbeing.



Laboratory of Haier Biomedical

Haier Biomedical's testing center has over 30 laboratories that cover various fields such as overall machine performance, reliability, high and lowtemperature performance, electrical safety, EMC, mechanical environment, high-precision laboratory, physical and chemical laboratory, user experience, and loT communications. The center is CNAS laboratory certified for more than 200 tests under 48 international and Chinese standards. Besides, we actively deploy user experience research laboratories and, through continuous validation of product performance and user experience as well as simulation of user operation process, continuously optimize the refined product design and updating and iteration, striving to provide the best user experience. As of the end of the reporting period, Haier Biomedical received several major international certifications, including the only UL CTDP laboratory qualification in China, TUV Rheinland's witness testing laboratory qualification, TUV SUD's witness testing laboratory gualification, and the CNAS laboratory accreditation certificate.



Oinadao Key Labs



UL CTDP Laboratory Accreditation Certificate



Collaborating Laboratories



CNAS Laboratory Accreditation Certificate

Certificate	ATTESTATION 🎯 ATTESTATION 🧐
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Creating an Innovative Ecology

By fully utilizing its advantageous internal and external technologies and resources. Haier Biomedical has created an innovative ecosystem for collaboration and open cooperation, focusing on key R&D technology fields and innovation. This aims to continuously enhance resource integration and advance collaboration on R&D projects.

Certificate

Internally, we have established a comprehensive product and technology R&D platform that provides abundant resources and technical support for research and innovation through multidimensional perspectives from various professional fields. We have formed six major platforms: automation, refrigeration, intelligent systems, precision manufacturing and materials, digitalization, and biotechnology, each of which has established a technical committee. These technical committees comprise internal technical teams, external expert groups, and representatives from multiple resource partners, driving continuous breakthroughs and applications of key technologies through cross-field collaboration.

Externally, we actively build an open and collaborative innovation ecosystem. Through active and involved cooperation with universities, scientific research institutes, industry partners, and various stakeholders, combined with collaborative development models such as co-construction, incubation, and commissioned projects, we merge cutting-edge academic ideas, advanced technologies, and extensive industrial experience, fully committed to establishing an innovation model of "co-creation and collaborative research."



Haier Biomedical Technical Committees

In 2024, we further deepened industry-academia-research collaborations, partnering with 7 universities and scientific research institutions including China University of Petroleum, Xi'an Jiaotong University, Harbin Institute of Technology, Shanghai East Hospital, National Stem Cell Translational Resource Center, Zhejiang University, and Shanghai Institute of Ceramics, Chinese Academy of Sciences. Together we initiated 6 scientific research projects focusing on critical and forward-looking technologies, effectively driving breakthroughs in industry challenges and transforming innovative achievements, facilitating the integrated development of production, education, and research.

aier Biomedical and Xi'an Jiaotong University jointly established the Cell Research and Transformation Joint Laboratory

On June 5, 2024, the "Cell Research and Transformation Joint Laboratory" co-founded by Haier Biomedical and Xi'an Jiaotong University Biomedical Experimental Center was officially inaugurated. In this collaboration, Haier Biomedical customized dedicated solutions for the laboratory, innovating an "IoT+ Cell" model that transforms the current unidirectional management of cell cultivation in laboratories. This enables Xi'an Jiaotong University to achieve comprehensive digital interconnection and full traceability across cells, personnel, experimental materials, equipment, and laboratory environments, ensuring cell safety, personnel safety, and laboratory safety while enhancing scientific management capabilities. This strategic collaboration will effectively promote the development of disciplines and local basic research and clinical transformation, accelerating the transformation of cutting-edge cellular technology achievements from the laboratory to industrialization, and contributing to the construction of a Healthy China.





AI-driven Innovative Breakthrough

Haier Biomedical leverages cutting-edge technologies such as AI as a driving force for innovation, continuously advancing the iterative upgrade of core technologies and scenarios like ultra-low temperature automated storage, intelligent sample management, and smart medication. The Company is committed to using AI innovation to redefine the precision and reliability of biomedical services, injecting a new intelligent driving force into the global healthcare cause.

We are result-oriented, focusing on accelerating the upgrade of our research and innovation system and enhancing our R&D capabilities while striving for continuous breakthroughs in products and technologies. We drive industry transformation through continuous innovation and empower the public health sector with high-guality services and products, enhancing human health and wellbeing.

Haier Biomedical released the Edmund Biobank Digital Intelligence Management Solution From May 31 to June 2, 2024, Haier Biomedical traditional equipment to digital solution upgrades.

unveiled the Edmund Biobank Digital Intelligence Management Solution at the 3rd National Academic Conference on Biological Resource Management and Utilization. The solution, through its original NAIT technology for ultra-low temperature environments, focuses on six major upgrades: inventory, safety, identification, management, customization, and user-friendly design. It addresses challenges such as difficult inventory management, traceability, and control. The solution creates an integrated system combining "automatic inventory refrigerator + software + RFID consumables + IoT", providing users with a safer, easier, and more intelligent mode of pathogen and virus strain management. It leads the ultra-low temperature storage industry from

Ecosystem Protecting Our Earth

Digital Intelligence Driving Innovation

In 2024, through relentless efforts in R&D and innovation, Haier Biomedical's six major technology platforms achieved remarkable accomplishments across specialized fields, launching 33 categories and 130 models of new products throughout the year and offering users smarter and more efficient product and solution options.

Deepening Efforts in Ultra-low Temperature Technology

Haier Biomedical continues to explore and uncover opportunities for product innovation and upgrades. It has made significant breakthroughs in the ultralow temperature storage sector, establishing new industry standards with cutting-edge technologies and driving industrial upgrades through a comprehensive innovation matrix. During the reporting period, multiple core technological breakthroughs were realized in the ultra-low temperature storage field, comprehensively enhancing refrigeration storage efficiency and intelligent capabilities.

aier Biomedical Innovatively launched the Wuji New Generation stirling ultra-low temperature storage cabinet

To further address the long-standing challenges in ultra-low temperature storage, Haier Biomedical has developed the Wuji New Generation ultra-low temperature storage cabinet based on its self-developed DeepGreen Technology. This product features a broad temperature range from -20°C to -86°C with ondemand temperature adjustment, achieving $\pm 2^{\circ}$ uniformity and zero temperature fluctuation at single points within the cabinet, thereby better preserving sample viability. Additionally, the product incorporates an efficient refrigeration architecture and intelligent temperature control algorithms, enabling precise wide-range temperature regulation while significantly reducing energy consumption. Through its low-carbon operation mode, it meets the dual requirements of scientific research institutions, CDC centers, and biopharmaceutical organizations for both sample storage safety and environmental sustainability, providing green and sustainable specialized biobank solutions across multiple fields.

	Haier
SMART STIRLING SOLUTION	
-	-

Upgrading the "AI+" Innovation Matrix

Haier Biomedical keeps pace with the development of the technological era, fully promoting the deep integration of Al technology, digitalization, IoT, and product innovation. The company focuses on building a comprehensive smart ecosystem platform and integrated solutions that cover all scenarios and services. During the reporting period, we leveraged advanced technologies and AI intelligent systems to successfully launch the new "AI+" smart products. We achieved the digital and intelligent integration of multiple products and solutions, fully empowering the digital transformation of fields such as medical scientific research and smart hospitals while continuously leading the construction of the new smart healthcare ecosystem.

aier Biomedical's smart public health solution has successfully integrated with DeepSeek

In February 2025, Cybermax Technology, a subsidiary of Haier Biomedical, implemented DeepSeek's AI technology into vaccine reservation systems, delivering more precise and personalized vaccination services. Utilizing DeepSeek's natural language processing technology, the AI assistant in the vaccine reservation system can swiftly comprehend diverse user expressions, provide accurate responses, and recommend optimal solutions based on individual needs and vaccination schedules. The integration of DeepSeek marks a breakthrough in Haier Biomedical's technological innovation in the field of smart public health services and is also an important step in the company's advancement of smart healthcare development.





Haier Biomedical released of a full-scenario digital intelligence smart medication solution for hospitals

To address the high occupational exposure risks, error-prone processes, and low efficiency in traditional pharmacies. Haier Biomedical has implemented digital and intelligent upgrades across all in-hospital medication scenarios, including outpatient/emergency departments, inpatient wards, operating rooms, and PIVAS center. This has led to the creation of the country's first smart medication solution covering all in-hospital scenarios.

Relying on three core technologies independently developed by Haier Biomedical - 3D-Al visual recognition self-learning, multi-robot bionic control, and high-speed motion control - this solution enables Al recognition of drugs, prescription review, and automatic liquid preparation. It achieves a fully digital and digital intelligence closed-loop management of the entire process, including drug storage upon hospital entry, internal drug circulation, liquid drug preparation, hospital pharmacy dispensing, and ensuring proper medication use by patients. This solution enables full traceability of drug usage information, complete transparency of drug circulation, and intelligent management of equipment operation, ensuring safety for people, drugs, and high efficiency.

At the 2nd Special Committee Inauguration Conference and Academic Annual Meeting of the Clinical Data and Biobank Professional Committee of the Chinese Research Hospital Association, held from September 19 to 21, 2024, in Xiong'an, Haier Biomedical, in collaboration with Shanghai Jiao Tong University Affiliated Ruijin Hospital, launched the groundbreaking global fourth-generation biobank-U-Vault Flex80 Smart Modular Fully Automated ULT Sample Storage. This product is equipped with dual independent self-recovering -80 °C hydrocarbon refrigeration technology, AI low-temperature high-speed transmission control technology, and the Kuidou Al self-decision-making model. It features an innovative distributed expansion integrated structure, capable of meeting the needs of biobank construction at different stages and supporting multi-site, multi-project, and multitask operations simultaneously. The launch of this product effectively addresses the industry's "three lows" (low space utilization, low safety in sample emergency transfer, and low sample access throughput). It brings users a new "three-high" experience - high intelligence, high safety, and high throughput - breaking through previous limitations. This accelerates the high-guality, high-standard, and high-efficiency development of biobanks in China.



Haier Biomedical has unveiled the U-Vault Flex80 Smart Modular Fully Automated ULT Sample Storage



Intellectual Property Management

Haier Biomedical values every innovation and its impact, considering intellectual property protection and management a key component of its R&D management. We strictly adhere to laws and regulations, including the Patent Law of the People's Republic of China, with clearly defined management processes for IP declaration, retrieval, and maintenance. While respecting others' intellectual property rights, we rigorously combat all forms of infringement. During the reporting period, we revised the Intellectual Property Regulations and Management Standards to implement strategic adjustments in managing authorized patents, thus enhancing management efficiency.

To further reduce potential infringement risks in R&D management processes, we have enhanced the internal patent infringement risk assessment mechanism and updated the patent technology database this year. This not only effectively lowers infringement risks but also boosts the patent management capabilities of our technical team.

Establishment of a New Internal Patent Risk Investigation Mechanism

Building on the issuance of anti-infringement search report plans, we have introduced a coordinated patent reading, analysis, and screening mechanism involving in-house patent engineers, technical leaders, and R&D teams. This enhances the agility and comprehensiveness of patent risk analysis, better adapting to the complex R&D scenarios involving rapid iteration and changes in technical solutions, while fostering the technical team's capabilities in patent intelligence analysis and application.

Intellectual Property Management Initiatives

We conduct regular intellectual property training sessions for employees to continuously strengthen foundational knowledge among technical and R&D personnel. During the reporting period, Haier Biomedical personnel participated in the "Patent Fast-Track Pre-examination Service to Parks" seminar organized by the Oingdao Intellectual Property Protection Center. They engaged in in-depth learning of the patent preexamination business process and related management practices, effectively improving the practical level of patent management across various processes and stages.



Update of the Patent Technology Database

We update the patent disclosure information of

"patent citation clues related to Companies",

focusing on the patent trends of innovative

enterprises within the industry. This provides

accurate intelligence support for identifying new

technologies and mitigating patent infringement

Patent Training Site

Haier Biomedical's Patents and Software Copyrights

As of the end of the reporting period

1,595 Haier Biomedical has accumulate granted patents

55 including newly applied invention patents in 2024

143 invention patents

risks.

375 design patents utility model patents



Lead the Industry Development

As an industry leader driving development through technological innovation, Haier Biomedical is committed to collaborating with multiple stakeholders to advance the industry toward standardization, intelligence, and digitalization. We accelerate the implementation and application of innovative achievements, striving to maximize product value while promoting collaborative progress in life science and medical and health field.



From November 8 to 10, 2024, Haier Biomedical presented its latest digital intelligence biosafety achievements at the conference. As a corporate representative and industry benchmark in biosafety field, Haier Biomedical delivered a keynote report titled Innovation in Industrialized Application of Core Technologies for High-end Biosafety Equipment and demonstrated its full-scenario digital intelligence biosafety solutions. Through the sharing of forward-looking technological practices and industrialization experience, Haier Biomedical provided actionable guidance for the industry, accelerating the intelligent upgrade of the biosafety industry and the construction of a comprehensive ecosystem across all scenarios.



Leveraging extensive expertise and practical experience, Haier Biomedical continues to contribute to industry standardization. We actively lead or participate in the formulation of various national, industry, and group standards, accelerating the process of technological standardization and normalization in the industry, and providing strong support for innovative development in the biomedical field.

Haier Biomedical's active involvement in standard development has been highly recognized by several authoritative institutions. In 2024, significant progress and numerous honors were achieved in international, national, and industry standardization initiatives.

- Haier Biomedical led or participated in the release of 8 National I them, Haier Biomedical's third-time leadership in the developme Storage Cabinet has been approved and released.
- Haier Biomedical experts have been appointed as joint conve Temperature Storage Equipment Performance Requirements an Terminology and Classification Working Group (WG2).
- We led the proposal for the IEC international standard Medical Performance Requirements and Test Methods, which was succes
- We were honored with the title of Advanced Unit in Standardization Control and Laboratory Electrical Equipment Safety Standar Committee).
- We received the title of Advanced Unit in Standardization Work f standardization efforts.
- Frontrunner Product: Low-Temperature Refrigerator and Fr recognized as 2024 Corporate Standard "Frontrunners" by the Chi

Achievements and Honors in Standardization Work in 2024



ndustry Standards and 7 Group Standards; among ant of the National Standard for Low-Temperature	
eners of two working groups: the Medical Low- nd Testing Methods Working Group (WG3) and the	
<i>I Low-temperature Refrigeration and Freezers -</i> ssfully approved for project initiation	
on Work by the TC338/SC1 (National Measurement ds Committee, Medical Devices Sub-Technical	
or the 10th anniversary of pharmaceutical logistics	
rontrunner Product: Medical Refrigerator were ina National Institute of Standardization	

As of the end of the reporting period, we have led or participated in the formulation of 58 national, industry, and organizational standards and technical specifications, including 1 international standard, 29 national industry standards, 3 local standards, 23 group standards, and 2 CQC technical specifications. In addition, we hold positions in 15 industry associations and actively contribute to the development of the industry.

Standard No.	Name	Туре
GB/T 20154-2024	Low-temperature Storage Cabinets	National Standards
GB/T 42125.1-2024	Safety Requirements for Electrical Equipment for Measurement, Control and Laboratory Use - Part 1: General Requirements	National Standards
GB/T 42125.3-2024	Safety Requirements for Electrical Equipment for Measurement, Control and Laboratory Use - Part 3: Particular Requirements for Refrigerating Equipment	National Standards
GB/T 42125.4-2024	Safety Requirements for Electrical Equipment for Measurement, Control and Laboratory Use - Part 4: Particular Requirements for Climatic and Environmental Testing and Other Temperature Conditioning Equipment	National Standards
GB 4793-2024	Safety Technical Specification for Electrical Equipment for Measurement, Control and Laboratory Use	National Standards
GB/T 42125.2-2024	Safety Requirements for Electrical Equipment for Measurement, Control and Laboratory Use - Part 2: Particular Requirements for Laboratory Equipment for the Heating of Materials	National Standards
GB/T 42125.5-2024	Safety Requirements for Electrical Equipment for Measurement, Control and Laboratory Use - Part 5: Particular Requirements for Laboratory Centrifuges	National Standards
YY/T1902-2024	Medical Plasma Quick Freezing Machine	Industry Standards
WB/T 1146-2024	Specifications for Online Retail Drug Delivery Services	Industry Standards
T/CECC 027-2024	Compliance Guidelines for Data Application of Generative Artificial Intelligence	Group Standards
T/SDAMDI 002-2024	Special Requirements for Humidity Controlled Medical Refrigerator	Group Standards
T/CPPC1080.3—2024	Guidelines for the Construction and Evaluation of Laboratory Intelligence Part 3: Biosafety Laboratory	Group Standards
T/CITS 162-2024	Specifications for Remote Intelligent Blood Management in Medical Institutions	Group Standards

Standards Led and Participated in by Haier Biomedical in 2024 (Partial)

aier Biomedical experts have been appointed as conveners of the International Standard Working Group for Medical Low-temperature Storage Equipment

On September 26, 2024, the IEC PC130 Medical Low-Temperature Storage Equipment Project Committee held its plenary meeting, during which Haier Biomedical's UK expert was officially appointed as the joint convener of two working groups: the Medical Low-Temperature Storage Equipment Performance Requirements and Testing Methods Working Group (WG3) and the Terminology and Classification Working Group (WG2). This appointment will lead global industry efforts to develop international standards for medical low-temperature storage equipment, promote the unification of global standards for such equipment, and drive the international expansion of China's medical low-temperature storage equipment.



Benefiting Health by Technological **Empowerment**

Haier Biomedical focuses on a comprehensive industry chain layout and diverse medical scenarios, targeting unmet needs in the global public health field. With technological innovation as the core driving force, the company continuously empowers the efficient development of healthcare systems and the overall improvement of health and wellbeing, contributing wisdom and strength to creating a global health community.

laier Biomedical's smart laboratories management platform helps improve the quality and efficiency of marine life scientific research

In 2024, the National Demonstration Center for Experimental Marine Life science Education (Ocean University of China) adopted Haier Biomedical's smart laboratory management platform. This implementation enabled the intelligent, IoT-enabled, and shared upgrade of laboratory management, allowing for the centralized control of laboratory operations, management, environment, and data through a single screen. It effectively improved laboratory management efficiency and supported the high-quality development of marine life science education and scientific research activities.



Haier Biomedical supports the University of Oxford Research Center in deepening research on multiple myeloma

In 2024, Haier Biomedical reached an important scientific research collaboration with the Botnar Institute for Musculoskeletal Sciences at University of Oxford. The company successfully delivered a large liquid nitrogen tank for low-temperature storage, contributing China's technological strength to global multiple myeloma research. This equipment, equipped with precise monitoring capabilities, enables full-process digital traceability of sample access, establishing a robust security system for biological samples and enhancing the reliability of critical disease research data.

As a pioneer in the digital transformation of the life science field, Haier Biomedical, through its self-developed smart biosafety solutions, helps top international scientific research institutions overcome technical bottlenecks in malignant tumor research. This highlights the mission of Chinese companies to safeguard human health and wellbeing through technological innovation.

Supporting Cutting-edge **Science**

Haier Biomedical actively explores cutting-edge scientific fields, integrating innovative technologies with scientific research to provide robust technical support for diverse scientific scenarios. This enables global researchers to break through scientific barriers.

Empowering Public Health Construction

Haier Biomedical recognises that a robust public health infrastructure is vital for safeguarding human health and promoting sustainable societal development. We are committed to advancing the modernization of global public health systems through technological innovation, fostering safer and more efficient health ecosystems.

