



2024

**ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE (ESG) REPORT 2024**

SHENZHEN NEW INDUSTRIES BIOMEDICAL ENGINEERING CO., LTD.

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# ABOUT THIS REPORT

## Overview

This is the fourth Environmental, Social and Governance (ESG) report issued by Shenzhen New Industries Biomedical Engineering Co., Ltd. According to the principles of objectivity, standardization, transparency, and comprehensiveness, this report discloses detailed information concerning the Company's practice and performance in the field of sustainable development in 2024, such as environment, society, and governance.

## Scope of Reporting

This report is an annual report and covers relevant data from Jan. 1, 2024 to Dec. 31, 2024. As some of the data in this report involve continuity and comparability, some contents are appropriately extended or traced as needed. This report covers Shenzhen New Industries Biomedical Engineering Co., Ltd. and its subsidiaries.

## Standards for Reporting

This report is mainly prepared with reference to the "Global Reporting Initiative (GRI) Standards", "Shenzhen Stock Exchange Self-Regulation Guidelines for Listed Companies No. 17 - Sustainable Development Report (Trial)", "Shenzhen Stock Exchange ChiNext Self-Regulation Guidelines for Listed Companies No. 3 - Sustainable Development Report Preparation", and the United Nations "Guide for Business Action on the Sustainable Development Goals (SDGs)", in order to continuously improve the transparency of the disclosure of sustainable development reports and respond to the information needs of stakeholders.

## Explanation

For better elaboration and understanding, "Shenzhen New Industries Biomedical Engineering Co., Ltd." is also referred to as "Snibe", "We", or "the Company" in this report. The monetary amounts in this report are measured in RMB unless otherwise specified.

## Confirmation and Approval

This report was approved for release at the 3rd Meeting of the 5th Board of Directors of the Company on Apr. 25, 2025. The Company and all members of the Board of Directors warrant that the contents disclosed in this report are true, accurate, and complete, and that there are no false records, misleading statements, or major omissions.

## Access to the Report and Feedback

This report includes paper and electronic versions. You can read and download the electronic version of this report on Juchao Information Network (www.cninfo.com.cn), the designated information disclosure website of the Shenzhen Stock Exchange, or the official website of Snibe (www.snibe.com), and obtain more company information. If you have any questions or suggestions about this report, please send an email to Snibeinfo@snibe.cn or call +86-755-86540062. This report is prepared in Chinese. The English version is the translation of the Chinese version. If there is any ambiguity in the understanding of the English version, the Chinese version shall prevail.

# MESSAGE FROM THE CHAIRMAN

As a national enterprise with the mission of "creating value for human health", we firmly believe that the value of an enterprise lies not merely in generating economic returns, but more importantly in advancing human health and welfare with scientific and technological innovation, and in addressing the pressing challenges of our era through steadfast corporate responsibility. Snibe actively fulfills its social responsibility, practices the concept of sustainable development, and contributes to the high-quality economic and social development by regulating corporate governance, focusing on R&D and innovation, strictly controlling the quality of products and services, dedicating to talent introduction and cultivation, promoting green operation, and effectively preventing environmental, social, and governance risks in production and operation.

We continuously regulate corporate governance. We have consolidated the institutional foundation of standardized governance, carried out audits and inspections with solid efforts, and promoted anti-commercial bribery compliance work. In order to protect the rights and interests of shareholders, especially small and medium shareholders, we attach importance to the quality of information disclosure and actively hold and participate in investor exchange activities in diverse ways to improve investors' understanding of the Company. In order to implement the sustainable development strategy, we have established the ESG governance framework and optimized the internal sustainable management.

We are committed to independent innovation. We focus on the field of in vitro diagnosis. Through continuous technological innovation and product development, we continue to break through the industry's limits in single-machine speed measurement of chemiluminescence immunoassay instruments, and have developed a number of user-recognized instrument products and IT solutions, helping to improve the accuracy and efficiency of detection, and achieving revolutionary technological breakthroughs in the field of small molecule detection. Maintaining a sustained commitment to R&D in rare disease diagnostics and testing solutions for geriatric, pediatric, and maternal health, we persistently create value for human health.

We strictly control the quality of products and services. On the long journey of serving people's health, Snibe is committed to leveraging science and technology and developing products for good and fulfilling its commitments in a pragmatic way. With the spirit of "Quality is our life", we strive to optimize and upgrade the product quality management system, strengthen the quality of the supply chain and sustainable management, further improve the quality control of the entire product chain, provide doctors with more accurate and reliable test results, and continuously reduce the cost of patient diagnosis and treatment.

We continue to promote green operation. We attach great importance to environmental management and occupational health and safety management, embedding the concept of green operation and safety into all aspects of daily operation. Through continuous technological upgrades, equipment and method optimization, we systematically enhance the efficiency of energy and resources. In 2024, we were awarded the ISO 14064-1:2018 Certificate of Greenhouse Gas Verification Statement for the first time.

We grow together with our employees. We regard talents as the core resources of Snibe, adhere to diverse and equal employment, and attract and reserve talents in all respects through equal employment



to continuously bring fresh blood to the development of the Company. We have customized diversified training programs as well as promotion and development channels for employees, established a perfect salary and benefit system and incentive mechanism, provided a comfortable working environment, and taken various welfare and care measures to create a highly sticky environment for talents, with a commitment to empowering employees to achieve the success of the Company and growth of both the employees and the Company.

We fulfill social responsibility. While pursuing the company's development, we have always been committed to social welfare and corporate social responsibility. Relying on our core competencies and technological expertise, we actively participate in industry exchanges and cooperation, as well as the popularization of medical examination knowledge to promote the development of the industry. Through strategic partnerships with leading healthcare institutions, we drive translational research to enable early diagnosis and treatment of chronic diseases. We support scientific research and education by cultivating diagnostic talents, and accelerating education and medical research.

Sustainable development is an enduring journey. Guided by unwavering reverence for human life and health, we harness innovation to address evolving healthcare imperatives and uphold our corporate mission through responsible stewardship. Within the grand vision of global healthcare, we are committed to scripting an illustrious chapter that exemplifies Chinese enterprises' contributions to medical progress. We are sincerely grateful to all colleagues for their trust and support. Together, let us forge a healthier, more equitable, and sustainable future for all!

# ABOUT SNIBE

## Company Introduction

Since its founding in 1995, Snibe has focused on the field of IVD and developed itself into a national high-tech enterprise specializing in the R&D, production, sales, and services of IVD products. Since its inception, the Company has dedicated itself to the mission of "customer-centric, market-oriented, creating value for human health through continuous innovation" to provide customers with better IVD products and services.

The Company has established four technical platforms covering the R&D of magnetic microspheres, key reagent materials, automatic diagnostic instruments, and diagnostic reagents. As of the end of the reporting period, regarding the leading immunodiagnostic product line, the Company has sold 10 fully-auto chemiluminescence immunoassay analyzers and 224 supporting reagents to the global market, including 198 chemiluminescence reagents that have obtained EU marketing authorization and 7 products that have obtained FDA 510(k) clearance. By now, the Company has obtained domestic medical device registration certificates for 193 chemiluminescence reagents and 67 biochemical reagents.

After 29 years of profound development, technology iteration, and customer accumulation, the Company's products have broken the monopoly and technology blockade of overseas giants on China's IVD market, and Snibe has become a leader in China's IVD field and is evolving into a pioneer in the global IVD field. By the end of 2024, the Company's products were sold to 160 countries and regions overseas. To promote the expansion to overseas markets, the Company has gradually subdivided overseas markets, implemented regional management mode, and developed localized operation strategies on overseas markets to stimulate overseas business. By now, the Company has established 14 overseas subsidiaries.

## Corporate Culture

Mission

Customer-centric, market-oriented, creating value for human health through continuous innovation.

Core values

Assume responsibility bravely  
Enjoy challenge persistently  
Pursue excellence passionately

Vision

To be a leader in China's IVD field  
To be a pioneer in the global IVD field

Spirit

Quality is our life

## Company's Ownership Structure

As of the end of the reporting period, the actual controller of Snibe is Mr. Weng Xianding, whose direct shareholding ratio is 3.18% and shareholding ratio through Tibet New Industry Investment Management Co., Ltd. is 26.88%, totaling 30.06%. The second largest shareholder is Rao Wei, the general manager of the Company, with a shareholding ratio of 13.77%. The third largest shareholder is Tianjin Sequoia Juye Equity Investment Partnership (Limited Partnership), with a shareholding ratio of 11.64%.

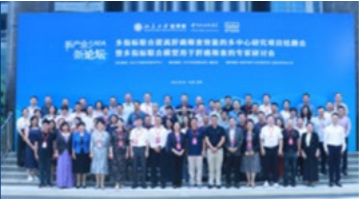
# SNIBE IN 2024

## Milestones



The kick-off meeting of "Multi-center Research on Aldosterone and Renin Reference Interval Establishment in Different Regions of China" was successfully held

The Company, in collaboration with Peking University People's Hospital and multiple clinical institutions across China, has launched "Multi-center Research on Aldosterone and Renin Reference Interval Establishment in Different Regions of China".



"Multi-center Research on Improvement of Hepatocellular Carcinoma Screening Efficacy Through Multiple Indices" project was successfully concluded

The project "Multi-center Research on Improvement of Hepatocellular Carcinoma Screening Efficacy Through Multiple Indices", led by Peking University, supported by the Company, and conducted across ten nationally renowned Grade A tertiary hospitals, has been successfully concluded in Shenzhen. Based on the big data from Chinese chronic hepatitis B population, this multi-center research has established the GADA model, an auxiliary diagnostic system for liver cancer, and the supporting GADA software for early screening of liver cancer.

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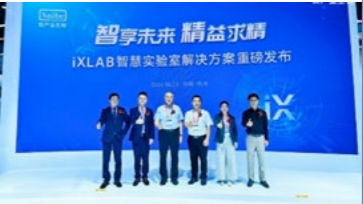
The intelligent laboratory solution SATLARS T8 was released

SATLARS T8, a new industrial intelligent laboratory solution, was released at the CACLP exhibition in Chongqing. The rollout of SATLARS T8 not only embodies the culmination of the company's longstanding technological prowess but also represents a strategic initiative to address evolving market demands and intensifying industry competition.



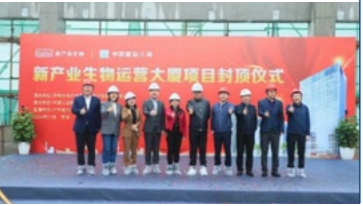
The overall intelligent laboratory solution iXLAB was released

The 18th National Congress of Laboratory Medicine (NCLM 2024) was held in Hangzhou. With an unwavering commitment to technological innovation and medical advancement through intelligent scientific research, the Company finally released the overall intelligent laboratory solution iXLAB at the congress.



New Industries Biomedical Operational Building achieves topping-out milestone

After more than 600 days of construction, the main structure of the New Industries Biomedical Operational Building has successfully achieved topping-out. This landmark accomplishment not only signifies a critical phase completion in the project's engineering execution but also stands as a critical milestone in the company's growth trajectory.



06

**Saudi Ministry of Health and NUPCO visited Snibe to jointly promote the development of medical health**

His Excellency Fahad bin Al-jalajel, Minister of Health of the Kingdom of Saudi Arabia, and Mr. Fahad AlShebel, CEO of the Saudi National Unified Procurement Company (NUPCO), led a delegation to visit Snibe. NUPCO and the Company signed a Memorandum of Understanding (MoU) to jointly explore and advance the development of healthcare in Saudi Arabia.



07

**Snibe's tumor markers and thyroid testing panel were all included in Group A of centralized procurement in 28 domestic provinces**

In the inter-provincial centralized volume-based procurement of IVD reagents among 28 provinces (districts and corps) led by Anhui Medical Insurance Bureau in 2024, Snibe's tumor markers and thyroid testing panel were all included in Group A. The intention procurement volume of tumor markers accounted for 10.4% of the total intention procurement volume, ranking top three, and the intention procurement volume of thyroid testing panel accounted for 9.3% of the total intention procurement volume, ranking top five.

08

**Snibe won the 2024 China Medical Device "National Brand Gold Award" and "Top Product Line" honor**

In the "2024 China Medical Device Industry Data Survey" project organized by China Medical Devices magazine, Snibe won the 2024 China Medical Device "National Brand Gold Award" and "Top Product Line" honors, reflecting the customer's full recognition of our products and services.



09

**Snibe won the award of "Shenzhen Top 10 Model Platforms for Lifelong Vocational Skills Training"**

In 2024, we won the award of "Shenzhen Top 10 Model Platforms for Lifelong Vocational Skills Training" from Human Resources and Social Security Bureau of Shenzhen Municipality.



10

**Snibe was listed in Forbes Asia's Best Under A Billion 2024 List and Forbes China ESG 50**

Forbes Asia's Best Under A Billion List spotlights 200 top-performing publicly listed companies with annual sales under \$1 billion in the Asia-Pacific region, and Snibe's inclusion in this list represented the external recognition of our performance. While pursuing development, Snibe attached great importance to corporate social responsibility, and was included in 2024 "Forbes China ESG 50" list.



Key Performance



Economic performance

Business revenue

4,535.40 Million RMB

Net profit attributable to shareholders of listed companies

1,828.46 Million RMB

Earnings per share

2.3271 RMB/share



Corporate governance

Investor exchange

Over 300 activities

Information disclosure assessment result

A

Proportion of employees receiving anti-commercial bribery training

100%

Proportion of employees signing anti-commercial bribery commitments

100%



Quality of products and services

R&D investment amount

453.59 Million RMB

Cumulative number of patents filed

629

Number of globally available chemiluminescence immunoreagents

224

Quality management system certificates

3

Overall satisfaction with customer complaint handling

100%

Total number of confirmed complaints received related to infringement of customer privacy

0

Number of events resulting in fines or penalties for breach of regulations

0

Number of recalled products

0

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2024 Environmental, Social and Governance (ESG) Report 2024 /06

Attraction and retention of talents

Number of employees	Proportion of female employees	Proportion of females in management	Proportion of females in senior management
2,841	36.43%	30.95%	66.67%
Proportion of employees with bachelor degree or above	Proportion of employees covered by year-end performance appraisal	Total training duration	Social insurance coverage
72.51%	100%	86,482 hours	100%

Environmental and occupational health and safety

Energy consumption intensity	Carbon emission intensity	Water intake intensity	Volume of reject water recovered
0.0075 tons of standard coals/10,000 RMB	0.0339 tons of CO <sub>2</sub> equivalent/10,000 RMB	0.5386 m <sup>3</sup> /10,000 RMB	20,870.1 m <sup>3</sup>
Coverage of occupational health examination	Number of employee deaths due to work-related injuries	Investment in environmental and occupational health and safety	
100%	0	4.095 Million RMB	

Honors and Recognitions

Product and R&D innovation	Issuing authority
National High-tech Enterprise National Enterprise Technology Center	Science, Technology, and Innovation Commission of Shenzhen Municipality, Finance Bureau of Shenzhen Municipality, and Shenzhen Tax Service, State Taxation Administration
National Enterprise Technology Center	National Development and Reform Commission
2024 High-end Medical Device Promotion and Application Project	Ministry of Industry and Information Technology of the People's Republic of China, and National Health Commission of the People's Republic of China

Product and R&D innovation	Issuing authority
Master Enterprise of "Industry-Education-Assessment" Skills Ecological Chain in Guangdong Province	Human Resources and Social Security Department of Guangdong Province
Catalog of Innovative Products for Promotion and Application in Shenzhen	Industry and Information Technology Bureau of Shenzhen Municipality
Listed in the "White List" of Shenzhen Entry-Exit Biomedical Special Products Pilot Enterprises (Institutions) in 2024	Development and Reform Commission of Shenzhen Municipality

Comprehensive competitiveness	Issuing authority
Top 500 Enterprises in Guangdong Province in 2024	Guangdong Provincial Enterprise Confederation and Guangdong Provincial Association of Entrepreneurs
Forbes Asia's Best Under A Billion 2024 List	Forbes
China's Top 20 Most Competitive Pharmaceutical Listed Companies in 2024	China Pharmaceutical Enterprise Association

Human resources	Issuing authority
Shenzhen Top 10 Model Platforms for Lifelong Vocational Skills Training	Human Resources and Social Security Bureau of Shenzhen Municipality
2024 Social Enterprise Excellence	HRoot
Most Influential Employer 2025	haitou.cc
2024 Employer of Excellence in Occupational Credit	Guangzhou Best Check Human Resources Co., Ltd.

Corporate governance	Issuing authority
Grade A in information disclosure appraisal (three consecutive years)	Shenzhen Stock Exchange
Golden Bull Award - 2023 Golden Information Disclosure Award	China Securities Journal
Best Practices for Investor Relations Management of Listed Companies in 2023	China Association of Public Companies

ESG	Issuing authority
Listed in 2024 China ESG 50	Forbes China
Status Upgrade to BBB in MSCI ESG Rating	MSCI
Scored AAA in CNI ESG Rating	Shenzhen Securities Information Co., Ltd.
China's Top 20 ESG-Competitive Pharmaceutical Listed Companies in 2024	HEALTHCARE EXECUTIVE Magazine



# 01

## REGULATING CORPORATE GOVERNANCE

### Major issues

- Corporate governance
- Investor relations
- Compliance in operation
- Sustainable development management
- Communication with stakeholders
- Information security and privacy protection
- Anti-commercial bribery and anti-corruption
- Anti-unfair competition

### Alignment with Sustainable Development Goals (SDGs)



Snibe is committed to promoting long-term development through robust and standardized corporate governance. We continuously improve corporate governance, improve ESG governance, integrate sustainable development strategies into the Company's daily operations and management, and actively communicate with stakeholders to understand and respond to stakeholders' needs. We continue to strengthen compliance management, build a sound internal control system, carry out business activities in an honest and self-disciplined manner, and lay a solid foundation for the sustainable development of the Company.

## CORPORATE GOVERNANCE

### ●Corporate governance structure

The Company, in strict accordance with 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 in China", the "Rules Governing the Listing of Shares on the ChiNext of Shenzhen Stock Exchange", and other relevant laws, regulations, normative documents, and relevant requirements of China Securities Regulatory Commission, and in consideration of the actual situations of the Company, has established a corporate governance structure consisting of a board of shareholders, a board of directors, a board of supervisors, and a management team, and formulated and improved the "Articles of Association" and other internal control rules and working procedures to guarantee the standardized operation of the corporate governance structure.

In addition, the Board of Directors of the Company has set up four special committees: the Strategy Committee, the Nomination Committee, the Remuneration and Assessment Committee, and the Audit Committee, and formulated corresponding working rules, which effectively ensured the standardized operation and sustainable development of the Company and formed a relatively scientific and standardized governance system.

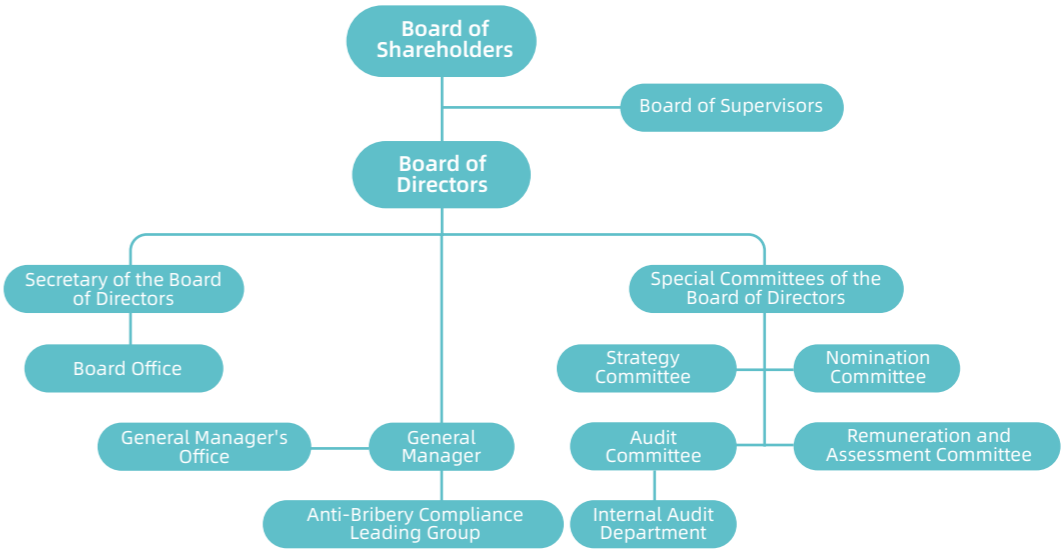


Figure - Corporate governance structure

### Convening of three meetings

The Company convenes and holds shareholders' meetings in a standardized manner in strict accordance with the "Rules for the Shareholders' Meetings of Listed Companies", the "Articles of Association", the "Rules of Procedure for Shareholders' Meetings", and other regulations and requirements, adopts the combination of on-site voting and online voting, counts the votes of small and medium investors separately when considering major matters affecting the interests of small and medium investors, and discloses the voting results of small and medium investors in a timely manner to ensure that all shareholders, especially small and medium shareholders, enjoy equal status and are able to fully exercise their rights.

The Board of Directors is responsible to the Board of Shareholders, and the Company convenes and holds the meeting of the Board of Directors in strict accordance with the relevant provisions of the "Articles of Association" and the "Rules of Procedure for the Board of Directors". Independent directors are independent of the actual controllers, controlling shareholders, and other related parties of the Company, and are able to make judgments and express opinions independently to effectively safeguard

the interests of all shareholders, especially small and medium shareholders. The directors of the Company, through continuous study, familiarization, and mastery of relevant laws and regulations, are committed to safeguarding the best interests of the Company and all shareholders, and perform their duties in a faithful, honest, and diligent manner.

The Board of Supervisors, in strict accordance with the requirements of the "Articles of Association" and the "Rules of Procedure for the Board of Supervisors", supervise the major issues, associated transactions, financial status, and the legitimacy and compliance of the directors and senior management of the Company in the performance of their duties, so as to effectively safeguard the rights and interests of shareholders, the Company's interests, and the legitimate rights and interests of its employees, and to supervise the Company's operation in compliance with the law.

Three meetings held by the Company in 2024 were counted as follows:



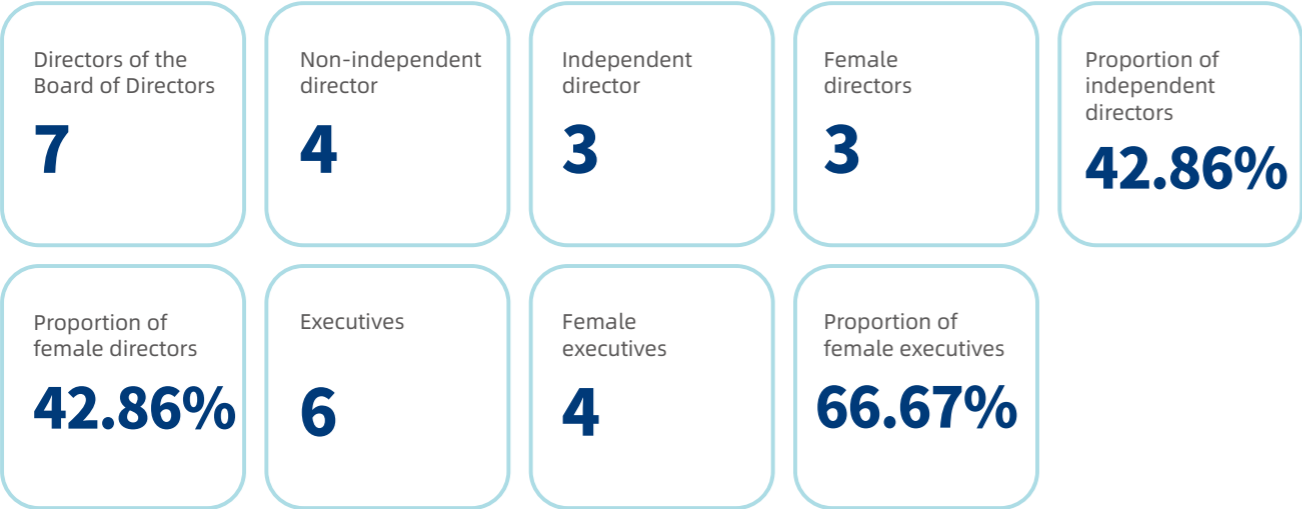
Diversification of the Board of Directors and executive team

The Board of Directors of Snibe consists of 7 directors, including 3 independent directors and 3 female directors. Members of the Board of Directors are highly experienced in fields such as biomedicine, financial audit, risk control, and law, respectively.

The executive team of Snibe consists of 6 executives, including 4 female executives. The team consists of professionals in biomedicine, finance, marketing, clinical testing, etc. With a wealth of management experience, the team is able to capitalize on market opportunities and put into action effectively. The general manager and other executives are appointed or dismissed by the Board of Directors. The general manager presides over the production and operation management of the Company, organizes the implementation of the resolutions of the Board of Directors, and reports to the Board of Directors.

The remuneration of directors and supervisors of Snibe is considered and approved by the shareholders' meeting. The remuneration and annual performance bonus of the Company's executives are directly linked to the Company's operating performance. The Remuneration and Assessment Committee of the Board of Directors is responsible for the performance assessment of the executives and the development of the remuneration plan, which is submitted to the Board of Directors for consideration and approval.

