



2023 | CORPORATE SOCIAL RESPONSIBILITY REPORT

With technology, we cultivate beautiful look, beautiful mind and beautiful lives.

Contents

About This Report	03
Board Statement	04
Message from the Chairwoman	05
2023 Data	07
Milestones in 2023	08

About Us

Company Profile	09
Organizational Structure	09
CSR Honors	10

ESG Management

Sustainability Strategy	11
ESG Management Structure	12
Stakeholder Communication	13
Material Topic identification	14

Key Performance	68
Indicator Index	71
Feedback	73

01 Establishing the Foundation for Progress

Corporate Governance	17
Compliance Operation	20
Risk Management	22

02 Sharing Health Benefits

R&D and Innovation	27
Product Quality and Safety	32
High-quality Services	35

03 Pursuing a Beautiful Environment

Environmental Management	43
Waste Management	46
Energy and Resource Management	49
Green Operations	52

04 Promoting Social Harmony

Employee Development	57
Win-win Cooperation	53
Social Welfare	66

About This Report

As the fourth Corporate Social Responsibility Report released since the establishment of IMEIK Technology Development Co., Ltd. (hereinafter referred to as 'Imeik', 'the Company' and 'We'), this report aims to present to stakeholders the Company's management, initiatives, and achievements in terms of economy, environment, and society, demonstrating its fulfillment of corporate social responsibility.

○ Reporting Scope

This report covers the headquarters of Imeik Technology Development Co., Ltd, its production base in Pinggu District, Beijing and its R&D center in Changping District, Beijing. The reporting period of this annual report is from January 1, 2023 to December 31, 2023.

○ Preparation Basis

This report is prepared in accordance with the *Guidelines No. 2 for Self-Regulation of Listed Companies - Standardized Operation of Companies Listed on the ChiNext Market* and *Guidelines No. 11 for Self-Regulation of Listed Companies - Information Disclosure Assessment* issued by the Shenzhen Stock Exchange, and with reference to the *GRI Sustainability Reporting Standards (GRI Standards)* issued by the Global Sustainability Standards Board (GSSB). This report also responds to the United Nations Sustainable Development Goals (SDGs).

○ Data Source

The data, management mechanism and cases in the report are from the original records of the actual operation or the financial report of the Company. The financial data in this report is in RMB. If the financial data is inconsistent with the Company's annual financial report, the annual financial report shall prevail.

○ Reliability Assurance

Imeik assures that the report is free of false records, misleading statements or material omissions, and the Board of Directors takes responsibility for the authenticity, accuracy and completeness of the content.

○ Contact Us

Any valuable suggestions or comments on the ESG proposed by all the stakeholders are fully appreciated by Imeik. If you have any issues, please contact us via ir@imeik.com.

Board Statement

Bearing the primary responsibility for ESG management, the Board of Directors is in charge of ESG decision-making, supervision, and management. The Board formulates the Company's ESG strategy, evaluates important matters such as ESG impacts, risks, and opportunities, and keeps track of ESG implementation and progress. Meanwhile, we promote ESG disclosure by reviewing the Company's annual ESG report and implementing ESG resolutions to ensure their effectiveness and reliability. The Board of Directors and all directors of the Company guarantee that there are no false records, misleading statements, or material omissions in this report. Going forward, the Board will continue to oversee and manage the Company's ESG performance, disclose reliable, consistent, and comparable material information to stakeholders, and work towards the vision of 'a better and more dignified life'.

Message from the Chairwoman



Ms. Jian Jun, Chairwoman of Imeik

In 2023, boosted by resilient Chinese economy, the consumer healthcare market refueled its engine for growth, showcasing 'strong resilience, huge potential, and great vitality'. Firmly committed to our mission, we seized the historic opportunity presented by biotechnology innovation. Specifically, we catalyzed our development through technological innovation and launched self-developed products and services featuring personalization and high quality. As a result, our business performance reached new heights and quality productive forces also capitalized on favorable conditions, making our legend of aspirations and dreams in the new era.

Looking ahead, we are committed, as always, to where our mission leads us. Since its inception in 2004, Imeik, guided by the mission of 'creating a better and more dignified life', has grown and transformed together with our customers in the past 19 years. Against the backdrop of an expanding consumer healthcare market, we keep abreast of market demand and current trends while harnessing biotechnology to improve customer experience and health-sustained beauty. Meanwhile, we are devoted to sustainable development. Balancing economic and social benefits, we accelerate the formation of green production and service models, promote digitalization in the industry, and fulfill corporate social responsibility. Our wisdom and strength lend strong support to build a beautiful China and better people's life.

Excellent governance fosters our resilience. We aim to make ourselves a sustainable innovative biotechnology company with comprehensive strength and improve corporate governance on all fronts. To this end, we have developed a sustainability strategy consisting of ten key policies under three strategic pillars, demonstrating our unwavering commitment to sustainable development. Our three-tier ESG management structure functions well. ESG factors such as product quality and safety, environmental protection, employee health, and employment safety are incorporated into the Company's overall key performance indicator system. This helps integrate sustainability concepts into the entire process of operation and management. Bearing in mind the governance concept of 'comprehensive compliance' and 'integrated upstream and downstream compliance', we maintain complete compliance internally and urge upstream and downstream partners to do the same for a business environment of integrity and fair competition. In 2023, Imeik ranked in the top 5% among global counterparts in the S&P Global Corporate Sustainability Assessment (CSA) and received a low-risk rating in the Sustainalytics ESG Risk Ratings. These honors indicate that the Company's risk management and sustainable governance are remarkable.

Innovation unleashes brand potential. Highly emphasizing independent R&D capabilities, we continue to improve R&D project management and stimulate innovation with high-caliber technical talent training and R&D incentives. In 2023, the Company's R&D input accounted for 8.72% of revenue, with a year-o-year increase of 44.49% in R&D investments. Together with industry experts and university laboratories, we pursue cutting-edge technology. The 17 research projects in partnership with Chinese medical institutions and universities at all levels have produced 11 research papers. While reinforcing our R&D capabilities, we also empower external players. In 2023, the group standard, *Technical Operation Standard for Facial Thread Lifts*, which we helped draft, was released. Our national postdoctoral research center was approved. Through *Quanxuan Academy*, an academic exchange platform for doctors, we carried out 1,753 training sessions for downstream institution doctors, including 109 sessions for doctors in remote areas. Thanks to our continuous innovation and R&D expertise, the Company won a place in the 2023 Forbes China Top 50 Innovative Companies, the only consumer healthcare company to be listed. The recognition pays tribute to our previous efforts and strongly motivates us in future endeavors.