Collaborates with Sangzhuzi District of Shigatse City to establish a Smart Medical Community Platform, leveraging digital intelligence in the public health system to benefit people's livelihoods

On November 6, 2024, Haier Biomedical partnered with Sangzhuzi District of Shigatse City to launch the Smart Medical Consortium Platform at the 7th China International Import Expo. Haier Biomedical has always focused on addressing the urgent and difficult healthcare needs of residents. By integrating technologies such as 5G and big data into the construction of the smart medical community platform, it has created a comprehensive "closed-loop" health management system covering the full lifecycle, including "prevention, screening, diagnosis, treatment, management, and rehabilitation". Through resource integration, the smart medical community platform achieves efficient coordination and integration of multiple systems. It truly helps to bring high-quality healthcare resource to grassroots, effectively improving the level of medical services and advancing the informatization-based construction of the medical ecosystem in Sangzhuzi District to a new level.



aier Biomedical officially delivered a Mobile DR Diagnostic Vehicle to Kenya, contributing to the development of local public health construction

During the reporting period, Haier Biomedical officially delivered its innovative Mobile DR Medical Vehicle - integrating mobile healthcare, DR imaging, and dental services - to Zuri Health, a Kenyan medical group. The mobile DR diagnostic vehicle will serve as an important part of Kenya's public health service system, supporting local mobile clinics and public health sectors, and providing more accessible and convenient healthcare services to the people of Kenya.



Advancing Digital Intelligence Healthcare

Haier Biomedical is committed to safeguarding human health, continuously strengthening life safety technologies in areas such as blood, vaccines, and medication. It aims to drive upgrades in medical scenarios through technological innovation, ensuring the safety of the entire medical workflow with the power of technology and protecting the frontline of human life.

tegrated PIVAS center empowering partner hospitals to overcome the challenges

During the reporting period, Haier Biomedical partnered with SuperiorMed and Perennial Hospital to jointly establish an integrated PIVAS center, which has been completed and put into use. The center addresses the "three high" challenges of high intensity, high risk, and high pressure in sterile preparation work. Through innovative deployment of fully automated liquid dispensing robots, intelligent labeling and drug dispensing machines, and other equipment, it achieves fully automated drug management. This not only reduces the risk of drug contamination and healthcare worker exposure, but also significantly enhances the efficiency and accuracy of medication preparation, ensuring the safety of patient medications.

laier Biomedical built automated plasma and smart red blood cell storage systems with Danyang Blood Station

Amid growing demands for refined blood resource management, Haier Biomedical partnered with Danyang Blood Station in 2024 to develop an intelligent blood storage system. By integrating IoT technology with biosafety protocols, the system establishes end-to-end safety barriers from blood collection and storage to clinical application, setting a new industry benchmark. The automated plasma storage facility is equipped with the country's first ultra-high-frequency plasma automation storage system, which is capable of locating plasma bags, greatly improving the efficiency and safety of blood management. Additionally, the smart blood storage system - a model project bridging storage systems and blood station operations - improves management efficiency and offers an innovative framework for full lifecycle blood resource management.



Ecosystem Protecting Our Earth





Integrity

Haier Biomedical consistently regards compliant operations and quality management as the foundation of corporate development. Upholding high ethical standards, the Company continuously improves its operational mechanisms and internal management systems, strictly controls quality across all processes from procurement and production to sales and customer service, and builds a comprehensive risk prevention and control system to deliver high-quality, reliable products and services that safeguard life, health, and safety.

SDG-related responses in this Section



Performance Highlights in this Chapter :

33.3%

75%

Integrity education sessions for staff

100%

8%

Rate of successful customer

100%



Supplier integrity agreements



Quality training sessions 8

Customer satisfaction rate



Ecosystem Protectina Our Earth

02 **Integrity:**

Responsibility Assuming and Sustainable Development

Escorting Governance Cornerstone with Responsibility

Haier Biomedical regards responsible governance as a core element of the Company's steady development. We adhere to business ethics standards, establish a comprehensive and efficient compliance management system, continuously strengthen compliance culture construction, and focus on enhancing corporate governance transparency. We also work on strengthening risk prevention and control capabilities and practising responsible marketing, ensuring the full implementation of responsible governance.



Sound Corporate Governance

Haier Biomedical ensures scientific, efficient, and forwardlooking corporate governance and decision-making through effective board operations. The Company also improves transparency in investor communication to foster mutual trust and drive long-term development and value creation.

Board Operation

Haier Biomedical strictly abides by the *Company Law* of the People's Republic of China, the Securities Law of the People's Republic of China, the Code of Corporate Governance for Listed Companies, the Rules Governing the Listing of Stocks on the STAR Market of the Shanghai Stock Exchange and any other relevant laws and regulations. We continuously improve our corporate governance structure and management systems, enhance corporate governance efficiency, and standardize our operations while actively protecting our investors' legitimate rights and interests.

Haier Biomedical has established a governance structure consisting of the Shareholders' Meeting, the Board of Directors, and its special sub-committees and management. The Shareholders' Meeting elects all members of the Board of Directors. The Board of Directors oversees the Company's affairs and makes operational decisions on behalf of the Company. It has the right to appoint and remove the Company's senior management and to control major decisions in the Company's daily operations.

In addition, the Company has established the Board of Supervisors and the Securities Department. The members of the Board of Supervisors are democratically elected by the Shareholders' Meeting and employees, and they perform supervisory duties on behalf of the shareholders. In 2024, Haier Biomedical actively responded to the *Administrative Measures for Independent Directors of Listed Companies* by formulating and issuing the *Independent Directors' Specialized Meeting System* to further strengthen the alignment and oversight of independent directors' responsibilities.

During the reporting period, we held 2 shareholders' meetings, 8 board meetings, 6 special meetings of independent directors, 7 supervisory board meetings, 13 committee meetings, and 2 meetings of employee representatives. These meetings covered matters such as regular reports, profit distribution, related-party transactions, leadership changes, share buybacks, stock incentive plans, and revisions to the Company's articles of association and other systems.

We are committed to implementing the board diversification strategy. When electing board members, we assess and appoint candidates based on diversification criteria to achieve a balance in gender, age, cultural and educational background, professional qualifications, and industry and work experience. As of the end of the reporting period, female members accounted for 33.3% of our board of directors. List of Board Members and Diverse Backgrounds

	Total Executives	Female	Proportion (%)
Board of Directors	9	3	33.3
Board of Supervisors	3	2	66.7
Senior Management	4	3	75

Proportion of Female Executives

Investor Communication

Based on the principles of true, accurate, and comprehensive information disclosure, Haier Biomedical strictly adheres to the *Rules Governing the Listing of Stocks on the STAR Market of the Shanghai Stock Exchange*, the *Measures for the Administration of Information Disclosure by Listed Companies*, and other relevant regulations. We have developed a *Working Memorandum on Information Disclosure*. Internally, Haier Biomedical implements prior notification for important matters. We continuously improve the information disclosure management system to ensure that related activities are legal and compliant.

We value investor feedback and maintain positive interactions with investors through various channels, such as performance briefing sessions, investor days, the Shanghai Stock Exchange e-Interaction platform, investor hotlines, and investor relations columns. During the reporting period, we disclosed 31 investor relations records, responded to 36 Shanghai Stock Exchange e-Interaction inquiries, hosted 4 earnings briefings and regional investor events attracting nearly 780 participants, published 16 investor relations articles on our official account, and handled hundreds of investor hotline calls.

In addition, we place great emphasis on protecting investor rights and interests. Since our listing, we have implemented a dividend policy for five consecutive years and launched a new round of share buyback plans in 2024, which were completed in January 2025.

Position	Name	Gender	E
Chairman	Tan Lixia	Female	D Fi
Director	Zhou Yunjie	Male	PI
Director	Liu Zhanjie	Male	PI M
Director	Gong Wenwen	Female	Ba
Director	Wang Wenfu	Male	Ba
Director	Chen Jie	Female	M Ba
Independent Director	Huang Sheng	Male	PI M D
Independent Director	Niu Jun	Male	D
Independent Director	Xu Ming	Male	Po of Pl

ducational Background

- Doctor of Professional Advanced Studies (DrAPS) in Applied
- Ph.D. in Business Administration
- PhD in Refrigeration and Cryogenic Engineering Master of Business Administration
- Bachelor of Management and Economics
- achelor of Engineering
- Master of Business Administration Bachelor of Applied Chemistry in Ceramics
- PhD in Economics, Washington University (St. Louis)
- Master of Economics, University of Cambridge
- Double Bachelor in History and Economics, Peking University
- Doctor of Medicine, Shandong University Doctor of Medicine, University of Newcastle
- Postdoctoral Fellow in Strategic Management, Guanghua School of Management, Peking University PhD in Industrial Economics. Fudan University

external partners such as suppliers

C Report phone 137-3095-3132

Adhering to Business Ethics

Haier Biomedical maintains a "zero tolerance" attitude toward business ethics violations, strictly adhering to the core principles of anti-corruption, anti-unfair competition, and the prohibition of conflicts of interest. By improving internal systems, strengthening integrity training, and establishing supervision mechanisms, we ensure that employees and partners uphold honesty and integrity in business activities. At the same time, we place great importance on information security and privacy protection, establishing a comprehensive management system to effectively safeguard the legitimate rights and interests of our partners, users, and patients, striving to create a transparent and open business environment.

> out risk assessment and other compliance work to ensure efficient operation of the Company's control systems. During

> the reporting period, we conducted 8 special anti-corruption

inspections and dealt with 5 individuals who violated regulations.

and dealt with

individuals who

violated regulations

5

During the reporting period

special anti-corruption

we conducted

inspections

8

Anti-corruption

Anti-corruption Management

Haier Biomedical strictly complies with the Company Law of the People's Republic of China, the Interim Provisions on Banning Commercial Bribery, and other relevant laws and regulations. We have regularly updated internal management systems, such as the Haier Group Business Code of Conduct and the Code of Conduct for Employees. In 2024, the Company developed the 2024 Platform Owner Integral Value between Staff and Customers ("Rendanhevi") *Responsibility Agreement*, incorporating compliance performance into the management assessment system, strengthening the construction of an integrity culture, and rigorously controlling corruption risks.

We have established a comprehensive internal control and audit platform. An independent auditing department plans, coordinates, and implements the Company's internal audit work.

Employee Integrity Promotion

Over the past year, we organized 4 anti-corruption education sessions for middle and senior management, covering department heads and key personnel. Additionally, we held dozens of warning case training sessions, covering 100% of employees, and all employees signed a Letter of the Commitment to Integrity and Self-discipline. At the same time, we promoted and interpreted anti-corruption laws and regulations to all employees, strengthening awareness of compliance and legal business practices.

During the reporting period, we irregularly provided mid-to-senior level personnel with documents related to the interpretation of compliance policies in the pharmaceutical and healthcare industries, as well as analysis of typical anti-corruption and antifraud cases. We enhanced the management team's compliance awareness and risk prevention capabilities through specialised training and case discussions.

In accordance with the Haier Group Code of Business Conduct, we strictly regulate the acceptance of gifts by employees and partners in business cooperation, clearly requiring business personnel to consult the compliance officer in time and proactively report relevant situations. If fraudulent behaviour is discovered, we will handle it strictly in accordance with applicable regulations. Additionally, we have arranged for internal auditors to visit key suppliers and distributors, promoting compliance concepts to ensure that all parties work together to maintain an honest and transparent business environment.

Reporting Mechanism

The Company has established a whistleblowing website and compliance hotline, independently operated by a third-party service provider. Dedicated personnel manage the whistleblower phone line and email. During the reporting period, we streamlined anti-fraud reporting channels by setting up over 10 poster frames to promote the reporting pathways, ensuring the channels remain open and accessible. We are committed to protecting the rights and interests of whistleblowers, strictly maintaining the confidentiality of their personal information, and establishing a comprehensive mechanism to prevent and address retaliation. We provide clear channels for whistleblowers who have suffered retaliation to file complaints. After investigation and verification, if the claims are found to be true, we will hold the responsible individuals accountable. In addition, we have established a dedicated fund to incentivise the reporting of misconduct under Haier Group's Whistleblowing Reward System.

We have also established internal control and audit counterparts in each division and subsidiary. They collaborate with the internal control and audit platform. This partnership carries

Information Security and Privacy Protection

jkjubao@haier.com jubao@haier.com

Haier Biomedical strictly adheres to the Cybersecurity Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, and other relevant laws and regulations. We regularly update a series of internal systems, such as the Code of Conduct for Biomedical Information Security, to safeguard our stakeholders' information security and privacy.

Information Security Management

Relying on a comprehensive information security management system, we have achieved systematic and standardized information security management, providing a solid guarantee for data security.



Information Security Management System

Haier Biomedical has fully deployed the HUES endpoint security software to manage endpoint security policies autonomously, providing comprehensive safeguards for corporate information security. This year, we initiated a special information security audit, identifying key issues such as information system access control and data asset management. We also implemented measures to strengthen off-site disaster recovery and other control mechanisms, enhancing the overall protection capabilities of the Company's information security.

Ecosystem Protecting Our Earth



User Privacy Protection

In 2024. Haier Biomedical updated and released the Privacy Policy, further regulating the collection, use, storage, and protection of user personal information, ensuring transparency and security in data processing, and continuously providing a solid guarantee for user rights and interests.

During the reporting period, we irregularly issued documents to mid-to-senior level personnel on new regulations and case analyses regarding personal information protection in the pharmaceutical and healthcare industries. This aimed to enhance the management team's understanding of personal information protection and ensure the Company's compliance in this field. In 2024, our SAP system obtained the Level 3 certification from the Classified Protection of Information System Security and has passed the ISO 27001 Information Security Management System Certification. There were no significant information security incidents in the Company during the reporting period.

Anti-unfair Competition

We advocate for a fair global market environment, resolutely opposing unfair competition practices and strictly adhering to the Anti-Unfair Competition Law of the People's Republic of China. Guided by the Code of Conduct for Employees, we require all employees to maintain integrity and fairness toward competitors, customers, and suppliers in market activities, provide accurate product information, and avoid actions that undermine fair competition or consumer rights and interests.

Prohibiting Conflicts of Interest

Haier Biomedical is committed to avoiding any form of conflict of interest. The Company regulates behaviours to prevent conflicts of interest in the Code of Conduct for Employees, ensuring fairness and justice in the operation of the Company. Annually, all employees must complete a Conflict of Interest Disclosure Form to identify and mitigate potential conflicts, safeguarding the Company from disputes and securing its long-term stability.



Implementing Risk Control

Haier Biomedical actively advances risk prevention and management by establishing internal regulations such as the Comprehensive Risk Management System Operating Standards and the Major Operational Risk Incident Reporting and Handling Standards. The Company autonomously conducts risk identification, early warning, and assessment to ensure steady operations, leveraging a robust internal risk management framework.

We have established a clear risk management framework, with the board of directors, supervisory board, management team, internal control team, and external auditing institutions each fulfilling their roles within the risk prevention and control system, ensuring that overall risks are kept within acceptable limits.

In 2024, we established the Wanlian three-tier risk management system and the Wanlian three-level internal control management system. We defined three categories of risks: field, operation, and execution. We identified over 1,400 risk points and established corresponding risk prevention and control entities and strategies for each type of risk. Additionally, three-tier internal control strategies were formulated for field-level, industry platform-level, and chain group-level managers, ensuring coverage across the smallest business units, all business types, and operational regions.

Furthermore, the Company strengthened its Three-Check System (self-inspection, mutual inspection, and specialized inspection). Based on the PDCA (Plan-Do-Check-Act) and OODA (Observe-Orient-Decide-Act) cycle models, standardized processes for internal control effectiveness verification were established across all nodes within the chain groups. This created a comprehensive risk control system featuring self-identification, self-remediation, self-resolution, and self-closing mechanisms.

Self-inspection

Mutual inspection

- By thoroughly understanding business process standards, we conduct self-assessments and promptly correct issues to ensure the quality of work
- Execution gaps at other nodes are promptly detected and addressed with corrective measures to prevent escalation

Three Inspection System

In 2024, we conducted 5 major special audits, resulting in audit findings. We worked collaboratively with key departments to optimize and upgrade processes, addressing issues such as process gaps. Additionally, we further adjusted the risk assessment matrix, carried out 2 comprehensive risk assessments, and strengthened the verification and follow-up of the assessment results to ensure the adaptability and effectiveness of risk management measures. During the reporting period, we organized over 20 compliance education and training sessions for all employees, effectively enhancing their compliance awareness and risk prevention capabilities.

Practicing Responsible Marketing

Haier Biomedical rigorously implements responsible marketing practices, ensuring consumers receive truthful and reliable information to build a trustworthy brand image and foster a healthy market environment. We strictly comply with the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Provisions on the Administration of Instructions and Labels of Medical Devices (Decree No.6 of China Food and Drug Administration), and other laws and regulations. In 2024, we formulated and released the Responsible Marketing Policy, which clarifies responsibilities and sets behavioural standards for honest advertising, advertising compliance, and brand communication, effectively safeguarding consumer rights and market order.

Prior to product launch, Haier Biomedical's planning, R&D, and other teams collaborate to ensure that the product's highlights and marketing content are legally compliant. We continue to standardize how we manage product labelling and provide clear boundaries in marketing, preventing noncompliance from the outset. We have also established a selfinspection system for random documentation of external markings on equipment, ensuring that all new products are marketed with external product markings and service information that fully comply with regulatory requirements. After launching our products, our dedicated brand marketing team monitors customer comments and feedback on our official website and other platforms, monitors marketing compliance, and quickly addresses related risks.

(*P*) Specialized inspection

 Specialized inspections are conducted to assign responsibility and develop resolution plans for identified issues, ensuring closed-loop remediation

Ecological Coordination and Excellent Co-creation

We regard quality as the cornerstone of development, strengthening quality control throughout the full product lifecycle. We focus on building a comprehensive quality management system from raw material procurement and product manufacturing to customer service. Through an all-encompassing, multi-dimensional quality assurance mechanism, we fully safeguard the wellbeing and health of life.



Joining Hands with Industrial Partners

Haier Biomedical always regards supply chain management as one of the key components of sustainable development management. It is committed to building a standardized, stable, responsible, and sustainable supply chain system. Through a comprehensive supplier lifecycle management system, a strict supplier review mechanism, and robust supplier risk assessment and management measures, we steadily promote the high-quality development of the Company's value chain, achieving mutual benefits for all parties involved.

Supplier Full Lifecycle Management

Haier Biomedical has established and continuously improved the *Supplier Evaluation Strategy* while further optimizing the supplier environment and ensuring the competitiveness of suppliers based on this strategy to enhance the overall efficiency and stability of the supply chain. In 2024, we integrated supplier management into Haier's quality management system and product launch quality assurance management system, establishing a full-link quality control from supplier entry to after-sales service to ensure product quality stability.

During the reporting period, we further improved the supplier performance assessment standards across their entire lifecycle, strengthened full-process management from supplier entry to exit, and strictly reviewed supplier qualifications to effectively reduce supply chain risks. In the supplier entry phase, we conducted joint assessments with relevant functions such as procurement, quality, and R&D to ensure that new suppliers fully meet the standards. In 2024, Haier Biomedical introduced 50 new suppliers and eliminated 20 suppliers. Below is the regional distribution of suppliers in 2024.

In 2024

50 Haier Biomedical

20

introduced new suppliers eliminated suppliers

589

Domestic suppliers

Suppliers from other countries or regions

In addition, we continuously optimize supplier performance evaluation standards and processes, conducting comprehensive performance assessments across multiple dimensions such as cost, delivery, technology, and quality, covering 100% of suppliers. Based on the assessment results, we accurately select and prioritize collaboration with high-quality suppliers that meet the Company's business upgrade needs, ensuring efficient collaboration and value enhancement in the supply chain.



During the reporting period, we continued to optimize the procurement platform, improving the level of informatization management in the supply chain. Suppliers' and components' quality review and risk control were significantly enhanced in efficiency and effectiveness.



Procurement Platform "Professional, Lean, Distinctive and Innovative" Model

During the reporting period, we also promoted compliance principles through visits to key suppliers and distributors, ensuring they strictly adhere to company policies and local laws and regulations. To ensure business continuity, we accelerated the localization of procurement materials, driving the reduction of procurement costs, shortening delivery times, and improving quality. In 2024, we achieved the supply chain management goals set at the beginning of the year: 100% on-time delivery rate for product scenarios and a defect rate of less than 0.333% for the year.