Composition of the Board of Directors and executive team



Basic information about the Board of Directors and executive team

Name	Position	Gender	Age	Expertise					Remuneration composition
				Industry experience	Risk management	Accounting	Law	Marketing	
Rao Wei	Chairman and general manager	Male	60	√					Basic salary + annual performance bonus
Weng Heming	Non-independent director	Male	27		√				Not on the Company's payroll
Rao Jie	Non-independent director	Female	36	√	√				Basic salary + annual performance bonus
Li Xu	Non-independent director	Male	50				√		Not on the Company's payroll
Wu Qianhui	Independent director	Female	52		√				Fixed allowance for independent directors
Zhang Min	Independent director	Female	46			√			Fixed allowance for independent directors
Zhi Yi	Independent director	Male	45				√		Fixed allowance for independent directors
Ding Chenliu	Deputy general manager, chief financial officer	Female	49			√			Basic salary + annual performance bonus
Li Tinghua	Deputy general manager	Female	47	√					Basic salary + annual performance bonus
Liu Haiyan	Deputy general manager	Female	45	√				√	Basic salary + annual performance bonus
Zhang Lei	Deputy general manager, secretary of the Board of Directors	Female	42		√		√		Basic salary + annual performance bonus
Yuan Jinyun	Deputy general manager	Male	38	√				√	Basic salary + annual performance bonus

●Safeguarding shareholders' rights and interests

Information disclosure

Guided by investor needs and based on compliance, Snibe attaches great importance to information disclosure, discloses relevant information in a truthful, accurate, timely, fair, and complete manner in strict accordance with relevant laws and regulations, as well as the requirements of the "Articles of Association", the "Information Disclosure Management System", etc., and actively fulfills its information disclosure obligations, and the Company designates "China Securities Journal", "Securities Times", "Shanghai Securities News", and "Securities Daily" as information disclosure newspapers and Juchao Information Network (www.cninfo.com.cn) as the website for information disclosure, so as to ensure that the vast number of investors can obtain accurate information on an equal basis and in a timely manner.

In 2024, Snibe issued 98 announcements, including 4 periodic reports and 94 temporary announcements. In the 2023-2024 annual information disclosure appraisal for listed companies on the Shenzhen Stock Exchange, Snibe was awarded the highest grade of "A (Excellent)" for the third consecutive year. Snibe also won the "Golden Bull Award - 2023 Golden Information Disclosure Award" issued by China Securities Journal, reflecting a high level of recognition of Snibe's information disclosure by the regulatory authorities and the capital market.



Investor relations

Snibe attaches great importance to communication with investors and strictly follows relevant laws and regulations as well as the "Company's Investor Relations Management System". The chairman is responsible for leading investor relations management affairs, the secretary of the Board of Directors is the person in charge of investor relations management affairs, and the Office of the Board of Directors is the functional department of the Company's investor relations management. In addition, we continue to learn from excellent investor relations management experience, constantly try to carry out investor relations management in a more effective way, and ensure that all shareholders have equal access to information by opening up diverse communication channels.

In 2024, in order to strengthen the interaction with investors, we participated in the dedicated roadshow event for listed companies in the pharmaceutical and biological sector organized by Shenzhen Stock Exchange with the theme of "New Opportunities for Pharmaceutical and Biological Products", and actively responded to investors' concerns.

In 2024, we issued 13 record sheets of investor relations activities, conducted regular briefings on performance reporting, reverse roadshows, broker strategy meetings, etc., and organized more than 300 investor exchange activities of various types. In 2024, we won the "Best Practices for Investor Relations Management of Listed Companies in 2023" award from the China Association of Public Companies for our outstanding performance. In addition, the Company's Secretary of the Board of Directors also won the "2024 Shanghai Securities News Gold Quality Award - Excellent Board Secretary".



# ESG GOVERNANCE

●ESG governance structure

A robust ESG management mechanism is pivotal for the top-down implementation of the company's sustainability strategy. According to relevant laws and regulations and the sustainable development governance requirements of listed companies, Snibe continues to refine its ESG governance framework and optimize internal sustainable management.

The Board of Directors serves as the supreme decision-making body for Snibe's ESG governance, and is responsible for leading and supervising the Company's ESG initiatives, and reviewing and approving ESG-related planning, targets, and policies. Subordinate to the Board, the Strategy Committee is tasked with deliberating on ESG-related topics, reporting periodically to the Board on ESG performance, providing guidance and recommendations for ESG implementation, and monitoring the execution of improvement plans.

Under the Strategy Committee, there are the ESG Work Leading Group and the ESG Work Implementation Group. The ESG Work Leading Group, composed of the general manager and deputy general manager of the Company, drives and monitors the implementation of ESG programs while providing decision-support inputs to the Strategy Committee. The ESG Work Implementation Group is led by the Office of the Board of Directors, and the heads of various departments and subsidiaries serve as team members and designated liaisons. This cross-functional team cooperates with various departments and subsidiaries of the Company to implement ESG-related work, and summarize the progress and performance of ESG-related work.

●Communication with stakeholders

Snibe always values and maintains effective communication with stakeholders. We fully consider the impact of our own operations on all stakeholders, understand the opinions, suggestions, and expectations of stakeholders by establishing a regular communication mechanism, and actively respond to the concerns of stakeholders, which serve as the basis for the Company's fulfillment of its responsibility for sustainable development.

Stakeholder	Issue of concern	Form and manifestation of communication
Government and regulatory agencies	Addressing Climate Change Compliance in Operation Anti-commercial bribery and anti-corruption Product safety and quality Industry exchange and cooperation Community commonweal	Comply with national laws and regulations Improve the compliance management system Establish an anti-commercial bribery system Strictly control the product quality Create cooperation programs and platforms Actively participate in government projects Respond to government policies Carry out charitable projects
Shareholders and investors	Corporate governance Sustainable development management Compliance in Operation Investor relations Product R&D and innovation Product safety and quality Intellectual property protection	Improve the corporate governance system Improve the compliance management system Enhance risk management and control Fulfill the obligation of information disclosure Organize and participate in investor exchanges Increase efforts in R&D and innovation Strengthen intellectual property management
Customers	Product safety and quality Product R&D and innovation Information security and privacy protection Responsible Marketing Anti-unfair competition Customer Service Quality	Strictly control the product quality Increase efforts in R&D and innovation Enhance customer privacy management Maintain compliance in marketing Strictly abide by business ethics Improve the service quality Conduct customer satisfaction survey

Stakeholder	Issue of concern	Form and manifestation of communication
Suppliers and partners	Product Quality and Safety Chain Management Anti-commercial bribery and anti-corruption Equal treatment of SMEs Intellectual property protection	Strictly control the product quality Strengthen supplier quality management Organize supplier meetings and training Establish an anti-commercial bribery system Strengthen intellectual property management
Employees	Diversity and equal employment Employee rights and benefits Employee training and development Occupational Health and Safety	Organize employee care activities Establish communication channels for employees Employees' Congress and Labor Union Provide diverse training programs Develop a transparent promotion policy Improve the employee salary management and performance management system Establish the environmental and occupational health and safety system
Industry associations and professional organizations	Product R&D and innovation Industry exchange and cooperation	Actively carry out industry exchanges Create cooperation programs and platforms Provide practice and research bases
Community and media	Product safety and quality Emissions and waste management Industry exchange and cooperation Community commonweal Biodiversity conservation	Strictly control the product quality Strictly control waste discharges Create cooperation programs and platforms Carry out charitable activities Participate in volunteer service Maintain good communication with the media

●Communication with stakeholders

Snibe attaches great importance to and continuously improves the identification, management and analysis of important issues, and takes the concerns of various stakeholders as an important consideration in formulating sustainable development strategies, so as to accurately and effectively respond to the issues of interest to stakeholders, thereby providing an important reference for identifying and managing risks and opportunities. This year, we invited stakeholders to participate in the survey in the form of an online questionnaire to understand their key concerns, covering all employees, customers, suppliers and partners, shareholders and analysts, media, industry associations, governmental organizations, non-governmental organizations, etc. Guided by the "Double Materiality" principle, that is, "Financial Materiality" and "Impact Materiality", we systematically evaluated and prioritized these issues.

Steps for assessing important issues

STEP 01

Issue identification and update

Upon reviewing the Company's evaluation results of important issues in 2023, with reference to the "Shenzhen Stock Exchange Self-Regulation Guidelines for Listed Companies No. 17 - Sustainable Development Report (Trial)" (hereinafter referred to as the "Guidelines"), GRI Standards and other international standards, SDGs and outstanding practices in the industry, and in combination with the Company's business growth and ESG practices, we identified other important issues on the 21 topics specified in the "Guidelines", and updated the Company's 2024 issue library after comprehensive evaluation.

STEP 02

Investigation and evaluation

Following the "Double Materiality" principle, we conducted the "Financial Materiality" and "Impact Materiality" assessments to determine the important issues and priorities for the year.  
**Impact Materiality assessment:** Stakeholders were surveyed via questionnaires, and the impact materiality of each issue was evaluated based on the survey results.  
**Financial Materiality assessment:** Internal finance experts assessed the financial materiality of each issue in two dimensions.

STEP 03

Results analysis and issue ranking

Based on stakeholder feedback, we ranked the issue's materiality in terms of "financial materiality" and "impact materiality".



Environmental category	Social category	Governance category
① Addressing Climate Change ② Emissions and waste management ③ Energy management ④ Resource management ⑤ Environmental management ⑥ Biodiversity conservation	⑦ Product R&D and innovation ⑧ Product safety and quality ⑨ Intellectual property protection ⑩ Supply Chain Management ⑪ Customer Service Quality ⑫ Responsible Marketing ⑬ Information security and privacy protection ⑭ Diversity and equal employment ⑮ Occupational health and safety ⑯ Employee Training and Development ⑰ Employee rights and benefits ⑱ Industry exchange and cooperation ⑲ Equal treatment of SMEs ⑳ Community commonweal	⑳ Corporate governance ㉑ Compliance in operation ㉒ Sustainable development management ㉓ Communication with stakeholders ㉔ Investor relations ㉕ Anti-commercial bribery and anti-corruption ㉖ Anti-unfair competition

# COMPLIANCE IN OPERATION

●Risk management and control

Snibe has established an internal oversight system in accordance with the relevant national laws and regulations and the "Notice on Strengthening the Internal Control Construction of Listed Companies and Proposed Listed Enterprises and Promoting Internal Control Evaluation and Audit", the "Basic Standards for Internal Control of Enterprises" promulgated by the Ministry of Finance, and the "Guidelines for Internal Control of Listed Companies" issued by Shenzhen Stock Exchange, and continuously optimizes the "Manual for Internal Control Management" and the "Internal Audit Management System", providing guidance for internal audit supervision.

The Company has established a sound internal control and risk management framework. The Audit Committee is set up under the Board of Directors, which is responsible for the supervision, inspection and evaluation of the Company's internal control, financial information and internal audit. Under the leadership of the Board of Directors and the Audit Committee of the Board of Directors, the Company has established the Internal Audit Department, which is responsible for formulating and improving internal audit, internal control and other internal management systems, performing comprehensive risk assessment and monitoring of various business processes, independently conducting internal audit and routine audit of all business departments and subsidiaries of the Company every year, forming audit reports and rectification proposals on the risk matters identified through the audits, following up the implementation of rectification proposals, assisting the audited departments or subsidiaries in improving relevant business systems and risk management processes, strengthening the risk management capabilities of the departments, and effectively reducing the risks in the Company's operation.

In 2024, the Internal Audit Department systematically restructured its audit activities by aligning with the Company's business priorities and categorizing audits into three core pillars: marketing, supply chain, and corporate functions. By assigning dedicated auditors to focus on each pillar, the department has enhanced audit efficiency and ensured comprehensive and in-depth audit execution. In addition, we have checked the industrial and commercial information of more than 2,700 cooperating distributors, suppliers and other business partners to determine whether there were abnormal risks in industrial and commercial registration information, business licenses, etc., and carried out on-site visits to nearly 120 business partners throughout the year. During call interviews and on-site visits, we collected opinions from business partners and publicized the Company's anti-bribery system.

In order to strengthen risk management and control in the supply chain, the Internal Audit Department intensified supplier on-site audits this year, covering different types of materials purchased by the Company. The suppliers for evaluation were selected based on the early-stage data analysis and risk screening. During on-site visits, auditors assessed the facility scale, operational soundness, etc. to detect and monitor hidden cooperation risks.

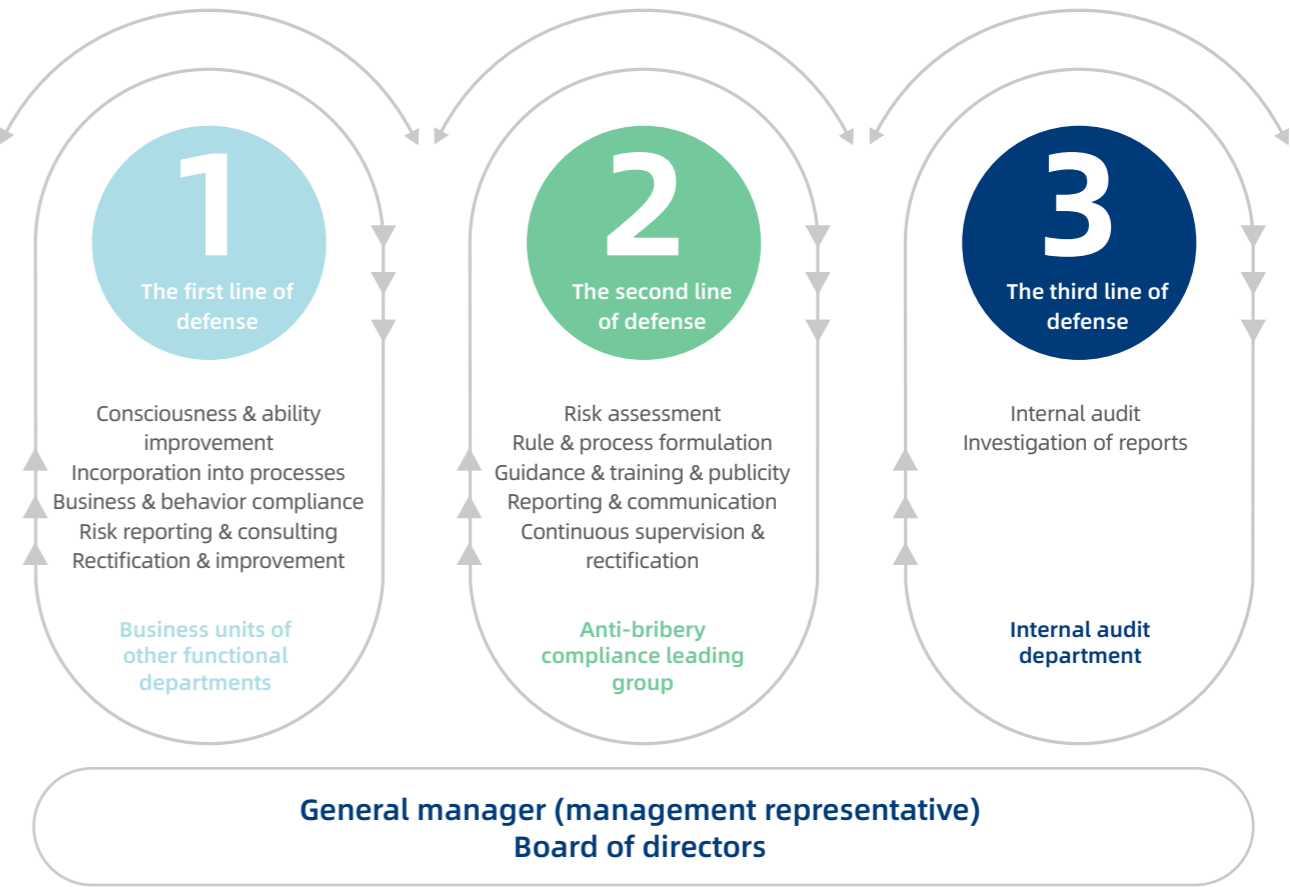
●Probity and self-discipline

Snibe strictly abides by laws and regulations such as the "Anti-Unfair Competition Law of the People's Republic of China", the "Criminal Law of the People's Republic of China", and the "Interim Provisions on Prohibition of Commercial Bribery", adheres to the management concept of "compliance first", bases on the development strategy of "steady operation", improves market competitiveness with self-developed products, participates in market competition in a compliant way, and implements the compliance culture of fairness, integrity, and "Do things right!". We hold a "zero tolerance" attitude towards any form of bribery, and strictly prohibit any form of bribery in public or private during the course of business. In 2024, no cases of fraud were found in the Company's internal audits, and no internal or external reports of corruption were received.

Anti-bribery compliance management

The Company has established an anti-bribery compliance management system. In March 2024, the Company's anti-bribery compliance management system obtained the international standard ISO 37001 certification. We have disclosed the "Snibe Anti-Bribery Compliance Policy" on the Company's official website to clarify the Company's overall objectives, policies and requirements for anti-bribery compliance management. We have set up an Anti-Bribery Compliance Leading Group, and formulated and implemented the "Anti-Bribery Compliance Management Handbook" as well as a series of compliance management norms and control procedures to ensure the effective operation of the anti-bribery management system. The anti-bribery compliance team, composed of Internal Audit Department and internal auditors of various departments, undertakes anti-bribery compliance functions.

Three lines of defense for Snibe's anti-bribery management



Build a corruption-free environment

In order to enhance the anti-bribery compliance awareness and ability of employees, we regularly conduct on-site anti-bribery compliance training for all employees, and provide special training to new employees, management, compliance team, personnel in important positions such as marketing, finance, procurement, and HR, as well as external business partners. We regularly provide employees with publicity of anti-bribery laws and regulations, cases, and the Company's anti-bribery policies through the Company's official website, internal mails, OA system, etc. As mandated by the "Employee Handbook", all employees are required to sign the "Letter of Commitment for Anti-Bribery Compliance" upon onboarding. Additionally, business partners must sign the "Letter of Commitment for Business Ethics", "Anti-Commercial Bribery Agreement" or other equivalent anti-corruption documentation prior to commencing collaboration with the Company.

We advocate that our business partners join hands with us to maintain sufficient anti-bribery compliance communication and sharing, to jointly build an honest, transparent, and incorruptible anti-bribery compliant environment, and to share the value created by compliant operation.

In 2024, we conducted 19 anti-commercial bribery trainings for internal employees and business partners, with a total training duration of approximately 1,300 hours, and 100% of employees have received the anti-commercial bribery training and signed anti-commercial bribery commitments.



Anti-commercial bribery training for employees



Anti-commercial bribery training for agents

Supervision and improvement

According to the "Control Procedure for Internal Audit", "Control Procedure for Corrective Action and Preventive Action" and other system and procedure documents, the Anti-Bribery Compliance Team has conducted continuous monitoring of the effectiveness of the design and implementation of the anti-bribery management system, and self-rectify the defects and deficiencies. At the same time, the Internal Audit Department will regularly conduct internal anti-bribery compliance audits according to the annual plan to identify system defects and deficiencies and urge the implementation of rectification. In February 2025, the Company completed the annual external review of the anti-bribery compliance management system, and we continuously optimized the system based on the improvement recommendations identified during the review to ensure the effectiveness of the system.

For potential non-compliance identified through reported clues or audit findings, the Internal Audit Department will conduct investigations according to relevant procedures and requirements, and make suggestions on whether to take disciplinary measures based on the investigation results.

Reporting channels

- Official website of the Company: <https://www.snibe.com/> (Supervision and Reporting Module)
- Address: Internal Audit Department, Snibe Building, No. 23 Jinxiu East Road, Jinsha Community, Kengzi Street, Pingshan District, Shenzhen 518122
- Email: [audit@snibe.cn](mailto:audit@snibe.cn)
- Tel.: +86-755-26706462

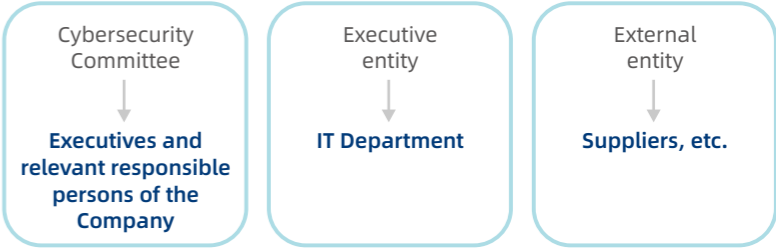
Information security

Snibe strictly abides by the "Data Security Law of the People's Republic of China", the "Cybersecurity Law of the People's Republic of China", the "Administrative Measures for the Graded Protection of Information Security" and other national laws, regulations and industry norms, fully assumes the responsibilities for information security entities, and continuously deepens the construction of information security systems. In 2024, the Company reported no information security incidents and no leakage of customer, employee and business partner information.

Information security management

The Company attaches great importance to information security management, continuously deepens the construction of information security management system, and strengthens its own risk management and control capabilities. We have kept improving internal management measures such as the "Information Security Management System" and "Communication Security Management Specification", and further standardized the information security management system and management processes to ensure that all work is orderly organized and evidence-based. In 2024, the Company successfully passed the annual external review of ISO 27001 Information Security Management System Certification, and the remote service system Snibe Link won the "Level III of National Information Security Level Protection" certification. Both the resource allocation and management processes have been optimized.

Information security management mode



Control and preventive measures

Through the combination of institutionalized management and normalized inspection, the Company has improved its information security protection capabilities.

In terms of proactive management, the Company applies technical means such as data loss prevention (DLP) system and ESM storage medium management module to secure data. Leveraging a Situation Awareness platform, we conduct system penetration testing and bastion host audits to preemptively identify and mitigate potential cyber threats. In terms of wireless access authentication, internal employees access the wireless network through domain account authentication, and visitors access the wireless network through SMS verification code authentication to ensure secure wireless network access.

In terms of reactive management, the Company comprehensively upgrades the terminal protection software, implements the network access authentication mechanism, introduces the anti-tampering backup system, and optimizes the network partition access control policy to build a multi-layered and three-dimensional security and protection system. For the handling of emergency incidents, the Company has developed an information security management mechanism and emergency plan to clearly define the response mechanism and handling process and measures in case of emergency incidents.

Furthermore, the Company places paramount importance on information security awareness initiatives, prioritizes employee security awareness enhancement as a critical component of its cybersecurity strategy, and has carried out multi-dimensional and multi-tiered security training programs. We not only organize information security training for new employees to instill proper information security practices from day one, but also carry out special information security training for all employees every year.

Case

Information security training

In 2024, the Company conducted organization-wide information security training through a blended online-offline approach, covering in-depth analysis of internal and external threats, case studies of typical information security incidents, detailed explanation of security operation specifications and inter-departmental collaboration mechanisms in daily work, as well as simulated demonstration combined with actual remote intrusion scenarios to vividly and intuitively demonstrate security risks. Through the training mode of "theoretical explanation + practical exercise", the security awareness, risk identification ability and emergency response level of all employees have been significantly enhanced.



# 02

## STRICTLY CONTROLLING THE QUALITY OF PRODUCTS AND SERVICES

### Major issues

- Product safety and quality
- Product R&D and innovation
- Intellectual property protection
- Supply Chain Management
- Responsible Marketing
- Customer Service Quality
- Equal treatment of SMEs

### Alignment with Sustainable Development Goals (SDGs)



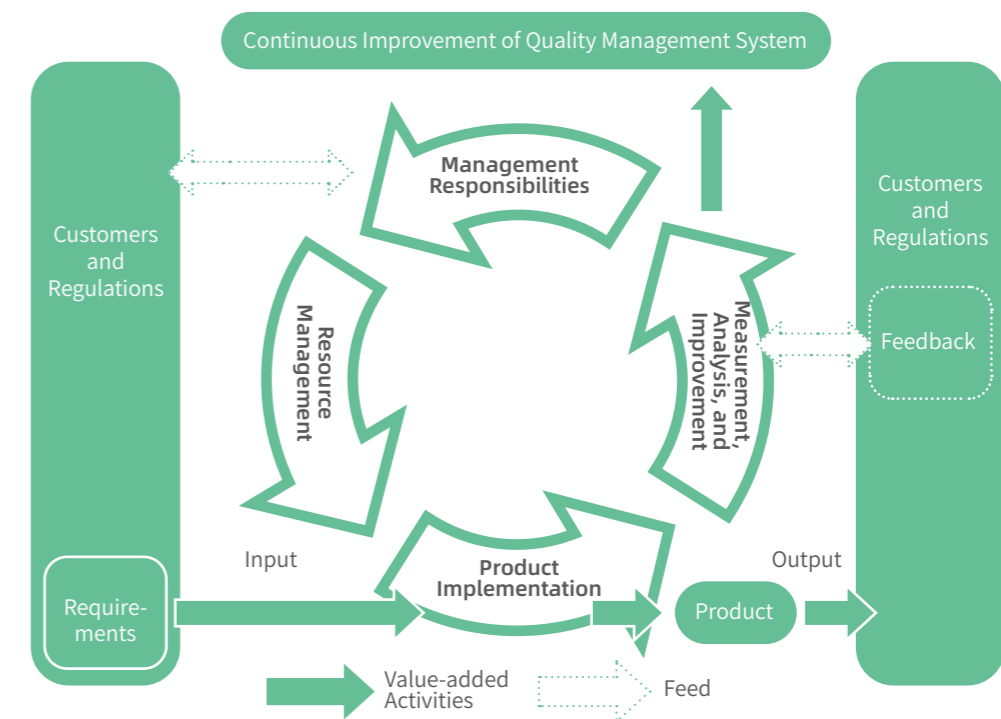
## PRODUCT QUALITY AND SAFETY

Snibe has long held the spirit of "Quality is our life". Driven by the spirit, Snibe continues to optimize the quality management system, increase investment in R&D personnel and equipment, and enhance product quality and supply chain safety. Snibe aims to provide more accurate and reliable testing products for clinical doctors and create value for human health through continuous innovation.