Diversity and accessibility support the Healthy China initiative. Based on the R&D concepts of health, safety, diversity, and accessibility, we always develop responsible and innovative products of first-class quality in response to unmet market niches. Regarding product quality and accessibility as a lifeline, we tap into extensive market networks and compliant purchase channels to give more consumers easy access to our premium products and services. While optimizing our business model, we adhere to ethical norms in experiments, guarantee animal welfare and medical device pharmacovigilance, and maximize the protection of consumer health and rights. We communicate similar messages to our partners, especially our supply chain partners. By conducting thorough supplier ESG audits, assessments, inspections, and training, we strive to improve the CSR performance of suppliers and work with partners to create a more accessible, healthy, and harmonious medical aesthetic ecosystem.

People-oriented, contributes to social harmony. We go all out in safeguarding the basic rights and interests of employees. In the past three years, we have maintained zero work-related fatalities, zero lost days due to work injuries, and zero employees suffering from occupational diseases. The workplace culture of equality, inclusion, diversity, and anti-discrimination has been written into our policy and implemented. The Company hires 78 employees of ethnic minorities and six individuals with disabilities. Upholding the talent development concept of 'open learning', we implement a special knowledge-building management system, improve the training system, and introduce the 'Enjoy Learning' education platform. These approaches create huge career development opportunities for employees and an enabling workplace. Employees receive 32 hours of internal training on average and engage in 110 external exchanges supported by the Company to see that employees grow in tandem with Imeik. Caring about people around us, we are more than willing to give back to society. In particular, improving the employability of young people is our major concern. For this, we have launched a variety of career empowerment projects such as 'Career Talk'. In response to the call of the state, we devote ourselves to charity cause in healthcare, rural development, flood prevention, and disaster relief with practical actions to deliver our social responsibility as a corporate citizen.

Green development realizes a beautiful environment. Upholding the concept of 'revere nature and do what is righteous', we deliver low carbon and environmental protection in the whole life cycle of products. Our environmental management system gets improved and energy conservation and emission reduction are advanced vigorously. We reinforce our environmental protection practices and improve resource efficiency to minimize environmental impact and shape a green and low-carbon corporate image. Active in organizing non-profit environmental activities, we advocate green lifestyles and pursue aesthetics both cosmetically and environmentally. The Company has installed a rooftop distributed solar photovoltaics system and solar water heaters in our factory and adopted renewable energy. In 2023, the Company's carbon intensity and comprehensive energy consumption per RMB 10,000 of revenue were down by 18.24% and 46.07% respectively year on year. We obtained the title of 'Water-Saving Enterprise' in Beijing and 'Green Factory' at the national level, pioneering green manufacturing in the industry.

Technology empowers health while responsibility sustains the future. In 2024, Imeik will remain committed and responsible, deepen our sustainability strategy, and maximize the convergence of economic, environmental, and social values. Together with stakeholders, we will shape a development landscape of beauty, health, and sustainability. We promise to serve customers with safer, better, diverse, and accessible products and solutions, and investors with better performance and steady growth. Firmly transitioning to green development, we will maintain a broader vision in ESG performance and compose a new chapter of health and beauty. We are convinced that the power of technology will radiate warmth on people and the world to illuminate the future.

2023 Data

Governance Performance (G)

- Revenue **RMB 2,869.35** million
- Total Profit **RMB 2,155.55** million
- Total assets **RMB 6,852.36** million
- Board meetings held **8** times
- Percentage of independent directors **33%**
- Percentage of female executives **50%**

Environmental Performance (E)

- **ISO 14001** Environmental Management System certified
- National-level **'Green Factory'** established
- Investment in environmental protection **RMB 2.48** million
- Year-on-year decrease of **18.24%** in greenhouse gas emission intensity
- Harmless waste recycling utilization rate **100%**
- Year-on-year decrease of **49.03%** in hazardous waste emission intensity
- Year-on-year decrease of **10.98%** in air pollutant emission intensity
- Year-on-year decrease of **46.07%** in energy consumption per RMB 10,000 of revenue

Social Performance (S)

- **ISO 19001** Quality Management System, **ISO 13485** Medical Device Quality Management System certified
- R&D investment **RMB 250.13** million; Proportion of R&D investment to revenue **8.72%**
- Number of employees **910**; 523 male and 387 female
- Investment in work safety and occupational health **RMB 2.31** million
- **0** work-related fatalities, lost days due to work-related injuries and employee suffering from occupational diseases
- **1697** suppliers in total with 100% signing the *Supplier Code of Conduct*

Milestones in 2023



February

The group standard *Technical Operation Standard for Facial Implant Thread* was officially released, to which Imeik was engaged as one of the drafting enterprises. We gave full play to our strengths to contribute to the standard formulation and the development of the industry.



March

Imeik launched a publicity event called 'Choosing Wisely: Understanding Class III medical devices for aesthetic injections', working with doctors from public hospitals, medical aesthetics institutions and online influencers, etc., to bring consumers professional knowledge of safe aesthetic injection so that consumers can get rid of their worries.



In March, Imeik implemented the first phase of the 2023 Restricted Stock Incentive Plan, granting restricted stock to 141 incentive recipients who met the grant conditions, to further improve the company's long-term incentive mechanism, attract and retain outstanding talented employees.



May

Imeik won the honor of the New Fortune 'Best Listed Company', and Ms. Jian Jun, Chairwoman of the Company, was awarded the 'Best Leader of Listed Companies'. The honor fully recognized Imeik's consistent growth, standardized corporate governance, and good image in the capital market.



July

Imeik's new product was launched, clinically complementing our existing product *CureWhite* to meet the diverse medical aesthetic needs of consumers.

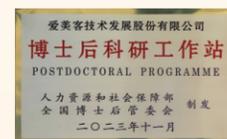


November

Imeik was invited to participate in the Forbes China International Investment Summit for Innovative Enterprises to share the significance of technology and model innovation for the development of the biomedical industry. Imeik was selected as one of the 'Top 50 Innovative Enterprises'.



Imeik signed a Distribution Agreement with Jeisys Medical Inc. to be responsible for the promotion, distribution, sales and related services of Jeisys' two medical aesthetic treatment devices. It will help Imeik realize a breakthrough in the energy source equipment pipeline and further improve the product matrix.



Imeik was approved by the Ministry of Human Resources and Social Security and the Chinese National Postdoctoral Affairs Management Committee to set up a 'Postdoctoral Research Center', laying the foundation for the joint training of postdoctoral researchers with higher education institutions.