Responsible Supply Chain Development

The Company has always regarded the construction of a responsible supply chain as an essential part of ESG management practices. We are committed to building a responsible and sustainable supply chain ecosystem through strict quality control, integrity and green procurement, human rights protection, and conflict mineral management. During the reporting period, 100% of Haier Biomedical's suppliers signed the Supplier Code of Conduct, and 100% of them agreed to environmental protection, social responsibility, and integrity clauses.

Ensuring Procurement Quality

To ensure product quality, Haier Biomedical implements a strict review mechanism during the supplier entry process. We conduct a comprehensive assessment of suppliers' raw material sources, production equipment, and processes to verify their authenticity and compliance. The Company signs quality agreements with suppliers to clarify quality requirements and responsibilities, controlling the quality of supplies from the source. Additionally, in accordance with internal system requirements, we conduct an on-site annual review of suppliers' quality qualification documents, providing a solid foundation for efficient quality control.

Each year, we develop an annual review plan for key suppliers. In 2024, we completed an annual review for 43 suppliers. Through these reviews, we identified risks in suppliers' production processes and management, offering guidance to enhance their process guality assurance capabilities.

We strengthened component inspection and increased supplier compatibility testing for components integrated into new product scenarios to ensure that component performance aligns closely with new product requirements. Additionally, we implemented a three-tier component control review mechanism, reinforcing the supplier and component risk assessment and full-process assurance plans.

Utilizing an informatization system, we assess suppliers online based on various aspects such as on-site inspection, quality performance, and system capabilities. We also



Suppliers Quality Training and Exchanges

conduct annual reviews, periodic inspections, type testing, problem-solving, and supplier performance optimization as part of routine monitoring. Based on assessment results, we implement classification management for suppliers. We take measures such as warnings and senior management discussions for suppliers with poor quality performance and require them to optimize independently. During the reporting period, we assessed a total of 598 suppliers using this system.

In 2024, we provided special process certification training for 6 suppliers to enhance their ability to ensure special process quality. We also conducted quality and technical exchange activities with 8 foreign suppliers to deepen cooperation and communication. Additionally, we organized quality improvement meetings with 7 wiring harness suppliers, summarizing process control methods and experiences to strengthen the quality assurance capabilities of wiring harness suppliers.

During the reporting period





Advocating for Transparent and Honest Procurement

Our company is dedicated to building an ecosystem of integrity in collaboration with our partners. We strictly adhere to national laws and regulations, and require all suppliers to sign a *Supplier Integrity* Agreement, which stipulates that suppliers must abide by the code of business ethics and prohibit corruption, fraud, and other business ethics violations.

As of the end of the reporting period, our suppliers had signed integrity agreements 100%.

Promoting Environmentally Friendly and Green Procurement

During supplier onboarding, suppliers must provide certificates and qualification documents related to environmental protection, such as ISO 14001, ROHS compliance, REACH-certified qualification documents, etc. They must also sign an Environmental Protection Commitment Letter. For initial collaboration with suppliers, we inspect their materials' sources to assess their products' environmental impact.

We regularly conduct random checks on bulk products throughout the collaboration with suppliers to ensure that their materials comply with environmental regulations. Additionally, we actively collaborate with suppliers to co-develop and upgrade environmentally friendly materials, jointly creating a green, low-carbon supply chain ecosystem.

Upholding Supplier Human Rights

Haier Biomedical requires suppliers to uphold labor rights and employ workers legally. Our procurement contracts include clauses prohibiting child labor, forced labor, discrimination, and the use of labor from those with restricted freedom. We also advocate that suppliers provide their employees with reasonable working hours, wages, and benefits to safeguard their legitimate rights and interests.

During on-site review of suppliers, we focus on evaluating their labor management practices, including labor systems, worker safety, and occupational health, aiming to safeguard their employees' human rights and other legal rights and interests.

We also emphasize the health and safety rights and interests of all supplier personnel who enter the Company's operations. Such personnel must have regular safety training and education and pass a test

Eliminating Conflict Minerals

Haier Biomedical understands that managing conflict minerals is crucial to a responsible supply chain. We have established a comprehensive management system and processes, with internal multi-departmental coordination, to control conflict mineral risks systematically. We also collaborate closely with upstream and downstream partners in the supply chain, conducting on-site reviews and regular investigations to ensure that supplier factories develop and enforce clear written procedures to prevent the procurement and use of conflict minerals.

Additionally, we continue to advance the transparency of our supply chain, strictly tracing the source of minerals to ensure they do not originate from conflict regions, and we take concrete actions to build a sustainable and responsible supply chain ecosystem.

Future Gathering Talents for Healthy Life

Ecosystem Protecting Our Earth

As of the end of the reporting period

our suppliers had signed *integrity*

aareements

100%



before working onsite. This significantly enhances the safety awareness of relevant personnel and effectively reduces health and safety risks for our partners. During the reporting period, we conducted regular safety training for suppliers, including three-tier safety education for new suppliers, annual re-education, and specialized training sessions. A total of 107 participants attended, achieving 100% coverage.



Quality Management System

management system.

Consolidating Product Quality

Haier Biomedical has always regarded quality as the lifeline of its products, and it is dedicated to providing users with safe, efficient, and reliable products and solutions. We strive to create the best user experience, continuously improving the full-process quality management and assurance system, from product planning to market service. We fully empower quality process management through digital intelligence and informatization technology, achieving refined and transparent quality control and building a strong quality defense.

Enhanced Quality System

Quality Strategic Objectives

Haier Biomedical adheres to the "customer-first" quality management philosophy, focusing on key product issues and user pain points. We have clearly defined a three-stage quality strategic goal: from "zero defects" in products to "zero complaints" from users, and ultimately to "building the best customer reputation." This strategy provides a strong driving force for upgrading the quality system and continuously improving quality performance.

In recent years, we have adhered to a quality strategy that transitions from quality inspection to process control and further to risk control and quality prevention. Through scientific and rigorous process methods and comprehensive risk thinking, we have achieved full-link closed-loop quality management before, during, and after production. To establish a global compliance system, we have built a quality protection network covering the entire value chain, from R&D to production and service.



We regard risk prevention and control as the cornerstone. Through the three-dimensional coordination mechanism of quality planning, process control, and continuous improvement, we integrate customer needs, international compliance standards, and ecological win-win goals into every stage of the value chain. This drives the constant optimization of product quality performance throughout its entire lifecycle to build a reliable quality foundation for the global health and life science sectors.





Haier Biomedical Full-Chain Quality Management Strategy

We also set annual quality objectives, including key indicators such as product defect rates and model achievement rates, and use these as guidelines to promote product quality improvement steadily. During the reporting period, we exceeded our annual quality goals, with the product defect rate decreasing by 8% year over year.

Haier Biomedical has established a quality management system covering the full product lifecycle, enabling detailed quality control over product R&D, procurement, production, and market services. Through a three-stage management model of "prevention before, control during, and improvement after", we ensure that each step and procedure undergoes rigorous scrutiny, laying a solid foundation for creating "zero-defect" products.

Haier Biomedical has established a quality management system centered on core documents such as the *Risk Management Control Procedure* and *Design and Development Management Control Procedure*, along with high standards for internal quality regulations, ensuring that all quality management processes and stages consistently meet internal and external requirements. In 2024, we optimized 66 process documents in accordance with the requirements of the *EU Medical Device Regulation (MDR)* and the national *Good Manufacturing Practice (GMP)* standards, further ensuring the systematic and standardized nature of our quality management.

We have always focused on customer needs, continuously exploring innovative models for quality improvement and empowerment in digital transformation. Leveraging digital intelligence capabilities, we constantly upgrade our quality

Purchasing

Supplier online

evaluation

Component control

and review



Haier Biomedical Full-process Quality Management System

Haier Biomedical places great importance on the potential quality risks at each stage of the full product lifecycle. Through a well-established quality risk control mechanism, we continuously transform quality management from inspection and process management to preventive management, fully ensuring product delivery quality.

Quality Assurance System

At Haier Biomedical, our strong quality assurance capability is crucial for creating high-quality products and maintaining our core competitive advantages. For newly launched products, we integrate quality requirements at each stage before and after the product launch and implement a series of quality assurance projects. This ensures full-process participation in quality management, and through key milestones such as user research, risk assessment and mitigation, and user trials, we ensure that the product meets user needs and pain points from design to delivery. By continuously enhancing our quality capabilities, we improve the user experience.



Haier Biomedical Product Launch Quality Assurance System

We have established clear quality assurance mechanisms for critical stages, including design, manufacturing, and procurement, to achieve the Company's long-term quality strategic objectives and ensure products consistently meet "zero-defect" standards throughout their lifecycle. Through integrated digital platforms such as the product lifecycle management system, guality informatization platform, and after-sales service system, we have constructed a comprehensive "zero-defect" quality assurance framework.

We continuously promote internal and external product quality certifications with high standards and strict requirements to ensure that our products meet the performance, safety, environmental, and other requirements outlined in relevant laws, regulations, and standards. We also continuously expand the dimensions and content assessed by our internal quality certifications, focusing on areas such as user experience and product reliability to more comprehensively and deeply control product quality. As of the end of the reporting period, Haier Biomedical has obtained several quality system certifications, including ISO 9001, ISO 13485, and the U.S. FDA QSR 820. In 2024, we also obtained the EU Medical Device Regulation (MDR) certification.

Design

Scenario integration

and margin design

Manufacturin

Hygienic-style factory

management

Our quality management level and practices have also received widespread recognition from the industry and society. In 2024, Haier Biomedical underwent a PQS (Performance, Quality, and Safety) on-site assessment conducted by experts and received positive feedback. To date, Haier Biomedical has won a number of quality awards, including the National Leading Quality Brand in the Medical Device Industry and the National Leading Quality Enterprise in the Medical Equipment Industry.

Haier Biomedical Undergoes ISO9001 Quality Review by PQS Team, Demonstrating Exceptional Quality Management and Practices

In May 2024, experts from the World Health Organization (WHO)'s PQS (Performance, Quality, and Safety) team conducted an on-site ISO9001 quality review for PQS vaccine refrigerators at Haier Biomedical. During this review, the experts spoke positively of Haier Biomedical's quality management system, compliance management, and other related efforts. Up to now, 23 products of Haier Biomedical have met the PQS product requirements.





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Quality Management System Certificate

Strengthening Quality Control Capabilities

Digital Intelligence in Quality Management

Haier Biomedical responded to the national strategic requirements of "informatization and industrialization integration" and "digital transformation" by advancing new-quality productive forces. Leveraging digital and information technologies as key enablers, the Company is comprehensively promoting digital intelligence upgrades in product manufacturing and quality management, propelling quality management toward more intelligent and efficient modalities.

In recent years, we have consistently pursued the deep integration of digital innovation with product manufacturing and process management. Through the deployment of internet-based information technology, we have established a comprehensive quality management system of digital intelligence, achieving a full-process digital management and control from raw material receipt to product delivery, thereby substantively enhancing quality management effectiveness.

Supply Chain Informatization

• The combination of advanced information integration (CRM+SRM+Supplier Evaluation System), comprehensive supply chain resources, and mature Just-In-Time (JIT) management mode constitutes supply chain capabilities with core competitive advantages, establishing the foundation for robust quality control at the source of materials.

Quality Digitization

- Through internet-based information technology, we systematically display orders, incoming materials, processes, sampling inspections, and shipping status, achieving comprehensive informatization of data throughout all processes and ensuring information sharing and efficiency.
- The implementation of quality information and data collection and feedback mechanisms enables high-efficiency collaboration in quality management.

Manufacturing Intelligence

- 100% informatization monitoring of operational parameters is conducted with automated facial recognition at critical procedure points.
- Real-time monitoring and dynamic optimization through big data analysis (SPC) are implemented.
- Real-time visualization of production indicators is accessible for real-time access to production, quality, equipment, and logistics information, among others.

Haier Biomedical's Quality Management System of Digital Intelligence

Supply Chain Informatization – Integrated Supply Chain Management Platform

In the context of global competition and deep IoT technology integration, Haier Biomedical, guided by its ecological brand strategy, has implemented a dual-platform digital procurement system with global coverage, achieving full-link quality control upgrade of the supply chain.

This system is centered on a modular quality visualization cloud platform that integrates supplier production data and user evaluations in real time, forming a closed loop of dynamic quality optimization. Concurrently, it establishes a preferred materials repository based on multi-dimensional rules, complemented by blockchain technology to enhance full lifecycle traceability from design to delivery, ensuring transparency and controllability of quality from the source. Through systematic innovation, this digital system effectively enhances cross-regional collaboration efficiency, fosters supplier ecosystem co-development, and deeply integrates quality control with green development, establishing the foundation for efficient and sustainable supply chain management.

Quality Digitization - Quality Management Platform

Integrity

Responsibility Assuming and

Sustainable Development

To strengthen the closed-loop management effectiveness of quality issues, Haier Biomedical has constructed a digital quality platform encompassing quality planning, inspection task management, and process monitoring, leveraging big data analysis technology. Through comprehensive collection, real-time feedback, and efficient processing of quality data, this platform achieves product quality that is "foreseeable, controllable, manageable and plannable", while providing a high-efficient collaboration platform for quality management personnel at all levels. This simultaneously enhances quality management efficiency and continuously strengthens product quality assurance capabilities.

Manufacturing Intelligence - IoT Factory

Haier Biomedical's smart IoT factory uses automation, intelligence, information and other technologies to achieve precise control throughout the production process and dynamic monitoring of production and quality information, significantly mitigating quality risks during manufacturing. It further advances medical intelligent factories to realize equipment interconnection, data integration, and intelligent management and control, establishing a new production mode for full product lifecycle management.

Precision Quality Traceability

Leadership

Creating an Intelligent Future

with AI Empowerment

Based on the Quality Management System (QMS), Haier Biomedical has established a quality information traceability mechanism that encompasses the entire product lifecycle to ensure accurate positioning of quality information and a swift response to quality issues. Through this mechanism, we achieve information interconnection from order issuance to production processes and logistics transportation, facilitating collaboration among multiple stakeholders on quality information across users, equipment, production, logistics, and other interfaces. This enables both forward and reverse quality information traceability and supports timely improvement initiatives for quality issues.



Full Lifecycle Quality Information Traceability System

Collaborative Quality Improvement

Based on a comprehensive quality management and assurance system, Haier Biomedical consistently promotes product quality improvement by implementing routine management and control measures for actual or potential quality issues throughout the product lifecycle. This ensures that every quality issue is promptly addressed with closed-loop handling. We have established a thorough closed-loop system for quality issues, focusing on four major aspects: quality information collection, quality issue improvement, persistent problem resolution, and system solidification. This clearly defines the management mechanism for quality issues from source to continuous improvement while striving to create high-guality products with a "zero tolerance" attitude.

Information Collection

- Collecting quality issue information through market feedback, data analysis, defective product/part analysis, public opinion monitoring, etc.
- Identifying issues immediately after information collection to prevent quality issues from escalating

Issue Improvement

- Direct on-site analysis and handling of immediate issues at user locations
- Organizing TOP issue lists with 100% closed-loop implementation
- Conducting improvement evaluations through daily guality improvement meetings, weekly and monthly analysis meetings

System Solidification

- Improving key checkpoint lists to achieve error prevention in high-risk areas
- Conducting long-term reliability testing and analysis

Persistent Problem Resolution

- Identifying persistent quality issues and signing performance agreements with chain groups
- Promoting organization-wide quality improvement through monthly quality star evaluations and quarterly quality improvement project announcements

During the reporting period, we implemented more than 200 quality improvement projects, further enhancing product quality control capabilities and striving to provide users with products and experiences of higher standards, higher performance, and superior quality.

Haier Biomedical considers the enhancement of the quality awareness of employees as a key component of product guality management and improvement. Through various formats, including internal discussions, case sharing, experience summaries, practical exercises, and external expert lectures, we conduct quality training for employees, suppliers, and other relevant parties on an ad hoc basis. This promotes the effective transformation of quality knowledge into practical capabilities, encouraging all personnel to proactively identify risks and precisely solve problems in R&D, production, and service processes, preventing quality risks at the source. During the reporting period, we conducted a total of 8 quality-related training sessions with 98 participants.



Four Main Quality Training Themes







Laboratory Quality Control Seminar

Special Process and Key Procedure Verification Training



Advanced Study in Supplier Quality Management

Integrity Responsibility Assuming and Sustainable Development

Product Recall

To promptly respond to and effectively address potential quality incidents, we strictly implement full-process quality risk control and have established a comprehensive global major incident early warning system. We have formulated the *Adverse Event Reporting, Recall, and Information Notification Control Procedures*, recalling medical products with safety hazards when necessary to minimize adverse impacts on users due to product quality factors.

During the reporting period, Haier Biomedical had no major quality and safety incidents or product recalls.



Haier Biomedical's Product Recall Process

Promoting a Culture of Quality

Haier Biomedical proactively advocates the quality concept of "reverence for life and quality", continuously strengthening quality awareness and quality culture throughout all aspects of production and operations. Through multichannel quality culture promotion and diverse quality culture activities, we have created an atmosphere of quality culture participation across all personnel and processes.

Setting benchmarks

We regularly organize "ZBB Talent Chain Celebrity List", "Haier Group Monthly Awards", "Wanlian Monthly Customer Stars", "Monthly Quality Stars" and other assessment competitions and announce the results via emails, ihaier and other channels to all employees to commend those who have made outstanding contributions.

We-media operation

We showcase outstanding company personnel achievements and excellent cases through wemedia platforms such as "Most Beautiful Haier People" and "Haier Integrated Media" for all employees to learn from.

Official account posts

Our official WeChat accounts, such as Walian Maker Home and Haier Biomedical, regularly share our latest products, trends and quality management concepts to relevant parties such as our customers.

Advertising slogans

Quality slogans, red lines, warnings and other content are placed at prominent locations in production workshops and office buildings to continuously enhance employees' quality awareness.

Makers' speech competitio

Themed activities on quality culture building and quality management are held regularly to enrich our employees' lives.

Forms of Quality Culture Promotion

To fully stimulate employees' initiative in participating in quality management and enhancing quality awareness, every year, Haier Biomedical organizes a series of themed activities, such as "Quality Month", for all our employees. Through various activities such as assembly skills competitions, "Military Order" competitions, and quality skills training, we integrate theoretical knowledge with practical scenarios, strengthen the inheritance of craftsmanship spirit through competitions and learning, and facilitate the resolution of quality challenges through innovative vitality. In 2024, we successfully held "Quality Month" activities, comprehensively reinforcing employees' quality knowledge reserves, improving practical quality skill levels, and building a solid first line of defence against quality risks.

Quality Integrity System Construction

At Haier Biomedical, we embrace values of righteousness, integrity, and collaborative value creation. We've established a robust quality integrity system with legal compliance as its foundation. We strictly implement internal and external quality management requirements with a rigorous and pragmatic attitude. Through cross-departmental collaborative mechanisms, we achieve standardized control across the full lifecycle, including R&D, production, and service, ensuring effective implementation of quality responsibilities.

We have formulated the *Haier Biomedical Quality Red Line*, clearly defining our quality integrity rules and making explicit provisions for quality dishonesty behaviors and their penalties, constantly reinforcing our quality bottom line.



Optimizing User Experience

Haier Biomedical strongly emphasises "user-centricity" by continually refining service processes and enhancing closedloop capabilities. We establish responsive mechanisms for customer feedback to promptly address issues. At the same time, we integrate customer service management into both our product lifecycle management and comprehensive quality management systems, consistently enhancing product performance and service quality to deliver greater value to our customers.