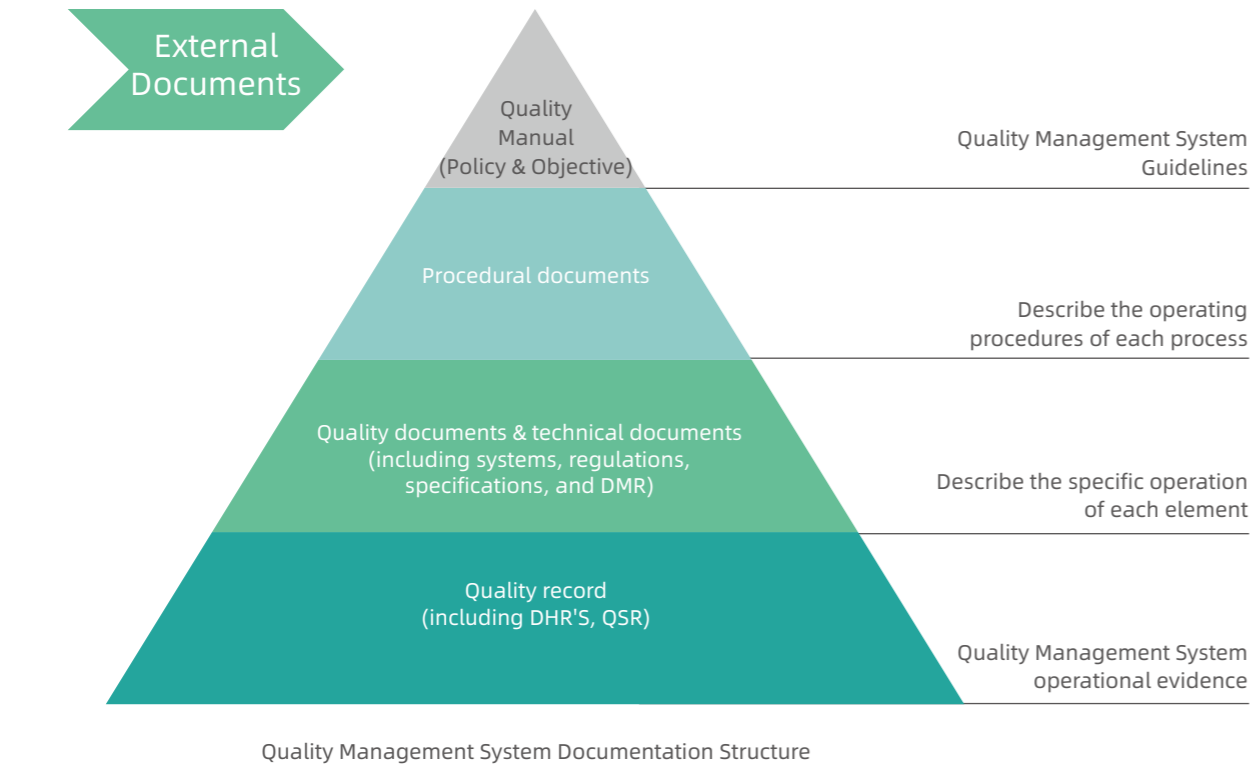
### ● Quality management system

Snibe has established the policy of "Quality is our life" and set strict quality objectives. Besides a systematic, documented, and well-developed quality management system, an organizational structure with defined responsibilities has been in place to clarify control requirements for the quality management process. Snibe has also continued to optimize and improve the quality management system, gaining recognition of its product quality management capability from stakeholders and ensuring stable product quality and safety amidst rapid business development.

Quality Assurance Department, Key Reagent Material QC Department, Material Inspection Department, Reagent QC Department, Instrument QC Department, Component Inspection Department, etc. have been set up to ensure product quality throughout the lifecycle. While strictly abiding by external policies such as the "Quality Management System Requirements", "Medical Devices - Quality Management Systems - Requirements for Regulatory Purposes", and "Good Manufacturing Practice for Medical Devices", Snibe has formulated and implemented such internal management systems as the "Quality Manual" and "Control Procedure for Product Monitoring and Measurement" that encompass the quality management process, specifications for products and equipment use, etc., to realize quality manufacturing.



Process Relation Diagram of the Quality Management System of the Company



With the continuous growth of the global medical device trade business, in order to meet the regulatory requirements of various countries, Snibe has incorporated MDSAP requirements of five countries (United States, Brazil, Canada, Australia, and Japan) into the quality management framework, and obtained the MDSAP certificate in Feb. 2024, further improving its quality management system.

To align with the Company's global expansion, during the reporting period, we enhanced our Quality Management System (QMS) by fully integrating multi-regulatory compliance requirements, building on the foundation of MDSAP regulatory alignment. This initiative culminated in the development of a comprehensive "Quality Internal Audit Compliance Manual", which standardized internal audit protocols and ensured systematic and efficient internal audits.

Quality management system certification obtained:

**ISO 9001**

Quality Management System Certification

**ISO 13485**

Medical Device Quality Management System Certification

**MDSAP**

Quality Management System Certification

Internal audit of quality management system

The effective operation of the quality management system is not possible without a well-developed internal quality management team. Snibe has set up internal audit groups according to the "Control Procedure for Internal Audit", and appointed qualified group members. Internal auditors receive expertise and skill training on quality management system standards and regulations, and internal audit skills and methods. Moreover, they are assessed to ensure that each can accurately pinpoint and identify nonconformities or defects in the system.

The Company conducts annual internal audits covering the entire product line to ensure compliance with ISO9001, ISO13485, IVDR, Good Manufacturing Practice. For this reason, the Company's management system is effectively implemented and maintained, and continuously improved.

To strengthen the Company's quality management capabilities and promote the strict implementation of the relevant requirements of the quality management system, in 2024, the Quality Assurance Department conducted a total of 28 training sessions on quality management, covering various aspects such as medical device regulations, document control, design changes, hazardous chemicals management, equipment management, risk management, and post-market surveillance. The trainees included relevant personnel of R&D, production, inspection, marketing, quality management, and other departments.

To improve the knowledge reserve of personnel in the Quality Assurance Department and continuously deepen the professional skills training, 136 in-department training sessions were completed throughout the year, totaling about 780 hours, focusing on IVD supervision and upper-level laws and regulations (such as unannounced inspection, supervision and penalties), product registration, and post-market surveillance (including advertising compliance, adverse event reporting, recall procedures, sampling inspection, and regulatory penalties).

Through the above training sessions, the expertise, skill proficiency, compliance awareness and risk prevention ability of the quality management personnel have been improved, providing a solid quality management team for the Company's development.



Case

Adverse event training

In Mar. 2024, we conducted training on Chinese medical device adverse events for the domestic technical service team, with 295 online participants. This training effectively enhanced the ability of technical service professionals to investigate and handle adverse events, and encouraged participants to continue to pay attention to post-marketing product feedback, thus helping the Company to continuously improve its products.



Effective operation and continuous optimization of quality management system

Snibe conducts comprehensive and independent evaluation through supervision and review by external auditors, and continues to optimize the quality management system based on the assessment and on-site inspection results.

In 2024, the Company underwent 14 quality management system audits from Guangdong Medical Product Administration, Russian Federal Service for Surveillance in Healthcare and other government regulatory agencies, TÜV and other external audit institutions, including 8 audits by third-party certification agencies, 5 audits on Good Manufacturing Practice for Medical Devices, and 1 audit on Good Distribution Practice for Medical Devices, covering all final product manufacturing sites' QMS certifications, achieving a 100% audit pass rate.

In 2024, a total of 29 products of the Company were subject to sampling inspection by government regulatory authorities, and the pass rate was 100%.

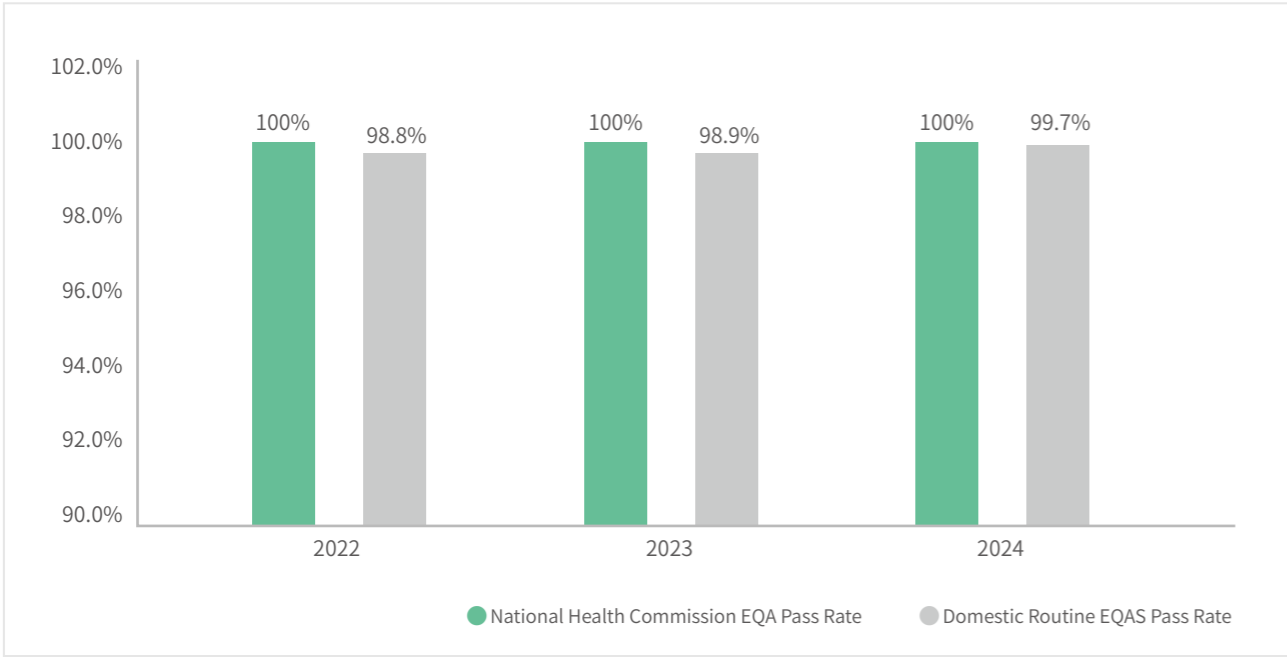
Through internal and external audits to continuously track the operation of the quality management system, the Company's quality management system has achieved continuous optimization and quality management capabilities have been continuously improved, ensuring the high quality output of products.

●Product quality and safety management

External quality assessment

External quality assessment (EQA) is a system for checking, supervising, and verifying the laboratory's performance in order to maintain a high standard of practice, and EQA results are largely dictated by the samples provided by the laboratory. To ensure the high-level performance of end users, we encourage EQA participation by domestic and overseas end users, which in turn allows us to follow up on product quality, safety, and performance.

In the domestic market, Snibe participated in 41 EQA programs organized by the National Health Commission in 2024, involving 186 items for evaluation, and we have achieved a 100% pass rate in routine EQA for three consecutive years. By the end of 2024, all the registered chemiluminescence reagent projects approved by the National Health Commission have been involved in EQA programs.



In overseas markets, 89 products demonstrated exceptional performance in the EQA programs conducted by leading international accreditation bodies in 2024, including Bio-Rad EQAS, RIQAS, RCPA-QAP, CAP, RfB, UK NEQAS, DEQAS, IFCC, NGSP, etc., which also validated the reliability of the Company's products.

In 2024, Snibe participated in the 25 Hydroxyvitamin D (25-OH Vit D) DEQAS and obtained the 2024-2025 Certificate of Proficiency. We also participated in the certification programs for glycosylated hemoglobin by IFCC and NGSP, achieved excellent results and obtained relevant certificates.



Quality improvement of reference measurement laboratory

Snibe has built a professional quality management system for the reference measurement laboratory in accordance with the international standards of ISO/ IEC 17025 and ISO 15195, passed the review by the China National Accreditation Service for Conformity Assessment (CNAS) and obtained the accreditation certificate. Besides, high-end measurement devices and advanced reference materials at home and abroad have been introduced, and reference methods issued by the Joint Committee for Traceability in Laboratory Medicine (JCTLM) and national authorities have been adopted to ensure the metrological traceability of testing results. We work to build kit testing capacity for the reference measurement laboratory and establish a registered internal testing platform in strict accordance with national/industry standards, supporting product quality inspection.

While playing an active role in the cooperative development of reference methods and the collaborative assignment of reference materials, Snibe has been a stakeholder member of the Joint Committee for Traceability in Laboratory Medicine (JCTLM) and a corporate communication member of committees and working groups of the International Federation of Clinical Chemistry and Laboratory Medicine (IFCC), such as the Clinical Laboratory Management (C-TLM), the Standardization of Thyroid Function Tests (C-STFT), the Bone Metabolism (C-BM), the Apolipoproteins by Mass Spectrometry (WG-APO MS), and the Commutability in Metrological Traceability (WG-CMT), driving the standardization and harmonization of related projects. Participating in cooperative research on reference systems at home and abroad and strengthening peer exchanges will help improve the accuracy and comparability of test results.

By the end of 2024, Snibe has established more than 20 reference measurement procedures for vitamins, drug monitoring, thyroid hormones, non-peptide hormones, enzymes, etc. Among them, 9 procedures have been approved by the China National Accreditation Service for Conformity Assessment (CNAS), including 7 for enzymes, 1 for 17-hydroxyprogesterone, and 1 for 25-hydroxyvitamin D3. Among them, three procedures for enzymes (ALT, CK, α-AMY) have been included in the JCTLM reference measurement service list database. In 2024, the EQA results for the reference measurement laboratory were announced, and Snibe achieved excellent results in 13 IFCC-RELA programs and 19 NCCL-EQARL programs applied, with a satisfactory pass rate.

In 2024, the Company's reference measurement laboratory passed a routine supervision review by the CNAS regulatory authority.

Case

UMK International Conference

At the 2024 UMK International Conference in Poland, the Company reported to experts in the field of metrological traceability on the significance and challenges of establishing reference measurement laboratories in IVD enterprises, and demonstrated the work results of our reference laboratories to attract more attention to reference measurement laboratories.



Improved product quality management capabilities  
To elevate our product quality management level, Snibe made a lot of efforts to improve internal quality control in 2024.

We have optimized more than 200 validation protocols to provide guidance for the validation personnel, so as to improve the timeliness and accuracy of the Company's facility and equipment validation.

The Company has paid close attention to the changes in post-market surveillance regulations and standards in various regions, and optimized the "Control Procedure for Adverse Event", "Control Procedure for Recall of Medical Devices", "Control and Management Regulations for Vigilance System" and "EU Regulations on the Management of Adverse Events in Performance Studies".

Improvement of cybersecurity in information transmission: Based on the requirements of China, Europe, the United States and other regulatory standards, Snibe has established the "Regulations on Cybersecurity Management", focusing on cybersecurity throughout the product life cycle and improvement of product data in availability, confidentiality and integrity.

Instruments' Classified Protection Level 3 Certification: We have carried out the 2024 annual classified protection evaluation for Snibelinker and iXLAB intelligent laboratory system in accordance with the regulations, achieving a "Good" evaluation result.

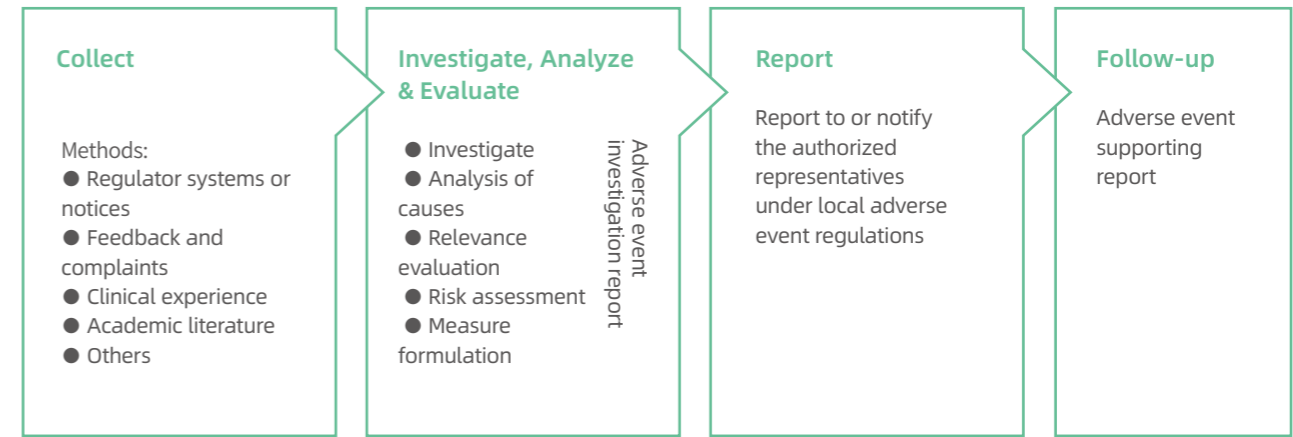
Product label and traceability management

In accordance with the "Control Procedure for Identification and Traceability", the Company has taken measures to prevent identification mix-ups and misuse throughout the process of product implementation. We have established a unique device identifier (UDI) for all medical devices we sold to ensure their traceability.

Adverse events and product recalls

To guide, organize, and manage adverse event monitoring for medical devices, the general manager is in charge of overall control and resource coordination. At the same time, we have set up a steering group that brings together different departments, and developed the "Control Procedure for Adverse Event" and supporting procedures and documents to collect feedback on adverse events from medical institutions, businesses, regulatory authorities, and other relevant parties in a timely manner. In the domestic market, the Technical Service Department is responsible for adverse event investigation, cause analysis, and solution, and the Quality Assurance Department organizes relevant departments for risk assessment, and reports the adverse events with assessments in the National Adverse Event Monitoring System within the specified time limit. In 2024, we continued to collect, investigate, analyze, and evaluate adverse events, and confirmed that there was no substantial injury, serious injury, or death caused by product defects. The investigation report has been uploaded and approved in the National Adverse Event Monitoring System. We have completed

the "Domestic Periodic Risk Assessment Report" and risk-return evaluation of products, and found no unacceptable risks in the monitoring process. The report has been submitted to the National Adverse Event Monitoring System in accordance with regulatory requirements.



In addition, the Company relies on the after-sales service stations in various regions to ensure timely response within 24 hours after receiving customer complaints, provide perfect after-sales service, and quickly solve customer problems. Information such as customer hotline, email, and fax is provided on product labels and the official website of the Company to ensure that customers have sufficient channels to complain and inquire about product problems.

The Company has established the "Control Procedure for Recall of Medical Devices", which is cross-linked with complaints, adverse events, and post-market supervision. At the same time, we timely analyze, investigate, and evaluate the collected information to ensure that a recall is readily initiated according to regional laws and regulations.

During the reporting period, the Company further optimized and upgraded the "Control procedure for feedback and complaint handling", specifying the critical workflow milestones in feedback and complaint handling, and the categories of feedback information, so as to guide regional professional engineers to investigate, analyze, and follow up on feedback and complaints in accordance with the requirements of the procedure document. In 2024, 100% of complaints received have been addressed.

In 2024, Snibe had no product recall and received no regulatory warning or punishment on our product or service quality.

# FOCUSING ON R&D AND INNOVATION

Innovation is our lifeblood and core competitiveness. Snibe works to improve our R&D capabilities through continuous R&D process optimization so that we can create more innovative quality products, continue to develop a whole product lineup, and constantly create value for human health.

●Ever-improving R&D and innovation system

Instrument R&D platform

The Company has built and kept optimizing the product lifecycle management platform in line with its own characteristics. Through standardization, process, and data-based management, we have improved the reliability, predictability, and compliance of R&D projects, enabling product development more robust and efficient. After years of practice and iteration, our R&D management platform has become increasingly mature, providing strong support for product innovation, quality improvement and market competitiveness, so that the Company can continuously launch high-quality products that meet customer needs and market expectations.

Intelligent data management to improve R&D collaboration efficiency	Systematic process control to improve project execution	End-to-end quality control for product excellence
We have built an efficient data management architecture to achieve centralized storage, intelligent association, and dynamic updates throughout the product lifecycle. Our business teams can work together based on the single source of truth to ensure information integrity and accuracy and reduce redundancy and communication costs. At the same time, data traceability and version management capabilities of the platform have been optimized, which allows the efficient reuse of research and development results, and facilitates knowledge accumulation and innovation breakthroughs.	We have implemented robust process controls across critical product lifecycle phases, covering product definition, engineering change, version management, etc., to ensure the transparency, standardization and traceability of the processes at all stages, effectively reduce development risks, and shorten the product launch cycle.	Supported by the R&D management platform, we can systematically manage product quality, including design verification, engineering change tracking, and quality system compliance, to ensure that products meet industry regulations and high standards, and further improve product stability and safety.

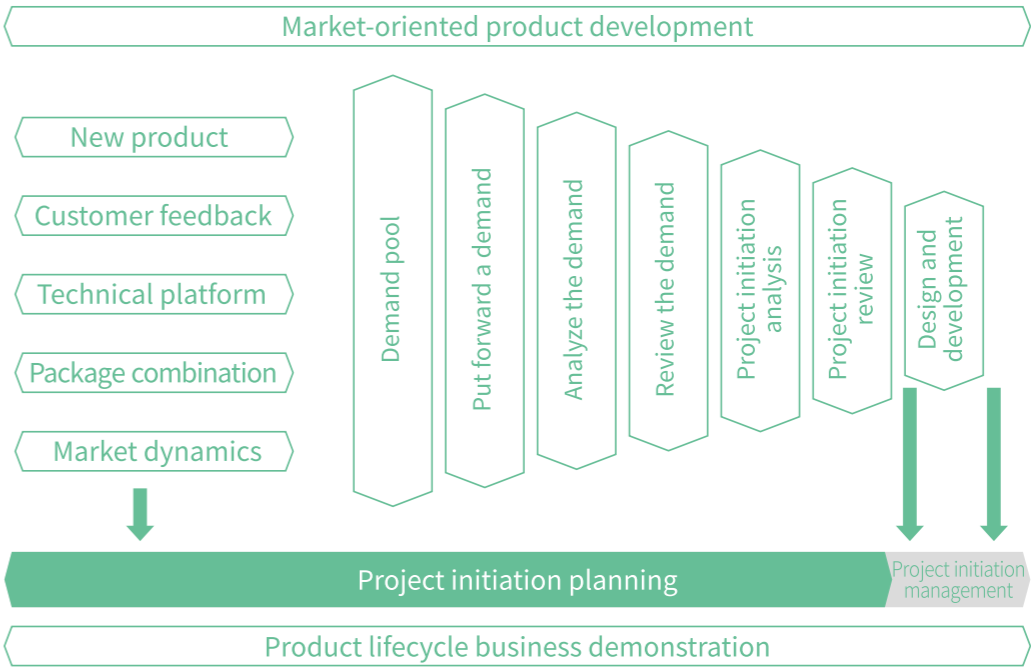
Reagent R&D platform

Snibe takes chemiluminescence immunoassay as the core business. After nearly 20 years of continuous innovation and accumulation, we have mastered the core technologies such as antigen-antibody labeling technology, magnetic sphere-antigen/antibody coupling technology, and chemiluminescence starter preparation technology, and achieved revolutionary technological breakthroughs in the field of small molecules. The Company has established a complete reagent development platform, covering immunodiagnosics, biochemical diagnostics, immunochromatography, molecular diagnostics, coagulation and other IVD areas.

Guided by GB / T 42061-2022 IDT ISO13485:2016 "Medical Devices - Quality Management Systems - Requirements for Regulatory Purposes" and the actual situation of the Company, the Reagent R&D Department has formulated the "Control Procedure for Design and Development" to define requirements for every phase of new product design and development. Additionally, department-specific processes and standards have been developed and continuously optimized for critical design and development stages, including the commercial demonstration and project initiation planning process for reagent products, the process finalization and validation protocol for reagent products, the R&D-to-production transition process for reagent products, and the design change control process for reagent products, to standardize the management of new product development process.