December

The Ministry of Industry and Information Technology announced the 2023 Green Manufacturing list, and Imeik was awarded the title of 'Green Factory' on a national level, which highly acclaims Imeik's achievements in green manufacturing and sustainable development.



The launching ceremony of the Imeik Innovative Beauty and Health Commercialization Project was held, which would help Imeik cement the Company's first-mover advantages and leadership in the medical aesthetics industry.

About Us



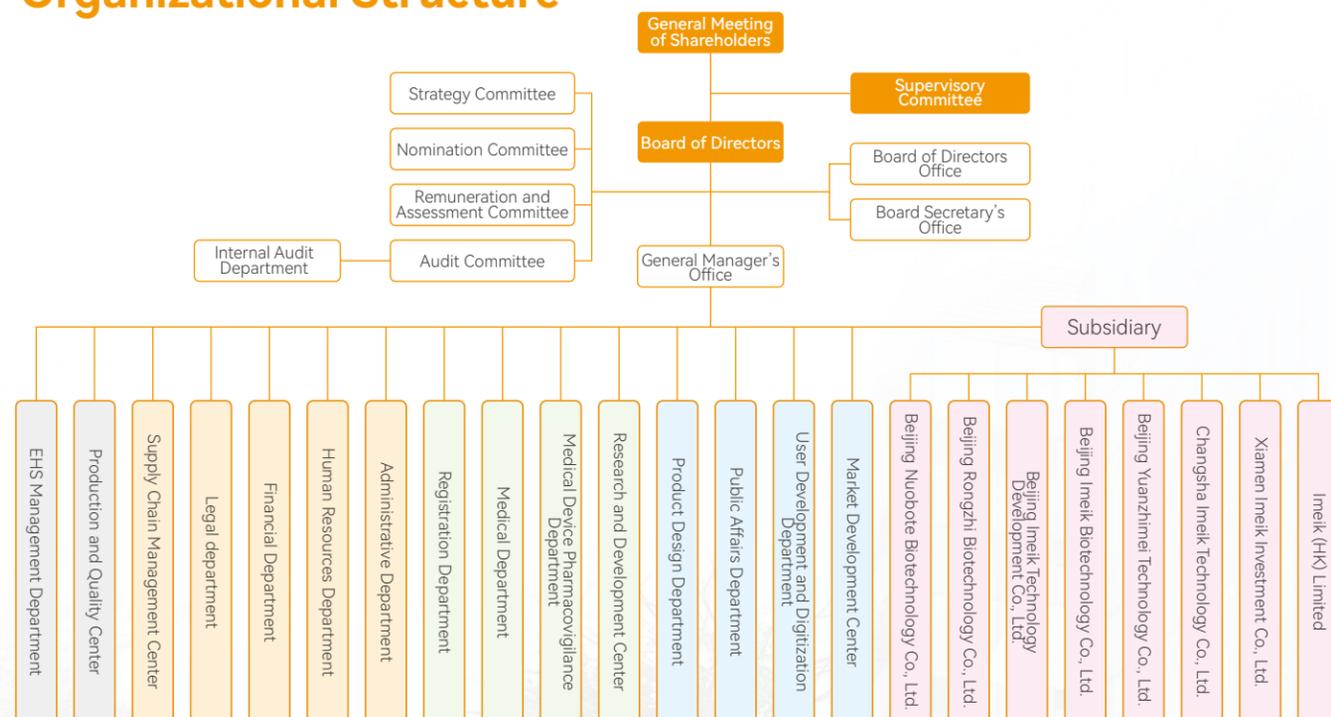
Company Profile

Founded in 2004, IMEIK Technology Development Co., Ltd. is an innovation leader engaged in the R&D and commercialization of biomedical materials and biomedical products. As the earliest Chinese enterprise to carry out in-house R&D and application of biomedical materials for medical aesthetics, Imeik has shaped a strategic ecology consisting of medical aesthetic products, technologies, and services, becoming a leading provider of innovative medical aesthetic products in China.

The Company has established a product and technology commercialization platform for a variety of biomedical materials that are clinically applied in medical aesthetics, metabolic disease treatment, and other fields. We have commercialized sodium-hyaluronate-based dermal fillers, PLLA-based dermal fillers, and PPDO facial implant threads. We are now developing recombinant proteins, polypeptides, and other biomedicines. In September 2020, Imeik was successfully listed on the Shenzhen Stock Exchange (A-shares market) (stock code: 300896.SZ).

- Mission**
A better and more dignified life
- Purpose**
With technology, we cultivate beautiful look, beautiful mind and beautiful lives.
- Corporate Culture**
Creating & Moving

Organizational Structure



CSR Honors

Name	Granted by
ESG Golden Bull Award for Top 50 Technology Leaders	China Securities Journal, China Reform Holdings Corporation Ltd., Nantong Municipal People's Government
'Zhiyuan' ESG Pioneer Award	CLS
'Evergreen Award' for Sustainable Development	Caijing
Best ESG Award	China IR
National Intellectual Property Advantage Enterprises	China National Intellectual Property Administration
Zhongguancun High-tech Enterprise	Administrative Committee of Zhongguancun Science Park
2023 China's Top 100 Most Influential Pharmaceutical Enterprises	China board of directors network, China Data Center
Future Top 50	Fortune
2023 Forbes China Top 50 Innovative Companies	Forbes China
Capital Market Value List - Enterprise of Annual Returns	Yicai
'Golden Wisdom Award' Outstanding Brand	JRJ
'Golden Cane Award' Top 10 Innovative Enterprises in Biotechnology	China Times
The Listed Company With the Greatest Potential in Big Health	National Business Daily
'Crystal Ball Award' for Listed Company of Highest Investment Value	Securities Market Weekly
Top 300 Most Popular Listed Companies	iFinD