Service System Upgrade

Haier Biomedical upholds the service philosophy of "heartwarming service, creating worry-free experiences". With the goal of "best user experience", we are committed to resolving customer pain points and enhancing user experience through professional, efficient, and attentive service. During the reporting period, Haier Biomedical formulated a quality strategy plan centered on improving user satisfaction, deeply integrating customer service management into the quality management system, continuously optimizing the customer service assurance system, and comprehensively enhancing the full product lifecycle service and quality assurance.

Service Systems and Frameworks

Haier Biomedical adheres to the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests* by formulating and implementing internal service management systems, including the *After-sales Service Management System*, the *After-sales Defective Product Return Management System*, the *After-sales Training Management Provisions*, and the *User Satisfaction Return Management Provisions*, to ensure standardized customer service processes.

We also continually enhance the optimization of our service assurance system by establishing global high-end sevenstar service standards to promote standardized services in new industries and upgrade user experiences. During the reporting period, leveraging 6 support nodes and the biomedical service platform, we developed a comprehensive service ecosystem encompassing 5 major industry clusters. Based on a robust assurance mechanism and service standards, we deliver customers high-quality, integrated solutions, continuously empowering the industry development.



Assessment System

- National Commodity After-Sales Service Conformity Certification Evaluation Committee Database
- China Electronics Standardization Association
- ISO 13485/ISO 9001/ISO 14001/ISO 45001/ISO 27001 System Certification

Haier Biomedical Service Assurance System

In 2024, Haier Biomedical received multiple certifications including CTEAS After-sales Service System Seven-star (Excellence) Certification and National Product After-sales Service Five-star Certification, reflecting the Company's outstanding performance in after-sales service.



Haier Biomedical After-sales Service Related Certification Certificate

Scenario Service Ecosystem Construction

In 2024, Haier Biomedical continued to advance the transformation of its service model from single product service to a scenario service ecosystem, building comprehensive lifetime user profiles with user needs at the core and creating onestop laboratory scenario solutions to fully meet multi-scenario user requirements. As of the end of the reporting period, we had launched 13 categories of value-added service products, including 2 types of scenario service ecosystems, established 256 lifetime user profiles, completed over 1,500 service ecosystem orders, and served 225 users, significantly enhancing user stickiness and service value, and setting a benchmark for service model innovation in the industry.





Service Capacity Building

In 2024, we comprehensively improved customer service response efficiency and service closed-loop capabilities by upgrading service processes, conducting "Heartwarming Winter Service" activities, and building a digital service platform, providing users with all-weather, comprehensive quality service experiences.

Optimizing User Experience

Haier Biomedical continuously promotes service process upgrades covering the full product lifecycle and multiple business scenarios, including installation and commissioning, performance testing, defective product returns and exchanges, and telephone consultations, to all meet customer needs.

The Company continuously optimizes service quality management with the goal of achieving "0 complaints". We have established an efficient product complaint handling process, guickly responding to user feedback through the value information system for analysis and verification by the quality department, with solutions implemented by the aftersales service department. Concurrently, we further optimize the user satisfaction follow-up management regulations to ensure continuous service quality improvement. During the reporting period, we handled 44 customer complaint incidents with response times, all within 24 hours, achieving a customer satisfaction rate of 99.96%.



Conducting Heartwarming Winter Service Activities

In 2024, Haier Biomedical's caring service team consistently practiced the service concept of "Sincerity Forever", organizing over 13,000 Heartwarming Winter Services activities covering more than 420 users, aimed at deeply understanding and promptly responding to user needs, and providing professional and reliable service.

- We visited Qinghai University to understand users' product usage, reconfirm equipment disposal times, and collect new equipment needs, providing equipment trade-in services. These caring service activities, as a carrier, greatly improved user experience and ensured equipment safety.
- During severe weather warnings, we received an urgent medical equipment delivery and installation request from Shanxi Provincial Center for Disease Control and Prevention. The service team of Haier Biomedical responded immediately to customer needs, efficiently completing delivery and installation, and providing reliable support to users with professional spirit and efficient action.



Conducting Specialized Training to Enhance Team Service Capabilities

In March 2024, Haier Biomedical conducted closed specialized training for 31 provincial after-sales service directors nationwide. The training focused on core areas such as ultralow temperature storage and automated sample management platforms, providing service personnel with in-depth analysis of technical specifications, and conducting theoretical training and practical exercises centered on scenarios such as maintenance of ultra-low temperature equipment in biopharmaceutical enterprises. This training program was designed with a 3D empowerment framework of "product technology iteration + service standard enhancement + scenario-based practical training", deepening participants' product knowledge, enhancing their operational capabilities, and effectively improving service quality across the national service network.

Digital Platform Construction

We continue to advance foundational service digitalization, providing 24-hour online instant second-level response services. For after-sales service personnel, we implement a 72-hour resolution deadline assessment mechanism, continuously enhancing product after-sales service processing speed. During the reporting period, we improved customer service response time from 13 seconds to 9.6 seconds, significantly enhancing service efficiency and user experience.



Service center closes order \rightarrow Telephone follow-up \rightarrow Work order completion

Haier Biomedical After-sales Service System (ASSS)

Future Gathering Talents for Healthy Life

Ecosystem Protecting Our Earth



Haier Biomedical has established the Haier Biomedical After-sales Service System (ASSS), which comprehensively covers the entire process management from information collection to user service and issue resolution. By leveraging multi-level warning mechanisms and information closure systems, we achieve zero-delay user service, ensuring that issues reach the responsible departments and personnel directly. This forms an efficient, transparent, informationbased, fully closed-loop service system that provides customers with timely and precise after-sales support.

Customer service access:

- Consultation-type work orders: concluded after customer service consultation
- On-site service work orders: generate work orders and dispatch

After-sales manager → Service support

Service center closes order \rightarrow System automatically identifies issue and responsible personnel \rightarrow Issue assigned to individual (design, manufacturing, components, logistics, after-sales) \rightarrow Rendanheyi mechanism driving \rightarrow Information-based closed-loop resolution
Creating an Intelligent Future with AI Empowerment

Future

Haier Biomedical firmly believes that employees are the core driving force behind enterprise development, while enhancing human health and wellbeing remains our unwavering mission. Through innovative talent development systems, we promote employee growth, share enterprise achievements, and enable the realisation of higher professional value. At the same time, we continue to strengthen the development of the public health system, working to improve population health standards, promote equitable access to healthcare resources, and contribute to building a community focused on human health.

SDG-related responses in this Section



Performance highlights in this chapter:

Obtained the ISO 45001 certification for the occupational health and safety management system

2,807

Average training hours **35.26**

Training coverage

100%

кмв 502,000

Working days due to work injuries

0

Ecosystem Protecting Dur Earth

Appendix

Future: Gathering Talents for Healthy Life

0

Leadership Creating an Intelligent Future with AI Empowerment

Integrity Responsibility Assuming and Sustainable Development

People-centered, **Unlocking Potential**

Haier Biomedical empowers employee growth and facilitates self-actualization through scientific recruitment mechanisms, comprehensive Rights and Interests protection systems, and systematic training and development plans. We are committed to creating an Integral Value between Staff and Customers ("Rendanheyi"). We start by "finding the right people, helping them succeed, and finally supporting them" to establish a clear career development pathway. Additionally, we prioritize occupational health and safety, providing employees with an equitable, inclusive, and healthy work environment, continuously enhancing employees' sense of belonging and happiness.



Diverse and Inclusive Workplace

The Company strictly adheres to compliant employment regulations, ensuring an open, fair, and transparent recruitment process, committed to providing equal opportunities and support for all employees, fostering a diverse and inclusive corporate culture, respecting and protecting the fundamental rights of each employee.

Labor Rights and Interests

Haier Biomedical strictly adheres to the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and other relevant laws and regulations. We utilize the Haier Biomedical Recruitment and Employment Policy as our governing standard to systematically regulate the entire recruitment process, implementing the principles of "fair, just, and open" in our talent acquisition initiatives.

We have established protocols in our onboarding system to rigorously review candidates' identity and age information, thereby eliminating child labor employment. Concurrently, Haier Biomedical's recruitment procedures maintain complete transparency, precluding any form of forced labor. Haier Biomedical implements the philosophy of "no overtime if not necessary" through process optimization and efficiency enhancement, directing employees to increase work productivity, appropriately arrange working hours, and further elevate job satisfaction and wellbeing. We rigorously regulate overtime management, systematically monitor overtime hours, and remunerate overtime compensation in full accordance with statutory requirements to substantively safeguard employees' legal rights and interests. Furthermore, at the 8th Meeting of Employee Representatives in 2024, we promulgated policies to eliminate ineffective overtime and facilitate the implementation of two-day weekends, further cultivating an optimal working environment for personnel.

Haier Biomedical has instituted stringent procedures to address child labor recruitment and forced labor infractions. Upon identification of relevant circumstances, the Company will expeditiously implement actions pursuant to established protocols to ensure the preservation of employee rights and interests. For incidents involving child labor, Haier Biomedical has formulated supplementary rights and interests protection measures to safeguard the physical and psychological welfare of minors.







We continuously refine our talent acquisition mechanisms, with "finding the right people" as our fundamental objective to sustain corporate development. Through talent structure optimization, during the reporting period, we successfully integrated 31 core talents in critical positions, with substantial increases in technological innovation specialists, advanced degree holders (master's and above), and industry authorities, effectively supporting the Company's strategic imperatives for technological advancement and market penetration.



analysis of operational requirements and position specifications, identify essential competencies and contributions for distinct roles

trajectories and labor market dynamics, establish a comprehensive candidate repository encompassing critical domains to secure key talent resources

Concurrently, we have enhanced talent recruitment and internal personnel transfer governance frameworks, facilitating internal employee mobility and promoting judicious allocation and maximum utilization of human capital resources. In 2024, Haier Biomedical hired 462 new employees: at the same time, 30,73% of internal employees filled internal vacancies.



Optimize personnel reserves and position compatibility mechanisms through methodical preparation strategies and selection procedures to foster employee development

Equality and Diversity

Haier Biomedical remains consistently committed to fostering a diverse, equitable, and inclusive work environment, resolutely opposing any form of discrimination, and ensuring all employees enjoy equal opportunities and treatment. We explicitly prohibit discriminatory practices in recruitment and promotion processes based on dimensions such as gender, age, ethnicity, geographical origin, marital status, and religious beliefs, while promoting equal pay for equal work regardless of gender. Haier Biomedical maintains a zero-tolerance stance toward behaviors involving infringement, harassment, and retaliation, and provides legal support and assistance to employees when necessary.



- Prohibiting any discrimination based on factors such as gender, age, race, religious beliefs, ensuring employees receive equal opportunities within the Company
- Providing diversified training and cultural activities to enhance employees' cross-cultural awareness and communication capabilities

Equal Opportunities

- Promotion mechanism: Establishing equitable promotion mechanism to ensure that employees receive equal promotion opportunities based on capabilities and performance
- Equal rights and interests: Ensuring all employees receive equal treatment regarding remuneration, benefits, leave entitlements, etc., unaffected by factors such as gender, age, race

At Haier Biomedical, we uphold the management philosophy of providing equal opportunities to every employee and actively safeguard employees' fundamental rights. We have established multiple reporting and communication channels to ensure employees can promptly report situations where their rights have been compromised, including harassment, discrimination, forced overtime, etc.



As of the end of the reporting period, Haier Biomedical's total number of on-the-job employees is 2,807. The employee structure of Haier Biomedical is as follows:



Supporting Talent Development

Haier Biomedical consistently regards employees as the Company's valuable assets, committed to providing all employees with extensive development platforms and growth opportunities. Through our systematic training framework, clear career advancement pathways, and competitive remuneration incentive mechanisms, we comprehensively empower employee capability enhancement and professional development.

Employee Training

Haier Biomedical consistently views employee growth as the core driving force for corporate sustainable development. Haier Biomedical has constructed a complete talent development support system to promote comprehensive employee development and enhance organisational effectiveness.



We have constructed a talent core competency model that scientifically and systematically facilitates employee career growth by continuously enhancing their leadership, professional competence, and general skills, empowering employees to achieve synergistic development between personal value and corporate strategic objectives.

Core Capability Development Mechanisms

Leadership

General Skills Comprehensively enhance the comprehensive qualities of employees through digital tool application, cross-cultural communication, professional quality improvement, and other courses, cultivating versatile talents adaptable to diverse business scenarios

 Implement specialized training in strategic thinking enhancement and organizational management innovation, and strengthen decision-making capabilities and holistic perspective in combination with practical simulations and cross-departmental collaborative projects

Professional Competence Design industry cuttingedge technology training, skills certification, and project implementation plans for key positions such as technical R&D and production operations, ensuring dynamic alignment between professional capabilities and business requirements

Haier Biomedical profoundly recognizes that the long-term development of the Company is inseparable from establishing a mature and comprehensive talent team. Through implementing training programs targeted at employees at different career stages, we continuously cultivate future leaders possessing holistic perspectives and innovative capabilities, strengthening talent echelon construction.



Haier Biomedical places a high value on cultivating and developing a new generation of talent. For recent graduates and new employees, we customize development pathways and offer comprehensive growth support through systematic integration programs. We are committed to helping emerging talent quickly adapt to the workplace environment, fully realize their potential, and achieve professional value.



During the reporting period, we customized multiple specialized training programs for recent campus recruits, management personnel, and other categories of makers, aiming to help makers quickly adapt to the workplace environment and systematically enhance their professional capabilities and management qualities.

¹ Haier Biomedical is committed to encouraging employees to start businesses and innovate, striving to realize their selfworth, and refers to employees as "makers"

New-New Maker Project - Developing Future Partners

To promote digital transformation and innovative talent development, Haier Biomedical actively participated in the 2024 New-New Maker Project. This project helps new employees rapidly integrate into the company culture through diversified activities and training, utilizing ice-breaking games, company culture exhibitions, small group presentation competitions, etc. to promote team cooperation and cultural identification.

Additionally, the project arranges safety and CPR first aid training, goal management and effective communication courses, and among others, combined with factory visits and user scenario simulations, helping employees enhance professional skills and deeply understand company products and application scenarios. Through a combination of online and offline courses with practical operations, new employees can guickly adapt to company culture, achieving role transformation and capability enhancement.



During the reporting period, Haier Biomedical employees spent 98,974 hours on training. The average employee learnt for 35.26 hours and 100% of our staff participated in a training of some kind. Among these, the percentage of trained employees and average training hours by employee gender are as follows:





Leadership Creating an Intelligent Future with AI Empowerment

Employee Promotion

Haier Biomedical continuously perfects employee growth and development mechanisms, providing clear career paths and supporting fair promotion opportunities for employees. We have formulated the *Haier Biomedical Maker Development Policy*, constructing a dual-channel career development pathway, supporting employees' vertical development within professional and management channels as well as horizontal transitions across channels. During the reporting period, we updated the maker development evaluation criteria by precisely assessing employee capabilities, taking inventory of the talent structure, and ensuring that organizational talent aligns with the requirements of corporate strategy.



Haier Biomedical Promotion Pathways

Remuneration Incentives

Haier Biomedical is committed to offering employees competitive remuneration and benefits, and through continuous optimization of incentive mechanisms, it achieves a high level of unification. between employee value and enterprise development. With the user-paid mechanism as our core, we establish a model combining long-term and short-term incentives, constructing a comprehensive and diversified remuneration incentive system that fully stimulates employee work enthusiasm.

Remuneration Incentive System

Short-term Incentive

Annual Salary Adjustment and Bonus Incentives: Establishing annual salary adjustment windows, combined with diversified bonus incentives including performance bonuses and project bonuses, promptly converting employee value contributions, enhancing the flexibility and competitiveness of remuneration incentives

Long-term Incentive

Business Partnership Incentives: Constructing a performance self-evaluation system, and motivating employees to engage in work with an entrepreneurial mindset, achieving mutual growth between individuals and the enterprise Employee Stock Ownership Plan (ESOP): Implementing a Type II Restricted Stock Incentive Plan, granting 3.42 million A-share ordinary shares to 262 employees, sharing enterprise development achievements with core talent through equity Haier Biomedical consistently advocates the management concept of "Integral Value between Staff and Customers (Rendanheyi)", establishing a scientific performance evaluation system focused on four dimensions: "comprehensive assessment, objective management, value realization, and career development", closely combining employee performance with value creation. For employees at different levels, we implement differentiated performance evaluation standards, and in combination with customized incentive programs, we comprehensively stimulate employee potential and promote mutual growth between individuals and the organization.

Comprehensive Assessment

 360-degree assessment mechanism: Employees evaluate their direct supervisors and give feedback on a monthly basis through the system, promoting bilateral communication and continuous improvement

Value realization

 Value evaluation and distribution based on talent classification: Refining rank development evaluation standards, precisely assessing all employees' capabilities, and ensuring alignment with enterprise strategy direction

Haier Biomedical Performance Evaluation System

Caring for Employee Wellbeing

Haier Biomedical consistently strives to create a warm and caring work environment. Through diversified employee benefits, enriched cultural activities, and unimpeded democratic communication mechanisms, we build a workplace filled with respect and warmth, protecting employees' physical and mental health and enhancing their workplace belonging and happiness.

Employee Benefits

We consistently uphold a people-oriented philosophy, strictly comply with national laws and regulations, and ensure the full contribution of pension, unemployment, work injury, medical, maternity insurance, and housing provident funds for all employees. We also continuously optimize and expand the employee benefits system, and we are committed to enhancing employees' overall wellbeing and job satisfaction. In 2024, the social insurance and physical examination coverage rates for Haier Biomedical employees reached 100%.

In 2024

100% the social insurance and physical examination coverage rates for Haier Biomedical employees reached

Objective management

• Performance coaching mechanism: Direct managers conduct monthly performance interviews and coaching for employees, helping employees clarify improvement directions

Career development

 Conducting work based on performance objectives, clarifying direction, continuously improving, and facilitating career growth and selfbreakthrough

Employee Benefits

Six Insurances and Two Funds

- Besides the statutory five insurances and one fund, the Company provides enterprise annuities for employees to enhance economic security after retirement.
- We also purchase supplementary commercial insurance for employees to further improve their medical and accident protection levels.

Meal Stipend

- The canteen offers diverse dining options with meal subsidies
- There are food festival activities from time to time to enrich employees' dining experiences.

opportunities for employees.

Physical Examination • We provide free annual health examination

Paid Leave

- Besides statutory holidays, the Company also provides paid annual leave, leave for parent-teacher meetings, employee children's entrance exams for senior high school and university, parental leave, parent-care leave, etc.
- We also provide three days of maker's leave and two days of spring break for fresh graduates.

Diverse Benefits

• We provide allowances for high temperatures in the summer, heating in the winter, and clothing. We also provide a business anniversary bonus, birthday gifts and corresponding holiday benefits.

Talent Housing

• We provide rental talent housing application opportunities for qualifying employees.

Women's Care

 We establish lactation rooms in factories and office buildings.

We regularly organize employee care activities such as Mid-Autumn Festival benefit distributions, shuttlecock competitions, "National Science and Technology Workers' Day" events, free two-cancer(cervical cancer and breast cancer) screening clinics for women, and food festivals to enhance employees' sense of belonging and satisfaction. Additionally, we have established a comprehensive assistance mechanism for employees in difficulty, mobilizing employee support to raise funds for colleagues in need through public fundraising platforms, effectively helping them overcome challenges. The Company also regularly organizes sympathy visits to employees suffering from illness, ensuring they receive timely care and support when needed, allowing every employee to feel the warmth and strength of the collective







2024 Women's Day free screening for cervical and breast cancer

To improve women's health levels and facilitate early prevention, early detection, and early treatment of cervical cancer and breast cancer, we launched the "Walking with Glowing Love" women's health care series of activities on March 8. To facilitate female employees' participation, we specially arranged professional two-cancer screening vehicles to enter the park, providing "door-to-door" free screening services. The activity not only effectively raised health awareness among Haier Biomedical's female employees but also built a health protection line for them through practical action, fully demonstrating the Company's deep concern for employees' physical and mental health, as well as its firm commitment to actively fulfilling social responsibilities and supporting employee development.