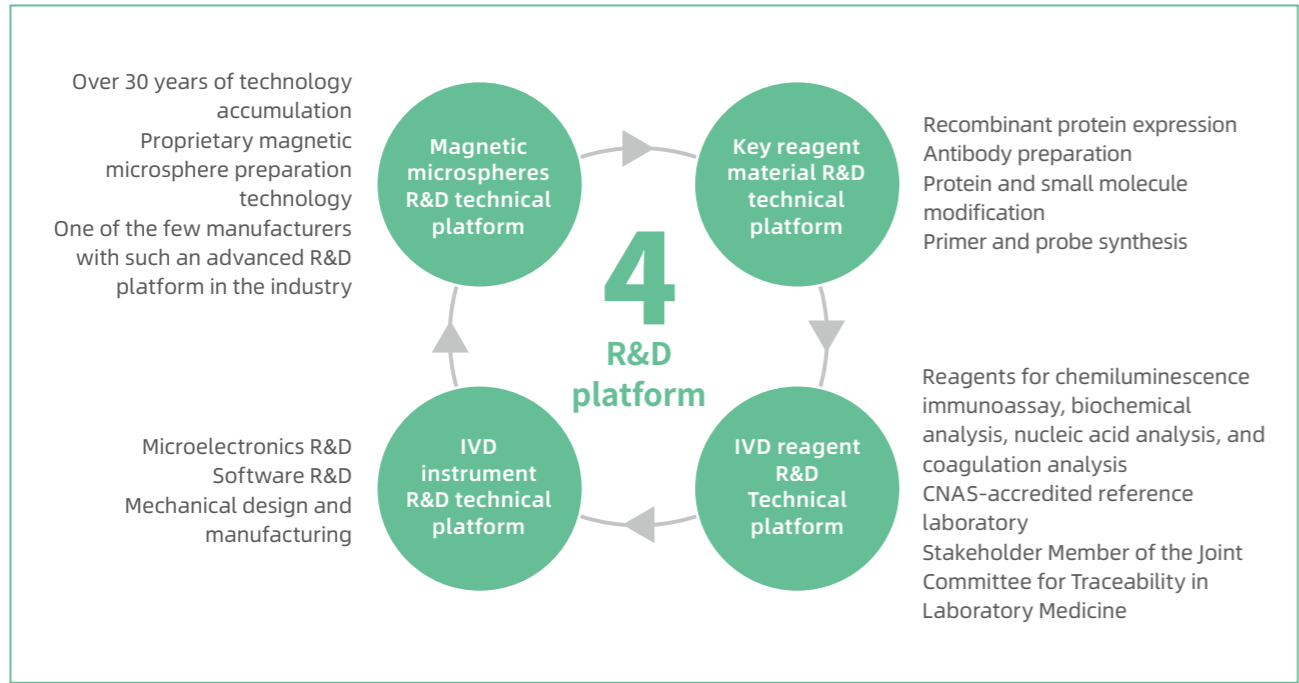
Given the large number of projects and abundant information in the rapidly-changing IVD reagent market, it is important to identify key customer needs. We need to do the right thing in the business environment. To better serve the market with precise provision of necessary products, our reagent R&D team adheres to the strategies of "market-oriented product development" and "lifecycle business demonstration", and establishes a decision support mechanism for project initiation. In this way, we can determine whether a project meets market demand and is available for initiation and delivery.

The business demonstration process is shown below:



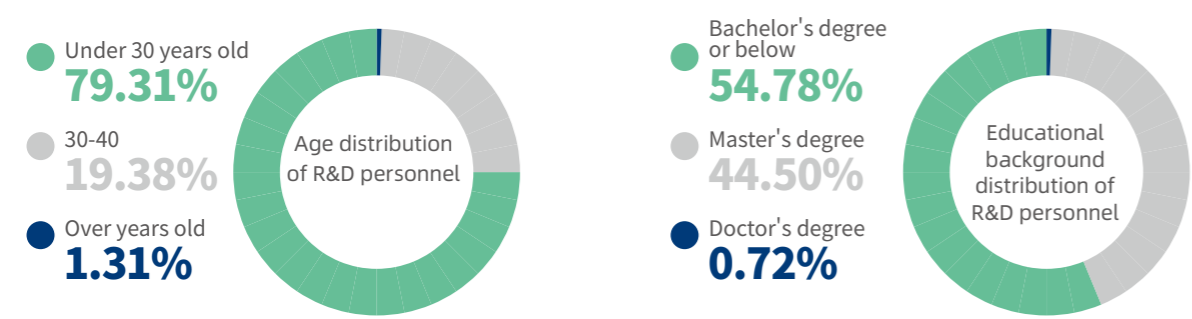
●R&D and innovation capability

After more than 20 years of hard work, Snibe has built a mature R&D system that spans the entire industry chain. There are four technology platforms targeting the R&D of magnetic microspheres, automatic diagnostic instruments, diagnostic reagents, and key reagent materials.



**R&D investment and team building**  
Snibe has maintained friendly exchanges and communication with key universities and developed long-term on-campus recruiting plans to ensure a steady stream of talents. At the same time, Snibe has been recruiting social talents and independently training R&D professionals and persons in charge. By far, it has built an efficient and high-quality team that identifies with corporate culture.

By the end of 2024, we have engaged 836 R&D professionals, an increase of 20.63% year-on-year, accounting for 29.42% of the total number of employees. Among them, 98.68% are aged 40 or below, and 45.22% have a master's or doctor's degree. A young and high-quality R&D team is contributing to our R&D and innovation.



In 2024, our R&D investment was 453.59Million RMB, a year-on-year increase of 23.92%, accounting for 10% of our revenue.

**R&D capability enhancement**  
● Improvement of instrument R&D capabilities  
The research and development of IVD instruments is a highly integrated work, covering electronics, mechanical engineering, software engineering and many other fields. We are committed to building an industry-leading R&D system, continuously improving our core competitiveness, and developing more breakthrough IVD instrument products. To this end, we have made constant efforts to deepen and improve our R&D capabilities in the following five areas:

Strengthening interdisciplinary cooperation and technology integration	We actively foster an open R&D ecosystem by establishing long-term cooperative relations with universities and research institutions, driving the application-driven translation of cutting-edge technologies. For example, we set up a postdoctoral innovation practice base and bring experts from different disciplines into R&D projects. Through interdisciplinary collaborative innovation, we continue to expand the boundaries of technology and accelerate the implementation of new technologies in instrument research and development.
Building a systematic intellectual property management system	We have established a complete intellectual property management and protection system, covering patent applications, technical confidentiality, intellectual property risk management and control. The Company has a dedicated intellectual property management team, responsible for the evaluation and protection of technological achievements, to ensure that innovative achievements are legally and effectively safeguarded. At the same time, through regular training and internal publicity, we raise R&D personnel's awareness of intellectual property and promote the continuous generation of high-value patents and software copyrights.
Stimulating innovative thinking and cultivating exploring spirit	We advocate an innovation-driven development model, and encourage R&D personnel to keep an open mind and dare to challenge the traditional technology path. The Company provides sufficient experimental resources and exploration space for the R&D team, supports cutting-edge technology research and new product concept verification, and encourages continuous optimization of product design from experiment and iteration to promote technological breakthroughs.
Improving the incentive mechanism and creating a culture of innovation	We have built a multi-level innovation incentive system, including project meritorious service award, technology innovation award, patent incentive plan, promotion incentive mechanism, etc., to fully stimulate the creativity of the R&D team. Meanwhile, the Company advocates a proactive and scientific R&D culture, and supports technology exploration and innovation experiments within a reasonable range. Under a strict quality control system, we empower the R&D team to systematically advance product solutions through data analysis and experimental verification, and promote technological progress, while ensuring product safety and reliability.
Increasing R&D investment and consolidating the technical foundation	We insist on large R&D investment, providing advanced equipment and perfect experimental conditions for instrument R&D. In 2023, the Company completed the Phase III construction of New Industries Biomedical R&D Building, creating a better office and experimental environment for the R&D team. At the same time, the Company continued to introduce advanced R&D equipment and test instruments, so as to further enhance the overall strength of instrument R&D and industry competitiveness.

In order to drive breakthrough efficiency and quality enhancements of instrument R&D during the reporting period, our R&D team explored advanced technologies and scientific methods to incorporate innovative ideas into every development phase, and continuously optimized the design process to improve product quality and R&D efficiency. Looking ahead, the Company will deepen its digital transformation, further enhance its R&D and innovation capabilities, and forge a more intelligent and sustainable R&D pathway to ensure continued technological and quality leadership.

Digital review and virtual design	<ul style="list-style-type: none"><li>• The digital design and review process was introduced, and 3D modeling technology was used to build a virtual prototype in the early stage of product development to simulate the collaborative work between modules, effectively reducing the number of physical proofing trials.</li><li>• In the project review process, the virtual review method was fully utilized to analyze and validate the design scheme in multiple dimensions, identify potential risks in advance, and ensure a scientific and reliable design.</li></ul>
Simulation analysis and Data-driven optimization	<ul style="list-style-type: none"><li>• Through the simulation analysis method and the experimental data, the design scheme was validated for multiple rounds to ensure that the product performance reached the design goal.</li><li>• A knowledge base was established based on historical projects using empirical analysis and data-driven optimization to provide reliable technical support and decision-making basis for new product development.</li></ul>
Widespread use of 3D technology	<ul style="list-style-type: none"><li>• 3D technology was widely used for product construction and assembly simulation, so as to detect potential design problems, avoid repeated modifications, and reduce resource waste.</li><li>• The precise reduction capability of 3D design has supported subsequent production process development and assembly scheme optimization to improve the overall manufacturing efficiency and quality consistency.</li></ul>
Efficient collaboration and agile R&D	<ul style="list-style-type: none"><li>• Iterative optimization was employed in the R&amp;D process to provide rapid feedback and improvement at each stage, shorten the product development cycle, and ensure the quality and performance of the product meet the requirements.</li><li>• Through regular cross-department collaboration meetings and real-time data sharing, the team has achieved efficient collaboration among multiple disciplines and improved decision-making efficiency in the design and development stage.</li></ul>

● Reagent R&D capability enhancement

In order to improve the reagent R&D efficiency, the reagent R&D team of the Company has adopted a series of organizational structure adjustments, and refined the work of all R&D groups of the Reagent R&D Department. The project management group, process management group, and R&D certification group have been combined into the R&D management group, improving the R&D team's management capabilities. At the same time, the responsibilities of medical science affairs were transferred to the Domestic Marketing Department, which improved the synergy between R&D and the market.

In terms of R&D personnel cultivation, the Reagent R&D Department has developed a systematic training plan for new employees. Professional skills training was provided to employees based on the needs of different positions in the R&D department. In 2024, the Reagent R&D Department conducted a total of 201 training sessions, including project experience sharing, professional basic knowledge explanation, and the use of professional tools to help R&D personnel consolidate their theoretical foundation and master core operational skills, laying a solid foundation for R&D capability improvement.

● Improvement of R&D capabilities in key reagent materials

Through relentless technological innovation and product development, the Company has achieved groundbreaking advancements in the field of small molecules. The key reagent material R&D team has established the R&D platform for anti-neoepitop antibodies (antibodies that form new epitopes after the complexation of small molecule antigens with their specific antibodies). Such breakthrough has accelerated the development of the Company's small molecule immunization project. The result of small molecule sandwich assay is highly consistent with that of mass spectrometry, which well compensates for the shortcomings of the competition method. The registration of 12 small molecule dual-antibody sandwich assay reagents including

25-hydroxyvitamin D, aldosterone, estradiol, progesterone, testosterone, tacrolimus, vitamin B12, folic acid, free triiodothyronine, total triiodothyronine, free thyroxine, and total thyroxine has been completed.

In terms of antibody preparation, the Company has established a single-B cell preparation technology platform to drive the high-quality development of rabbit monoclonal antibodies and other novel antibodies, thereby further improving reagent performance, significantly shortening the development cycle for primary antibodies in small molecule projects, and improving the overall quality of antibody development. During the reporting period, the Company realized the self-production of iron powder, a key component of the magnetic sphere, which helped to control the quality of in-house iron powder and reduce their batch-to-batch variability. Thus, the supply problem of iron powder was solved, the cost of the kit was further reduced, and the market competitiveness was improved. In addition, the Company has kept increasing investment in personnel and equipment for the research and development of key reagent materials, so as to improve the R&D capabilities of key reagent materials.



Protein Purification System



Semi-automatic Magnetic Bead Purification System

● R&D and innovation results

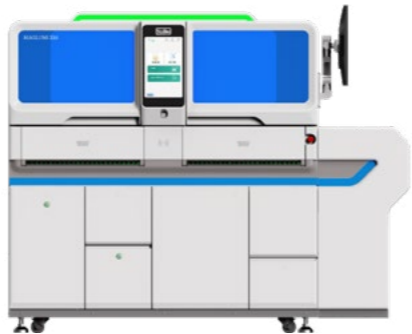
With the original intention of "making medical examinations more affordable for the public", Snibe has pursued independent innovation while developing our core business as a socially responsible employer. We work to create value for human health, thus making quality medical resources available to all.

Instrument R&D results

Thanks to enhanced R&D efforts, we have delivered a lineup of instruments and IT solutions with increased accuracy and efficiency, providing reliable data for clinical diagnosis.

**MAGLUMI X10**  
**Fully-Auto Chemiluminescence**  
**Immunoassay Analyzer**

MAGLUMI X10 is a new flagship instrument of Snibe's immunization product line, with a throughput of up to 1,000 T/H, making it a pioneer in chemiluminescence at this scale. It inherits and upgrades the core X-TECH technology, allowing customers to operate easily and satisfying the various needs of clinical testing.



**Biossays C10**  
**Automatic Biochemistry Analyzer**

Biossays C10 is suitable for large hospitals and laboratories with high requirements for throughput and intelligence. A throughput of 2000 T/H is achieved. An intelligent reagent management system allows the automatic and continuous loading of reagents without shutdown and the addition of electrolyte modules without slowdown, which greatly reduces operator workload.



**SATLARS T8**  
**Laboratory Automation System (module added)**

SATLARS T8 is an open automation system developed by Snibe with completely independent intellectual property rights. It fully integrates the five modules of biochemistry, immunoassay, electrolyte, coagulation, and molecule. The whole process of sample loading, transport, processing, testing, and storage is automated, greatly reducing manual intervention and improving testing efficiency. The unique two-way four-track design makes sample scheduling more flexible toward dynamic balance. Modular design and multi-type tracks can be adapted to different laboratory spaces and meet different testing requirements through flexible configuration. Emergency priority and intelligent scheduling can greatly shorten the TAT of samples. A specialized data processing and information management system can help departments realize better quality management.

In 2024, the development and major software upgrades of the Bulk Loading Module, the Sealer/Desealer Module, and the Cold Storage Module were completed.



**HEMOLUMI H6**  
**Automated Coagulation Analyzer**

Using magnetic bead method, a golden standard for coagulation testing, the analyzer boasts the advantages of high test accuracy, strong anti-interference ability, and fast testing speed. The built-in sample inspection module can effectively reduce the possibility of misdiagnosis. The instrument can indicate the amount of consumables and support continuous loading without shutdown. It can be directly connected to the system track to help departments improve testing efficiency.



**Molecision R8**  
**Automatic Nucleic Acid Detection and Analysis System**

The independently-developed automatic nucleic acid detection and analysis system is a comprehensive anti-pollution system designed by the zoning idea of molecular laboratory and it also incorporates features of tiered negative pressure and high-efficiency filtration. Consumables and reagents are continuously loaded. Samples are loaded with caps, with results immediately available, and emergency needs are prioritized. This simplifies analyzer process of nucleic acid detection and improves departmental efficiency.



**iXLAB Intelligent Laboratory (module added)**

iXLAB is an IT solution developed for the daily work of medical laboratories. The platform includes four sections: intelligent inspection, intelligent quality control, intelligent management and intelligent scientific research. It can optimize the laboratory inspection process in all aspects, improve the detection efficiency and the laboratory management quality, and provide efficient scientific research tools for the laboratory.

**Molecision MP16M Fully Automated Methylated Nucleic Acid Extraction and Purification System**

Molecision MP16M is a professional extraction and transformation equipment for early screening of methylation tumors. It can realize fully automated experimental process from extraction, transformation, purification to product dispensing with one click, greatly reducing manual operations and improving experimental stability and consistency. The use of pre-packaged reagent cartridges, with a throughput of 1-16, allows for flexible sampling. It supports the early screening and transformation experiment of methylated tumors in a variety of sample types, automated quantitative analysis, and fluorescence concentration determination and dilution of extracted nucleic acids.

The SATLARS T8 Laboratory Automation System won the iF International Design Award "Oscars of Design". Such recognition stands as a strong testament to the innovation capabilities of our instrument R&D team and the growing global influence of our brand. It is also the first product to receive such award.



Reagent R&D results

During the reporting period, the Company completed the registration of 17 new chemiluminescence reagents, 4 biochemical reagents, and 1 nucleic acid detection reagent, which enriched the Company's reagent tpyes in infectious diseases, autoimmunity, and thrombosis. The newly developed reagents are listed below:

Reagent type	Quantity of registered reagents	Reagent name	Registration category
Infectious diseases/chemiluminescence reagents	8	Influenza A Virus IgM Antibody Test Kit Coxsackie B Virus IgM Antibody Test kit Novel Coronavirus (2019-nCoV) Test kit Influenza B Virus IgM Antibody Test Kit Human Parainfluenza Virus IgM Antibody Test Kit Adenovirus IgM Antibody Test Kit Legionella Pneumophila IgM Antibody Test Kit Respiratory Syncytial Virus IgM Antibody Test Kit	III
Autoimmune antibodies/chemiluminescence reagents	7	Anti-PM-Scl Antibody IgG Assay Kit Anti-Ro-52 Antibody IgG Assay Kit Anti-Nucleosome Antibody IgG Assay Kit Anti-Cardiolipin Antibody Assay Kit Anti-Cardiolipin Antibody IgA Assay Kit Anti-β2 Glycoprotein 1 Antibody IgA Assay Kit Anti-β2 Glycoprotein 1 Antibody Assay Kit	II

Reagent type	Quantity of registered reagents	Reagent name	Registration category
Thrombosis/chemiluminescence reagents	1	Fibrin(ogen) degradation products assay kit	II
Bone metabolism/chemiluminescence reagents	1	Parathyroid Hormone Assay Kit	II
Liver function/biochemical reagents	2	Leucine Aminopeptidase Assay Kit Adenosine Deaminase Assay Kit	II
Inorganic ion/biochemical reagents	1	Calcium Assay Kit	II
Immuno/biochemical reagents	1	Complement C3 Assay Kit	II
Nucleic acid detection reagents	1	Novel Coronavirus 2019-nCoV Nucleic Acid Test Kit	III

Attention to rare diseases

Snibe focuses on the study of rare diseases. We actively develop relevant products so that the life and health of patients with rare diseases are guaranteed. In addition to the rare diseases previously disclosed, the rare diseases we are working on during the reporting period include:

Rare disease	Product
Thrombotic thrombocytopenic Purpura, TTP	ADAMTS13 Activity
	ADAMTS13 IgG
Huntington's Disease, HD	NfL
ANCA-associated vasculitis	Anti-MPO IgG
	Anti-PR3 IgG
Primary biliary cholangitis	AMA-M2 IgG
	Anti-Sp100 IgG
	Anti-Gp210 IgG
Systemic Sclerosis	Anti-PM-Scl IgG

Research and development of geriatric, pediatric, and maternal products

The Company actively responds to the requirements of documents like the national "Healthy China 2030 Planning Outline", the "State Council's Opinions on Implementing Healthy China Initiative", the "14th Five-Year Plan for National Health" and WHO initiatives to promote the research and development of geriatric, pediatric, and maternal diagnostic products.

The Company has carried out the R&D of cerebrospinal fluid and blood detection products related to Alzheimer's disease, helping to comprehensively promote the prevention and control of dementia in the elderly. By the end of the reporting period, the process development of four chemiluminescence cerebrospinal fluid test kits (Aβ1-40, Aβ1-42, p-Tau-181, and Total-Tau) for AD had been finalized, and the blood test protocol was under process development.

In 2024, China's State Council issued the "Several Measures on Accelerating the Improvement of the Fertility Support Policy System and Promoting the Construction of a Fertility-Friendly Society", which would implement in depth the Maternal and Infant Safety Promotion Action Plan and the Birth Defects Prevention and Treatment Capacity Enhancement Program. Human parvovirus B19, a pathogen capable of maternal-fetal transmission, may compromise fetal development. In alignment with national policies, the Company has accelerated the development of human parvovirus B19 antibody detection solutions and enhanced its comprehensive and high-quality TORCH screening panels. By the end of the reporting period, the process development of the Human Parvovirus B19 IgG Antibody Assay Kit has been completed and entered the registration and access stage. The process development of the Human Parvovirus B19 IgM Antibody Assay Kit is about to be completed.

Facilitating early screening and diagnosis of diseases

Guided by China's policy of early diagnosis and treatment, the Company actively advances the development of early screening and diagnostic products for cancer, aiming to promote its early screening, early diagnosis and early treatment and to reduce cancer incidence and mortality rates.

As an important means of early cancer screening, DNA methylation detection has the advantages of precise lesion localization, early-stage detection, comprehensive detection, safety and convenience. Such technology is applicable to both general healthy populations and high-risk groups of cancer. Beyond screening, DNA methylation detection can also be used to predict the prognosis of tumor patients, develop more scientifically optimized treatment plans for tumor patients, and realize the whole process monitoring and early intervention of cancer.

During the reporting period, the Company carried out the research and development of methylation instruments. By the end of the reporting period, the prototype development had been completed, facilitating early screening and early diagnosis of related diseases. At present, the Company has established a comprehensive solution covering colorectal cancer, gastric cancer, lung cancer, liver cancer, and cervical cancer to detect the methylation of specific genes in the population, including fecal samples, human peripheral blood plasma, and cervical exfoliated cells, to assist clinicians in making diagnostic decisions for patients.

Promoting access to quality medical resources

The Company has proactively responded to the inter-provincial alliance centralized procurement activities of chemiluminescence immunodiagnostic reagents and biochemical diagnostic reagents products in China. Our declared immunodiagnostic and biochemical diagnostic products were successfully included in Group A, thereby enhancing the accessibility of Snibe's premium products.

In terms of instruments, the R&D team remains committed to promoting the wider use of high-performance medical devices in different regions and medical institutions through innovative design, cost optimization, and efficient R&D management. The specific activities undertaken are as follows:

Optimizing product design and enhancing user experience

- User-friendly interface: The user interface is designed to be more intuitive and easy to operate, featuring fewer operation steps and partially configured dual-screen operating system for complex clinical scenarios, to meet the multi-level requirements while taking into account the refined operation and convenient interaction.
- Intelligent interaction design: Introduction of sound prompts, pop-up box reminders and real-time monitoring functions has lowered the learning threshold for device use, and users at different levels can easily grasp the operation of the device.
- Diversified product coverage: Based on the needs of different medical environments, devices adapted to multiple scenarios are developed to meet the diversified needs of different terminals.

Cost optimization to improve product accessibility

- Efficient design and production processes: By optimizing production processes and resource allocation, we have reduced the R&D and manufacturing costs, ensuring that high-quality medical devices can be put on the market at a more competitive price.
- Advantages of batch production and standardization: The R&D team promotes modularization and standardization at the design stage, improving the manufacturability and production efficiency of the devices, effectively controlling costs, and ensuring product quality consistency.
- Affordable maintenance costs: By using durable materials and efficient design, we have reduced the subsequent maintenance costs of devices, and further alleviated the burden of medical institutions.

Supporting the development of primary care

- Efficient deployment and adaptive design: Through design optimization, the devices can be installed easily and efficiently in a variety of medical scenarios to meet the actual needs of primary medical institutions and resource-constrained regions.
- Energy-efficient design: we focus on development of devices with low energy consumption and high durability to ensure their long-term and reliable operation in different environments.
- Comprehensive support services: We have established a comprehensive technical support and after-sales service system to provide rapid response and professional guarantee, so as to help primary medical institutions give full play to device efficiency and improve the level of diagnosis and treatment.

Advancing health equity and global accessibility

- Inclusive device deployment: By introducing cost-effective medical devices, the Company has further lowered the barrier to accessing high-quality medical resources in resource-limited areas.
- Technology-driven healthcare equity: Through continuous technological innovation and product optimization, the Company has effectively narrowed the disparities in healthcare resource distribution across regions, actively contributing to the advancement of global healthcare equity.

These efforts not only improve the convenience and economy of medical devices, but also reflect the Company's commitment to social responsibility. In the future, the Company's R&D department will continue to promote technological innovation and process optimization, and remain committed to creating more high-quality and cost-effective medical devices, further improving the accessibility of medical resources, and contributing to the sustainable development of the global medical industry.

Green R&D

The Company's instrument R&D team integrates the green sustainability principle into full product lifecycle management, from design, production to packaging, transportation and usage, aiming to minimize the environmental impact of each phase. Through continuous innovation and practice, the Instrument R&D Department not only provides customers with efficient and environmentally friendly products, but also demonstrates our social responsibility in the field of green development.

Green design to reduce operating energy consumption

- Low-energy consumption design: In the product design stage, the R&D team minimized the power consumption of the device by optimizing the circuit layout and using high-efficiency components. Such design achieves efficient use of energy without compromising performance, and helps customers reduce carbon emissions while using the device.
- Recyclable and high-durability material applications: In product development, recyclable and durable materials are preferred to extend the service life of devices and reduce resource consumption.
- Modular and lightweight design: Through modular structure and lightweight design, material consumption is reduced, and product maintainability and upgradeability are improved, avoiding additional resource consumption caused by device updates.