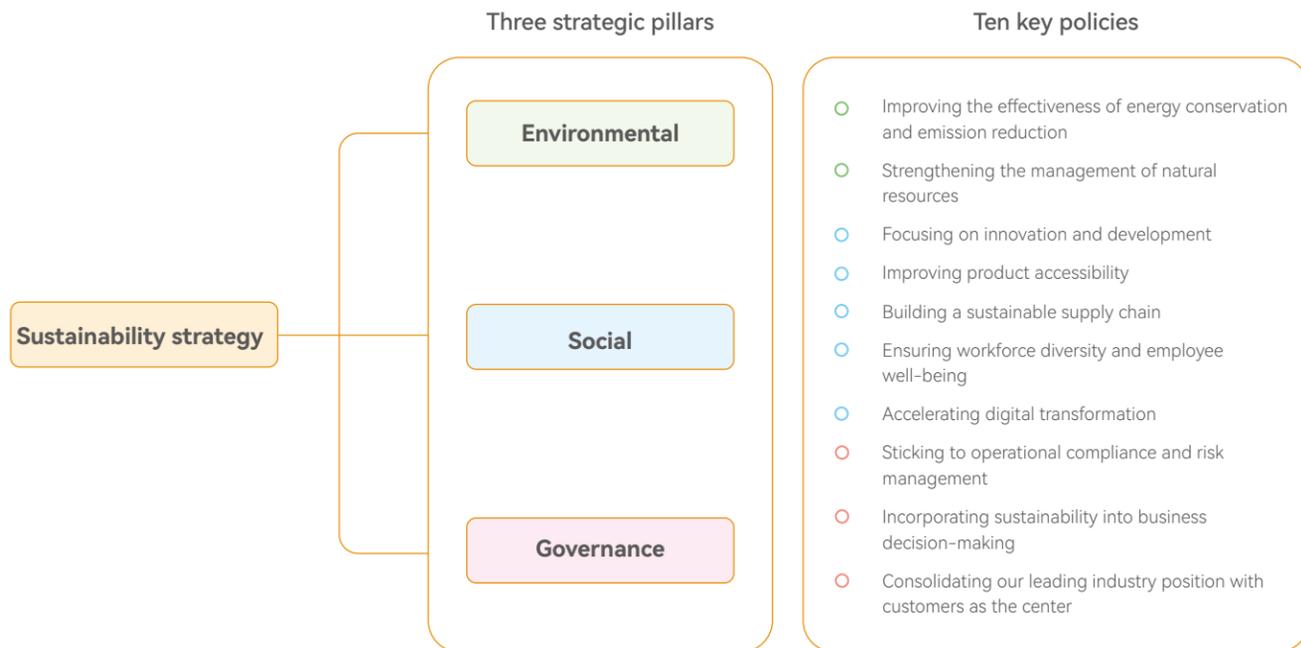
ESG Management

Sound ESG governance is not only a 'soft power' for shaping the corporate brand image, but also the 'hard code' that drives us to practice long-term principles. The integration of ESG management into operation and development serves as the foundation of our high-quality development, and also best supports the interests of investors and stakeholders. Based on SDGs, Imeik has developed a sustainability strategy with a three-tier sustainability governance structure, and actively responded to stakeholders' demands. We have identified and evaluated material topics closely related to corporate development in light of the actual situation of the Company and improved ESG management capability and operational stability, in a bid to promote high-quality development.

Sustainability Strategy

Staying true to the vision of 'a better and more dignified life', Imeik has always adhered to our commitment, namely 'Technology for Beauty' to better embrace health, create touching products, and explore a life full of vitality and hope. Based on core business and sound operation model, and with reference to the guiding framework of the SDGs, we incorporate the following core topics into our development goals, such as, improving the physical and mental health of end-users (SDG 3-Health and Well-Being), investing more in R&D to promote innovation in the industry (SDG 9-Industry, Innovation and Infrastructure), and striving to enhance the impact, accessibility and affordability of our products and services (SDG 12-Responsible Consumption and Production). Based on that, we have formulated a sustainability strategy for the next five years. In the long-term pursuit of a balanced development of social values and business interests, we will continue to maintain a diversified corporate governance strategy that encompasses our products, technologies, services, and ecosystems and actively promote the integration of sustainability into every aspect of our operations.

In 2023, we established ten key policies under three strategic pillars (environmental, social, and governance) that will help us achieve our sustainable development goals in the medium to long term. We will steadfastly pursue sustainable growth, strive for excellence in innovative R&D, sound operation, and social responsibility, and continue to explore best practices in corporate governance to conduct business inclusively and equitably. We will work hard to minimize our environmental impact throughout our operations, improve social well-being through innovation and personnel training, and create a safe, inclusive, equitable, and diverse workplace.