To enrich employees' lives, enhance happiness, and promote communication, Haier Biomedical regularly holds food festival activities in the canteens, where employees actively offer suggestions for canteen improvements while enjoying delicious food. The activities convey the Company's care for employees' lives and also enhance employees' sense of belonging and happiness.



Democratic Communication

Haier Biomedical actively enhances various democratic communication channels, values and considers all employee feedback, works to create an open and transparent communication environment, and fosters the deepening and execution of democratic management.

Democratic Communication Channels

Maker's Voice Public Mailbox

- The Company establishes the Maker's Voice public mailbox (chuangkexinsheng@haierbiomedical.com), encouraging employees to actively provide feedback on needs and suggestions regarding platforms, work, and life. mailto:chuangkexinsheng@ haierbiomedical com
- The Company strictly maintains the confidentiality of employee information and actively resolves problems, committed to creating a good environment for entrepreneurship and innovation.
- After receiving emails, the public mailbox transfers issues to relevant responsible departments within 24 hours, and the responsible departments must respond within 24 hours, resolving issues raised by employees as much as possible through bilateral communication
- At the beginning of each month, the Maker's Voice mailbox publicizes to all employees the issues collected in the previous month, responsible department responses, issue closure progress, and other information.
- Democratic Evaluation
- Haier Biomedical has semi-annual democratic evaluation among divisions to promote the normalization of democratic management.
- Oultural Discussion
- Through "Cultural Discussion" activities, we encourage employees to reflect on problems in the work and workplace environment, with timely feedback and improvements on major concerns.
- Employee Self–governance Committee
- · Committee members actively work to build a good workplace environment, listen to employee needs, feedback, and suggestions, and help employees resolve problems promptly.

We regularly conduct company-wide satisfaction and engagement surveys, developing solution plans for feedback issues and clarifying the management period to ensure the effective implementation of these solutions. The 2024 survey results show an overall score of 4.49 (out of 5), with engagement, satisfaction, and cultural atmosphere reaching 4.47, 4.43, and 4.54 points, respectively. Approximately 600 employees participated in the survey, and the positive feedback reflects employees' recognition and trust in the company.











Occupational Health and Safety

Haier Biomedical has always viewed employee health and safety as the cornerstone of sustainable corporate development. We have established a comprehensive safety management system, scientific accident prevention mechanisms, and rigorous safety management measures to enhance our safety management capabilities, thereby fostering a safe, healthy, and dependable working environment for employees, ensuring the health and wellbeing of each employee and the long-term growth of the Company.

Health and Safety System Development

Haier Biomedical strictly complies with the Work Safety Law of the People's Republic of China and other relevant laws and regulations to ensure all production activities meet safety production standards. We have established the "139 safety management system", aiming at zero accidents and emphasizing the management principles of zero negligence, zero hazards and zero violations.

We implement a model of "full participation, full coverage, and whole process" combined with a management mechanism of "prevention, inprocess control, and post-incident summarv" to ensure safety hazards can be "timely identified, timely addressed, and swiftly and comprehensively managed". During the reporting period, the Company had no major safety accidents and lost no working days due to work injuries.

As of the end of the reporting period, Haier Biomedical has obtained ISO 45001 certification for the occupational health and safety management system.





Safety Production

Haier Biomedical strictly follows the Guidelines for the Preparation of Emergency Plans for Production Safety Accidents of Production and Operation Units, Measures for Management of Emergency Plans for Production Safety Accidents, Regulations on Emergency Response to Production Safety Accidents, Shandong Province Measures for Emergency Response to Production Safety Accidents, and other relevant laws and regulations on production safety. We have established a comprehensive safety production management system to enhance enterprise safety production levels and emergency response capabilities, effectively protecting employees' lives and property safety and ensuring stable business operations.

During the reporting period, Haier Biomedical updated internal regulations such as the Qingdao Haier Biomedical Co., Ltd. Hazardous Chemicals Management System to further standardize hazardous chemicals' storage, use, and disposal processes, ensuring continuous improvement of laboratory safety management.

Equipment Safety Management and Risk Assessment: Haier Biomedical implements a specialized equipment management system with full employee participation. Through regular safety inspections and equipment identification management, we ensure safe equipment operation. All equipment must undergo strict risk assessment before use to identify potential hazards and implement preventive measures.

Electronic Monitoring and Real-time Data Analysis: The Company monitors equipment operating status in real-time through electronic systems and conducts safety assessments based on data analysis to ensure timely identification and handling of issues during equipment operation.

Five-prevention Management and Operating Standards: By developing and strictly implementing the "Ten Requirements and Five Musts" operating standards, we ensure proper equipment use and regular maintenance to minimize equipment failures and operational risks.

Fire safety month campaign

On October 28, 2024, Haier Biomedical launched a fire safety month campaign with the theme "Prevention First, Lives First". We comprehensively enhanced fire safety management and employee emergency response capabilities through systematic training, drills, and hazard identification. We organized 38 safety management personnel for training in basic fire safety knowledge and emergency skills, and held a firefighting skills contest and company-wide emergency evacuation drills. During this period, we inspected fire water systems, technical prevention facilities, hazardous chemical storage points, and hot work operations, and issue 5 hazard rectification orders, ensuring that safety measures were properly implemented. Concurrently, we actively promoted a company-wide smoking ban. This campaign strengthened all employees' safety awareness, effectively improving the Company's fire safety management level, and creating a favorable environment for ensuring employee safety.





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Haier Biomedical has always regarded hazard identification and prevention as the core element of safety management, thoroughly investigating potential safety hazards and adopting targeted measures to ensure controllable risks. The Company has introduced professional manufacturers and proven solutions through open bidding, deploying networked combustible gas detection and alarm systems in key areas for flammable and explosive gases such as natural gas and isobutane. These systems cover a total of 13 locations, including all factory welding points and kitchen gas facilities, achieving real-time monitoring and early warning, effectively reducing safetv risks.

Concurrently, Haier Biomedical places great emphasis on equipment safety management, ensuring safe equipment operation and effective identification and control of potential hazards through a management system with full employee participation and advanced technical means. The Company has formed a comprehensive safety prevention and control system by continuously optimizing equipment management processes and strengthening employee involvement.







Heat stroke emergency response training

On May 28, 2024, Haier Biomedical organized specialized heat stroke emergency response training for employees. The training covered heat stroke symptom identification, first aid measures, medication usage, etc. to enhance employees' emergency response capabilities and self-protection awareness, providing strong safeguards against health risks during hot weather. Concurrently, Haier Biomedical equipped facilities with heat stroke emergency medications to ensure employees receive timely and effective assistance in case of heat stroke.



Occupational Disease Prevention

Haier Biomedical comprehensively safeguards employees' occupational health and safety by continuously strengthening occupational hazard identification and prevention. Haier Biomedical has established Occupational Health Records and promptly reports the Occupational Hazard Project Declaration Form to health administrative departments as required, taking responsibility for all employees' occupational health and safety.

The Company organizes annual occupational hazard factor testing by third-party institutions. It conducts occupational hazard status evaluations every three years to protect employees' health in high-risk positions

lazardous Chemical Spill Emergency

On October 16, 2024, Haier Biomedical organized a specialized drill for on-site hazardous chemical spill response. This training focused on emergency response procedures, emergency supplies preparation, and among others. Through course learning, employees improved their emergency response skills for hazardous chemical spill incidents, ensuring they can quickly organize rescue efforts when facing emergencies, thereby reducing accident losses for the Company.



effectively. Haier Biomedical regularly organizes occupational health examinations for employees in positions involving occupational hazards. It makes necessary job adjustments or follow-up arrangements based on examination results to protect employee health.

To strengthen occupational health and safety awareness among all employees, Haier Biomedical regularly conducts employee training to enhance occupational safety protection capabilities. We also require all employees to pass annual safety training and obtain relevant certificates.

Red Cross emergency rescue training

In 2024, Haier Biomedical organized Red Cross emergency rescue training covering first aid skills, AED equipment use, CPR, and emergency bandaging. Through a combination of theoretical learning and practical operations, employees mastered basic first aid methods. To further enhance emergency response capabilities, we introduced AED equipment in office buildings during the reporting period to ensure timely rescue in emergency situations. A total of 143 employees participated in this training, greatly enhancing employees' self-rescue and mutual aid capabilities while also improving the Company's emergency response level for unexpected incidents.



Universal Healthcare

Haier Biomedical is deeply rooted in the healthcare industry. Leveraging advanced technology, experiential advantages, and a profound understanding of smart digital scenario solutions, we persistently promote global universal healthcare. We are committed to making high-guality medical services more universal and accessible. As a long-term partner of the Global Alliance for Vaccines and Immunization (GAVI), Haier Biomedical supports global immunization health with its products and technology. GAVI served 1.1 billion children worldwide from 2000 to 2023,² effectively enhancing children's health and wellbeing globally.

Medical accessibility development

Medical ecological empowerment

resources

- Promoting the flow of quality healthcare resources to grassroots level, vulnerable groups, and economically less developed areas
- Reducing medical access costs, and ensuring fair and accessible healthcare resources

² Data source: https://www.gavi.org/, the official website of GAVI

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• Spreading medical knowledge, enhancing partners' professional capabilities and improving the overall quality of medical services through professional products and technical training and educational

Medical and public health upgrades

 Upgrading medical facilities, implementing digital and intelligent solutions, strengthening public health system construction, and enhancing the overall service capability and technical level of the medical industry

Medical accessibility development

Haier Biomedical is committed to delivering advanced medical supplies to the grassroots level and developing countries, helping popularize quality healthcare resources in economically less developed areas. Our services have reached more than 80 countries and regions, including those along the "Belt and Road" initiative. Concurrently, we focus on the health needs of specific populations, and increase the accessibility of medical services through actively organizing community health screening activities and other approaches, ensuring more people globally can conveniently access high-quality medical services.

Contribution to Malaria Eradication with Cold Chain Technology – Haier Biomedical Provides Solar– powered Vaccine Refrigerators for Rural and Remote Areas in Africa

In addressing the challenges posed by inadequate electricity and infrastructure in regions such as Cameroon and other parts of Africa. Haier Biomedical, in collaboration with international organizations, initiated the medical inclusive projects. This initiative specifically targets the unique needs of rural and remote areas in Africa by developing and supplying solar-powered vaccine refrigerators HTC-110 and HTC-120. Leveraging solar direct-drive technology and a microelectronic temperature control system, this solution guarantees the constant low-temperature storage of vaccines under extreme conditions. Even in the absence of power supply, it ensures a stable temperature of 8° C, maintaining this temperature for up to five days, thereby significantly safeguarding the quality, safety, and



efficacy of the vaccines. Through this innovative solution, Haier Biomedical has effectively helped the local people solve the safety issues of vaccine storage and transportation, contributing to the cause of fighting malaria in Africa.

Caring for Women's Life and Health - Haier Biomedical Contributes to the Early Diagnosis and Treatment of "Two Cancers" (Cervical Cancer and Breast Cancer).

Haier Biomedical has been continuously making efforts to increase the rates of early diagnosis and treatment of the "two cancers", safeguarding the health and safety of women. In response to the problems such as insufficient healthcare resources in rural and remote areas, weak health awareness among women, and the difficulty in popularizing the regular "two cancers" screening services, Haier Biomedical's intelligent screening vehicles for the "two cancers" have successively entered the townships, villages, residential communities, and enterprise parks in Yuncheng City and Hohhot City, providing "one-stop" on-site two-cancer screening services for women of the appropriate age groups as well as popularizing health knowledge.



Haier Biomedical's intelligent screening vehicles for the "two cancers" bring advanced detection technologies and convenient services to the grassroots level. The vehicles are equipped with professional screening equipment, 5G networks, digital platforms and other facilities, and are divided into multiple functional areas. They support mobile phone appointments, ID card scanning for registration, and real-time data uploading. The screening results are fed back through mobile terminals, ensuring the professionalism and privacy of the screening. The convenient and professional screening services and health popularization activities have effectively enhanced women's relevant awareness and the coverage rate of the "two cancers" screening. Our promotion activities will continue to make important contributions to reducing the disease risks and promoting the equalization of public health services.

Medical Ecological Empowerment

By strengthening the training, education, and promotion of medical products and technologies, Haier Biomedical empowers its partners in the medical ecosystem and promotes the coordinated development of the industry. It aims to build a sustainable universal healthcare ecosystem and facilitate the efficient allocation and sharing of healthcare resources, injecting impetus into the innovation and sustainable development of the industry.



In December 2024, Haier Biomedical, in conjunction with its agent in Senegal, jointly organized the second Haier Week event, attracting more than 200 users to participate. At the event site, Haier Biomedical showcased laboratory products such as floor-standing centrifuges and provided professional product explanations and training, popularizing product and medical knowledge for important industrial partners. In addition, multiple visits and seminars were organized at the event site. Haier Biomedical and its ecological partners engaged in heated discussions on issues such as industry development trends and scientific research product planning. This promoted in-depth discussions among global practitioners about emerging scientific research tools and solutions, and contributed to the development of medical scientific research work.



Supporting the Enhancement of Healthcare Professionals' Capabilities – Haier Biomedical Provides Centralized Training on Solar-powered Vaccine Refrigerators for the Syrian Ministry of Health

In August 2024, Haier Biomedical carried out training on the operation and maintenance of the HTCD-160 solarpowered vaccine refrigerator for the Syrian Ministry of Health in Dubai. This training aims to improve the ability of healthcare professionals to manage vaccine storage under challenging conditions. This training helps to enhance the level of vaccine cold chain management in Syria and achieve public health goals. It also sets an example in supporting developing countries in dealing with infectious diseases and increasing the immunization rate.



2024 Sustainability Report Chairman's Statement About This Report About Haier Biomedical Sustainability Governance

Construction of Medical and Public Health

To improve the global public health level, Haier Biomedical is committed to building a disease prevention network, perfecting the emergency response mechanism, and promoting the construction of a data-sharing platform. It helps to enhance the level of public medical supply chains in various countries around the world, promotes the digital intelligence development of healthcare, and strives to contribute to the long-term development of the public and medical health sectors in the international community.

Promoting the Establishment of Nepal's Public Health Service System – Haier Biomedical establishes a Microwave Medical Waste Treatment Workstation in Nepal

Haier Biomedical adheres to the mission of "Making Life Better" and focuses on innovation and services in the medical and health field. During the reporting period, the microwave medical waste treatment workstation innovatively developed by Haier Biomedical was officially delivered to a local hospital in Nepal. This microwave medical waste treatment workstation provides strong support for technological model innovation and environmental risk prevention and control in the local medical waste field. It will become an important part of Nepal's public safety and health service system, which is conducive to improving the local public health and safety conditions. It also demonstrates Haier Biomedical's corporate contribution in promoting medical technological progress and health improvement in less developed areas.



Assisting in the Upgrading of Brazil's Medical Service System - Haier Biomedical's "Smart Blood City Network" Lands in Brazil

Haier Biomedical accurately grasped the intelligent trend of the Brazilian medical market, successfully constructed the Smart Blood City Network, and achieved seamless connection with the local blood station system, thus improving the level of medical services in Brazil. By focusing on the safe supply of blood, Haier Biomedical has created a Smart Blood City Network "linked on the same network". Utilizing intelligent Internet of Things (IoT) technology, it realizes full-process traceability from blood collection to blood use and cold chain supervision. By establishing a refined and intelligent integrated blood management service platform, we have promoted the transformation of urban blood management in Brazil from an emergency response mode to a scientific governance mode. The successful application of the Smart Blood City Network in the Central Blood Station of Rio de Janeiro, Brazil, is expected to serve as a replicable model for approximately 7,000 hospitals across the country, contributing to the efficient utilization of healthcare resources in Brazil.



Public Welfare and Charity

Haier Biomedical actively participates in community public welfare activities, donates medical devices to multiple regions, and enhances public health capabilities. We also continuously strengthen cooperation with universities and scientific research institutions to support the growth of talents in the healthcare industry. We are committed to contributing to the global healthcare sector with our own strength, demonstrating social responsibility and reflecting industry leadership.

Donation of Medical Supplies

As a global corporate citizen, Haier Biomedical actively fulfills its social responsibilities and provides material assistance to regions in need around the world. Leveraging our core advantages, we promote our products and advanced solutions in areas with medical needs and support the enhancement of the public health system, contributing to the creation of a more equitable and inclusive global healthcare environment.

Supporting the Public Health Construction in Turkey – Haier Biomedical Donates Laboratory and Medical Device to Turkey

Haier Biomedical has reached a cooperation with the Turkish health department to help it create public health solutions and ensure the health and wellbeing of local residents. During the reporting period, Haier Biomedical donated devices such as ultra-low temperature refrigerators, carbon dioxide incubators, sterilizers, and consumables to Turkey. These devices will be applied in various public health laboratories in Turkey, providing a solid guarantee for local disease prevention, vaccine R&D, and medical research in Turkey.

Donates Vaccination Vehicles to Diging Tibetan Autonomous Prefecture

In 2024, Haier Biomedical, in collaboration with the Red Cross Society of China Diging Zangzu Zizhi Branch in Yunnan Province, donated intelligent vaccination vehicles to Diging Prefecture, helping Diging Prefecture create a more convenient and intelligent mobile vaccination model. This enables pastoral residents in remote mountainous areas to receive vaccines safely and efficiently at their "doorsteps", promoting the further upgrading of the immunization planning system in the whole prefecture and contributing to the development of the public health sector in Diging Prefecture.



lelping Upgrade the Immunization Planning System in Rural and Remote Areas - Haier Biomedical



Empowering Community Construction

Haier Biomedical is committed to promoting high-guality development in the fields of scientific research safety and medical health. Through practical actions such as helping improve laboratory safety management levels, deepening cooperation in the field of medical health, providing scientific support for sports health, and supporting the cultivation of young talents through educational public welfare, it comprehensively aids social safety and health development, showcasing the Company's social responsibility and innovative value.

Ensuring the Safety of University Laboratories – Haier Biomedical Assists Multiple Universities in Conducting Laboratory Safety Training and Emergency Drills

With its exploration and practice in the field of safe use and management of hazardous chemicals, Haier Biomedical provided services such as laboratory safety education and training, and the design, process followup, and experience summary of emergency plans for hazardous chemical leakage and fire accidents in 2024 for multiple universities, including North China University of Science and Technology, Southwest Jiaotong University, Hebei Normal University, Shandong University of Science and Technology, University of Jinan, China Agricultural University, and Qingdao University of Science and Technology. It helps university laboratory safety emergency drills achieve the dual goals of inspection and demonstration, and effectively improves laboratory safety management levels and emergency response capabilities, providing a strong guarantee for the smooth progress of scientific research work in universities and the safety of teachers and students.



Helping Athletes Protect Their Health with "Oxygen" - Haier Biomedical's Micro-pressure Oxygen Chamber Debuts at the Qingdao Marathon Expo



In April 2024, the Haier · 2024 Qingdao Marathon Expo was held at the Qingdao International Convention Center. At the expo site, Haier Biomedical provided a series of products such as micro-pressure oxygen chambers for the athletes of this Qingdao Marathon, aiming to provide scientific and safe pre-race oxygen supplementation services for the athletes and help them meet the challenges of the race in the best physical and mental state.

Leadership Creating an Intelligent Future with AI Empowerment

Integrity Responsibility Assuming and Sustainable Development

Supporting the Cultivation of Life science Young Talents – Continuously Promoting the "Haier Biomedical Strong Foundation for Education Assistance Program"

Since 2022, Haier Biomedical has continuously supported youth entrepreneurship and employment through a public welfare fund, helping cultivate young talents. In 2024, Haier Biomedical continued to implement the "Haier Biomedical Strong Foundation for Education Assistance Program" in accordance with the strategic cooperation agreement, and held a funding ceremony at the College of Life science, Hebei Normal University, awarding funding to 9 students. In this year, the Company added the funding places for the "Outstanding Research and Application Star of Life Science Instruments" on the basis of the original education assistance project. The aim is to support master's students who have performed excellently in the field of life science research, stimulate their innovative spirit and practical ability, and at the same time accelerate the transformation of scientific research achievements, injecting new driving force into the sustainable development of the life science field.