Green production to reduce environmental pollution

- Clean production process: Green manufacturing technology is used to optimize the production process, reduce energy consumption and waste emissions, and ensure that the production process conforms to environmental standards.
- Green supply chain: We cooperate with upstream suppliers to introduce environmentally friendly raw materials, promote the construction of a green supply chain system, and reduce the environmental impact of production phases.

Green packaging for sustainable logistics

- Wood-free paper and environmentally friendly materials: The R&D team fully adopts paper packaging materials and recyclable eco-friendly materials in new products, reducing the reliance on traditional plastics and wood, and minimizing resource consumption.
- Lightweight packaging design: Through packaging structure optimization and thin material adoption, the packaging weight is significantly reduced, thereby reducing energy consumption and carbon emissions in the transportation sector.
- International environmental standards: Our packaging materials strictly comply with international environmental standards to provide customers with green packaging solutions.

Green use to promote low-carbon medical care

- Smart energy technology: We have developed more efficient operation modes, such as automatic standby and dynamic energy consumption adjustment, to help users save energy during long-term use.
- Recycling support for users: We provide customers with device upgrade support, reduce waste generation through resource recycling, and promote the green transformation of the medical industry.

Green development achievements and commitments

- Green product coverage: We have completed the green upgrade of several products, including low-power design, green packaging and eco-friendly material applications.
- Carbon emission reduction: Our low-power technology and green design have significantly reduced carbon emissions for customers.
- Sustainable development commitment: In the future, the Company will further increase investment in green innovation, explore the application of more environmental protection technologies and materials, and comprehensively promote the green development of the medical device industry.

●Intellectual property protection

Snibe strictly abides by and implements national and regional laws, regulations, and standards, such as the "Patent Law of the People's Republic of China" and "Trademark Law of the People's Republic of China", formulates the "Intellectual Property Management Procedure", "Patent Management Procedure", "Trademark Management Procedure", "Works Management Procedure" and other management documents, and continuously improves the construction of intellectual property management system.

We pay attention to intellectual property protection. With a dedicated team of professionals and a mature management system, we integrate intellectual property creation and protection into our R&D and innovation system to provide strong support and guarantee for our product R&D and technological innovation. Internally, the Intellectual Property Department adopts early warning for project research, project initiation, R&D, and product launch to manage risks throughout the development process and protect our technological innovations. Externally, investment, financing, and technological cooperation are conducted with an early warning mechanism to reduce potential risks. At the same time, we actively organize training sessions to help employees understand intellectual property compliance and obligations, and strengthen their awareness and professional competence in intellectual property protection.

With the outstanding performance in the creation, application, protection and management of intellectual property rights, Snibe won the title of "National Intellectual Property Demonstration Enterprise" in 2023, fully demonstrating our benchmark status and exemplary role in the field of intellectual property rights. In 2024, Snibe won the title of "National High-tech Enterprise".

Cumulative number of patents filed	Number of valid patents granted	Including valid invention patents	Cumulative number of trademarks registered	Cumulative number of software copyrights
629	388	169	867	55

SUPPLY CHAIN MANAGEMENT

A stable, safe, and quality supply chain provides an important guarantee for us to offer high-quality products all the time. Guided by "The Bidding Law of the People's Republic of China" and other relevant laws and regulations, Snibe has developed a sound supplier management system. In addition to the quality of products and services, the Company also pays attention to the management of suppliers in terms of business ethics, environmental awareness, occupational health and safety, and continues to convey the concept of sustainable development to suppliers to ensure the quality and sustainability of suppliers.

●Supplier management

Management systems such as the "Bidding Management System", the "Control Procedure for Procurement", the "Anti-Bribery Control Procedure for Procurement Transactions", and the "Supplier HSF Management Regulations" have been formulated to systematically supervise and manage supplier development and admission, ordering, performance evaluation, re-evaluation, qualification management, and supplier elimination, forming closed-loop management to ensure the fair and effective operation of the procurement supply chain.

We continuously optimize supplier management. In 2024, as required by relevant systems, we conducted anti-commercial bribery investigation and annual review for our major business partners, with a coverage rate of 100%. Mandatory anti-bribery training sessions with competency assessments were implemented for suppliers, accompanied by the execution of "Letter of Commitment for Anti-Commercial Bribery" or "Anti-commercial Bribery Agreement". Additionally, we secured full execution of "Environmental and Occupational Health and Safety Policy Notice" across our partner network. We have also completed the "Supply Chain Information Security Agreement" with major suppliers, and continuously optimized and strengthened the management of anti-commercial bribery, environmental and occupational health and safety, and information security for suppliers.

In accordance with the "Control Procedure for Procurement", the Company conducts annual requalification audits for both probationary and approved suppliers. Suppliers not up to standards are included on the "List of Unqualified Suppliers" based on the type of materials they supply. Rectification and guidance support are available to help them improve, thus enhancing the stability and improvement of the supplier quality, and eliminating the unqualified supplier.



●Supplier communication

Technical exchange is an important measure to ensure product quality. In 2024, we organized nearly 260 online and offline meetings to analyze quality problems and risks among suppliers, discuss corrective and preventive measures, solve existing problems, and prevent potential problems and risks.

In the on-site audit stage before the new supplier was admitted, the Procurement Department would jointly conduct on-site visits and exchanges with the personnel of relevant upstream and downstream departments such as R&D and quality inspection. Based on the annual evaluation results of suppliers and the problems found in their daily management process, we would formulate an annual visit plan or arrange an unannounced audit, timely discuss with suppliers about the quality and sustainable development issues found in the audit, and discontinue the supply from suppliers to be rectified to mitigate supply risk. In 2024, we conducted a total of 19 pre-admission and annual on-site audits.

●Sustainable supply chain management

To ensure the quality and supply safety of important materials, Snibe divides suppliers into three categories of A, B, and C by the importance of supplied materials management to the product. Suppliers are reviewed and evaluated with category-specific indicators and standards based on the types of their materials and the nature of business. Category A suppliers are required to establish a sound quality management system and sign a quality assurance agreement.

After years of technology accumulation, we have established a well-developed supply chain risk management system. On the one hand, we enhance the safety inventory management of core components and include more alternative suppliers. On the other hand, we join hands with domestic manufacturers to develop and apply for major special projects of Shenzhen to promote the R&D and substitution of domestic core components. For key components, Snibe and suppliers need to work closely on all-round material recognition to fully guarantee the safety of materials. For some key materials, Snibe has formulated Plan B to deal with sudden risks in the supply chain. For materials with a large amount of consumption, we usually purchase them from two or three suppliers at the same time to avoid the situation that the production of products is affected by the shortage of materials. Amidst the push to replace foreign goods with domestic alternatives in the manufacturing industry, Snibe has opted for more domestic materials after verification, consolidating supply chain security. Furthermore, the strong reagent material R&D team serves as a solid backbone to guarantee the stable supply of raw materials for our reagent products. At present, most of the Company's key reagent materials have achieved self-sufficiency, effectively reducing the risk of limited raw material procurement channels and ensuring the stability of the key reagent material supply.

As for supply chain operation, the annual demand forecasting is updated on basis (2 + 3, short-term + long-term) so that both suppliers and Snibe can maintain dynamic safety inventory for quick response to flexible demand.

When selecting supply resources, we prioritize suppliers that are geographically close to us and have a relatively complete system to ensure flexible delivery and timely, effective communication and audit in quality control, as well as in-depth communication and careful evaluation during R&D cooperation to guarantee stable supply after delivery.

By the end of 2024, the proportion of suppliers in Chinese mainland was

95.90%

and the proportion of suppliers in Hong Kong, Macao, Taiwan and overseas was

4.1%

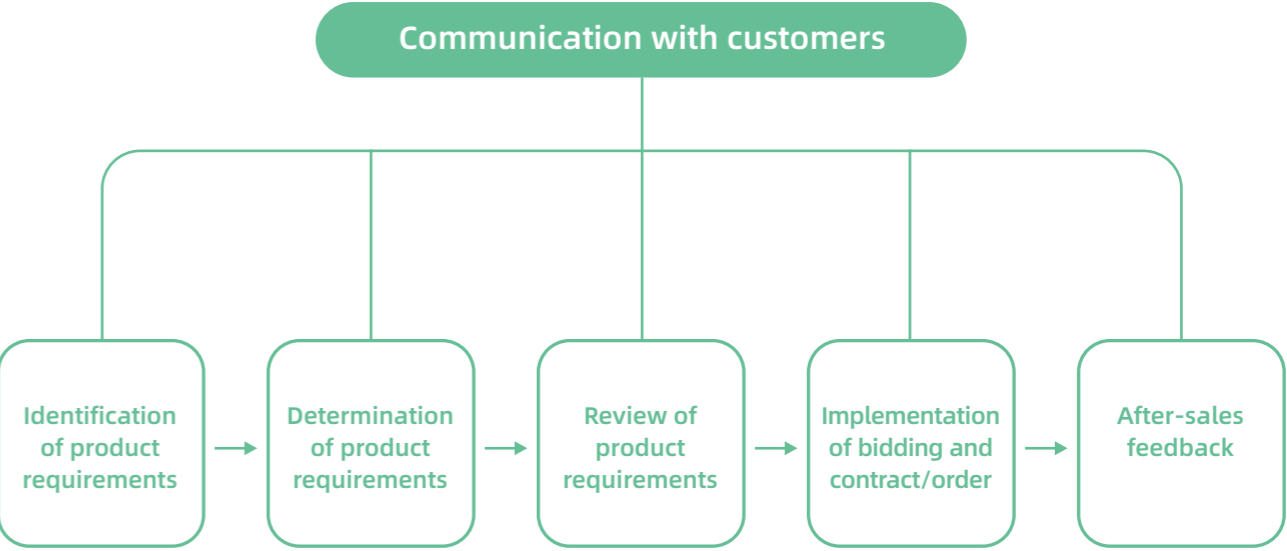
RESPONSIBLE MARKETING

Snibe has always put the rights and interests of users first. Through strong brand building, and the domain-specific expertise competency enhancement of the marketing and after-sales service personnel, the Company unswervingly implements responsible marketing, continuously elevates client service capabilities, empowers customers, and fosters industry exchanges and cooperation to expand the Company's leadership in the industry.

●Responsible marketing management

Management systems such as "Control Procedure for Customer-Related Processes", "Regulations on the Management of Domestic Distributors", "Regulations on the Management of Overseas Distributors", "Regulations on the Management of Publicity Materials", "Regulations on the Management of Intellectual Property Rights in Advertising and Exhibitions", "Regulations on the Management of Intellectual Property Rights in Market Sales", and "Anti-Bribery Control Procedure for Distributors' Sales Business" have been established to form a sound marketing management framework to ensure the protection of customer rights and interests and improve customer satisfaction during the course of business.

In both domestic and overseas markets, we adhere to the five principles of equality and mutual benefit, integrity and legal compliance, win-win result and long-term cooperation, daily management with regular evaluation, and zero tolerance for bribery to manage distributors.



As required by the "Regulations on the Management of Domestic Distributors", Snibe strictly abides by the "Anti-Unfair Competition Law of the People's Republic of China" and the "Interim Provisions on Prohibition of Commercial Bribery". For brand building and market development, we have formulated the "Management System for Domestic Academic Conferences" to regulate the organization of academic conferences and academic promotion. An internal CRM platform, which covers five modules of CRM, market management, product management, distributor management, and database, has been developed to help marketing personnel master information on customer relations, meeting procedures, product information, and online distributor management. This is how we realize responsible marketing.

During the reporting period, the Company strengthened the management and control of the distributor's authorization. For example, the instrument number and other contents were included in the authorization document. The requirement for authorization time was also added for the sale of instruments ready to enter the hospital to ensure the refined management of the distributor's authorization.

In overseas markets, we follow the "Regulations on the Management of Overseas Distributors" under the ISO13485 framework, and require overseas distributors to conduct business as per local laws and regulations. To ensure global regulatory compliance of post-market products, the Company strictly abides by the regulatory requirements of various countries/regions for medical devices, and sets appropriate labels when selling products to ensure that the end users are fully aware of the product information. For example, for distributors in the EU, we adapt our products and business to the latest IVDR and transitional provisions, for example, adding the information of EU importers and updating compliance declaration.

To safeguard the interests of distributors and end users, we proactively communicate with customers and end-user hospitals regarding products undergoing phase-out or discontinuation, providing advance notification of discontinuation timelines to establish transition periods for users, while simultaneously offering optimized alternative solutions.

●Responsible brand building

Brand control and supervision

During product marketing and promotion, the Marketing Department submits the new products and promotional materials (including the commissioned design of advertisements) to the Intellectual Property Department for review in strict accordance with the requirements specified in the "Regulations on the Management of Intellectual Property Rights in Advertising and Exhibitions" and the "Regulations on the Management of Intellectual Property Rights in Market Sales", so as to ensure compliance with the Company's requirements for patent, trademark and copyright protection. At the same time, the Marketing Department is responsible for market supervision, risk control and prevention in the product release and publicity process.

The Company also closely monitors the behaviors that damage our brand building, and clarifies the responsible departments and measures to deal with violations against our intellectual property rights to maintain Snibe's brand image.

Brand building

To improve the brand recognition of our products, Snibe applied to the China Council for the Promotion of International Trade for brand evaluation and certification of export commodities in 2024, and obtained the Certificate of Export Commodity Brand for both "Snibe Biomedical" and "Snibe Diagnostic" brands. This certification enjoys extensive international recognition. It conducts comprehensive validation and attestation of export commodity brands across eight critical dimensions, including R&D innovation ability, international certification, market recognition, intellectual property protection, global operation, etc.

The Company actively promotes the cross-departmental implementation of brand building, especially the frontline market divisions. During the reporting period, the Domestic Marketing Department launched a speech contest for product managers to help them quickly adapt to job requirements, improve professional knowledge and personal ability, and enhance the combat effectiveness.

Case

Speech contest

"Tell Snibe's Stories" contest: In order to cultivate a high-caliber team capable of telling Snibe's stories with precision, depth, and engagement, and solidify the "Snibe" brand among the population, the Company organized a contest with the theme of "Tell Snibe's Stories and Sustain Snibe's Excellence". Based on the selected scenario, participants made a simulation visit leveraging their work experience and professional knowledge to tell customers the "Snibe's Stories" related to the brand, products, technology, value-added services, development history, and clinical research cases.



In terms of brand building in overseas markets, the Overseas Sales Department and Overseas Marketing Department have held academic exchanges such as Snibe Day to enhance the Company's international brand influence. In 2024, the Company conducted more than 100 academic exchanges and conferences around the world through cooperation with IFCC and other leading industry associations. The participants came to more than 20,000 person-times, mainly government representatives, hospital managers, doctors and experts from related fields, researchers, pharmaceutical companies, etc., covering laboratory terminals and customers in various regions around the world.

Through the above academic exchange activities, we have built a platform for stakeholders in the industry to communicate with each other, facilitated knowledge dissemination and opinion sharing, provided opportunities for cooperation in the industry, and established the brand and industry influence of Snibe.

Case

International Symposium on Laboratory Medicine

On Aug. 26, 2024, the International Symposium on Laboratory Medicine was held at the headquarters of Snibe in Shenzhen. The conference was jointly organized by the International Federation of Clinical Chemistry and Laboratory Medicine (IFCC) and invited 11 experts and over 150 participants.



Case

IFCC Worldlab

On May 26-30, 2024, the 26th IFCC Worldlab was held in Dubai, UAE. The congress was jointly organized by the International Union of Clinical Chemistry and Laboratory Medicine (IFCC), the Arab Federation for Clinical Biology (AFCB) and the Saudi Society for Clinical Chemistry (SSCC), and sponsored by Snibe.



Responsible marketing training

The Marketing Department carries out targeted training for new employees, product managers, and marketing personnel to strictly implement responsible marketing. The training for new employees includes courses on product characteristics, communication skills, anti-bribery compliance management, etc. After such training, new employees can fully and accurately understand the advantages of the product and thus provide professional solutions for customers.

To improve the professional knowledge and personal ability of product managers and standardize their learning and assessment, the Company has formulated and issued the "Management Measures for the Professional Knowledge and Skills Assessment of Product Managers in the Domestic Market Department (Trial)", which has improved the advanced training participation rate and professional knowledge mastery of product managers.

For marketing personnel, we have invited professional internal lecturers and senior sales colleagues to conduct training on product information and sales ability, so that sales personnel can better understand the product and its advantages, and provide professional solutions for customers. In 2024, the domestic marketing center conducted a one-week closed training on capacity improvement for new sales personnel and regional managers, with trainees of 198 person-times and a training participation rate of 100%.



CUSTOMER SERVICE QUALITY

With the core strategic concept of "customer-centric, market-oriented", Snibe keeps optimizing customer service solutions in all aspects by understanding customer needs, timely responding to customer complaints, providing professional and accurate services, and investigating customer satisfaction, so as to provide customers with safe, reassuring, and innovative products and services.

Customer service management and capabilities

We practice the "service +" concept to continuously improve customer service experience, and provide carefree services for customers. We formulate and implement the "Control Procedure for Servicing Activities", "End Customer Management Measures" and other management systems to standardize the customer's consultation and complaint handling process. Through systematic training and professional guidance, we continuously strengthen the team's professional ability and service awareness, and optimize the quality of customer service.

Snibe has built more service stations and upgraded on-site service. With 9 new service stations built in 2024, Snibe boasts a national network of 170 service stations, which secures customer response in 1-2 hours. To help technical engineers in different regions solve customer problems in a systematic way, we have developed the remote service system Snibe Link on our own to ensure a comprehensive and professional customer service.

In overseas markets, Snibe implemented regional management with independent marketing, after-sales, market, and business for each region. Product sales and after-sales personnel are better connected to improve the regional product and service performance. More foreign technical service personnel were recruited to ensure timely response to the urgent needs of distributors and end customers. As we expand our product lines, the number of overseas channels is also expanding in terms of both breadth and depth to bring quality products and services to more customers across the world. In major countries and markets, the Company strengthens localization through the establishment of overseas subsidiaries. Up to now, we have set up overseas branches in 14 countries. By recruiting local employees and applying for product circulation licenses, overseas subsidiaries boost localized operation for more meticulous and comprehensive market coverage and premium service for end customers.

Customer satisfaction

Snibe works to provide customers with professional products and services meticulously and timely. In case of any product problems, customers can get in touch with us through the "400" hotline, official mail, and "External Information Feedback Form" on the official website. In addition, our technical service personnel strictly follow Snibe's "Control Procedure for Feedback and Complaint Handling" for closed-loop management through regular maintenance & customer visit and timely communication with customers. In 2024, 100% of the complaints received have been handled, with a customer satisfaction rate of 100%.

We regularly conduct customer satisfaction surveys to understand the opinions and suggestions of customers on the Company's products and services. In 2024, the domestic and foreign customer satisfaction reached more than 98%.

In addition, the Company actively participated in third-party research. For example, we participated in the "2024 China Medical Device Industry Data Survey" project organized by China Medical Devices magazine, which can fully reflect the service evaluation of different brands by medical institutions. In this survey, Snibe won the 2024 China Medical Device "National Brand Gold Award" and "Top Product Line" honors. We ranked first in the comprehensive satisfaction, repurchase intention rate, net promoter score, training system satisfaction of the tertiary hospitals, reflecting the customer's full recognition of our services.



●Improving customer service capabilities

Snibe maintains proactive two-way communication through a customer-centric approach to deliver sustained customer empowerment. To help the medical laboratory departments establish a standardized quality management system and improve the accuracy and mutual recognition of test results, we have provided ISO 15189 full-process support. On the one hand, we set up ISO 15189 column through our WeChat official account "Snibe IVD" to complete the online market education goal; on the other hand, we held ISO 15189 internal auditor offline training courses in Shenzhen, Changsha and other places to fully empower customers to apply for accreditation. During the daily service process, we discussed with the laboratory teachers the problems and questions encountered in the validation analysis, so as to help them better understand the product, and master the product application and analysis verification methods.

We attach great importance to the construction and training of technical service engineers. In 2024, we organized more than 10 training sessions for domestic technical service engineers, and several exchange and learning activities for technical service engineers stationed abroad to comprehensively enhance their professional service capabilities. During the reporting period, we organized 102 on-site training sessions for technical service engineers of overseas agents, with more than 460 person-times, and 109 on-line training sessions. At the same time, through the "Snibe Forum" online platform, we delivered knowledge to technical service engineers of our agents to promote their understanding of the latest product-related information. On this platform, product-related information is constantly updated, and those engineers can learn to operate the product quickly.



03

PROMOTING GREEN OPERATION

Major issues

- Addressing Climate Change
- Emissions and waste management
- Environmental management
- Resource management
- Energy management

Alignment with Sustainable Development Goals (SDGs)



Snibe steadfastly implements sustainable development principles, rigorously enforcing the management standards of environmental protection, conservation and production safety. We continuously strengthen environmental and occupational health and safety management, systematically integrating the concept of green operation and safety in all aspects of daily operation. The Company is committed to ensuring the safety and health of employees, while creating an efficient and environmentally friendly operation model to promote the deep integration of green development and safe operation.

ENVIRONMENTAL AND OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Employee safety and environmental protection constitute the cornerstone of our continuous and stable development. Snibe has always adhered to the policy of "Environment protection, health and safety, compliance with regulations, and sustainable development" to continuously strengthen the Company's overall safety and environmental protection construction. Snibe maintains strict adherence to laws and regulations like the "Labor Law of the People's Republic of China", the "Environmental Protection Law of the People's Republic of China", the "Safety Production Law of the People's Republic of China", the "Fire Control Law of the People's Republic of China", and the "Law of the People's Republic of China on Prevention and Control of Occupational Diseases", and has developed relevant supporting management systems according to those laws and regulations and internal management needs to continuously improve environmental and occupational health and safety management.

In 2024, the Company invested 4.095 million yuan in environmental and occupational health and safety.

●Environmental and occupational health and safety management policy and objectives

Policy: Environment protection, health and safety, compliance with regulations, and sustainable development.

Objectives:

- (1) Zero fire incidents
- (2) Zero chemical leaks and explosions
- (3) Zero work-related fatalities or serious injuries
- (4) Zero occupational diseases

●Environmental and occupational health and safety management initiatives

Area	Initiatives
Environmental management	<b>Waste:</b> We have established the "Wastewater, Emissions and Noise Management System" and the "Environmental Protection and Harmless Treatment System" to stipulate the management of various types of waste generated during daily operations and production processes. They clarify the waste classification and treatment methods, monitoring methods, etc., ensuring full compliance with environmental regulations and effectively safeguarding the environment.
	<b>Environmental protection and conservation:</b> We have formulated the "Resource and Energy Consumption Control Management System" to regulate employees' practices in conserving water and electricity. Awareness signage such as water and energy conservation reminders has been prominently displayed to improve employees' awareness of energy saving and emission reduction. Office supplies are distributed under a quota system to prevent overuse and waste. During product development, design, and production, we strictly adhere to relevant management requirements to minimize raw and auxiliary material consumption, ensuring resource efficiency and waste reduction.

Area	Initiatives
Health management	<b>Canteen:</b> All the canteen staff are on duty with certificates, and we conduct regular inspections of food quality and hygiene management. The "Canteen Management System" has been established to strengthen sanitation controls and ensure safety.
	<b>Water for domestic use:</b> We have established the "Management System of Drinking Water for Domestic Use" to ensure that our drinking water meets the national requirements and protects the health of employees. We commission external agencies to conduct water quality testing biannually. Water fountains are routinely inspected by third-party agencies. The internal tanks of water dispensers are cleaned quarterly. These measures ensure that the Company's domestic drinking water fully complies with the national standards for drinking water quality.
	<b>Occupational health:</b> We have formulated the "Management System for the Prevention and Control of Occupational Diseases", and have employees in high-risk positions signed the "Job-Specific Occupational Disease Hazards Notice" that clearly outlines job-related hazards. Necessary personal protective equipment is provided to all relevant staff. We conduct annual monitoring of occupational hazard factors and organize pre-employment, in-service, and post-employment occupational health examinations. Employee occupational health records are systematically maintained to timely identify and address occupational health issues.
Emergency management	<b>Work-related injury:</b> We have established the "Work-related Injury Management System" in accordance with the work-related injury insurance regulations and the actual management requirements to properly handle work-related accidents.
	We have developed emergency plans for production safety accidents, in which the protocols for handling various emergencies such as fires, hazardous chemical accidents, and object strikes are clarified. Regular emergency drills are conducted to ensure preparedness. A certified first-aid team has been established, trained in basic life-saving techniques and trauma care. Each facility is equipped with emergency medical devices and first-aid kits. These multi-layered measures guarantee swift and effective responses to emergencies, minimizing risks and ensuring safe resolution.
Security management	<b>Equipment:</b> We have formulated various safety operation procedures and safety management systems. All employees have received safety training before taking up their posts, and special equipment and special operation personnel have been trained and certified by relevant departments at higher levels. Equipment and lines are regularly inspected.
	<b>Hazardous chemicals:</b> We store and protect all kinds of chemicals, flammable, and explosive materials according to their specific characteristic, ensuring categorized storage, clear labeling, and corresponding SDS attached. Designated personnel are responsible for managing and documenting chemical inventories, and firefighting facilities and emergency response equipment are deployed.
	<b>Fire safety:</b> We have formulated safety systems such as "Fire Emergency Plan" and "Emergency Preparedness and Response Control Procedures" to clearly define the responsibilities for organizing and implementing daily fire safety management. Each region is equipped with corresponding firefighting equipment and emergency exit indicators as required. Regular inspections of firefighting equipment and hazard checks are conducted, alongside company-wide fire drills to ensure readiness. No major fire-related incidents have occurred to date.