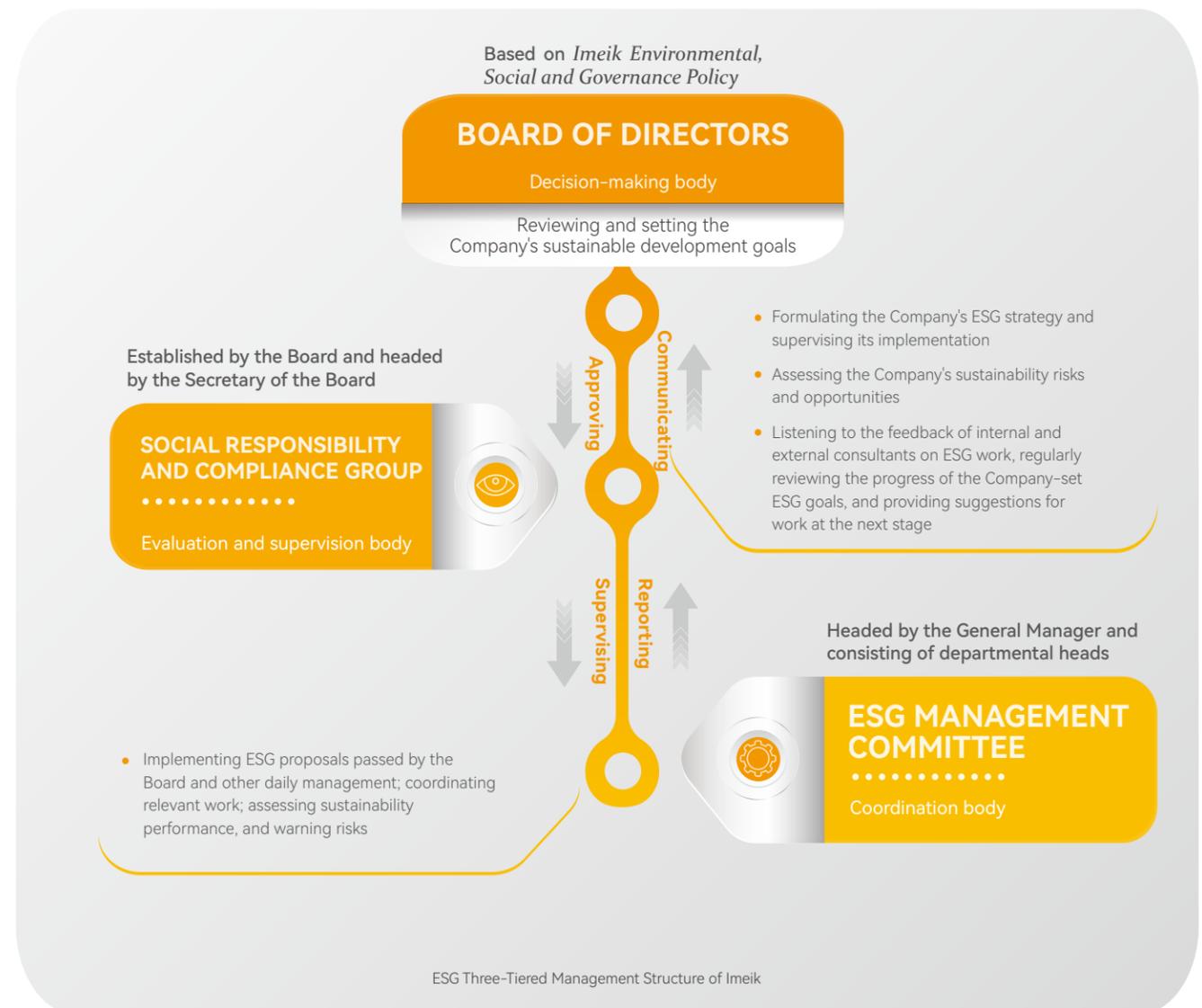


Sustainability Strategy of Imeik

ESG Management Structure

In accordance with *Imeik Environmental, Social and Governance Policy*, the Company continues the three-tiered management structure with the Board of Directors as the decision-making body, the Social Responsibility and Compliance Group (the Compliance Group) as the evaluation and supervisory body, and the ESG Management Committee as the coordinating body. The Compliance Group, established by the Board, is headed by the Secretary of the Board, while the ESG Management Committee, led by the the General Manager, is comprised of the heads of competent departments.

During the reporting period, all departments fully performed their respective duties and operated well, and the social responsibility management progressed in an orderly manner. The Compliance Group assessed the risks and opportunities of sustainable development and updated the sustainability strategy and goals. Besides, we issued our ESG tasks for each department and supervised their implementation and regularly reviewed the fulfillment of ESG goals. In response to the feedback from internal and external consultants on the ESG work, suggestions were put forward for the next stage, so as to continuously enhance the competitiveness and influence of the Company's ESG competitiveness and influence. We also attached great importance to ESG capacity building, and conducted ESG training for the Management at least twice a year. Moreover, ESG indicators were incorporated into the performance assessment of senior executives.



Stakeholder Communication

The recognition of our stakeholders is regarded as a key prerequisite for business development and sustainable operation in Imeik. By establishing a regular communication and cooperation mechanism, Imeik continuously expands its channels of communication with stakeholders to timely understand and respond to their expectations and demands. We strive to maximize the convergence of economic, environmental, and social values for stakeholders, and achieve common development with stakeholders.

Stakeholders	Expectations and Demands	Response Methods/ Communication Channels
Shareholders	Standardized corporate governance Continuous economic returns Information disclosure	Improving corporate governance and investor relations management; Organizing performance exchange meetings and investor relations events; Utilizing online investor communication platforms to respond to investor inquiries; Actively participating in offline investor exchange activities; Carrying out investor education activities; Maintaining dual growth in business and profitability; Timely and regular information disclosure.
Customers	Product safety and quality Diversified products and services Privacy and information security Responsible marketing	Providing high-quality, healthy and safe products and services; Increasing investment and innovation in R&D; Regularly conducting market research, customer care and other activities; Conducting customer satisfaction surveys; Improving customer complaints, product recalls, and after-sales service system; Establishing a sound information security system to ensure customer privacy and security.
Employees	Basic rights protection Training and promotion Compensation and benefits Health and safety Work-life balance	Signing labor contracts in accordance with the law and paying social insurance on time; Maintaining a competitive salary in the market; Providing multi-dimensional training opportunities; Ensuring smooth and transparent promotion channels for employees; Ensuring occupational health and safety; Understanding employee demands and helping solve them through the labor union; Establishing a respectful, inclusive, comfortable and equal working environment; Improving the mechanism for employee complaints and reports.
Environment	Environmental protection Reduction of pollution emissions Improvement of energy efficiency	Developing medium and long-term environmental management goals; Increasing the use and substitution of renewable energy; Launching actions for energy conservation and emission reduction; Building a low-energy consumption and digital green industry chain; Enabling green office; Building a green corporate culture.
Partners (including suppliers, downstream medical institutions, industry practitioners, business and academic partners, NGOs, etc.)	Win-win cooperation Sustainable supply chain Contribution to the development of the industry	Carrying out strategic cooperation; Establishing a standardized procurement system and improving supply chain management; Maintaining a fair and orderly competitive environment; Establishing a medical academic exchange platform called <i>Quanxuan Academy</i> to cultivate local doctors and empower downstream medical institutions; Carrying out industry-university-research cooperation projects; Promoting the standardized development of the industry.
Government and regulatory agencies	Operating in accordance with laws and regulations Adhering to business ethics	Taxation in accordance with the law; Accepting supervision and inspection from regulatory agencies; Strengthening corporate governance and compliance operations; Enhancing anti-bribery and anti-corruption management; Protecting intellectual property rights; Disclosing information in accordance with laws and regulations.

Stakeholders	Expectations and Demands	Response Methods/ Communication Channels
Communities and the public	Community development Promoting employment Charity	Carrying out social welfare and volunteer activities; Providing doctor training services for remote areas; Providing free job information and training for graduates.
Media	Business ethics Openness and transparency	Timely releasing news; Participating in media activities; Receiving media visits.

Material Topic identification

In strict accordance with the Article 14 of the *Guidelines No. 11 for Self-Regulation of Listed Companies - Information Disclosure Assessment* issued by the Shenzhen Stock Exchange and *GRI Sustainability Reporting Standards (GRI Standards)* on identifying material topics, the Company carries out material topic identification and management. Specifically, we continuously improve the key direction and transparency of enterprise development in combination of the expectations and demands of stakeholders. Based on communication with stakeholders, we conduct in-depth research and analysis on the development situation of the medical beauty industry at home and abroad, focusing on the demands of various links in the industry chain and stakeholders. By comprehensively considering the Company's current development status and focus of efforts during the reporting period, on the basis of the material topics for 2022, we added four new topics: green supply chain, energy conservation and emission reduction, business ethics, and animal welfare for 2023.