Promoting "Belt and Road" Cooperation and Marine Biological Resources Protection - Haier Biomedical Establishes a Joint Laboratory in Collaboration with the Universiti Malaya

In March 2024, as an important co-constructing unit of the "Belt and Road" Joint Laboratory of China-ASEAN Mariculture Technology, Haier Biomedical held a signing ceremony for the donation of laboratory equipment and the unveiling ceremony of the joint laboratory with the University of Malava at the site of the 2024 Hong Kong-Zhuhai-Macao Marine Industry Development Forum & China-ASEAN Mariculture Industry Development Forum. It jointly promotes marine scientific and technological innovation and coordinated industrial development, and contributes to the conservation and sustainable utilization of global marine biological resources.

Encouraging Public Welfare Work among Employees

We advocate that employees actively participate in public welfare activities and contribute to community construction. The Company regularly organizes employees to participate in community service, environmental protection activities, assistance to vulnerable groups and other projects, enabling employees to spread care and dedication to every corner of the community in their spare time. Every little act of kindness can converge into a river, which will surely inject a strong driving force into the harmonious development of society and jointly create a better future.

Haier Biomedical Organizes an Employee Voluntary Blood Donation Activity

In 2024, Haier Biomedical, in collaboration with the Qingdao Blood Station, carried out a voluntary blood donation activity. Employees from various departments of Haier Biomedical actively responded and fulfilled their social responsibilities with practical actions. A total of 44 employees successfully donated blood in this blood donation activity, with a blood donation volume of 15,600ml, demonstrating the enthusiastic public welfare spirit and willingness to contribute of the Company's employees.







Sharing Sunshine along Belt and Road

Haier Biomedical actively engages with the "Belt and Road" initiative, delivering global green, low-carbon, and efficient life science solutions. We have formed strong partnerships with numerous countries' governments and international organizations, consistently contributing Chinese expertise in medical devices, cold chain logistics, laboratory construction, and more, while promoting sustainable and universal healthcare globally. By the end of the reporting period, Haier Biomedical's intelligent solutions had reached over 80 countries and regions involved in the "Belt and Road" initiative, establishing long-term collaborations with nearly 80 international organizations.

In 2024, we actively promoted the widespread application of innovative green products in regions such as Africa, helping improve local public health conditions and the construction of scientific research capabilities. In Africa, Haier Biomedical has accelerated the promotion of the application of environmentally friendly hydrocarbon refrigerant series products in medical and health and scientific research institutions. Among them, the energy-conserving and consumption-reducing effect of the energy-saving core series ultra-low temperature refrigerators has reached 50%, and each unit can reduce carbon emissions by 2 tons per year.

Madagascar



Constructed the cold storage project of the National Vaccine Storage Center of the Ministry of Health of Madagascar.

The President of Madagascar attended the ribbon-cutting ceremony and praised Haier Biomedical's devices.

Countries in Africa, South Asia, Central Asia, etc.



 Supplied solar-powered vaccine refrigerators and photovoltaic energy storage systems for health centers to the countries along the "Belt and Road" initiative such as Senegal, Mali, Malawi, Ethiopia and Liberia, and provided installation, training and after-sales services

• More than 3,000 health centers benefited

Pakistan, Uganda, Nigeria



- Provided laboratory equipment such as safety cabinets, low-temperature cabinets and sterilizers
- Helped to enhance scientific research capabilities and supported the construction of basic medical facilities

In 2024, Haier Biomedical promoted the sharing of sunshine and the accessibility of health with actions.

January

The Ministry of Environment and Sustainable Development of Côte d'Ivoire introduced Haier Biomedical's mobile environmental detection vehicle. September

Provided medical devices, laboratory instruments and related consumables for all departments of the Bobo-Dioulasso Hospital in Burkina Faso and undertook the subsequent quality assurance and maintenance and training of medical staff.

• April

Provided a complete set of medical devices and laboratory instruments, totalling 220 categories, to the Tadjoura Hospital in Djibouti, and undertook the subsequent quality assurance and maintenance.

November

Trained users such as the Ministry of Health of Senegal, public/private hospitals, scientific research institutions and universities on laboratory product usage and maintenance knowledge.

Integrity

Responsibility Assuming and

Sustainable Development

October

Trained technicians of the Immunization Program Department of the Ministry of Health of Madagascar and the medical staff at vaccination stations on the basic usage and maintenance knowledge of the vaccine cold chain

ິ Tanzania



 Provided more than 800 blood refrigerators to the Ministry of Health of Tanzania, covering more than about 60% of the hospitals, blood stations, etc. in the country

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Carried out comprehensive cooperation and donations with the local institutions, provided support for vaccine cold chain, medical technology training and scientific research capability building

 Signed a memorandum of in-depth cooperation in the field of public health.

2025 Outlook

In the future, Haier Biomedical will continue to comprehensively deepen its layout in the countries and regions along the "Belt and Road" initiative, accurately grasp the local medical and health needs, and provide higher-quality and more universal medical products and services for less developed areas. By actively participating in industry exhibitions and academic activities, building regional product technology training centers, etc., it will promote the advanced medical achievements to benefit more people, and work hand in hand with global partners to create a better future.

90

Promoting the Development of Localized Precision Medicine in Africa – Haier Biomedical Assists in the Construction of Africa's First Pan–Continental Genebank

Africa's first transnational genebank, 54GENE, is led by the US medical technology company 54gene. Its aim is to promote local drug R&D in Africa and improve the global diagnosis and treatment level through genomic sequencing, target R&D, and precision medicine clinical trials. This genebank mainly uses core equipment such as Haier Biomedical's ultra-low temperature refrigerators, medicine cabinets, and remote monitoring systems, providing key technical support for the safe storage and intelligent management of gene samples, highlighting the important role of Chinese enterprises in supporting the construction of scientific research infrastructure in Africa.

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Solving the Problem of Vaccine Storage in Nigeria - Haier Biomedical's World's First Solar Direct Drive Cold Storage

Aiming at the public health and safety issues in Nigeria caused by unstable power supply, Haier Biomedical has built the world's first solar direct drive cold storage for the NPHCDA (National Vaccine Transit Station) under the Nigerian Ministry of Health, effectively solving the local vaccine storage safety hazards. This cold storage adopts solar clean energy technology, getting rid of the dependence on the



unstable power grid, and providing a safe, stable and green storage solution for vaccines and drugs distributed across the country, significantly improving Nigeria's public health protection capabilities.

Ecosystem

Haier Biomedical consistently prioritises green development as its core strategy, continuously enhancing the internal environmental management system and collaboratively building a green ecosystem with its partners. We actively address the challenges of climate change by establishing scientific carbon reduction goals, innovating green technologies, optimizing resource utilization efficiency, and strictly controlling waste emissions. Simultaneously, we are dedicated to promoting biodiversity protection, assisting global pathors commitment through practical actions, and contributing to Haier Biomedical's efforts to create a better, low-carbon and environmentally friendly future.

SDG-related responses in this Section



Performance Highlights in this Chapter :

Passed ISO 14001 environmental management system review

9.49 million kWh

1.416 million kWh

12.98%

кмв 350,000

2,574 hours



Protecting Our Earth

04 **Ecosystem:** Protecting Our Earth



Our Earth

2024 Sustainability Report Chairman's Statement About This Report About Haier Biomedical Sustainability Governance

Leadership with AI Empowerment Integrity

Environmental **Management and Green Collaboration**

Haier Biomedical has always adhered to the concept of harmonious coexistence between humans and nature and is committed to continuous exploration and innovation in sustainable development. We continue to improve the green development plan, optimize the green compliance system, and actively advocate and practice green product design.



Green Development Planning

Haier Biomedical continues improving environmental governance and promoting green and low-carbon development. The Company has established an environmental management framework composed of the Board of Directors, the environmental protection leading team, and various functional departments to ensure the effective implementation of environmental protection strategies. It also optimizes the management system around key links such as energy management, resource use, and pollution prevention and control to improve environmental performance.

Board of Directors

- Formulate the Company's environmental management strategic direction and targets
- Review the implementation of the annual action plan and environmental management system

Environmental Protection Leading Team

- Oversee and coordinate the planning. promotion and implementation of the annual work plan
- Improve and optimize the overall environmental management policies to ensure the efficient implementation of various environmental management measures

Functional and Business Departments

- Promote and implement environmental management work
- Implement various environmental management measures

To ensure the effective implementation of the company's environmental protection work, Haier Biomedical has also established a clear environmental compliance management framework to ensure that functional departments at all levels can coordinate and cooperate to jointly promote environmental protection and waste pollution prevention and control work.



Responsibilities of the Environmental Compliance Management Framework

4	R
Business leader	Head of the Department of Safety and Environmental Protection
Being fully responsible for the Company's environmental protection and waste pollution prevention and control work, establishing and allocating environmental protection functional institutions, and guiding and supervising the work of relevant departments	Presiding over the daily operation of the environmental protection functional institution, organizing employees to study and implement national and local environmental protection laws and regulations, and enhancing environmental awareness

Haier Biomedical sets clear environmental governance objectives to ensure the company's continuous progress on the path of green development.

Environmental Target	Goal	Progress
Compliant Operations	100% compliance with laws and regulations and relevant requirements	Achieved
	0 potential chemical leakage incidents	Achieved
Energy and Resource-	Enhanced energy efficiency	Our full lifecycle energy conservation and carbon reduction actions have achieved an annual electricity usage of 9.49 million kWh
saving	Continuously increased proportion of clean energy use	In this year, the proportion of clean energy use is 12.98%, an increase of 1% compared with the previous year
	100% compliance in waste disposal	Achieved
Emissions Reduction	100% compliance in exhaust emissions at factory boundaries	Achieved
	100% compliance in noise emissions at factory boundaries	Achieved

During the reporting period, we actively carried out environmental protection governance work, investing a total of 2,574 hours and RMB 350,000. We have always adhered to compliant operations and have not received administrative penalties from the environmental protection department.



Green Compliance Framework

We strictly abide by relevant laws, regulations, and industry standards, such as the Environmental Protection Law of the People's Republic of China and the Work Safety Law of the People's Republic of China, and we have established a comprehensive environmental protection compliance system. During the reporting period, we continuously optimized the environmental management system, formulated and implemented the Environmental Operation Management and Control Procedure of Qingdao Haier Biomedical Co., Ltd., and focused on strengthening the effective management and control of environmental factors such as wastewater, exhaust gas, solid waste and noise, ensuring that they meet the discharge standards or achieve resource-based treatment, minimizing environmental pollution and improving resource utilization efficiency. In 2024, we passed the ISO 14001 environmental management system review.



Sewage Discharge Management and Monitoring Mechanism

Centering around relevant national departments' ecological and environmental standards, we further improved the sewage discharge management system, strengthened the informatized supervision and management of sewage discharge, and ensured the standardized and orderly management of pollutant discharge outlets.

To ensure the effective operation of the environmental management system, we formulated the Environmental Monitoring and Measurement Control Procedure, clarifying the division of responsibilities and working principles of each department in environmental monitoring. This system stipulates standardized emission detection methods such as solid waste, noise, exhaust gas and wastewater, assisting the Company in conducting daily monitoring and measurement according to the latest emission standards. At the same time, we regularly conduct compliance evaluations of laws and regulations to ensure that the monitoring standards align with national and local reguirements and continuously improve the environmental management level.

Risk Management

In 2024, based on comprehensively carrying out risk management assessments, Haier Biomedical formulated and implemented the *Emergency Response Plan* for Sudden Environmental Incidents. Through systematic risk assessments, the Company identified potential environmental and safety risks. It took targeted measures to strengthen accident prevention, emergency training and rescue drills, ensuring the effective implementation of emergency preparedness and handling work for production safety accidents.

During the reporting period, the Company completed 87 special rectifications, 29 emergency drills, and 1,165 potential hazard inspections, signed 2,460 safety responsibility letters, and there were no major environmental incidents throughout the year.



During the reporting period

87 the Company completed special rectifications

Green Product Concept

Integrity

Responsibility Assuming and

Sustainable Development

Leadership

Creating an Intelligent Future

with AI Empowerment

Adhering to the green and low-carbon strategy, Haier Biomedical has always been committed to green technology innovation, has implemented the promotion of green achievements, and has guided the green and standardized development of the industry. We always take green development as the strategic direction of the Company. At the beginning of product design, we adopt energy-conserving and low-carbon design solutions, pay attention to process innovation and the application of low-carbon technologies, and carry out a green design working mechanism around the product lifecycle links of "R&D and design - raw material selection - production and manufacturing - logistics and transportation - recycling and circulation".

By establishing the concept of green management throughout the product full lifecycle, we continuously enhance the competitiveness and influence of our products in the international market, advocate and take the lead in formulating product energy conservation standards and technical specifications, and provide Chinese solutions for global green development.





- Energy conservation and consumption reduction: Through technological innovation, significantly reducing the energy consumption of products and improving the operation efficiency of products
- Application of environmentally friendly materials: Fully launching the replacement plan of non-environmental-protection
- refrigerants and promoting the use of environmental protection refrigerants
- Full lifecycle planning: Optimizing product design, reducing processes harmful to the environment, and achieving efficient utilization of resources
- Green packaging: Reducing the use of foam and plastics, and promoting the use of recyclable packaging materials

Green Technology Breakthroughs	
Infinite ultra-green refrigeration control technology	Efficient and reliable large-cooling-capa 50% energy and improving reliability by 1
Hydrocarbon ultra-low- temperature dual-unit refrigeration technology	Compared with similar international adva obtained, with optimization from industria as 45 dB, leading the world among simila
Dual-stage cooperative variable-frequency control algorithm technology	The energy-conserving effect increases
Design and production technology of high–uniformity medical refrigerator	 A temperature uniformity of ≤ ±1℃ is leading temperature uniformity indicat The first high-performance medical restriction
Active temperature control technology for civil aviation	Compared with similar products in the inconsumption is reduced by 20%
Solar direct drive refrigeration technology	With solar direct drive cold storage, the u over 95%

Haier Biomedical practices the concept of green products and empowers the industry through innovative technologies and solutions to promote industrial partners' green and low-carbon transformation.



acity refrigeration control of the Stirling refrigerator is achieved, saving 100% compared with compressor refrigeration

vanced brands, the energy consumption is 26% lower; ultra-low power is rail 380V power supply to 220V household power supply; the noise is as low ar products

es by 10%

s achieved, and the electricity usage is reduced by 60%, with internationally ators and energy efficiency indicators efrigeration evaluation in China is obtained

ndustry, the battery life is extended by about 50%, and the power

utilization efficiency of energy storage phase change materials reaches

Leadership Creating an Intelligent Future with AI Empowerment

Resource Optimization and Circular Development

Haier Biomedical focuses on the efficient utilization of resources and energy, continuously deepens the green operation mechanism, and actively practices the concept of recycling and circular economy. We improve energy efficiency by optimizing the energy consumption structure. At the same time, we promote recyclable and degradable packaging materials to reduce resource waste and introduce water-saving technologies and recycling systems to improve water resource efficiency. In addition, we practice the green office concept and promote the green development transformation, contributing to achieving the carbon peaking and carbon neutrality goals and the recycling and circular economy. This helps the construction of ecological civilization reach new heights.



2024

3

A total of **116**

energy conservation and environmental protection certificates

models certified and registered for U.S. Energy Star program in 2024

Including

models

A total of **44** certification and registration models

Hajer Biomedical's mobile laboratory helps Côte D'ivoire alleviate industrial pollution problems

On March 20, 2024, Haier Biomedical's world's first mobile environmental detection laboratory integrating water, air and soil detection was officially delivered in the Republic of Côte d'Ivoire. This mobile laboratory is equipped with advanced detection equipment and technologies, which can monitor pollutants in the environment in real time and accurately, providing a scientific basis for local governments and enterprises and helping solve the problem of toxic industrial waste pollution that has plagued the local area for many years. Jacques Assahor é Konan, Minister of Environmental Sustainability and Ecosystem Transformation of Côte d'Ivoire, attended the unveiling ceremony and highly recognized the solution of Haier Biomedical's mobile environmental detection laboratory.



Haier Biomedical joins hands with SPD Scientific to assist the green transformation of the laboratory of the National University of Singapore (NUS)

As a world-leading provider of full-scenario solutions for public health, biosafety and low-temperature cold chain, Haier Biomedical has reached a strategic cooperation with SPD Scientific to jointly support NUS's green carbon reduction plan. By replacing high-energy-consuming laboratory equipment with high-efficiency and energy-conserving innovative equipment, Haier Biomedical helps users significantly reduce the energy consumption of the laboratory and assists them in achieving sustainable development goals. This cooperation reflects Haier Biomedical's leading edge in green technology innovation, and also demonstrates our firm commitment to collaborating with ecological partners to protect the natural environment and address climate change.

Energy Consumption Management

Haier Biomedical strictly adheres to the *Energy Management Policy* and continues to promote the application of green energy and the optimization of energy efficiency. The Company mainly uses electricity, natural gas, and heating as its energy sources. We actively promote energy-conserving renovation projects to reduce energy waste and continuously build photovoltaic power generation projects in the park to increase the proportion of clean energy use. In 2024, the photovoltaic power generation of Haier Biomedical Industrial Park reached 1.416 million kWh, accounting for 12.98% of the company's total electricity usage, significantly reducing the dependence on traditional energy sources.

2024

1.416 million kWh

The photovoltaic power generation of Haier Biomedical Industrial Park

12.98%

The proportion of the Company's total electricity usage

Improving the Utilization Efficiency of Photovoltaic Power Generation

The monthly power generation of the secondphase photovoltaic power generation project of Haier Biomedical is nearly 400,000 kWh. To ensure the effective utilization of the self-generated photovoltaic power, the Company has introduced the second-phase photovoltaic power generation for use in the first-phase office building and dormitory building by adding new power transmission facilities. This measure can additionally consume 200,000 kWh of electricity per month, significantly improving the utilization efficiency of photovoltaic power and also strongly promoting the clean transformation of the energy use structure in the park.

Approximate 400,000 kWh

Monthly power generation of the second-phase photovoltaic power generation project of Haier Biomedical

200,000 kWh

Additional electricity consumption per month by this measure



Energy Conservation and Emissions Reduction Projects

Energy-Conserving Renovation of the Air Compressor

The fixed-frequency air compressor that has been used in Haier Biomedical's factory for many years, due to its aging equipment, frequently releases pressure during operation, resulting in serious energy waste, with an average monthly electricity usage of up to 95,000 kWh. In response to the call for energy conservation and emissions reduction and for improvement of operating costs, we carried out a comprehensive upgrade and renovation of the factory's air compressor system, adopting advanced variable-frequency air compressor technology. After the renovation, the system operation efficiency has been significantly improved, with the daily average electricity usage reduced by 700 kWh, and the annual electricity savings are expected to reach 255,500 kWh.



Optimized Management of the Heating System

We implemented improved management and optimized renovations to the park's heating system. By monitoring the environmental temperature in real-time and dynamically adjusting the heating flow, we achieved intelligent heating control. This allowed us to optimize the heating plan based on the actual warming weather conditions, thereby reducing resource waste. As a result, under the refined management approach in 2024, we saved 662 GJ of heating consumption compared to the previous year, actively contributing to local initiatives for energy conservation and reduction of consumption.



Haier Biomedical participates in the release of the Initiative for Green Energy Transformation of the Pharmaceutical and Medical Industrial Chain to boost the green upgrade of the industry

On May 10, 2024, the "Sustainable Markets Initiative" China Council successfully held a plenary meeting of the Health Working Group and the release event of the Initiative for Green Energy Transformation of the Pharmaceutical and Medical Industrial Chain, advocating relevant enterprises to actively carry out actions such as the promotion of green technologies and the application of distributed energy sources, and accelerating the green upgrade of the entire industry chain.