ADDRESSING CLIMATE CHANGE

Snibe recognizes that the physical impacts of global climate change and mitigation actions may pose significant risks or create opportunities for our business. During the reporting period, we identified relevant entity risks, transformation risks and opportunities based on the business development and operation of the Company, and formulated corresponding countermeasures.

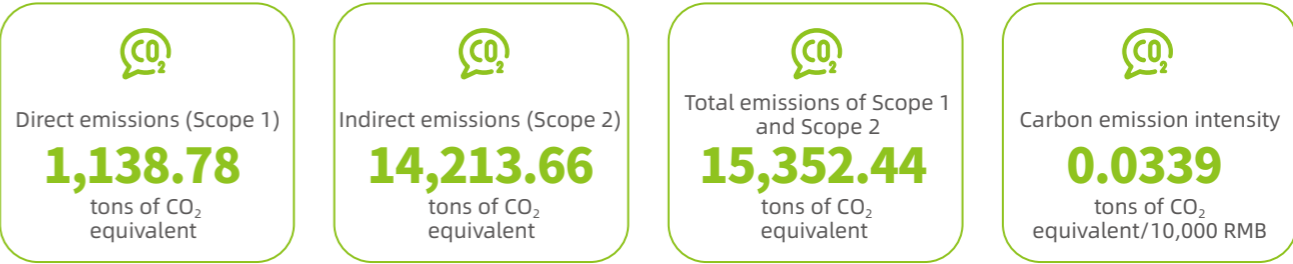
Type	Influencing factors	Specific impact	Countermeasures
Entity risk	Heavy rains, typhoons and other extreme weather occur frequently or increase in intensity	Snibe operates in a coastal city, where increased frequency or intensity of extreme weather events, like heavy rains and typhoons, may disrupt facility power supply, leading to water/power outages or damage to warehouses and equipment. Such risks threaten both property security and our operational stability.	We actively monitor climate trends and have developed an extreme weather emergency response plan tailored to local conditions. We pay close attention to weather warning information, and implement the following preventive measures prior to forecasted extreme events: conduct safety inspections, clear drainage systems, repair roofs, reinforce perimeter walls, install water barriers, strengthen ventilation, enhance circuit leakage protection, improve firefighting capacity, etc.
Transform-ational risk	Energy prices rise as countries respond to climate change	At present, Snibe's main energy consumption relies on externally sourced electricity. Environmental protection regulations are becoming increasingly stringent, with national and local governments rolling out policies to restrict corporate carbon emissions. Rising fossil fuel prices have also driven up energy-related operational costs.	The Company has proactively implemented energy management strategies, including technology upgrades, source-level energy consumption controls, intensified energy conservation and emission reduction propaganda, etc. to reduce energy consumption and carbon emissions.
	Investors are increasingly focused on corporate climate action	Snibe recognizes that domestic and international investors prioritize transparency in greenhouse gas (GHG) emissions and emission reduction targets. Failure to actively manage GHG emissions could lead to ESG rating downgrade, negative publicity, reputational damage, and ultimately restricted financing channels and higher capital costs.	The Company has actively responded to investors' concerns, and voluntarily initiated climate risk identification, greenhouse gas emission management and other programs for disclosure. Moving forward, the Company will further develop GHG reduction objectives in line with the needs of enterprise development.
Opportunity	Climate change leads to increased demand for new products	Global climate and environmental shifts, particularly rising temperatures, are increasing the likelihood of infectious disease outbreaks and respiratory health risks, which creates new product opportunities for IVD companies.	Snibe is closely tracking diagnostic demands linked to climate-sensitive diseases and proactively advancing R&D of targeted testing products.

Type	Influencing factors	Specific impact	Countermeasures
	Climate change policies promote technological upgrading of enterprises and increase benefits	Reduced energy and resource consumption lowers both corporate emissions and operational costs. By adopting more efficient production technologies, the Company can increase production capacity and revenue while enhancing resource efficiency.	Through energy conservation and emission reduction initiatives, including technological transformation and equipment upgrading, the Company continuously improves energy and resource utilization efficiency, achieving cost reduction and efficiency enhancement.

Snibe's greenhouse gas emissions predominantly stemmed from the utilization and consumption of electricity, natural gas, gasoline, and diesel in our production and operations, direct emissions resulting from the escape of refrigerants, and indirect emissions resulting from the consumption of purchased electricity. During the reporting period, in order to more scientifically and accurately calculate the Company's greenhouse gas emissions, we commissioned SGS, an international authoritative certification body, to carry out a comprehensive and detailed greenhouse gas verification audit, and obtained the ISO 14064-1:2018 Greenhouse Gas Verification Statement Certificate issued by SGS.



In 2024, the total carbon dioxide emissions (Scope 1 and Scope 2) resulting from the operations of Snibe amounted to 15,352.44 tons of CO<sub>2</sub> equivalent. Among these, direct emissions (Scope 1) accounted for 1,138.78 tons of CO<sub>2</sub> equivalent, while indirect emissions (Scope 2) stood at 14,213.66 tons of CO<sub>2</sub> equivalent. The carbon emission intensity was 0.0339 tons of CO<sub>2</sub> equivalent per 10,000 yuan<sup>①</sup>.



① Direct emissions (Scope 1) encompass emissions directly generated by the Company through the consumption of fossil fuels, including gasoline, diesel, and natural gas, as well as direct emissions resulting from escape of refrigerant. Indirect emissions (Scope 2) include emissions resulting from the consumption of purchased electricity by the Company. Total emissions represent the aggregate of direct and indirect emissions. The accounting methodology for electricity emission factors primarily references the national average CO<sub>2</sub> emission factor for electricity outlined in the "Announcement on Release of 2022 CO<sub>2</sub> Emission Factor for Electricity", issued by the Ministry of Ecology and Environment of the People's Republic of China on Dec. 26, 2024. Additionally, calorific value coefficients and emission factors for other energy sources are mainly derived from the "Guidelines for Compiling Provincial Greenhouse Gas Inventory" and the "General Rules for Calculation of the Comprehensive Energy Consumption".

The energy usage of Snibe in 2024 is detailed as follows:



Snibe's carbon emission reduction target: To maintain a stable carbon emission intensity before the completion of Phase V of the R&D and production base, and to achieve a steady decline in carbon emission intensity after the completion of Phase V and the normal operation of the R&D and production base. The main basis is that Phase IV of the R&D and production base will be completed in 2025 and the base will then be put into use. With expanding business operations, electricity consumption is expected to rise significantly year-on-year, creating substantial short-term pressure on carbon intensity metrics.

We continue to enhance energy efficiency through technological advancements, equipment upgrades, and various measures to maximize our energy utilization efficacy. Key initiatives include:

- Conducting daily inspections and scheduled maintenance for generator sets, power supply and distribution systems, and timely replacing aging components to ensure electrical safety.
- Installing a centralized control device at charging stations of the underground garages, which is intelligently linked with the mobile phone to set a scheduled shutdown time, thereby effectively avoiding a potential safety hazard caused by long-term standby charging of the vehicle.
- Deploying the time-controlled lighting system in the public areas of the park, such as the courtyard lights, parking lot lights, and LOGO lights, through the mobile phone remote intelligent and accurate control of the lights in the park, effectively reducing energy consumption.
- Performing regular cleaning and maintenance of solar panels according to their usage to optimize heat conversion efficiency.

## GREEN OPERATION

Rigorously adhering to the "Water Pollution Prevention and Control Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", the "Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes", the "Regulations on the Administration of Medical Wastes" and other laws and regulations, the Company has formulated and revised management systems such as the "Control Procedure for Issues", the "Resource and Energy Consumption Control Management System", the "Wastewater, Emissions and Noise Management System", and the "Hazardous Waste Management System", so as to effectively utilize

resources and energy and strictly oversee the disposal process of hazardous wastes. The Company has not been listed as a key pollutant discharge entity by the environmental protection authority. In 2024, the Company did not violate any environmental law or regulation, and was not subject to administrative penalties by the environmental protection authority.

### ● Emissions and waste management

#### Wastewater management

All sewage undergoes treatment following the principles of "rain and sewage diversion, collection at source, and reuse". Snibe implements environmentally friendly sewage management practices. Wastewater is categorized into rainwater, domestic sewage, and production wastewater by source. Following a classified management approach, we collect each type of wastewater accordingly. The sources of liquid medical waste and air filtration wastewater are collected and managed by accredited facilities. Meanwhile, the reject water without any chemical reagents and additives generated during the preparation of purified water is directed to a dedicated reject water recovery pool for toilet flushing and park irrigation, and discharged from the municipal domestic wastewater pipe network into the Shatian Water Purification Plant, contributing to resource conservation and waste reduction.

#### Waste gas management

All waste gases produced by the Company are subject to the principle of "classified collection, centralized treatment, and standards-compliant discharge". The production waste gases are treated through the waste gas treatment facility to meet regulatory standards before discharge, with regular emissions testing conducted. Independent waste gas collection covers and fume hoods are installed in production workshops and locations or areas where waste gas is generated within each production line. The waste gas treatment device is equipped with activated carbon boxes and spray towers to ensure that laboratory waste gas is discharged in compliance with environmental standards. The flow directions in waste gas collection pipelines are clearly marked, and regular testing of waste gas by third-party institutions ensures alignment with relevant laws and regulations on emissions.

#### Waste management

Snibe has established a dedicated task force for environmental pollution prevention and control to perform classified management of medical and hazardous wastes. Medical wastes, including infectious waste, sharps waste, and chemical waste, are centrally collected in specialized medical waste bins, and then disposed of by accredited facilities. The ten types of hazardous wastes, including waste activated carbon, waste engine oil, waste lamp tubes, waste circuit board, waste thermometer, waste ink carbon ribbon, waste rust-proof oil, waste chemicals, waste packaging and air filtration wastewater, are centrally transported and disposed of by third-party organizations after collection.

Solid wastes generated by the Company mainly consist of general solid wastes (domestic wastes), kitchen wastes, etc., all of which are entrusted to qualified third-party institutions for the transportation, utilization and disposal of solid waste, and the relevant qualifications and technical capabilities of the entrusted parties are reviewed. Office waste paper and cardboard are sorted and recycled by accredited facilities. To strengthen the standardized management of solid waste, the Company strictly implements garbage classification, facilitate employee identification, and reduce disposal errors, we have optimized the bin placement for general waste and food waste across all floors, and updated the classification guidelines in the park to improve identification accuracy, and to foster a culture of environmental responsibility.



Bin classification identification

● Resource utilization management

Water resource management

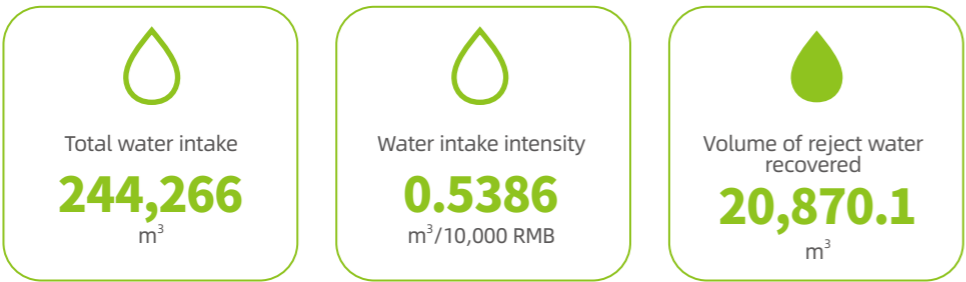
We rigorously regulate water resource usage, increase the proportion of recycled water, and enhance water resource utilization efficiency through measures like water recycling and equipment adjustments.

Reject water generated in the operation of the Company primarily results from the purified water preparation process, and it meets the standards outlined in the "Reuse of Urban Recycling Water-Water Quality Standard for Urban Miscellaneous Use" (GB/T 18920-2020). Adhering to the principle of resource conservation and waste reduction, we've installed the water storage tank to recycle the reject water and reduce tap water usage. Currently, we've established 100-cubic-meter and 180-cubic-meter reject water storage tanks for Phase II and Phase III parks of the Company, respectively, utilized for toilet flushing and park irrigation. In 2024, the Company recovered approximately 20,870.1 cubic meters of reject water.

The Company regularly maintains water conservancy facilities such as domestic water tanks and solar hot water systems, and timely replaces aging components to ensure water safety. A remote smart meter is installed on the master water meter to monitor the water consumption in real time through the intelligent system, so as to avoid manual meter reading errors, quickly detect abnormal water use, troubleshoot water leaks or equipment failures, and reduce water waste.

We prioritize water balance testing as a cornerstone of water resources management, and conduct systematic testing, data collection, and analysis to establish precise water usage equilibrium. By scrutinizing every aspect of water usage and optimizing processes with data-driven insights, we ensure stable operations while maximizing water efficiency and conservation.

In 2024, the Company's total water intake amounted to 244,266 cubic meters, with a water intake intensity of 0.5386 cubic meters per 10,000 yuan, and 20,870.1 cubic meters of reject water recovered.



Material resource management

Snibe actively controls the rational use of energy and promotes the recycling of resources throughout R&D, production, and operational processes. Various strategies are employed to optimize energy and resource management, strengthen the publicity and practice of green concepts, and improve the rational use of energy and resource utilization efficiency.

The Company integrates the concept of energy conservation and environmental protection into daily operations. For example, employees are encouraged to use double-sided printing, save electricity, turn off the lights, save water, actively report or repair water leakage, etc. Air conditioning is mandated to no lower than 26 ° C in summer and no higher than 20 ° C in winter. Environmental protection signs are posted near the switch and the air conditioning panel to remind employees to save energy. In 2023, our canteen underwent intelligent transformation, and adopted an intelligent plate mode, successfully reducing the reliance on disposable tableware.

04

TALENT EMPOWERMENT

Major issues

- Diversity and equal employment
- Employee rights and benefits
- Employee Training and Development
- Occupational health and safety

Alignment with Sustainable Development Goals (SDGs)



Talent is the core driving force for sustainable corporate development. Snibe prioritizes its talent strategy as fundamental to corporate growth. The Company advances the construction of employer brand and comprehensively enhances the professional level of human resources management. Embracing an open and inclusive philosophy, we have established diversified talent recruitment mechanisms while protecting the legitimate rights and interests of employees according to laws. By establishing a sound vocational training system and career development channels, we create a fair and transparent career development platform for employees and fully stimulate organizational innovation vitality. We continue to improve occupational health and safety management, optimize the welfare system, and better bind employees and bring them happiness, so as to achieve the common growth and value creation of enterprises and employees.

# Attraction and Retention of Talents

## Diversity and equal employment

### Equal employment

In strict accordance with laws and regulations such as the "Labor Law of the People's Republic of China" and "Labor Contract Law of the People's Republic of China", Snibe has formulated internal systems such as the "Human Resources Control Procedure", "Employee Handbook", "Employee Internal Transfer Management System", and "Intern Management System" to standardize the recruitment and talent management process, and build a high-quality and diversified talent team. It is clearly stated in the "Human Resources Control Procedure" that Snibe prohibits the employment of child labor, opposes discrimination in gender, health, and age, advocates diversity, and offers equal opportunities for every employee and job seeker. It is also explicitly specified in the "Anti-Discrimination and Anti-Harassment Management System" that Snibe prohibits unfair treatment of employees in the process of recruitment, training, promotion, etc. on the basis of race, social class, nationality, religion, disability, gender, etc.

In 2024, Snibe embraced a "hard worker focused" concept for exploration and practice in such fields as talent organization and management, workplace environment, corporate culture, remuneration and welfare, and training system. We have shaped ourselves into a quality employer. This year, Snibe won honors like the HRoot Awards, "2024 Social Enterprise Excellence", "Most Influential Employer 2025" by Haitou.cc, and "2024 Employer of Excellence in Occupational Credit" by Guangzhou Best Check Human Resources Co., Ltd.



### Attraction and reserve of talents

Snibe values a well-layered talent pipeline by formulating comprehensive talent development strategies and exploring flexible and diverse ways to absorb talents. On-campus and off-campus recruitment are two major ways Snibe brings in needed talents.

For on-campus recruitment, we persist in working with universities on university-enterprise cooperation projects and ensuring ongoing communication. At present, we have signed university-enterprise cooperation agreements with top domestic universities and built internship & practice bases. Nearly 900 faculty members and students have visited Snibe in the past year. By establishing joint postgraduate bases and employment bases, as well as joint post-doctoral research bases and employment bases, and holding lectures on career development in colleges and universities, we continue to deepen the university-enterprise cooperation, and have established long-term cooperation with many colleges and universities to provide internship opportunities for their students. Currently, there are more than 200 interns in the Company. We provide one-on-one mentorship for interns who join early and prioritize full-time conversion opportunities for students who have excellent practice performance. These cooperation programs allow us to offer various practice and employment opportunities to university students and help them transform theoretical

knowledge into practical skills. In turn, this provides us with access to a huge talent pool.

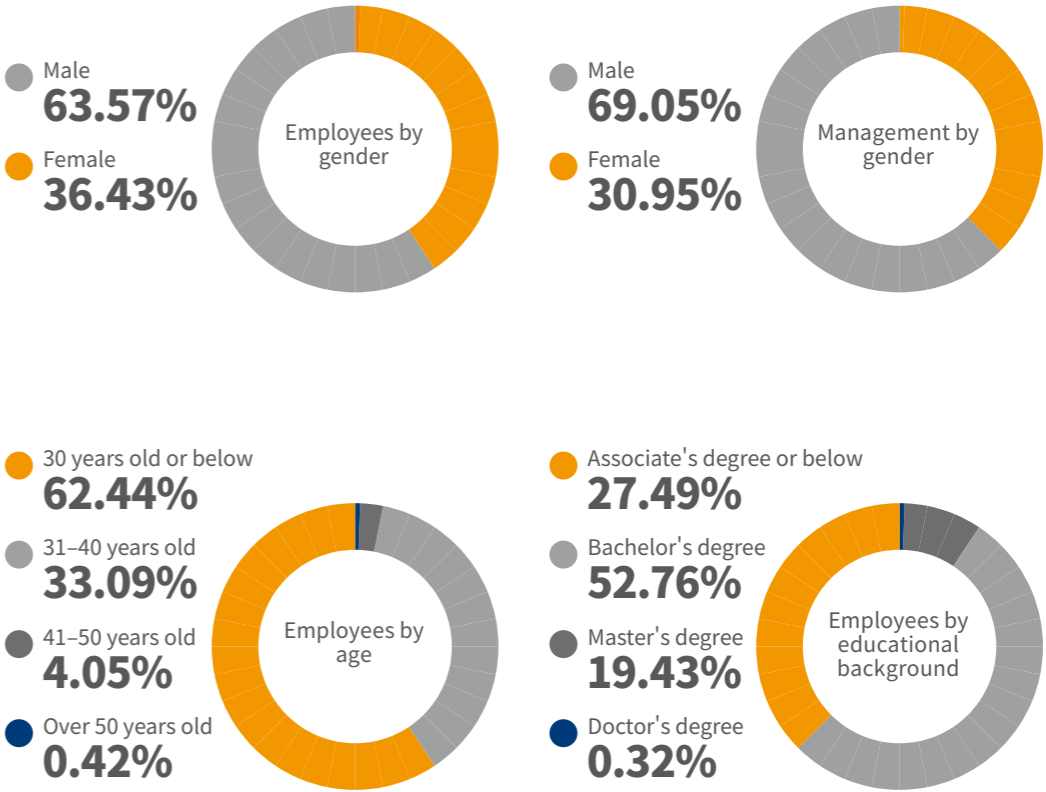
To recruit off-campus talents, we not only work with mainstream recruitment platforms and experienced headhunting institutions at home and abroad, but also encourage our employees to recommend potential candidates. An array of talent introduction channels helps to fuel our talent-driven development, foster a team of scarce cutting-edge talents, and integrate excellent talents to fulfill our strategic goals.

### Employee diversity

Snibe remains committed to building a workplace of diversity, equality, and tolerance. With a diversified and inclusive recruitment policy, we gather together top talents from across the world and encourage employees with different backgrounds to give full play to their talents. We treat every employee equally and secure their rights and interests in recruitment, promotion, development, remuneration, and welfare regardless of gender, age, race, nationality, etc.

We actively cultivate a diverse workforce and champion workplace inclusivity. We focus on empowering underrepresented groups and providing employment opportunities for individuals with disabilities. To respect the religious and cultural differences of foreign employees, we provide dedicated prayer rooms in the Company, and assist foreign employees in obtaining legal work permits and residence permits to ensure their legal employment in China. We offer re-employment opportunities for retired employees. Retirees are welcomed back and provided with competitive benefits while fully considering the operational needs.

By the end of 2024, Snibe had 2,841 employees with 163 from minority groups, of which 36.43% were female, and 30.95% of managerial positions were held by women.



● Employee rights and benefits

Remuneration and incentives

Snibe keeps optimizing the remuneration system with a focus on both value and fairness to offer competitive salaries for employees. We have in place a remuneration program that covers salary and diverse incentives, designed to reward and motivate core and outstanding talents for their significant contributions.

Remuneration	Honors	Long Service Award
Semi-annual and annual salary adjustment Salary adjustment for position Salary adjustment for rank	In addition to presenting honorable awards to teams and individuals with outstanding sales, R&D teams with breakthroughs, and outstanding employees, Snibe also rewards employees who devote themselves to their work, boast remarkable abilities, and deliver superior results.	At every anniversary, employees with long service will be honored for their long-term contribution, and all employees will receive the anniversary commemorative coins.

Welfare system

According to the national and local regulations, we ensure that our employees are entitled to statutory holidays and leaves, and we contribute to social insurance and housing accumulation fund for all employees. For our female employees, we not only provide paid marriage leave, maternity leave, breastfeeding leave, and other holidays stipulated by national laws to female employees of reproductive years, but also build baby care rooms for working mothers, offer yoga classes, and hold Women's Day and Mother's Day activities.

We promote work-life balance and encourage employees to take necessary breaks. We foster a harmonious and healthy atmosphere through regular annual meetings, traditional festivals, and team-building activities to better bind employees and bring them happiness. The health of our employees, a top priority for us, is secured through regular occupational health examinations, lectures on traditional Chinese medicine and health, and free medical clinics.

Statutory Benefits	Employee Welfare	Work-life Balance
<ul style="list-style-type: none"><li>● Statutory holidays</li><li>● Statutory leaves, including sick leave, work injury leave, marriage leave, funeral leave, maternity leave, paternity leave, breastfeeding leave, annual leave, etc.</li><li>● Social insurance, including pension, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, etc.</li><li>● Housing accumulation fund</li><li>● Other statutory benefits</li></ul>	<ul style="list-style-type: none"><li>● Holiday allowance</li><li>● Staff quarters</li><li>● Staff canteen</li><li>● Shuttle bus</li><li>● Annual lottery</li><li>● Commemorative gift</li><li>● Activity funds</li><li>● Assistance in employee's settling down</li><li>● Supplemental commercial insurance</li><li>● Occupational health examination</li><li>● Health consultation hotline</li><li>● Health lectures and free medical clinics</li></ul>	<ul style="list-style-type: none"><li>● Library</li><li>● Gym</li><li>● Yoga class</li><li>● Basketball court</li><li>● Team-building activities</li><li>● Festival activities</li><li>● Club activities</li><li>● Amateur cultural activities</li></ul>

By the end of 2024, we have signed labor contracts with and paid social insurance for 100% of our employees.

● Employee care and communication

Employee activities

Snibe cares about employees' life after work and offers a variety of cultural activities and holiday care activities. All employees are encouraged to participate in such activities. Employee activities include:

- Snibe organized online and offline activities during traditional holidays, annual celebrations, and annual meetings, such as lantern riddle guessing on Lantern Festival, gamified check-in challenge on Goddess Day, canvas bag DIY on Mother's Day, fan making on Dragon Boat Festival, etc. On the Company's 29th anniversary, we hosted talent competition, fun sports competition, fun fair and other activities. Additionally, customized commemorative badges are designed as birthday gifts for every employee. We have organized a welcome party for fresh graduates to help them better know each other and blend in with the big family of Snibe.
- To promote the inheritance of Snibe's culture and the realization of the strategy, and to commemorate the hard work and dedication of "Snibers", the Company has customized the corresponding service commemorative coins as a symbol of their growth and dedication at the milestones of each Sniber. This year, Snibe held the second Commemorative Coin Awarding Ceremony for employees serving the company for 10 years and above. The ceremony showcased the values behind the service commemorative coin, that is "shouldering responsibilities, enjoying challenges, and pursuing excellence". To foster a culture of relentless pursuit of excellence, the Company convened the 2024 Annual Performance Review & Honors Gala to formally recognize individuals and teams who delivered exceptional impact on mission-critical initiatives.
- To help employees relax and keep fit, Snibe has built an in-house gym, a yoga room, a library, a basketball court, etc., and employed external professional yoga teachers to regularly conduct yoga classes at the Company. In addition, football and badminton courts rented outside the Company are also available on a regular basis, providing a platform for employees to keep fit and enrich their spare time.