In order to promote the achievement of China's carbon peak and carbon neutrality goals, the Company made 'green supply chain' and 'energy conservation and emission reduction' material topics for future development. Meanwhile, we placed greater emphasis on fulfilling business ethics in our operations, including honesty and trustworthiness, anti-corruption and anti-corruption, and fair competition. Animal experiments are an important means for medical research and play a huge role in the development of the biopharmaceutical industry. Imeik included animal welfare as a core topic, maintained care and respect for life, and held a reverence for nature. We prioritized the topics from the perspectives of significance to business development and significance to society and environment, and ultimately formed the following materiality analysis matrix to determine the key disclosure content of the report.



Establishing the Foundation for Progress

Imeik focuses on the sustainable and healthy corporate development, continuously improves the Company's policy and system, and optimizes governance structure. We adhere to the bottom line of compliance operations, strengthen the internal control and business ethics, and continuously improve our ability of risk identification, assessment and management, so as to build the cornerstone of the sustainable development, and effectively protect the rights and interests of all stakeholders.

Corporate Governance	17
Compliance Operation	20
Risk Management	22



5 GENDER EQUALITY

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Corporate Governance

The Company strictly complies with the relevant laws and regulations of the countries and regions where it operates, as well as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Governance for Listed Companies* issued by the China Securities Regulatory Commission, the *Rules Governing the Listing of Shares on the ChiNext Market of the Shenzhen Stock Exchange*, the *Guidelines No. 2 for Self-Regulation of Listed Companies- Standardized Operation of Companies Listed on the Main Board* issued by Shenzhen Stock Exchange and other relevant laws, regulations, to deepen corporate governance and standardize the operation. In 2023, Imeik revised and improved the *Articles of Association*, *Rules of Procedure for General Meeting of Shareholders*, *Rules of Procedure for the Board of Directors*, *Independent Directors Work System*, and *Fundraising Management System*, etc., and incorporated matters related to external donations into the remit of the Board of Directors and the General Meeting of Shareholders. In the process of continuously optimizing the governance structure and duties, we improved the internal control system and enhanced operational transparency and accountability, thus safeguarding the healthy and sustainable development of the Company.

Governance structure

We have established a corporate governance structure consisting of the General Meeting of Shareholders, the Board of Directors and its specialized committees, the Supervisory Committee and the Senior Management in a standardized and orderly manner, which separates ownership and operation rights. A governance mechanism has been formed with clear rights and responsibilities, mutual checks and balances, and coordination and complementarity among the power, decision-making, supervisory and executive bodies.



Board of Directors

The Board of Directors serves as the decision-making body. The Company has established and revised the *Rules of Procedure of the Board of Directors* to ensure that the Board exercises its rights, performs its duties and undertakes obligations in accordance with the law, and to promote standardized operation and scientific decision-making. The four committees, who monitor the operation and management from different aspects and related affairs in their respective areas, shall report to the Board on a regular basis to ensure the Company's long-term and sound operation.

General Meeting of Shareholders

The General Meeting of Shareholders is the highest authority of the Company. The Company strictly follows the relevant provisions and requirements of the *Articles of Association* and the *Rules of Procedure for the General Meeting of Shareholders* to carry out the convening, holding, voting and resolution of the General Meeting of Shareholders. During the review of major matters that affects the interests of minority investors, the votes are counted separately and results are disclosed publicly in a timely manner, so as to ensure that all shareholders, especially minority shareholders, exercise their rights equally and fully, and to avoid jeopardizing their legitimate rights and interests. Meanwhile, the Company has engaged lawyers to attend the General Meetings of Shareholders and issued legal opinions on the convening and voting procedures to fully respect and safeguard the legitimate rights and interests of all shareholders.

Key Performance

General Meetings of Shareholders held **twice** during the reporting period

Key Performance

Board meetings held **8** times

Audit Committee meetings held **4** times

Meetings of the Strategy Committee and the Remuneration and Assessment Committee respectively held **once**

Supervisory Committee

The Supervisory Committee exercises supervisory functions. The Company has 3 supervisors in total, including 2 employee representative supervisors. The number and structure of the Supervisory Committee comply with the requirements of laws and regulations. The Supervisors, in accordance with the *Rules of Procedure of the Supervisory Committee*, perform their duties by supervising and inspecting the major matters, connected transactions, financial status and the lawfulness and compliance of the performance of duties by the Directors and senior executives, so as to safeguard the lawful rights and interests of the Company and its shareholders.

Key Performance

Meetings of the Supervisory Committee held **6** times

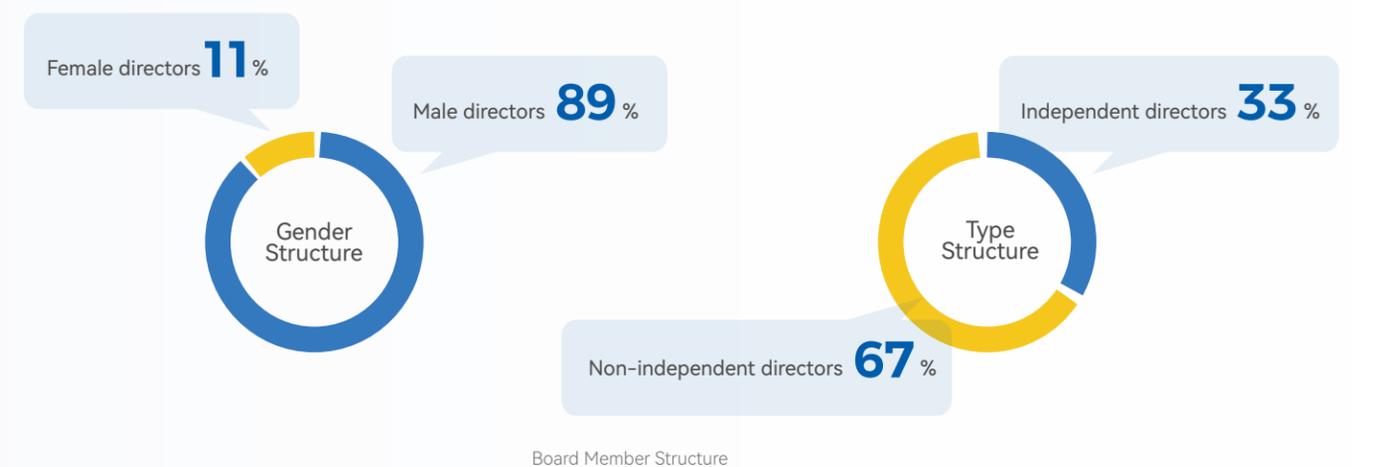
General Manager

The Company has formulated the *Working Rules for General Managers*, which clearly stipulate matters such as the selection and appointment of general managers, and their remit. During the reporting period, the general manager and other senior management personnel performed their duties in strict accordance with the Company's various management systems, faithfully implemented the resolutions of the Board, and better accomplished tasks formulated by the Board, with no irregularities found.