As one of the first member enterprises to join the Health Working Group of the "Sustainable Markets Initiative" China Council, Haier Biomedical participated in the release of the Initiative for Green Energy Transformation of the Pharmaceutical and Medical Industrial Chain on site, and discussed topics such as the green supply chain and green medical services with other member organizations at the meeting, contributing to the promotion of the construction of a sustainable medical service system and helping the green and high-quality development of the pharmaceutical and medical industry chain.

In 2024, the energy consumption data of Haier Biomedical is as follows.

zero

Indicator	Value	Unit
Total energy consumption	10,908.69	MWh
Total consumption of non-renewable energy	9,492.39	MWh
Total consumption of renewable energy	1,416.30	MWh
Proportion of renewable energy consumption	12.98	%

Usage of Production Resources

Haier Biomedical has always regarded managing water resources and packaging materials as essential for sustainable development. Optimizing resource utilization, promoting environmentally friendly materials, and applying innovative technologies, improves the efficiency of resource use. We actively practice the concept of circular economy, By efficiently utilization and recycling resources, we reduce resource consumption and waste generation, helping achieve closed-loop management of these resources. We are committed to creating a green and low-carbon production and operation model.

Water Management

We have implemented the Water Resource Management System to standardize production and domestic water supply management and promote the recycling of water resources. We have set clear water-saving goals, planning to reduce the total water consumption by 1.5% by 2025 compared to 2024 to promote water conservation further. During the reporting period, the total water consumption of Haier Biomedical was 81,736 m³, and the water consumption intensity was 0.36 m³/RMB 10,000.

Optimization of production technology	 Improving the production proce
Reuse of reclaimed water	Collecting rainwater and rec reclaimed water
Commissioning of pure water equipment	• Reducing the consumption of c
Renovation of domestic water valves	Using automatic butterfly valve
Internal publicity	Posting water-saving signs to



Upgrading of the Domestic Water Tank in the Office Building

The float valve previously used in the domestic water tank of Haier Biomedical's office building was easily corroded, resulting in the problem of water overflow in the tank and causing a large amount of water resource waste. To this end, we renovated the system, using an electric butterfly valve for control and adding a liquid level alarm system. After the renovation, we can save 2,000 m³ of water per year, which not only protects water resources but also saves the Company's water expenses.



cycle water from production processes for reuse of

dirt and cleaning water

es to reduce the failure rate and water resource waste

encourage employees to save water and turn off taps

Management of Packaging Materials

We continue to focus on upgrading green packaging, optimizing and substituting packaging design and material selection to reduce resource consumption and minimize environmental impact. During the reporting period, Haier Biomedical only used packaging made from biodegradable or recyclable materials. None contained harmful substances such as Polyvinyl Chloride (PVC), Polystyrene (PS), or mercury. We actively promote recyclable and degradable materials, promote the recycling of packaging materials, reduce resource waste, and practice the recycling and circular economy concept.

Optimization and S	Substitution of Packaging Materials
Optimization of	EPS/EPE plastic foam cushioning materials are replaced with bubble pads in 30
cushioning materials	models, reducing the use of EPS foam by 0.5 tons
Optimization of the wooden pallet structure	By optimizing the wooden pallet structure, the use of wood materials in 10 models is reduced, and the wood usage is reduced by 90 m ³
Optimization of carton design	The heavy-duty cartons of 35 models are replaced with ordinary BC corrugated cartons, reducing the paper usage by about 2 tons
Substitution of plastic bags	Plastic bags are used to replace stretch film, reducing the use of PE stretch film by 30,000 \mbox{m}^2
Substitution of wooden cases	Wooden cases are replaced with carton packaging, reducing the use of wood and the packaging volume, and lowering the occupied storage and transportation space by 2%

Adhesive Tape and Screw Integration Project

To improve the efficiency of on-site material management and reduce resource waste, Haier Biomedical launched the adhesive tape and screw integration project. We sorted out and integrated the types of adhesive tapes and screws used in 82 series of products, reducing duplicate and redundant materials. According to the integration results, we formulated the usage standards for adhesive tapes and screws to ensure the standardization and uniformity of material management. Through the implementation of this project, we have greatly simplified the types of on-site materials and improved the standardization of material use, effectively reducing resource waste and promoting the recycling of resources.

Optimization results:

Reduction in the types of adhesive tapes: from 31 to 21. The number of adhesive tape types for a single shift is controlled within 5, and the number of adhesive tape types for a single production line is controlled within 15

Reduction in the types of fasteners: by 61 types, covering 7 major categories such as machine screws, selftapping screws, nuts, and washers

Management of Office Resources

We always uphold the concept of green office operations, integrate environmental awareness into every aspect of our daily work, and actively promote green practices. We are also committed to creating a sustainable office environment. We actively practice environmentally friendly paper use, efficient office work, energy-saving power consumption, green dining, green travel, and waste recycling to reduce resource consumption and minimize environmental impact with practical actions.

- improve work efficiency
- environmental protection goals

- consciously turn the air conditioner off when leaving the office
- the most of natural light
- energy-efficient lightbulbs

- park, support and encourage employees to promote low-carbon travel



Leadership Creating an Intelligent Future with AI Empowerment

Timing renovation of the water chiller air conditioners in the office building

The water chiller air conditioners in the office building have the problem that manual control of their opening and closing is prone to delays or forgetfulness, resulting in energy waste. To this end, we installed timers and relays to automatically control the operation of the air conditioners according to the working hours of employees. After the renovation, this project significantly reduced energy waste, and it is expected to save 11,400 kWh of electricity per month.









Compliant **Emissions and a Clean Future**

Haier Biomedical regards waste management as an important part of the Company's sustainable development. It strictly abides by relevant national laws and regulations, formulates and implements internal waste management policies to ensure the compliant discharge and scientific disposal of waste, exhaust gas, and wastewater. At the same time, we attach great importance to noise management and are committed to reducing noise emissions to create a good production environment.



Waste Management

Haier Biomedical strictly complies with laws and regulations such as the *Environmental Protection* Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, and the Measures for the Prevention and Control of Environmental Pollution by Waste Hazardous Chemicals to ensure the compliance of waste management. To implement the relevant legal requirements, Haier Biomedical has implemented the Waste Management Control Procedure, which aims to standardize the definition, classification, storage, and treatment processes of waste and clarify the responsibilities of each department, controlling the waste treatment process, and preventing and reducing environmental pollution.



During the reporting period, the Company generated a total of 480 tons of general waste and 3.65 tons of hazardous waste, all of which were disposed of in compliance with regulations. General waste primarily consisted of wastepaper, scrap iron, and waste wood, encompassing 29 categories. Hazardous waste included 10 categories, such as waste circuit boards, spent activated carbon, and liquid foaming materials. The Company implements strict classification and treatment of waste. For waste that cannot be disposed of internally, we entrust a third-party institution with professional qualifications to dispose of it in accordance with the law.

Management Processes and Division of Responsibilities for Various Types of Waste

General wastes:

- Production Department Responsible for the classification, collection, and sealed packaging of waste, and centrally deliver it to the scrap storage for classified storage
- Scrap Storage Administrator Taking the lead in the collection, storage, and treatment of general waste, and ensuring complete record-keeping in the account book
- Recycling Vendor Responsible for confirming the weighing data together with the waste administrator and the weighing personnel, and cleaning up the site on a regular basis

Hazardous waste management:

- Equipment-related Departments Responsible for disposing of scrap equipment resources, and classifying and storing hazardous waste such as used oil and oil drums in the hazardous waste storage, with strictly prohibited mixture with general waste for treatment
- Energy Project Administrator Responsible for sourcing hazardous waste treatment manufacturers, signing contracts, and docking with environmental protection regulatory departments
- Safety and Environmental Protection-related Departments Responsible for the safety inspection and maintenance management of the hazardous waste storage and scrap storage

Disposal of returned and exchanged market products:

• After-sales Repair Department - Responsible for receiving market machines for return and replacement and prototype machines for development testing. Waste materials such as casings, doors, glass, and metal from disassembled units must be managed through recycling vendors to ensure that waste is segregated and controlled and avoid mixing them together

In 2024, we updated the facilities of the hazardous waste storage, including liquid collection devices and gas extraction devices, to further improve the safety and efficiency of scrap storage and treatment.

Haier Biomedical also actively responds to the national call for the construction of a "waste-free city" and promotes the waste-free factory project. The Company has passed the application for the establishment of the Qingdao-level "waste-free cell" system and the "wastefree factory" certification.



Exhaust Gas Management

Haier Biomedical manages exhaust gases in strict accordance with the Environmental Operation Management and Control Procedure to ensure that exhaust emissions meet environmental protection requirements and reduce the environmental impact. The Company effectively controls exhaust emissions through a variety of technical means and management measures to ensure the air guality of the production environment.

The exhaust gas generated during the Company's production process mainly comes from welding, foaming, and adsorption procedures, including welding fumes, foaming exhaust gas, and Volatile Organic Compounds (VOCs) generated during the adsorption process. To reduce the generation of exhaust gas and ensure compliance with emission standards, we have taken a series of effective control measures, such as carrying out process improvements, using clean raw and auxiliary materials and clean energy, and regularly maintaining exhaust gas treatment equipment. To protect the health of production personnel, we also provide employees with labor protection measures such as respiratory filtration devices.

Exhaust Emission Control Measures

Organized emission of industrial exhaust gas

- baghouse filters for real-time treatment to ensure compliance with emission standards
- Welding exhaust gas control: Installing collection hoods and exhaust duct above the welding stations, maintaining sufficient exhaust air volume, reducing the diffusion of welding exhaust gas in the workshop, and discharging it after treatment by the dust collector
- Foaming and adsorption exhaust gas control: Sealing and isolating the foaming and adsorption procedures, and installing additional exhaust devices, with the exhaust gas discharged after treatment by the photooxygen catalytic equipment
- Flammable gas monitoring: Installing flammable gas detection and alarm devices in procedures with flammable gases such as foaming and welding to prevent environmental and safety accidents
- Equipment maintenance: Inspecting and maintaining the exhaust fan equipment during the daily equipment spot checks and maintenance of each procedure to ensure the normal operation of the equipment; replacing the welding exhaust gas pipes, foaming tail gas pipes, dust filter bags, and activated carbon every six months

Unorganized emission of industrial exhaust gas

• On the premise of meeting the process environment requirements, it is necessary to maintain good ventilation in workshops, reasonably control the opening and closing of the roof exhaust fans and factory windows, and reduce the diffusion of unorganized exhaust gas

Kitchen fume and exhaust gas control

- The kitchen fume and exhaust gas is treated by a fume purification device and discharged after meeting the requirements
- The kitchen fume exhaust system is cleaned and maintained quarterly

• Photo-oxygen catalytic equipment and baghouse filters: Using photo-oxygen catalytic equipment and

Wastewater Management

Haier Biomedical strictly complies with internal systems such as the Environmental Operation Management and Control Procedure to ensure that wastewater emissions meet national environmental protection standards. The Company's wastewater mainly comes from the domestic sewage of the canteen, office areas, and dormitories, all of which are discharged in compliance with regulations through the municipal sewage network.

Wastewater Pollution Control

Domestic wastewater management: The domestic wastewater in the factory area is discharged through the municipal pipeline network. The oily wastewater from the canteen is pre-treated in the oil separation tank and then uniformly discharged to avoid the impact of oil pollution on the environment; at the same time, we entrust a qualified third-party institution to regularly clean the canteen's wastewater treatment device.

New construction and expansion projects: The Company strictly implements national environmental protection laws and regulations in new project construction to ensure that the wastewater treatment facilities are designed, constructed, and put into use simultaneously with the main project.

Treatment of equipment waste oil: The waste oil and oil-containing waste (such as oil gloves and oilimpregnated cotton yarn) generated during the equipment repair process should be sealed and packaged, stored uniformly in the scrap storage, and handed over to a professional institution in a timely manner for treatment to prevent environmental pollution caused by leakage and volatilization.

Noise Management

Haier Biomedical has adopted strategies to manage the noise and mitigate its impact on our employees and surrounding communities, ensuring compliance with national emission standards. We effectively reduce noise pollution during the production process by optimizing equipment selection, improving processes, and strengthening daily management. At the same time, the Company entrusts a third-party institution to monitor noise levels within our workshops and along the plant boundaries every year to ensure compliance with the limit requirements. When the noise level is found to exceed the standard, the Company promptly analyzes the reasons and takes corrective measures to protect the health of employees and environmental safety.



noise equipment or installing mufflers to reduce noise propagation

reduce noise

arrangement of high-noise equipment, and reasonably arranging the operation time of high-noise equipment to reduce the impact on the surrounding environment

with high noise levels to ensure their occupational health



- Equipment selection and procurement: Giving priority to selecting low-noise equipment, and isolating high-
- Daily maintenance: Regularly lubricating and maintaining the equipment to ensure stable operation and
- Reasonable layout and production scheduling: Optimizing the equipment layout, avoiding concentrated
- Employee protection: Providing professional labor protection supplies for employees working in workstations

Green Layout and Climate Transformation

Climate change has become one of the major challenges faced globally. Frequent extreme weather and continuously rising temperatures have profoundly impacted human society, the economy, and the ecological environment. As a responsible enterprise, Haier Biomedical deeply understands the importance of green development and is committed to balancing business growth and environmental protection. We incorporate climate change risks into the Company's risk management framework and actively practice the concept of green and low carbon, promoting the enterprise towards net-zero carbon emissions.

Haier Biomedical has established a governance structure consisting of the Group's Carbon Peaking and Carbon Neutrality Committee - the Carbon Peaking and Carbon Neutrality Professional Committee functional departments. This structure is led by senior management personnel, and its members are composed of outstanding talents from various departments such as design, R&D, manufacturing, marketing, and procurement. It aims to give full play to the professional knowledge and experience in various fields to ensure that the formulated low-carbon goals and plans align with the Company's actual business needs.





Among them, regarding physical risks, Haier Biomedical has developed comprehensive emergency response plans for extreme weather conditions, covering various emergencies such as natural disasters, accidents, and incidents. These include special plans for snow and cold prevention, flood and wind prevention, earthquake prevention and disaster reduction to ensure a rapid response and effective handling of emergencies. In addition, we enhance employees' emergency response capabilities through specialized training, ensuring a prompt response when disasters occur and minimizing losses to the greatest extent possible.

At the same time, we actively promote the application of green energy and the optimization of energy efficiency. Through measures such as photovoltaic power generation and energy-conserving renovations, we reduce our dependence on traditional energy sources and lower greenhouse gas emissions, supporting the low-carbon transition with practical actions.



Specialized heat stroke emergency response training

In order to effectively deal with the risk of heat stroke and improve employees' emergency response capabilities, Haier Biomedical organized employees to conduct the specialized heat stroke emergency response training in May 2024. This training focused on the common symptoms of heat stroke, emergency treatment methods, and the correct use of related medications.

By combining theoretical explanations with practical operations, our employees systematically learned the identification methods, first aid steps, and preventive measures for heat stroke. The training enhanced employees' self-protection awareness when working in high-temperature environments, helped them master scientific methods for preventing heat and cooling down, and improved their emergency response capabilities.

Greenhouse Gas Emission Situation of Ha		
Indicator	Value	Unit
Scope I greenhouse gas emissions	458.12	tonnes of CO ₂ e
Scope II greenhouse gas emissions	6,850.95	tonnes of CO ₂ e
Total greenhouse gas emissions	7,309.07	tonnes of CO ₂ e
Total greenhouse gas emission intensity	32.00	kg of CO₂e/RMB 10,000



⁴ The statistical scope of greenhouse gas emissions is the put-into-production factories and office buildings of Haier Biomedical's Qingdao headquarters.

Biodiversity and Ecological Prosperity

Biodiversity is integral to the Earth's life system and the foundation for human survival and development. Haier Biomedical takes ecological protection as the core content of its sustainable development strategy and promises to practice the concept of biodiversity protection in its business operations. All of the Company's operation sites strictly comply with the national ecological protection red line policy to ensure that the selected locations are outside the ecological protection red line, minimizing the impact on sensitive ecosystems and



We are committed to reducing the impact on and dependence on ecosystems, biological species and their habitats, and biological genetic resources throughout the whole product lifecycle. Through green design, selecting environmentally friendly materials, and technological innovation, we reduce resource consumption, waste generation, and pollutant emissions and earnestly protect biodiversity. In addition, we actively participate in biodiversity protection initiatives and projects, promote ecological restoration and habitat protection work, and enhance the ecological protection awareness of employees and the public through environmental education activities, jointly safeguarding the community of life on earth.

With its leading technical strength and innovative solutions, Haier Biomedical has continuously made breakthroughs in the fields of biological sample management and biodiversity protection. By deeply integrating the Internet of Things (IoT), big data, and artificial intelligence technologies, we provide solid technical support for the scientific protection and efficient utilization of global biological resources.

Empowering the Digital Intelligence of Biological **Sample Management**

By deeply integrating IoT, big data, and artificial intelligence technologies, Haier Biomedical directly applies the technological breakthroughs in the digital transformation of smart laboratories and biobanks to scientific research scenarios, comprehensively improving the intelligence, automation, and informatization levels of biological sample management. Relying on high-end equipment and smart IoT solutions, Haier Biomedical is engaging in biodiversity protection work with its expertise. It is committed to providing strong technical support for the long-term preservation, scientific protection, and efficient utilization of global biological resources.

lelping the Gene bank of livestock and poultry genetic resources in Henan Province achieve upgrades in digital intelligence

The one-stop digital intelligence panoramic solution for the germplasm resource bank of livestock and poultry tailored by Haier Biomedical for the Gene bank of Livestock and Poultry Genetic Resources in Henan Province has been officially implemented. This solution covers the whole process of receiving, processing, controlling the quality of and storing livestock and poultry germplasm resources, innovatively providing a full-scenario and digital intelligence solution, significantly improving the safety, convenience, and intelligence levels of sample management. Through precise temperature control technology and an intelligent management system, the solution effectively ensures the long-term and stable storage of livestock and poultry germplasm resources, laying a solid foundation for the scientific protection and efficient utilization of livestock and poultry genetic resources in Henan Province, and further promoting the safe storage and sustainable development of livestock and poultry germplasm resources.



In 2024, Haier Biomedical deeply cooperated with the Anhui Academy of Agricultural Sciences to jointly build a domestically leading intelligent germplasm resource central database biobank, safeguarding agricultural biodiversity with innovative technologies. This central bank deeply applies automated access technology, providing digital support for the protection of crop germplasm resources and the rescue and preservation of endangered species in Anhui Province. The project not only helps local agricultural scientific research institutions achieve the goals of "comprehensive storage, accurate management, and good utilization" of germplasm resources, but also strengthens the protection barrier of biodiversity with scientific and technological strength, contributing a Chinese solution to global food security and ecological sustainable development.

Promoting Cross-Scenario Innovation in the Industry

Haier Biomedical's biobank solutions continue to improve biological safety and data quality standards in the context of different application scenarios and scientific research needs, helping to enhance the country's biological safety governance capabilities. With advanced solutions and cutting-edge technological breakthroughs, we continuously build our influence in the industry, appearing at domestic and international academic seminars and technical exchange conferences and providing Haier Biomedical's solutions for the industrial ecosystem.