Lantern riddle guessing on Lantern Festival



DIY activities on Women's Day



Fun sports meeting



Talent competition



"Snibe Cup" badminton friendly match



"Snibe Cup" badminton friendly match

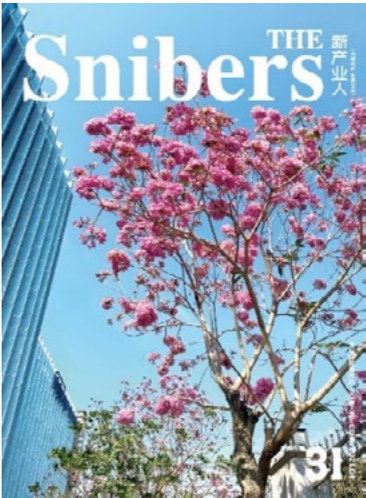
Employee communication

Keen to listen to employees' voices and learn their sense of happiness and ownership, Snibe keeps working to meet all employees' demands and expectations.

For new employees to better understand and fit into the park life, we presented the "Guide to Park Life" and explained it in person on the day of employment to help them get familiar with the park and better blend in the Company to enhance their sense of ownership quickly.

To facilitate communication between employees and the management, Snibe builds feedback platforms of different types at all levels for equal, efficient, and constructive communication within the Company.

Feedback Platform	Feedback and Communication Mechanism
Smart Park Platform	We continue to optimize the Snibe Smart Park Online Platform, and encourage employees to give feedback on the staff canteen, equipment repair and various park services through the platform.
In-house Publication	"The Snibers", an in-house magazine, serves as the main medium to promote corporate culture and highlight our employees. It includes such columns as company news, management policies, employees showcase, reflections on work, the voice, and spare time life, which focus on listening to employees and uniting all together.
BOSS Q&A	Every year, we would collect questions with shared attention for the general manager to answer at the annual meeting.
Annual Feedback Collection	Through our year-end performance appraisal process, we systematically gather the opinions or suggestions of all employees on all aspects of the Company's management, and report them to the management, with designated departments tasked with implementation and progress tracking.
Dedicated Feedback Email and Anonymous Submission Portal	A dedicated feedback email and an anonymous submission portal are available for employees to voice concerns or proposals. Management responses to substantive suggestions will be fed back to the employees.
Department Meetings	Heads of each department stay informed of employees' demands through department meetings and annual performance talks.
Symposium	The Human Resources Department regularly collects feedback and recommendations from new employees and replies to them through symposiums and other forms. We also interview employees who intend to leave to improve the talent retention plan in a targeted manner.



In-house publication



Questions for BOSS Q&A

Employees' Congress

The labor union at Snibe forms a bridge of communication between the management and general employees. The Employees' Congress aims to protect the rights, interests, and welfare of employees and keep the company dynamic. The Labor Union regularly holds the Employees' Congress as required and maintains close communication with all employees to get them involved in the decision-making of important affairs. Rules and regulations are also being optimized and improved to better safeguard the rights and interests of employees. In 2024, Snibe held one Employees' Congress to re-elect the employee representative supervisor of the Board of Supervisors, and to review and approve the "Employee Handbook", "Employee Transfer Management System" and other systems.

Talent introduction and retention for 2024:

New Employees  
563

Turnover Rate<sup>①</sup>  
9.56%

①Turnover rate = annual employee departures/average annual headcount

# EMPLOYEE TRAINING AND DEVELOPMENT

● Training system

Diverse training system

Snibe believes that employee training boosts the corporate development. On top of the "Training Management System", Snibe has formulated a series of training management measures, detailed rules, and operational guidelines such as the "Operational Guidelines for the Implementation of Training Process" and the "Operational Measures for the Implementation of Training System" to support and standardize training.

We keep improving and optimizing various training systems and processes. Committed to "talents are the most important resources for the company", we have put in place a training operation system that focuses on both "talent construction" and "product empowerment". A diverse training system of all layers and categories is being built, along with talent training mechanisms of all types, to fuel the internal business operation at all positions. A combination of both online and offline training, including onboarding, induction/transfer training, management external expert training, and special training programs for serving staff, improves both the soft and hard skills of employees and drives their career development to shape a talent pipeline for business development.

In 2024, we offered 13,298 training opportunities of 86,482 hours for our employees.

● Employee ability improvement

All-round ability improvement

We have been developing and upgrading training courses that target and serve the company's development strategy and business needs.

● Cultivation of fresh graduates

We have established a training framework for fresh graduates, including three stages: "entry", "growth" and "success". Group training after joining the company helps new employees to get the basics of the company, swiftly learn and adapt to the corporate culture, and complete the transformation from campus to workplace. Tutoring, job rotation, and panel discussions enable fresh graduates to quickly fit into the team and master essential job skills. With the guidance of the direct supervisor and tutors, these new employees can establish a solid groundwork for independently undertaking key tasks in the future.

● General knowledge and soft skills enhancement

Product basics popularization and work-related comprehensive soft skill enhancement are realized through Snibe Lecture with the help of an online learning platform "DingTalk". The continuous exploration and trial of the past three years helped clarify the position and functions of Snibe Lecture. Popular courses such as reporting, year-end summary, weekly report, work plan, and "Four Hypers" (hypertension, hyperlipemia, hyperglycemia and hyperuricemia) medical courses have been established, further strengthening the internal influence and gaining good reputation. In 2024, Snibe Lecture presented 37 courses covering topics such as office software, official document writing, work reporting, and "Four Hypers" medical courses, with a total of about 3,500 participations via livestream or playback.

● Improved management capabilities

To strengthen the reserve and development of mid-level and frontline managers, we not only engage managers from relevant departments at our Shenzhen headquarters but also organize intensive training sessions there for managers from domestic branch offices. Furthermore, industry experts are invited to deliver targeted knowledge-sharing and foster in-depth discussions.



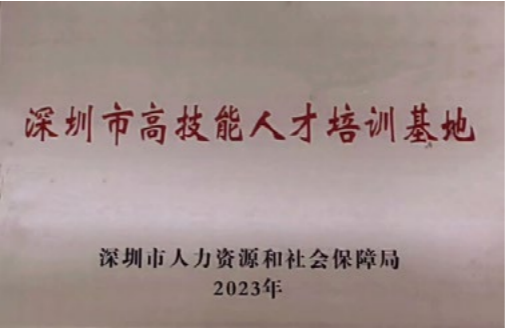
Schedule of Snibe Lecture

In 2024, we launched a Leadership training program for marketing teams at home and abroad, a special training program to build high-performance IVD teams, a special training program for domestic technical service teams titled "Team Empowerment - Work Facilitation, Communication and Coaching Motivation", an MTP manager training program for R&D teams, and a special training program on efficient communication and collaboration for production teams. Those special training programs helped break down internal communication and management barriers, deepen understanding and collaboration across departments, functions, and positions, and enhance team cohesion.

● Enhancement of professional skills

The Company's part-time internal trainer team has carried out many activities to meet the professional learning needs of employees, such as product optimization and upgrading training, performance verification training, new product internal launch meeting, and annual special training. What's more, we actively communicate with industry experts, suppliers and other partners, and host activities like "Clinical Testing Lecture ", "Snibe Day" and "Inspection Industry Experts/Specialized Exchange Meeting" to further meet the learning needs of personnel in specific functions/positions for "advanced, specialized, cutting-edge" knowledge, and provide support and momentum for internal technical reformation and product innovation.

We provide employees with more opportunities and platforms for learning and growth by investing more and more in talent cultivation and integration. In 2023, we officially obtained the certification as a "Shenzhen High-skilled Talents Training Base", which serves as a promising platform with countless opportunities for employee and talent training next. In 2024, we won the award of "Shenzhen Top 10 Model Platforms for Lifelong Vocational Skills Training" from Human Resources and Social Security Bureau of Shenzhen Municipality.



Shenzhen High-skilled Talents Training Base



Shenzhen Top 10 Model Platforms for Lifelong Vocational Skills Training

Qualification and talent recognition

- Support for employee qualification  
Snibe encourages and rewards all employees to take the exams for relevant skills certificates and gain post qualifications by covering all associated costs, including exam fees and annual reviews. Employees participating in off-job training can also get subsidies of transportation, catering, etc. By the end of 2024, our employees held more than 400 skill certificates, including "Medical Device Laboratory Management and Inspection Operations", "Special Equipment Safety Management and Operation", and "Primary Care Paramedic".
- Assistance in talent recognition and professional title application  
We assist qualified employees in applying for high-level talent recognition and professional titles under the talent policies of local governments, and we encourage employees to further their professional competitiveness. We also hold skills festivals with Shenzhen colleges and universities to identify the field-operational experts with excellent skills. In 2024, seven employees were recognized by the Shenzhen Pingshan District Human Resources Bureau as the "Class B Leaders" (2 employees) and "Class C Leaders" (2 employees), and 36 employees have applied for professional titles in their respective fields.

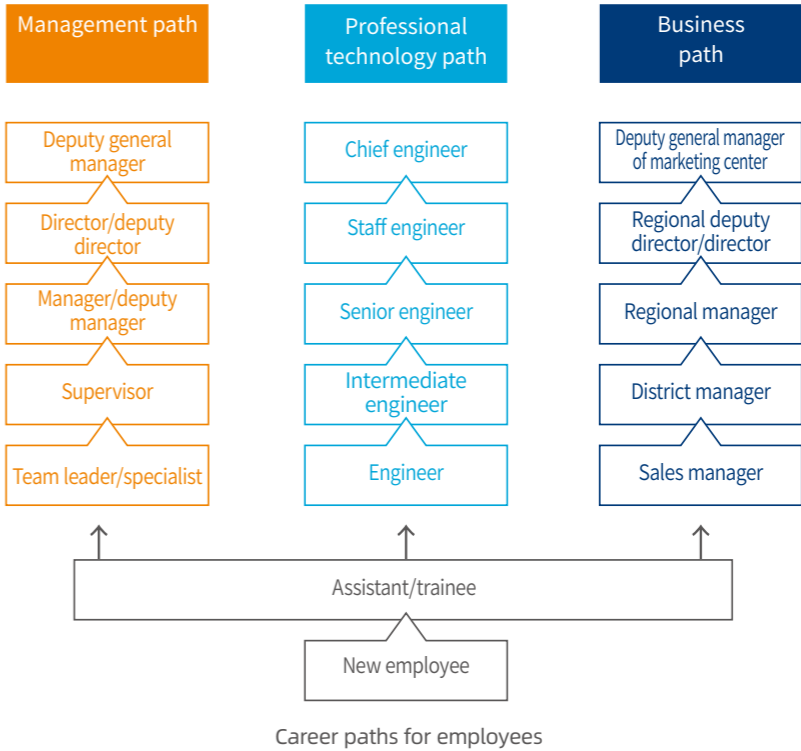
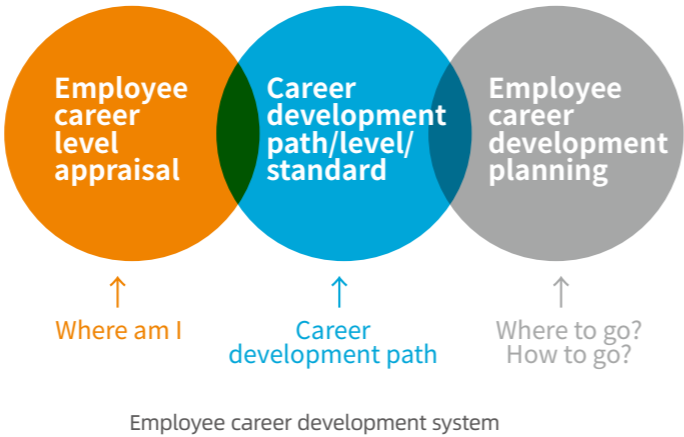
Employee promotion and development

**Diverse promotion and development paths**  
To "make the best use of talents", we set up clear and detailed promotion channels for employees with a series of clear internal promotion systems, including the "Rank Management Measures", "Rank Promotion Management Measures for Reagent R&D Personnel", "Supplementary Rules for Promotion and Management of R&D Personnel", "Technical Grade Evaluation Measures for Engineers in Domestic and Foreign Technical Service Departments", "Rank Promotion Management Measures for Product Managers in Domestic Marketing Departments", etc. At the same time, the Rank Evaluation Committee, the highest authority for rank promotion and development, has been established to ensure fair, reasonable, scientific, and compliant selection.

We set three career development paths of "expertise", "management" and "business" to provide fair and impartial career choices and development opportunities for all employees. We adopt the promotion method integrating "technical expertise" and "management ability". Employees with outstanding contributions or special talents are promoted more than one grade at a time, while employees with exceptional comprehensive and professional ability are promoted and cultivated, so as to guide employees to leverage their own edges in enhancing professional skills and overall competitiveness. To facilitate the flow of talent, we look out for and properly support employees who intend to try other positions and encourage horizontal development.

Snibe aspires to grow with employees together and set position requirements in line with the corporate goals and employee career goals. Clear, exact, and fair career paths have been designed for employees of all ranks and all positions. We encourage employees to leverage their talents and challenge new positions. Moreover, we continue to optimize the talent management by adjusting the existing rank evaluation requirements, so that employees can have a clearer understanding of their development direction. The talent analysis report and human resources management report of each center are regularly output, so as to timely identify and motivate employees with outstanding work performance. This year, we have launched the Top Ten New Employees and the Individual Merit Award for the first time.

In 2024, 100% of employees received year-end performance appraisals, and more than 100 employees applied for and completed internal transfer.



OCCUPATIONAL HEALTH AND SAFETY

Occupational health

Snibe believes in "people first" in its management and always puts employee health in the first place. Various measures are taken to safeguard the physical and mental health of employees. The Company strictly abides by relevant laws and regulations on occupational health and safety like the "Safety Production Law of the People's Republic of China", and the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", and has developed management systems such as the "Control Procedure for Hazards", the "Management System for the Prevention and Control of Occupational Diseases", and the "Work-related Injury Management System" to identify, analyze and manage potential risks in daily operations and protect the health and safety of employees.

Deaths from occupational injury	Serious injuries from occupational injury	Occupational injuries excluding deaths and serious injuries	Losses of working hours due to occupational injuries
0	0	6	1,773.04 hours

Occupational disease prevention and control

Snibe continuously regulates occupational health monitoring to prevent occupational diseases. The Human Resources Department conducts statistical analysis and management of occupational hazards. During employee onboarding, the department truthfully informs employees about the occupational disease hazards associated with their positions, including potential consequences, protective measures, and relevant benefits. The Company implements occupational disease prevention measures and requires employees to sign the "Job-Specific Occupational Disease Hazards Notice".

The Company sets up bulletin boards in prominent positions in the production workshops to issue rules and regulations on the prevention and control of occupational hazards, operating procedures, emergency rescue measures for occupational hazards accidents, and the detection and evaluation results of occupational hazards in the workplace. The Company organizes occupational health examination for employees who are exposed to occupational disease hazards and special operations in strict accordance with the relevant regulations based on the types of occupational disease hazards and the level of exposure. The physical examination report is added to personal health records, and the employee is informed of the actual results of occupational health examination.

Safeguarding physical and mental health

The physical and mental health of employees are of great importance to Snibe. To improve the food hygiene and safety level of the canteen, the Company entrusts a qualified third-party agency to carry out standardized rectification of the canteen, including risk assessment, risk mitigation and on-site rectification. After the rectification, the canteen's food hygiene and safety level, operation management ability, canteen image are significantly improved.

In addition, we work with commercial insurance providers, the Preventive Treatment Center of Shenzhen Traditional Chinese Medicine Hospital, and the professional physician service team of China Information Association of Traditional Chinese Medicine to deliver health and wellness lectures, traditional Chinese medicine health consultation and testing services, and personalized insurance services for employees to protect their health.

● Safe production

Security management

Snibe always regards safe production as the lifeline of enterprise development, and unswervingly implements the responsibility system for safe production. To fortify safety safeguards, the Company conducts regular safety awareness campaigns and training programs featuring diverse formats and substantive content. These initiatives systematically elevate employees' safety consciousness through multi-dimensional and in-depth approaches, comprehensively enhance their occupational safety competencies, and effectively reduce various safety risks.

In 2024, we organized induction safety training for new hires to help them develop a strong safety philosophy from the start. We organized a number of comprehensive emergency drills and special emergency drills. Comprehensive emergency drills include emergency evacuations, demonstrations and drills on the correct use of fire equipment, demonstrations and drills on the correct wearing of fire escape masks, and demonstrations and drills on cardiopulmonary resuscitation. Special emergency drills include elevator emergency drills, limited space drills, and fire drills. Fire drills cover all employees, effectively improving the emergency response capabilities and team collaboration capabilities of all employees. 73 employees participated in the first-aid training outside the Company, and mastered basic first-aid knowledge and skills, including: cardiopulmonary resuscitation (CPR), trauma care, emergency evacuation, etc. A first-aid team was set up, and the Company's ability to respond to emergencies was enhanced, ensuring that timely help could be provided in emergency situations.

In terms of the safety and security of the office area, the Company strictly abides by the national regulations and standards to ensure that the fire passages in the office area are unblocked, and standard fire protection facilities and equipment are well equipped. Designated personnel is responsible for conducting regular inspections to eliminate potential safety hazards in a timely manner. The safety exits and evacuation routes in the office area and production area are clearly identified, and the person in charge of each floor and the evacuation guide are clarified to ensure that the personnel can be evacuated quickly and orderly in case of emergency. We have equipped the park with AEDs, one on the top floor of the high-rise building and the other on the front desk of the new building. Existing AEDs can basically cover all buildings of all heights to ensure proper emergency rescue capability.



Hazardous goods management

To regulate the management and use of hazardous goods and safeguard employees' life and company property, we have formulated the "Hazardous Goods Management System" to effectively manage and control the hazardous chemicals that employees may be exposed to, including highly toxic substances, inflammable products, corrosive products, etc.

We properly classify, store and protect various chemicals, flammable and explosive materials according to their specific characteristic. Hazardous chemical warehouses are equipped with adequate protective equipment, fire protection and emergency response facilities, and have obvious warning signs (smoking or open flames prohibited, danger of fire, danger of poisoning, warning corrosion, wear protective gloves, wear gas masks, etc.). Hazardous chemicals are classified according to their characteristics and SDS documents are stored in the corresponding hazardous chemical storage cabinet, which is managed and registered by designated personnel in accordance with the regulations. Hazardous goods are counted by warehouse keeper on a quarterly basis. In addition, we organize an emergency plan exercise for hazardous goods annually.

Case

Hazardous waste and chemical disposal exercise

In May 2024, we conducted emergency response exercise for hazardous wastes and chemical leakage at our hazardous chemicals warehouse and hazardous waste temporary storage room. The exercise included detailed explanations of potential injuries caused by various hazardous chemicals, their identification methods, and classification labeling standards. Participants engaged in hands-on simulations of chemical leak containment procedures, with over 100 employees actively involved. This initiative achieved positive outcomes in enhancing workforce competency in handling hazardous chemicals.



# 05

## FULFILLING SOCIAL RESPONSIBILITY

### Major issues

- Industry exchange and cooperation
- Community commonweal

### Alignment with Sustainable Development Goals (SDGs)



While pursuing corporate development, Snibe has always been committed to its social responsibility. Relying on our core competencies and technological expertise, we actively participate in industry exchanges and cooperation, promote the popularization of medical examination knowledge, and facilitate the development of the industry. Through strategic partnerships with leading healthcare institutions, we drive translational research to enable early diagnosis and treatment of chronic diseases. We support scientific research and education by cultivating diagnostic talents, and accelerating education and medical research.

## INDUSTRY EXCHANGE AND COOPERATION

### ● Industry-University-Research collaboration and multi-center research

In active response to the "14th Five-Year Plan for Pharmaceutical Industry Development" and the "Healthy China 2030 Planning Outline", Snibe has continuously focused on addressing the pain points and needs of front-line clinical and laboratory medicine, and attached great importance to industry-university-research-medical cooperation. Snibe has joined hands with universities, hospitals, and enterprises for all-round cooperation targeting disease diagnosis and treatment, medical technology development, IVD research and development, technology commercialization, and talent training. By leveraging respective strengths, all parties aim to promote product diversification and technological innovation in IVD. Amidst the national endeavor to prevent and control the four major non-communicable diseases, Snibe has carried out relevant research with medical institutions to help early diagnosis and treatment of chronic diseases.

#### Case

### Multi-center Research on Improvement of Hepatocellular Carcinoma Screening Efficacy Through Multiple Indices

The project "Multi-center Research on Improvement of Hepatocellular Carcinoma Screening Efficacy Through Multiple Indices", led by Peking University, supported by the Company, and conducted across ten nationally renowned Grade A tertiary hospitals, successfully concluded in Shenzhen on Aug. 4, 2024. Based on the big data from Chinese chronic hepatitis B population, this multi-center research has established the GADA model, an auxiliary diagnostic system for liver cancer, and the supporting GADA software for early screening of liver cancer. This model and supporting software provide clinicians with an effective tool for early diagnosis of liver cancer, and facilitate early screening and diagnosis of liver cancer in clinical practice.



#### Case

### Multi-center Research on Screening of Aldosterone and Renin in Patients with Primary Aldosteronism, Establishment of Diagnostic Cut-off Values, and Clinical Application Evaluation

On Jan. 12, 2024, Snibe initiated a multi-center research on "screening of aldosterone and renin in patients with primary aldosteronism, establishment of diagnostic cut-off values, and clinical application evaluation" in cooperation with 7 clinical units, including Fuwai Hospital, Chinese Academy of Medical Sciences. The research aimed to establish a new standard for the screening and diagnosis of aldosterone and renin concentrations based on the chemiluminescence small molecule "sandwich method".



Case

Multi-center Research on Aldosterone and Renin Reference Interval Establishment in Different Regions of China

On Feb. 23, 2024, Snibe, in collaboration with Peking University People's Hospital and multiple clinical institutions across China, launched "Multi-center Research on Aldosterone and Renin Reference Interval Establishment in Different Regions of China". The aim was to establish a reference interval for aldosterone and renin based on chemiluminescence small molecule "sandwich method", and standardize the screening and diagnosis of primary aldosteronism in medical institutions in China, especially in primary medical institutions.



Academic extension

Supporting the cause of chronic disease management

In 2024, the Company conducted a number of chronic disease management activities, and the relevant conference convened experts and scholars from the field of laboratory medicine to discuss in depth the strategies, cutting-edge concepts, latest technologies and practical challenges of disease prevention and treatment, aiming to promote the accurate diagnosis and clinical management of chronic diseases and contribute to the high-quality development of chronic disease management in China.



Special Session on Osteoporosis Management



Special Session on Vitamin D and Bone Metabolism



Special Session on Coagulation



Special Session on HBV Infection and Accurate Diagnosis and Treatment of Liver Cancer



Academic Symposium on "Laboratory Medicine and Management of Chronic Disease"

Participating in the preparation of laboratory medicine books

As the editor-in-chief, Snibe participated in the preparation of "Medical Laboratory Equipment and Application" (immunology section, biochemistry section, laboratory intelligence and informatization section) and "Expert Consensus on the Development and Evaluation of In Vitro Diagnostic Products" led by renowned experts in Chinese laboratory medicine, transforming our technical accumulation in chemiluminescence, biochemistry, automated assembly line, reagent research and development, laboratory intelligence construction and other fields into standardization knowledge and consensus. These publications provide authoritative and practical guidance to facilitate industry technology standardization and the development of China's medical industry.

Supporting clinical academic research

In 2024, more than 100 papers and academic posters incorporated Snibe MAGLUMI and Biossays products for clinical studies or product evaluations. The Company has established collaborative partnerships with leading international clinical research institutions, including the University Hospital of Liege, Belgium, and the Lille University Hospital, France, to advance clinical academic research around the world.



Publishing professional articles to popularize laboratory knowledge

In 2024, Snibe released 40 professional articles on its WeChat Official Account and other digital channels to enhance public understanding of the products and promote product adoption.

Type	Number of articles	Theme
Disease diagnosis and treatment	14	Gastrointestinal tumor, kidney disease, nasopharyngeal cancer, prenatal screening, VD, growth and development, diabetes, prostate cancer, anemia, liver cancer, bone metabolism disease, thrombosis 1, thrombosis 2, breast cancer
Product recommendation	4	NCCL EQA performance, 25-OH VD approved by FDA, Liver fibrosis interlaboratory EQA program, GADA included in recommended products for prevention and treatment of liver disease.
New product recommendation	2	Respiratory infection and drug monitoring
Guidelines and consensus	6	Colorectal cancer, AMH, ovarian cancer, hypertension, physical examination package, TG and TGAb
Precise testing	3	Thyroid test, lung cancer, gastric function, PTH
Academic literature	1	Gastric function
Case sharing	3	SCCA false positive, gastric function, GADA
Clinical medication	1	VD
SATLARS T8	4	iXLAB advantage, T8 emergency series, T8 design, T8 material selection
Policy interpretation	2	Recent policies and centralized procurement results

●Driving industry standardization

Engaging in standards development and standard system establishment

Snibe actively integrates into the domestic and foreign standardization system. The Company not only participates in the research of national and international standards, but also contributes to the formulation of national standards, industry standards and group standards in an all-round way. With excellent professional capabilities and extensive industry experience, Snibe demonstrates its leadership in facilitating the mutual recognition of test results.