Diversity and independence

The diversity of Board members is of great significance in guaranteeing the Company's scientific decision-making and operation and effectively safeguarding the rights and interests of all stakeholders. The Company has implemented the policy on Board diversity and continuously optimized the structure of the Board from the perspective of development strategy. The existing members of the Board have a reasonable gender structure and diversified professional backgrounds, with rich professional knowledge and expertise in finance, accounting, marketing, law, corporate management and medicine, etc., as well as the necessary skills and qualities. During the reporting period, women accounted for 11% of the Board and 50% of the senior management.

Apart from independent and complete business and independent operation capability, the Company operates independently in terms of business, human resources, assets, organization and finance. During the reporting period, there was no case of controlling shareholders interfering directly or indirectly in the Company's decision-making and operation activities beyond the general meeting of shareholders. The Company has continued to enhance and maintain the independence of the Board from the Management in implementing its leadership role. During the reporting period, the Company amended the *Independent Directors Work System*, stipulating that independent directors do not hold positions other than directorships in the Company, and a mechanism for convening independent directors is set up, whereby independent directors account for a majority of the Audit Committee, the Nomination Committee, and the Remuneration and Assessment Committee and act as conveners. Such conveners of the Audit Committee are accounting professionals.



Remuneration and assessment

The Remuneration and Assessment Committee shall be responsible for formulating and reviewing remuneration policies and programs to ensure that the remuneration and assessment of the Company's directors, supervisors and executives are open, transparent, standardized and legal. The Company has established relevant mechanisms to link ESG performance with the remuneration of the executives, and has taken the indicators of product quality and safety, environmental protection, employees' health and labor safety as the red line indicators for internal management, which are incorporated into the Company's overall management system of key performance indicators. If there is any violation, the bonus of the individual executives will be significantly affected; and if it leads to serious adverse consequences, the bonus will be zero.

Investor relations

Since listed, the Company has attached great importance to investor relations management and protection of investor rights and interests, and has disclosed relevant information in a true, accurate and complete manner in strict accordance with relevant laws and regulations as well as the requirements of the *Articles of Association*, *Measures for the Management of Information Disclosure* and *the Investor Relationship Management System*. The Board Secretary, designated as being responsible for information disclosure, coordinates the relationship with investors and receives shareholders' visits. Besides, the Secretary also shall answer investors' inquiries, provide investors with the disclosed information, and designate *Securities Times*, *Securities Daily*, *China Securities Journal*, *Shanghai Securities News* and *www.cninfo.com.cn* as the designated newspapers and websites for information disclosure, to ensure that all investors have fair access to the Company's information.

Staying committed to creating long-term value for the shareholders and all partners, the Company has maintained open, timely, transparent and credible two-way communication with investors, continued to optimize diversified and efficient communication channels to respond to investor needs and questions in a timely manner, and strengthened interaction with the capital market. In 2023, the Company leveraged diversified communication channels, including organizing performance exchanges, investor relations activities, participating in roadshows, strategy conferences, targeted research, reverse roadshows, investor summits, etc., to communicate with more than 400 institutions' representatives and investors. Meanwhile, the Company utilized the online platform for investor relation management and replied to 225 investor questions on the SZSE's Easy Interaction platform to strengthen more efficient and convenient communication with minority investors.



In November 2023, Imeik was invited to participate in the Forbes China Innovative Enterprises International Investment Conference, and shared the significance of technology and model innovation for the development of the biopharmaceutical industry with the guests in the roundtable of 'From Devices to Drugs, Chinese-style Innovations in the Cold Winter'.

Key Performance

4 regular announcements and **63** temporary announcements issued

Performance exchange meeting organized **twice**

Large-scale investor relations activity conducted **once**, with a total of **579** investors



In May 2023, Imeik officially launched an Investor Rights and Interests Knowledge Competition under the guidance of the Investor Protection Bureau of the China Securities Regulatory Commission (CSRC) to popularize the knowledge of rights and interests among minority investors, and to guide the investors to know, exercise, and protect their rights in accordance with the law.

Compliance Operation

Regarding compliance operation as the cornerstone of sound corporate development, the Company works to establish a sound compliance management system to identify, assess and manage compliance risks in the process of operation and production in a timely manner. In internal audits, anti-corruption, anti-bribery, anti-unfair competition and other risks in the field of business ethics are highlighted. We also work hard to improve the supervision and reporting mechanism to adequately respond to and prevent risks, and to safeguard the smooth and stable operation.

The Board Chairwoman and the Audit Committee coordinate and formulate the Company's compliance strategy. The Internal Audit Department under the Audit Committee, as a full-time internal audit department, takes charge of independently carrying out supervision, evaluation and consultation in accordance with the law. Compliance management structure and mechanism have been further improved.

Compliance and internal control management

By focusing on 'comprehensive compliance' and 'integrated upstream and downstream compliance', we have strengthened our internal control management and business ethics to ensure the compliance of our operations. We work hard to ensure that all internal operating segments strictly comply with applicable laws and regulations to achieve full compliance. Besides, we also require our upstream and downstream partners and all employees to consciously comply with the integrity discipline and business ethics, and eliminate any acts for personal gain to achieve overall compliance.

Key Performance

During the reporting period, internal audits conducted **8** times

Compliance training sessions held **49** times, with a year-on-year increase of **81.48%**

1505 employees participated in compliance training, with a year-on-year increase of **30.64%**

Compliance Management Initiatives

Policies & systems

Formulating the *Business Ethics Guidelines*, *Business Ethics and Integrity Management Rules*, *Anti-Corruption Management Policy*, *Supplier Code of Conduct*, etc.

Internal control mechanism

Drawing up an annual audit plan to regularize monthly special audits and quarterly routine audits; Engaging an accounting firm to certify internal control.

Culture of compliance

Carrying out education on 'red line of compliance' for new employees to help them understand the Company's culture of compliance and embrace integrity; Organizing all kinds of education activities to enhance legal awareness for all employees; Conducting training on 'Adverse Event Monitoring of Listed Medical Devices' for downstream organizations and distributors to standardize the reporting process.



- 1 In May 2023, Imeik participated in the Corporate Information Security and Compliance Investigations Practice Exchange Meeting, organized by the Corporate Anti-Fraud Alliance, to strengthen the practical application of electronic evidence in compliance management and case handling, and to enhance corporate information security management capabilities.
- 2 In 2023, the Company launched a training program for employees on trademark protection strategies and usage norms to raise such awareness.
- 3 In December 2023, Imeik participated in the Practical Training Course on Investigation and Compliance Governance, organized by the Corporate Anti-Fraud Alliance, in order to systematically master the latest theoretical progress and innovative technological means of anti-fraud, and to further enhance our awareness and capability of compliance.