Annual Meeting of the International Society for Biological and Environmental Repositories (ISBER)

Showcasing smart biobank solutions to demonstrate the innovative strength of Chinese brands in the field of biobanks

The 16th China Conference on Integrative Biobanking

Ο

Launching the Ark series of full-scenario solutions for biobanks based on the EPS model, promoting the biobanks to move towards digitalization, intelligence, and customization, and accelerating the transformation of the industry from sample management to data productization

National Academic Symposium on Agricultural **Biochemistry and Molecular Biology**

Launching the intelligent germplasm resource bank construction solution, providing a fullprocess solution for the protection and utilization of agricultural germplasm resources, and helping the high-quality development of modern agriculture

Academic Conference of the Chinese Research Hospital Association on Clinical Data and Biobanks

Showcasing the full-scenario solution of the intelligent biobanks, providing new ideas for the intelligent and safe management and high-quality development of biobanks

Shandong Research Laboratory and Biobank Alliance Conference

Releasing the full-scenario solutions for smart laboratories and biobanks, injecting new momentum into the high-quality development of medical scientific research in Shandong Province

2024 National Biological Safety Academic Conference

Releasing the digital and intelligent scenario solution for biological safety, helping to enhance the country's biological safety governance capabilities

Academic Exchange Meeting of the **Biological Resources and Facilities** Committee, the China Association for Standardization

Sharing the construction solution of the intelligent scientific research biobanks, promoting the standardization process of biological resources and data quality and safety

Leadership Creating an Intelligent Future with AI Empowerment

Appendix

ESG Key Performance Indicators

Economic performance

Indicators	Unit	2022	2023	2024
Operating income	One hundred million RMB	28.64	22.81	22.84
Net Profit to Parent	One hundred million RMB	/	4.06	3.67

Environmental performance

Indicators	Unit	2022	2023	2024
Environmental protection	input			
Investment in environmental protection	Ten thousand RMB	105.02	30.54	35.00
Time in environmental protection	hours	/	2,860	2,574
Energy				
Total energy consumption	MWh	13,095	12,915.81	10,908.69
Direct energy	MWh	/	1,869.86 ⁵	1,783.84
Indirect energy	MWh	11,254	11,045.95	10,383.29
Purchased electricity	MWh	9,965	9,949.83	9,492.39
Purchased heat	MWh	1,289	1,096.12	890.90
Total consumption of non-renewable energy	MWh	11,606	11,368.16	9,492.39
Total consumption of renewable energy	MWh	1,489	1,547.65	1,416.30
Renewable energy consumption	%	13	11.98	12.98
Energy intensity	kWh/ten thousand RMB	45.72	56.63	47.76

⁵ In 2023, we corrected the energy consumption statistics. We incorporated the Photovoltaic power generation into the direct energy statistics.

Indicators	Unit	2022	2023	2024
Water				
Total water consumption	m ³	46,000	76,265	81,736
Water intensity	m ³ /ten thousand RMB	0.16	0.33	0.36
Greenhouse gas				
Total GHG emission	Ton CO ₂ e	6,798.62	6,812.06	7,309.07
Scope 1	Ton CO ₂ e	63.63 ⁶	252.07	458.12 ⁷
Scope 2	Ton CO ₂ e	6,735.00	6,559.99	6,850.95
GHG intensity	kg CO ₂ e/ten thousand RMB	23.74	29.87	32.00
Waste				
General waste	Ton	767.06	930.45	480.00
Hazardous waste	Ton	7.34	8.60	3.65
Total Waste Disposal	Ton	/	824.46	480.00
Total Hazardous Waste Disposal	Ton	/	6.98	3.65

Social performance

Indicators	Unit	2022	2023	2024
Product and service				
Domestic customer satisfaction	%	99.83	99.94	99.96
Customer complaint resolving rate	%	100	100	100
Total patents	item	795	1,321	1,595
New invention patents application	item	131	146	143
Total software copyrights	item	114	296	392
Number of External Regulatory Inspections	times	/	/	27

 $^{\rm 6}\,$ In 2022, we count CO_2 emissions from stationary combustion.

⁷ In 2024, the company conducted maintenance and refrigerant recharge for all air conditioning systems. The refrigerant usage has been accounted for in the 2024 fugitive greenhouse gas emissions, resulting in a significant increase in Scope 1 emissions data for this Reporting Period.

Indicators	Unit	2022	2023	2024
Number of suppliers				
China	/	437	559	589
Other countries and regions	/	6	9	9
Employment				
Number of employees	person	2,690	2,636	2,807
Male	person	1,944	1,898	1,967
Female	person	746	738	840
Number of new hires	person	778	573	462
Male	person	687	418	281
Female	person	91	155	181
By region				
China	person	2,661	2,607	2,771
Other countries and regions	person	29	29	36
By age group				
Under 30	person	1,074	810	793
30-50	person	1,513	1,700	1,904
Over 50	person	103	126	110
By function				
Technical	person	897	993	835
Sales	person	569	680	693
Finance	person	31	33	41
Administration	person	234	97	248
Production	person	959	893	990
Employee diversity				
Number of ethnic minority employees	person	/	/	45
Percentage of ethnic minority employees	%	/	/	1.6
Percentage of female employees	%	/	/	29.9

Indicators	Unit	2022	2023	2024
Percentage of women in senior management	%	37.5	37.5	75
Percentage of vacancies filled by internal candidates	%	/	38.30	30.73
Training for employees				
Average training hours	Hour/person	33.24	34.32	34.32
Training coverage	%	100	100	100
Anti-corruption training coverage	%	100	100	100
Fair competition training coverage	%	100	100	100
Training coverage by gender				
Male	%	/	72	70
Female	%	/	28	30
Average training hours by gender				
Male	Hour/person	33.54	34.61	35.58
Female	Hour/person	32.49	33.59	34.52
Employee engagement and satisfaction				
Percentage of highly engaged employees	%	/	87.00	89.40
Percentage of highly satisfied employees	%	/	83.00	88.60
Percentage of Employees Covered by CBAs	%	/	100	100
Per capita revenue generation	Ten thousand RMB	/	/	81.36
Occupational health and safety				
Number of work-related fatalities	person	0	0	0
Number of working days lost due to work-related injury	day	0	0	0
Lost time injury frequency rate LTIFR ⁸	%	0	0	0
The completion rate of risk rectification	%	100	100	100
Emergency response rate	%	100	100	100

⁸ Employee lost time injury frequency LTIFR= Number of work-related injuries *1000000/ Total working hours *100%

Ecosystem Protecting Our Earth

Appendix

GRI Standards

Disclosure Ite	m Disclosure Title	Sections				
Universal Sta	Universal Standards					
GRI 1: Foundat	GRI 1: Foundation 2021					
GRI 2: General	Disclosures 2021					
The organization	on and its reporting practices					
2-1	Organizational details	About Haier Biomedical - Company Profile				
2-2	Entities included in the organization's sustainability reporting	About This Report				
2-3	Reporting Period, frequency and contact point	About This Report				
2-4	Restatements of information	There were no restatements of information during the Reporting Period				
2-5	External assurance	There were no external assurance obtained for the Report				
Activities and w	vorkers					
2-6	Activities, value chain and other business relationships	About Haier Biomedical - Company Profile				
2-7	Employees	3.1.1 Diverse and Inclusive Workplace				
2-8	Workers who are not employees	3.1.1 Diverse and Inclusive Workplace				
Governance						
2-9	Governance structure and composition	2.1.1 Sound Corporate Governance				
2-10	Nomination and selection of the highest governance body	See our 2024 Annual Report				
2-11	Chair of the highest governance body	Tan Lixia				
2-12	Role of the highest governance body in overseeing the management of impacts	2.1.1 Sound Corporate Governance				
2-13	Delegation of responsibility for managing impacts	Sustainability Governance				
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance				
2-15	Conflicts of interest	See our 2024 Annual Report				
2-16	Communication of critical concerns	Sustainability Governance				
2-17	Collective knowledge of the highest governance body	Sustainability Governance				
2-18	Evaluation of the performance of the highest governance body	See our 2024 Annual Report				
2-19	Remuneration policies	See our 2024 Annual Report				
2-20	Process to determine remuneration	See our 2024 Annual Report				
2-21	Annual total compensation ratio	Omitted due to confidentiality constraints				

Disclosure Item	Disclosure Title
Strategy, policies	s and practices
2-22	Statement on sustainable development strategy
2-23	Policy commitments
2-24	Embedding policy commitments
2-25	Processes to remediate negative impacts
2-26	Mechanisms for seeking advice and raising concerns
2-27	Compliance with laws and regulations
2-28	Membership associations
Stakeholder eng	agement
2-29	Approach to stakeholder engagement
2-30	Collective bargaining agreements
GRI 3: Material T	opics 2021
3-1	Process to determine material topics
3-2	List of material topics
3-3	Management of material topics
Topic Standard	s
GRI 201: Econom	nic Performance 2016
201-1	Direct economic value generated and distributed
201-2	Financial implications and other risks and opportunit to climate change
201-3	Defined benefit plan obligations and other retirement
201-4	Financial assistance received from government
GRI 202: Market	Presence 2016
202-1	Ratios of standard entry level wage by gender comp local minimum wage
202-2	Proportion of senior management hired from th community
GRI 204: Procure	ement Practices 2016
204-1	Proportion of spending on local suppliers
GRI 205: Anti-co	prruption 2016
205-1	Operations assessed for risks related to corruption

Sections

	Chairman's Statement
	2.1.2 Adhering to Business Ethics
	2.1.2 Adhering to Business Ethics
	2.1.2 Adhering to Business Ethics
IS	2.1.2 Adhering to Business Ethics
	See sections of the Report for details
	Chairman's Statement
	Sustainability Governance
	Union coverage 100%
	Sustainability Governance
	Sustainability Governance
	Sustainability Governance
	See 2024 Annual Report for financial information. Some data are omitted due to confidentiality constraints
ties due	4.4 Green Layout and Climate Transformation
t plans	3.1.3 Caring for Employee Wellbeing
	Not applicable
pared to	Omitted due to confidentiality constraints
ne local	Omitted due to confidentiality constraints
	2.2.1 Joining Hands with Industrial Partners
	2.1.2 Adhering to Business Ethics

Disclosure Item	Disclosure Title	Sections				
205-2	Communication and training about anti-corruption policies and procedures	2.1.2 Adhering to Business Ethics				
205-3	Confirmed incidents of corruption and actions taken	2.1.2 Adhering to Business Ethics				
GRI 206: Anti-co	GRI 206: Anti-competitive Behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.1.2 Adhering to Business Ethics				
GRI 301: Materia	ls 2016					
301-1	Materials used by weight or volume	4.2.2 Usage of Production Resources				
301-2	Recycled input materials used	4.2.2 Usage of Production Resources				
301-3	Reclaimed products and their packaging materials	4.2.2 Usage of Production Resources				
GRI 302: Energy	2016					
302-1	Energy consumption within the organization	4.2.1 Energy Consumption Management				
302-2	Energy consumption outside of the organization	4.2.1 Energy Consumption Management				
302-3	Energy intensity	4.2.1 Energy Consumption Management				
302-4	Reduction of energy consumption	4.2.1 Energy Consumption Management				
302-5	Reductions in energy requirements of products and services	4.1.3 Green Product Concept				
GRI 303: Water a	and Effluents 2018					
303-1	Interactions with water as a shared Resource	4.2.2 Usage of Production Resources				
303-2	Management of water discharge-related impacts	4.2.2 Usage of Production Resources				
303-3	Water withdrawal	4.2.2 Usage of Production Resources				
303-4	Water discharge	4.2.2 Usage of Production Resources				
303-5	Water consumption	4.2.2 Usage of Production Resources				
GRI 304: Biodive	rsity2016					
304-1	Operational sites owned, leased,managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	4.5 Biodiversity and Ecological Prosperity				
304-2	Significant impacts of activities, products and services on biodiversity	4.5 Biodiversity and Ecological Prosperity				
304-3	Habitats protected or restored	4.5 Biodiversity and Ecological Prosperity				
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	4.5 Biodiversity and Ecological Prosperity				
GRI 305: Emissions 2016						
305-1	Direct (Scope 1) GHG emissions	4.2.1 Energy Consumption Management				
305-2	Energy indirect (Scope 2) GHG emissions	4.2.1 Energy Consumption Management				

Disclosure Item	Disclosure Title
305-3	Other indirect (Scope 3) GHG emissions
305-4	GHG emissions intensity
305-5	Reduction of GHG emissions
305-6	Emissions of ozone-depleting substances
305-7	Nitrogen oxides (NO _x), sulfur oxides (significant air emissions
GRI 306: Waste 2	2020
306-1	Waste generation and significant waste-re
306-2	Actions taken to prevent waste generation
306-3	Composition of waste generated
306-4	Recovery operations used to divert waste
306-5	Disposal operations
GRI 308: Supplie	r Environmental Assessment 2016
308-1	New suppliers that were screened using er criteria
308-2	Negative environmental impacts in the sup actions taken
GRI 401: Employ	ment 2016
401-1	New employee hires and employee Turnov
401-2	Benefits provided to full-time employed provided to temporary or part-time employed
401-3	Parental leave
GRI 402: Labor/N	lanagement Relations 2016
402-1	Minimum notice periods regarding operation
GRI 403: Occupa	ational Health and safety 2018
403-1	Occupational health and safety manageme
403-2	Hazard identification, risk assessment, and inc
403-3	Guidance for Disclosure
403-4	Worker participation, consultation, and co occupational health and safety
403-5	Worker training on occupational health and
403-6	Promotion of worker health

	Sections
	Not applicable
	4.2.1 Energy Consumption Management
	4.2.1 Energy Consumption Management
(ODS)	Notapplicable
SO_x), and other	Not applicable
elated impacts	4.3.1 Waste Management4.3.2 Exhaust Gas Management4.3.3 Wastewater Management
1	4.3.1 Waste Management4.3.2 Exhaust Gas Management4.3.3 Wastewater Management
	4.3.1 Waste Management
from disposal	4.3.1 Waste Management
	4.3.1 Waste Management
nvironmental	2.2.1 Joining Hands with Industrial Partners
ply chain and	2.2.1 Joining Hands with Industrial Partners
/er	3.1.1 Diverse and Inclusive Workplace
ees that are not ees	3.1.3 Caring for Employee Wellbeing
	3.1.3 Caring for Employee Wellbeing
onal changes	Not applicable
ent system	3.1.4 Occupational Health and Safety
cident investigation	3.1.4 Occupational Health and Safety
	3.1.4 Occupational Health and Safety
ommunication on	3.1.4 Occupational Health and Safety
dsafety	3.1.4 Occupational Health and Safety
	3.1.4 Occupational Health and Safety

Disclosure Item	Disclosure Title	Sections
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.1.4 Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Applies to all employees
403-9	Work-related injuries	3.1.4 Occupational Health and Safety
403-10	Work-related ill health	3.1.4 Occupational Health and Safety
GRI 404: Training	g and Education 2016	
404-1	Average hours of training per year per employee	3.1.2 Supporting Talent Development
404-2	Programs for upgrading employee skills and transition assistance programs	3.1.2 Supporting Talent Development
404-3	Percentage of employees receiving regular performance and career development reviews	100% Covered for all staff
GRI 405: Diversit	ty and Equal Opportunity 2016	
405-1	Disclosure 405-1 Diversity of governance bodies and employees	3.1.1 Diverse and Inclusive Workplace
405-2	Ratio of basic salary and remuneration of women to men	Omitted due to confidentiality constraints
GRI 406: Non-di	scrimination 2016	
406-1	Incidents of discrimination and corrective actions taken	There were no relevant incidents during the Reporting Period
GRI 407: Freedo	m of Association and Collective Bargaining 2016	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	There were no relevant incidents during the Reporting Period
GRI 408: Child La	abor 2016	
408-1	Operations and suppliers at significant risk for incidents of child labor	There were no relevant incidents during the Reporting Period
GRI 409: Forced	or Compulsory Labor 2016	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	There were no relevant incidents during the Reporting Period
GRI 410: Security	y Practices 2016	
410-1	Security personnel trained in human rights policies or procedures	Notapplicable
GRI 411: Rights o	f Indigenous Peoples 2016	
411-1	Incidents of violations involving rights of indigenous peoples	Notapplicable
GRI 413: Local C	ommunities 2016	
413-1	Operations with local community engagement, impact assessments, and development programs	3.2.1 Universal Healthcare Sustainability Governance

Disclosure Item	Disclosure Title		
413-2	Operations with significant actual and p impacts on local communities		
GRI 414: Supplie	r Social Assessment 2016		
414-1	New suppliers that were screened using s		
414-2	Negative social impacts in the supply chain		
GRI 415: Public F	Policy 2016		
415-1	Assessment of the health and safety impacts service categories		
GRI 416: Customer Health and Safety 2016			
416-1	Political contributions		
416-2	Incidents of non-compliance concernin safety impacts of products and services		
GRI 417: Marketi	ing and Labeling 2016		
417-1	Requirements for product and service inform		
417-2	Incidents of non-compliance concern service information and labeling		
417-3	Incidents of non-compliance concer communications		
GRI 418: Custom	ner Privacy 2016		
418-1	Substantiated complaints concerning brea privacy and losses of customer data		

	Sections
otential negative	3.2.1 Universal Healthcare
	Sustainability Governance
ocial criteria	2.2.1 Joining Hands with Industrial Partners
and actions taken	2.2.1 Joining Hands with Industrial Partners
cts of product and	Notapplicable
	2.2.3 Optimizing User Experience
ng the health and	2.2.3 Optimizing User Experience
nation and labeling	2.1.4 Practicing Responsible Marketing
ing product and	2.1.4 Practicing Responsible Marketing
rning marketing	2.1.4 Practicing Responsible Marketing
aches of customer	2.1.2 Adhering to Business Ethics

UNGC Principles

Human Rights	Corresponding chapter
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	3.1.1 Diverse and Inclusive Workplace
Principle 2: make sure that they are not complicit in human rights abuses	3.1.1 Diverse and Inclusive Workplace
Labor	Corresponding chapter
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	3.1.1 Diverse and Inclusive Workplace
Principle 4: the elimination of all forms of forced and compulsory labor;	3.1.1 Diverse and Inclusive Workplace
Principle 5: the effective abolition of child labor; and	3.1.1 Diverse and Inclusive Workplace
Principle 6: the elimination of discrimination in respect of employment and occupation	3.1.1 Diverse and Inclusive Workplace
Environment	Corresponding chapter
Principle 7: Businesses should support a precautionary approach to environmental challenges;	4.1.1 Green Development Planning 4.1.2 Green Compliance Framework
Principle 8: undertake initiatives to promote greater environmental responsibility; and	 4.2 Resource Optimization and Circular Development 4.3 Compliant Emissions and a Clean Future 4.4 Green Layout and Climate Transformation 4.5 Biodiversity and Ecological Prosperity
Principle 9: encourage the development and diffusion of environmentally friendly technologies	4.1.3 Green Product Concept
Anti-Corruption	Corresponding chapter
Principle 10: Businesses should work against corruption in all its forms,	

Reader Feedback

Dear readers:

Thank you for reading "Haier Biomedical 2024 Sustainable Development Report ". In order to provide you and other stakeholders with more professional and valuable corporate sustainable development information, please help us to complete the relevant questions in the feedback form, so as to help us further improve social responsibility and sustainable development management in the future.

Please rate the following questions on a scale of 1 to 5 (1 is the lowest, 5 is the highest).

1. Your general comments on this report.

	□1	□2	□ 3	□4	□5	
2.			rt reflects th n the econoi	e significant my?	impact	
	□1	□2	□ 3	□4	□5	
3.			rt reflects th n the enviror	e significant nment?	impact	
	□1	□2	□3	□4	□5	
4.		ink this repo liomedical o		e significant	impact	
	□1	□2	□ 3	□4	□5	
5.	-		rt can reflec Biomedical?	t the corpora	ate	
	□1	□2	□ 3	□4	□5	
6.	6. Your overall evaluation of the degree of information disclosure in this report:					
	□1	□2	□3	□4	□5	
7.	7. Your overall evaluation of the literal expression in this report:					
	□1	□2	□3	□4	5	
8. Your overall evaluation of the design style in this report:						
	□1	□2	□3	□4	□5	
9.	9. What issues in this report concern you most?					

10. Do you have any other comments or suggestions on this report?

Name:
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Email address:
Company:
Fax number:

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