The Company has participated in the evaluation of the interchangeability of reference materials in the proinsulin project of the National Institute of Metrology of China, the inter-lab comparison study of the CSP standardization plan of the United States CDC for parathyroid hormone and free testosterone projects, the value assignment of the third-generation TSH harmonization panel organized by the IFCC C-STFT.

During the reporting period, the Company engaged in the development and collaborative calibration of 16 national standards, national references, and international standards, and led or participated in the drafting of 15 reagent-related national standards, industry standards, and group standards, further strengthening the traceability consistency and mutual recognition of the results of the above immunoassay kits. By doing so, scientific norms and guidance are in place for the industry development, effectively promoting the standardization process of the industry.

During the reporting period, the development of standards and references, as well as the compilation of national/industry/group standards that Snibe is involved in include:

Type	Assay Abbreviation	Name	Status
National standards	AFP	Alpha-fetoprotein	Collaborative assignment completed, to be released
	TSH	Thyroid stimulating hormone	Collaborative assignment completed, to be released
	CMV	Cytomegalovirus (nucleic acid)	Collaborative assignment completed, to be released
	FIB	Fibrinogen	Collaborative assignment of trueness samples completed, to be released
	PROG	Progesterone	Collaborative assignment of trueness samples completed, to be released
	TEST	Testosterone	Collaborative assignment of trueness samples completed, to be released
	TBIL	Total bilirubin	Collaborative assignment of trueness samples completed, to be released
	LH	Luteinizing hormone	Collaborative assignment, uniformity and stability tests completed, to be released
	/	Testosterone, dehydroepiandrosterone, dehydroepiandrosterone sulfate, 4-androstenedione frozen human serum	Interchangeability test completed and report issued
National references	HSV-1/2 IgG	Herpes simplex virus type 1+2 IgG antibody	Collaborative assignment completed, to be released
	HBs Ag	Hepatitis B virus surface antigen	Collaborative assignment completed, to be released
	Anti-HCV	Hepatitis C virus antibody	Collaborative assignment completed, to be released
	HP Ag	Helicobacter pylori antigen (colloidal gold)	Collaborative assignment completed, to be released
International standards	SAA	Serum amyloid A	Released
	anti-TgAb	Antithyroglobulin antibody	Collaborative assignment completed, to be released
	β2-MG	β2-microglobulin	Collaborative assignment completed, to be released

Type	Name	Sponsor	Status
National standard formulation	Assay method of glucose oxidase activity	Research Use Enzyme (SAC/SWG11)	We participated in standard drafting, and the standard was released in October
	Assay method of PfAgo endonuclease activity	Research Use Enzyme (SAC/SWG11)	We participated in standard drafting, and the standard was released in October
	Evaluation method for enterprise intelligent manufacturing performance and capability	Industrial Process Measurement and Control (SAC/TC124)	We participated in standard drafting, and the standard project proposal was completed
	Medical equipment operation and maintenance service Part 1: General requirements	Medical Equipment Industrialization and Application Service (SAC/SWG26)	We participated in standard drafting, and the standard is undergoing the solicitation of comments stage
Industry standard formulation	17 α-hydroxyprogesterone assay kit (labeled immunoassay)	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We led standard drafting, and the standard was submitted for approval
	Interleukin-6 (IL-6) assay kit (labeled immunoassay)	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We participated in standard drafting, and the standard was implemented in September
	Treponema pallidum antibody test kit (luminescence immunoassay)	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We participated in standard drafting, and the standard was implemented in November
	Transferrin assay kit (immunoturbidimetry)	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We participated in standard drafting, and the standard was submitted for approval
	N-acetyl-β-D-glucosaminidase assay kit	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We participated in standard drafting, and the standard was submitted for approval
Group standard formulation	Quantitative confirmation methods in clinical examination	China Association for Quality Inspection	We participated in standard drafting, and the standard was released in January
	Quality control requirements for immediate examination of cardiac markers	China Association for Standardization	We participated in standard drafting, and the standard was released in March
	Vascular endothelial growth factor assay kit (magnetic particle based chemiluminescent immunoassay)	China International Association for Promotion of Science and Technology	We participated in standard drafting, and the standard project proposal was completed
	Immunoassay - evaluation of measurement uncertainty	Chinese Society for Measurement	We participated in standard drafting, and the standard project proposal was completed
	Guidelines for the construction of intelligent medical laboratory	China Inspection and Testing Society	We participated in standard drafting, and the standard project proposal was completed
	Quality control specifications for automated nucleic acid testing systems	China Inspection and Testing Society	We participated in standard drafting, and the standard was released in October

Driving laboratory quality management standardization

Laboratory quality management and testing competency serve as fundamental safeguards for achieving inter-institutional consistency in diagnostic outcomes, forming the essential basis for mutual recognition of test results. Guided by national policies, Snibe has developed the iXLAB intelligent management system fully compliant with the accreditation requirements and quality management requirements of ISO 15189, the most authoritative medical laboratory competence accreditation standard in the world.

To popularize the ISO 15189 certification, in 2024, Snibe held ISO 15189 internal auditor training courses in Changsha and Shenzhen, covering more than 660 students. We also actively promoted online education. For example, we set up ISO 15189 column through our WeChat official account "Snibe IVD". 13 articles were released and 13 live training sessions were conducted throughout the year. The Company continues to improve service solutions, driving the standardization in the field of health care and intelligent laboratory construction, and the implementation of the "test results mutual recognition strategy".

Case

Medical laboratory accreditation and quality management training course

The "Medical Laboratory Accreditation and Quality Management Training Course", jointly sponsored by the Laboratory Medicine Committee of the Guangdong Association of Integrative Medicine and the Laboratory Medicine Committee of the Guangdong Provincial Association of Chinese Medicine, organized by the Guangdong Provincial Hospital of Traditional Chinese Medicine and co-organized by Snibe, was held at Snibe's headquarters on November 21 and 22.



International exchanges and cooperation

Strategic cooperation

In 2024, we reached meaningful cooperation with several authoritative medical laboratory associations around the world, including the European Federation of Clinical Chemistry and Laboratory Medicine (EFLM), the German Society of Clinical Chemistry and Laboratory Medicine (DGKL), the Arab Federation of Clinical Biology (AFCB), and many other global institutions. The official execution of a Memorandum of Understanding (MoU) marks the Company's strategic expansion and collaborative advancement within the global medical laboratory sector.



On Aug. 26, 2024, the European Federation of Clinical Chemistry and Laboratory Medicine (EFLM) and Snibe signed a Memorandum of Understanding in Shenzhen.

On Dec. 2, 2024, in the presence of His Excellency Fahad bin Al-jalajel, Minister of Health of the Kingdom of Saudi Arabia, Snibe signed a Memorandum of Understanding with the Saudi National Unified Procurement Company (NUPCO).



Supporting clinical testing in countries of the Belt and Road Initiative

Snibe actively responds to the "Belt and Road" initiative, vigorously advances business expansion in Africa, and is committed to strengthening China-Africa cooperation in the process of "going global" to achieve mutual benefit and win-win results.



In August 2024, with the support of the International Exchange and Cooperation Center of the National Health Commission, Snibe organized the "Belt and Road" Symposium on Laboratory Medicine Development and Cooperation.



On Mar. 7, 2024, Snibe and the International Union of Clinical Chemistry and Laboratory Medicine (IFCC) jointly held the Snibe Day series academic lectures on laboratory medicine in Algeria.



Besides, we also played host to international delegations to promote international exchanges and the introduction of technology in the countries of the Belt and Road Initiative, and to deepen the learning and promotion of Chinese medical device products in relevant countries.

COMMUNITY COMMONWEAL

Support for research and education

Supporting scientific work

Snibe actively fulfills its corporate social responsibilities by contributing its fair share to diagnostic knowledge promotion, diagnostic talent cultivation, education, and medical research.

Case

Supporting the construction of biomedical discipline

In Jun. 2024, Snibe donated RMB 5 million to SMART Foundation to support the construction and development of Shenzhen Medical Academy of Research and Translation, the construction of biomedical discipline, the cultivation of biomedicine talents, and the research of cutting-edge technologies in biomedicine.

Snibe has been closely watching the clinical chemistry and laboratory medicine industry for emerging outstanding young scientists, and has been sponsoring the IFCC Distinguished Award for Laboratory Medicine and Patient Care to recognize and encourage individuals who have made unique contributions to laboratory medicine and its application in improving patient care, as well as individuals who have made a global impact in clinical medicine.

Case

Sponsoring outstanding scholars

Professor Etienne Cavalier (Head of the Department of Clinical Chemistry, University of Liege, Belgium) is the winner of the 2024 IFCC Distinguished Award for Laboratory Medicine and Patient Care sponsored by Snibe. The award recognizes individuals who have made unique contributions to laboratory medicine and its application in improving patient care, as well as individuals who have made a global impact in clinical medicine.



**Congratulations!**

Prof. Etienne Cavalier (Belgium) is the winner of the **2024 IFCC Distinguished Award for Laboratory Medicine and Patient Care**, sponsored by **Snibe**.

The IFCC Distinguished Awards are bestowed to laboratory medicine professionals to recognize their outstanding achievements, publicize their exceptional research and contributions to medicine and healthcare, and encourage the overall advancement of clinical chemistry and laboratory medicine.



SNIBE INDIA is also actively fulfilling its social responsibilities to support the development of local medical education and research.

Case

Driving the development of medical science research

SNIBE DIAGNOSTIC (INDIA) PRIVATE LIMITED, Snibe's wholly-owned subsidiary, has set up a social responsibility committee that formulated and adopted relevant CSR mechanisms. SNIBE INDIA has donated Rs. 800,000 and Rs. 1.66 million to the All India Institute of Medical Science (AIIMS) and the Indian Institute of Technology Jodhpur for two consecutive years. The fulfillment of corporate social responsibility has underpinned the development of medical scientific research.



Empowering global diagnostics talents

Snibe actively promotes the local talent training program. For example, we offer multi-batch, systematic technical training courses for African healthcare practitioners covering the operation of new diagnostic techniques, disease control strategies, and more.

China-Africa cooperation is a pivotal driver for the global health development. Snibe is committed to deepening and advancing China-Africa medical cooperation with practical actions, actively interacting with the China-Africa Hospital Alliance, and working with members of the Alliance to jointly promote China-Africa health undertakings to a new level.



Co-organizing the Lesotho training course on laboratory medical devices (Beijing)



Organizing the training course on pediatric critical care for developing countries (Shenzhen)

Supporting community commonweal

Education is the cornerstone of national development. We actively contribute to the advancement of China's educational sector through tangible initiatives.

In the past practice, we not only emphasized the management of the "Snibe Education Award" established at Tongxin Foreign Language School in Pingshan District, Shenzhen, but also warmly received the students from Shenzhen Senior High School to visit the Company, providing them with an opportunity to deeply understand medical devices, helping them broaden their horizons and stimulating their interest in scientific exploration.

At the same time, Snibe actively engaged in agricultural assistance activities. We have purchased Heilongjiang high-quality rice, Jiangxi cooking wine, etc. through the government platform, and continued to contribute to rural revitalization and sustainable development with practical actions.



Key Performance Indicator Table

Economic Indicators

Indicator	Unit	2023	2024
Operating revenue	10,000 RMB	392,965.57	453,540.45
Cost of operations	10,000 RMB	106,247.60	126,653.49
Total Value of Assets	10,000 RMB	822,248.88	961,945.35
Asset-liability ratio	%	8.25	10.84
Net profit attributable to shareholders of listed companies	10,000 RMB	165,365.32	182,845.66
EPS	RMB/share	2.1054	2.3271

Environmental indicators

Greenhouse Gas Emissions<sup>①</sup>

Indicator	Unit	2023	2024
Direct emissions (Scope 1)	Tons of CO <sub>2</sub> equivalent	452.82	1,138.78
Indirect emissions (Scope 2)	Tons of CO <sub>2</sub> equivalent	12,288.54	14,213.66
Total emissions (Scope 1 and 2)	Tons of CO <sub>2</sub> equivalent	12,741.36	15,352.44
Carbon emission intensity per unit of revenue	Tons of CO <sub>2</sub> equivalent/10,000 RMB revenue	0.0324	0.0339

Energy source

Indicator	Unit	2023	2024
Purchased electric power	kWh	21,735,492.00	26,480,307.55
Natural gas consumption	m <sup>3</sup>	51,093.00	55,181.00
Diesel consumption	Tons	12.60	12.09
Gasoline consumption	Tons	27.30	27.33
Direct energy consumption	Tons of standard coal	120.57	124.84
Indirect energy consumption	Tons of standard coal	2,671.29	3,254.43
Total energy consumption	Tons of standard coal	2,791.86	3,379.27
Energy consumption intensity	Tons of standard coal/ 10,000 RMB	0.0071	0.0075

① During the reporting period, Snibe commissioned SGS, an international authoritative certification body, to verify our greenhouse gas emissions in 2024, and obtained the ISO 14064-1:2018 Greenhouse Gas Verification Statement Certificate issued by SGS. To enhance data comparability and reliability, the Company re-calculated and retroactively adjusted the greenhouse gas emissions in 2023.

Key Performance Indicator Table

Water resource

Indicator	Unit	2023	2024
Water intake	m <sup>3</sup>	235,533.00	244,266.00
Water intake intensity	m <sup>3</sup> / 10,000 RMB	0.5994	0.5386
Volume of reject water recovered	m <sup>3</sup>	19,396.80	20,870.10

Waste

Indicator	Unit	2023	2024
Biohazard waste	Tons	95.5	149.3
Hazardous waste	Tons	0.882	2.08
General industrial solid waste	Tons	51.6	87.00

Environmental compliance

Indicator	Unit	2023	2024
Total monetary value of significant fines	RMB	0	0
Total number of non-monetary sanctions	Cases	0	0
Cases brought through dispute settlement mechanisms	Cases	0	0

Social indicators

Diversity and equal employment

Indicator	Unit	2023	2024
Number of staff involved	Persons	2,627	2,841
Male employees	%	64.94	63.57
Female employees	%	35.06	36.43
Male employees in management	%	70.71	69.05
Female employees in management	%	29.29	30.95
Employees under 30 years old	%	62.31	62.44

Key Performance Indicator Table

Diversity and equal employment

Indicator	Unit	2023	2024
Employees aged 30-40 years old	%	33.80	33.09
Employees aged 40-50 years old	%	3.43	4.05
Employees over 50 years old	%	0.46	0.42
College degree or below	%	29.62	27.49
Undergraduates	%	52.87	52.76
Postgraduates	%	17.24	19.43
PhD students	%	0.27	0.32

Attraction and Retention of Employees

Indicator	Unit	2023	2024
Number of new employees	Persons	594	563
Turnover Rate	%	12.49	9.56

Employee compensation and benefits

Indicator	Unit	2023	2024
Employee labor contract signing rate	%	100	100
Employee social insurance coverage rate	%	100	100

Employee training and development

Indicator	Unit	2023	2024
Total training duration	Hours	164,366	86,482
Total number of trainees	Times	33,109	13,298

Occupational health and safety

Indicator	Unit	2023	2024
Investment amount in environmental and occupational health & safety	10,000 RMB	/	409.5
Coverage rate of occupational health examination	%	100	100

Key Performance Indicator Table

Occupational health and safety

Indicator	Unit	2023	2024
Deaths and mortality rate of employee caused by work injury	Persons;%	0	0
Occupational injuries excluding deaths and serious injuries	Persons	5	6
Losses of working hours due to occupational injuries	Hours	635.04	1,773.04

Anti discrimination

Indicator	Unit	2023	2024
Total number of discrimination incidents during the reporting period	Cases	0	0

Quality of product and service

Indicator	Unit	2023	2024
Quality management system certification	Pcs	3	3
External regulatory review	Times	5	6
Third party quality system audit	Times	7	8
Overall satisfaction with customer complaint handling	%	100	100
Events where fines or penalties are imposed for violations of regulations	Cases	0	0
Events subject to warnings due to violations of regulations	Cases	0	0
Events that violated the voluntary code	Cases	0	0
Events of Product recall quantity	Pcs	0	0

Product R&D

Indicator	Unit	2023	2024
Total number of R&D personnel	Persons	693	836
R&D investment amount	10,000 RMB	36,604.71	45,358.80
Cumulative number of patent applications	Pcs	523	629
Valid patents granted	Pcs	335	388
Valid invention patents granted	Pcs	142	169
Chemiluminescence immunoassay reagent projects provided globally	Items	199	224

Supplier management

Indicator	Unit	2023	2024
Total number of new suppliers	Suppliers	35	36
Number of suppliers disqualified due to quality issues	Suppliers	0	4
Percentage of the Chinese Mainland suppliers	%	95.21	95.90

Marketing management

Indicator	Unit	2023	2024
Events where fines or penalties are imposed for violations of regulations	Cases	0	0
Events subject to warnings due to violations of regulations	Cases	0	0
Events that violated the voluntary code	Cases	0	0

Customer privacy

Indicator	Unit	2023	2024
The total number of confirmed leaks, theft, or loss of customer information	Cases	0	0
The total number of confirmed complaints received regarding violations of customer privacy	Cases	0	0

Anti-corruption

Indicator	Unit	2023	2024
Number of anti-commercial bribery trainings	Times	8	19
Proportion of employees receiving anti-commercial bribery trainings	%	100	100
Proportion of employees signing anti-commercial bribery commitments	%	100	100

Issue Index of "Shenzhen Stock Exchange Self-Regulation Guidelines for Listed Companies No. 17 - Sustainable Development Report (Trial)"

Dimension	No	Issue	Section
Environment	1	Addressing Climate Change	Addressing Climate Change
	2	Pollutant emissions	Green Operation
	3	Waste disposal	Green Operation
	4	Ecosystem and biodiversity conservation	/
	5	Environmental compliance management	Environmental and occupational health and safety management
	6	Energy utilization	Addressing Climate Change
	7	Water utilization	Green Operation
	8	Circular economy	Green Operation
Society	9	Rural revitalization	Community Commonweal
	10	Social contribution	Industry exchange and cooperation,Community Commonweal
	11	Innovation-driven development	Focusing on R&D and Innovation
	12	Ethics of science and technology	Focusing on R&D and Innovation
	13	Supply chain security	Supply Chain Management
	14	Equal treatment of SMEs	Supply Chain Management,Responsible Marketing
	15	Safety and quality of products and services	Product Quality and Safety,Customer Service Quality
	16	Data security and customer privacy protection	Compliance in Operation
	17	Employees	Attraction and Retention of Talents, Employee Training and Development,Occupational Health and Safety
Governance related to sustainable development	18	Due diligence	Compliance in Operation
	19	Communications with stakeholders	ESG governance
	20	Anti-commercial bribery and anti-corruption	Compliance in Operation
	21	Anti-unfair competition	Responsible Marketing

GRI Index Table

Indicator No.		Indicator Name	Report Chapter
GRI2: General Disclosures			
The organization and its reporting practices			
2-1		Organizational details	ABOUT THIS REPORT
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	ABOUT THIS REPORT, Key Performance Indicator Table
Activities and workers			
2-6		Activities, value chain and other business relationships	Supply Chain Management,Responsible Marketing,Customer Service Quality
2-7		Employees	Attraction and Retention of Talents
Governance			
2-9		Governance structure and composition	Corporate governance
2-10		Nomination and selection of the highest governance body	Corporate governance
2-11		Chair of the highest governance body	Corporate governance
2-12		Role of the highest governance body in overseeing the management of impacts	Corporate governance
2-14		Role of the highest governance body in sustainability reporting	ESG governance
2-16		Communication of critical concerns	ESG governance
2-17		Collective knowledge of the highest governance body	Corporate governance
2-18		Evaluation of the performance of the highest governance body	Corporate governance
2-20		Process to determine remuneration	Corporate governance
Strategy, policies and practices			
2-22		Statement on sustainable development strategy	MESSAGE FROM THE CHAIRMAN
2-23		Policy commitments	Compliance in Operation
2-24		Embedding policy commitments	Compliance in Operation, Supply Chain Management,Responsible Marketing
2-25		Processes to remediate negative impacts	Compliance in Operation
2-26		Mechanisms for seeking advice and raising concerns	Compliance in Operation

Indicator No.		Indicator Name	Report Chapter
2-27		Compliance with laws and regulations	REGULATING CORPORATE GOVERNANCE,STRICTLY CONTROLLING THE QUALITY OF PRODUCTS AND SERVICES,TALENT EMPOWERMENT,PROMOTING GREEN OPERATION,Appendix
Stakeholder engagement			
2-29		Approach to stakeholder engagement	ESG governance
GRI3: Material Topics			
3-1		Process to determine material topics	ESG governance
3-2		List of material topics	ESG governance
3-3		Management of material topics	ESG governance
GRI201: Economic Performance			
201-1		Direct economic value generated and distributed	Key Performance Indicator Table
201-2		Financial implications and other risks and opportunities due to climate change	Addressing Climate Change
GRI203: Indirect Economic Impacts			
203-1		Infrastructure investments and services supported	Community Commonweal
GRI204: Procurement Practices			
204-1		Proportion of spending on local suppliers	Supply Chain Management
GRI205: Anti-corruption			
205-2		Communication and training about anti-corruption policies and procedures	Compliance in Operation
GRI206: Anti-competitive Behavior			
206-1		Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Key Performance Indicator Table
GRI302: Energy			
302-1		Energy consumption within the organization	Addressing Climate Change,Key Performance Indicator Table
302-3		Energy intensity	Addressing Climate Change
302-4		Reduction of energy consumption	Addressing Climate Change
302-5		Reductions in energy requirements of products and services	Addressing Climate Change,Key Performance Indicator Table

Indicator No.		Indicator Name	Report Chapter
GRI303: Water and Effluents			
303-1		Interactions with water as a shared resource	Green Operation
303-2		Management of water discharge-related impacts	Green Operation
303-3		Water withdrawal	Green Operation, Key Performance Indicator Table
303-4		Water discharge	Green Operation
GRI305: Emissions			
305-1		Direct (Scope 1) GHG emissions	Addressing Climate Change, Key Performance Indicator Table
305-2		Energy indirect (Scope 2) GHG emissions	Addressing Climate Change, Key Performance Indicator Table
305-4		GHG emissions intensity	Addressing Climate Change, Key Performance Indicator Table
GRI306: Effluents and Waste			
306-1		Waste generation and significant waste-related impacts	Green Operation
306-2		Management of significant waste-related impacts	Green Operation
306-3		Waste generated	Green Operation
306-5		Waste directed to disposal	Green Operation
GRI308: Supplier Environmental Assessment			
308-1		New suppliers that were screened using environmental criteria	Supply Chain Management
308-2		Negative environmental impacts in the supply chain and actions	Supply Chain Management
Society			
GRI401: Employment			
401-1		New employee hires and employee turnover	Attraction and Retention of Talents,Key Performance Indicator Table
401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	Attraction and Retention of Talents, Employee Training and Development
GRI403: Occupational Health and Safety			
403-1		Occupational health and safety management system	Environmental and occupational health and safety management
403-2		Hazard identification, risk assessment, and incident investigation	Environmental and occupational health and safety management, Occupational Health and Safety

Indicator No.		Indicator Name	Report Chapter
403-3		Occupational health services	Environmental and occupational health and safety management, Occupational Health and Safety
403-4		Worker participation, consultation, and communication on occupational health and safety	Employee care and communication
403-5		Worker training on occupational health and safety	Environmental and occupational health and safety management, Occupational Health and Safety
403-6		Promotion of worker health	Environmental and occupational health and safety management,Occupational Health and Safety
403-7		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental and occupational health and safety management
403-8		Workers covered by an occupational health and safety management system	Environmental and occupational health and safety management
403-9		Work-related injuries	Occupational Health and Safety, Key Performance Indicator Table
GRI404: Training and Education			
404-1		Average hours of training per year per employee	Employee Training and Development,Key Performance Indicator Table
404-2		Programs for upgrading employee skills and transition assistance programs	Employee Training and Development
404-3		Percentage of employees receiving regular performance and career development reviews	Employee Training and Development, Key Performance Indicator Table
GRI405: Diversity and Equal Opportunity			
405-1		Diversity of governance bodies and employees	Corporate governance, Attraction and Retention of Talents, Key Performance Indicator Table
GRI406: Non-discrimination			
406-1		Incidents of discrimination and corrective actions taken	Attraction and Retention of Talents, Key Performance Indicator Table
GRI416: Customer Health and Safety			
416-1		Assessment of the health and safety impacts of product and service categories	Product Quality and Safety, Customer Service Quality
GRI417: Marketing and Labeling			
417-1		Requirements for product and service information and labeling	Responsible Marketing

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