Complaint reporting mechanism

Upholding openness, trust and respect, we accept anonymous reports to ensure that everyone can raise the issue. The Company has improved the *Reporting and Investigation Management Measures*, further specifying the reporting requirements, scope, investigation process and measures for the protection of whistleblowers, and has set up a reporting channel in the WeChat official accounts and official website to timely update the reporting phone number and email address.

We strictly keep confidential the information and content of the whistleblower. No unit or individual shall use any excuse to obstruct or suppress the whistleblower's report, and shall not take any form of retaliation against the whistleblower. Where anyone retaliates against whistleblowers, once verified, he or she will be dealt with in accordance with the relevant provisions; if the case constitutes a crime, he or she will be transferred to the judicial organs. In this way, we maximize the protection of whistleblowers.

Anti-fraud and anti-corruption

Imeik, in accordance with the *Law of the People's Republic of China Against Unfair Competition*, *Interim Provisions on the Prohibition of Commercial Bribery*, *Criminal Law of the People's Republic of China*, *Opinions on Certain Issues Concerning the Application of Law in Handling Criminal Cases of Commercial Bribery*, and other legal frameworks related to fair competition, anti-bribery, anti-corruption, as well as international norms and initiatives, resolutely refuses to engage in commercial bribery and other improper business behaviors. We work hard to eliminate any corruption, fraud and falsification within the Company.

During the reporting period, the Company formulated and improved policies and systems such as the *Business Ethics Guidelines*, *Anti-corruption Management Policy*, *Supplier Code of Conduct*, etc., and continuously strengthened the anti-fraud system, covering all internal employees and external suppliers. Such behaviors as corruption, bribery, extortion, fraud, money laundering, monopolization, unfair competition and insider trading are explicitly prohibited.

The Company signs the *Letter of Commitment to Integrity* with all employees and conducts regular anti-corruption training for all employees to create a culture of integrity and raise the integrity awareness of all employees. Employees' compliance with policies related to business ethics is also incorporated into salary performance assessment to ensure that the anti-fraud policy is effectively implemented. During the reporting period, the average duration of anti-corruption and anti-graft training received by all employees amounted to 3 hours.

The Company puts a high value on the integrity of suppliers and other partners. We regularly communicate our anti-corruption policy to them, and carry out anti-corruption supervision, inspection and integrity review of suppliers. Besides, we have established the 'Supplier Blacklist' mechanism, whereby cooperative units and their key persons (directors, supervisors or senior managers) with major irregularities or fraudulent behaviors are put on such a blacklist and the cooperation is temporarily or permanently suspended.

Anti-unfair competition

We insist on operating our business in an honest and ethical manner and are committed to creating a fair and competitive market environment. We have formulated and issued the *Business Ethics Guidelines*, which requires all employees to comply with applicable laws and regulations related to anti-monopoly and unfair competition in their daily operations, and to refrain from engaging in monopolistic behaviors prohibited by the laws and regulations, including, but not limited to, entering into monopoly agreements with other operators and abuse of market dominance, etc. When conducting market transactions and other activities on behalf of the Company, employees shall not engage in other unfair competition methods such as dumping, infringement of others' commercial secrets, false advertising, collusive bidding and damaging the reputation of competitors. During the reporting period, there was no incidents of being sanctioned by the relevant authorities due to acts of unfair competition in its operations or violation of the *Antimonopoly Law*.

Risk Management

The Company has strengthened the risk management on all fronts, formulated the *Risk Management System* and implemented the principle of centralized management and division of responsibilities. The Board coordinates the planning and supervises the implementation; the Risk Management Department identifies and evaluates various types of risks on a regular basis; each department divides its work into risk management and monitoring. Thus, an effective risk control structure is formed, laying the foundation for the Company's risk information identification and response.

Risk management system

Risk management planning

The Board coordinates the planning of risk management and establishes the risk management structure.

Risk assessment and response

Under the leadership of the Board, the Risk Management Department regularly identifies, assesses and avoids all kinds of risks faced by the Company in terms of strategy, operation and finance, and works out risk management improvement plans. The Human Resources Department takes charge of organizing corresponding training and assessment. Directors of each competent department is the first person in charge of risk control within the scope of due responsibilities, as well as the effective implementation of risk management regulations, response and mitigation of relevant risks.



In August 2023, the Company organized the training on 'Content of the Code of Conduct for Key Sales and Marketing Staff - Anti-corruption', covering 350 participants.

Risk early warning and monitoring

The Board oversees the implementation of risk management measures while the Risk Management Department conducts regular audits of risk control and procedures and reports them to the Board.

Risk monitoring and optimization

The risk management structure, policies and systems will be constantly optimized based on dynamics and performance.



In January 2023, Imeik conducted a training program on 'Review of Contracts on Purchase and Sale' for Purchasing Department to enhance their ability to prevent and resolve contractual risks.



In November 2023, Imeik participated in the 3rd Digital Risk Conference of ISACA China to understand the new challenges and technologies of risk management in the digital era, and to improve our ability of security risk management with AI artificial intelligence technology.

Risk identification and response

We continue to identify potential risks at the strategic, operational, marketing, financial and human resources levels, formulate corresponding solutions and overall strategies, and continuously improve our risk management. During the reporting period, the major risks identified shifted from intellectual property, legal, credit and business risks to sales, reimbursement, employment and audit risks.

Category of risks	Countermeasures
Sales risk	Optimize the management of order placement, payment verification, sales and financial invoicing, improve master data management (MDM), and strengthen the control of the consistency of 'invoice flow, capital flow, contract flow and goods flow'.
Reimbursement risk	Strengthen the logical correlation between the original reimbursement documents and the reimbursement form, improve the authorization amount approval system, and enhance reimbursement training and internal auditing.
Employment risk	Establish labor relations by setting up branch offices, ensure social security payment for employees in other places, strengthen labor dispatch management, and improve employment procedures, internal authorization and job responsibilities.
Audit risk	Change from a system-oriented audit model to a risk-oriented audit model, improve the systematic nature of audit, and enhance the effectiveness of audit supervision.



Sharing Health Benefits

Always putting customers first, we regard it as our mission to provide safe, high-quality, and healthy products and services and fully demonstrate the strength of R&D, product quality, and responsible marketing. Committed to sharpening our core competitiveness, we serve the Health China Strategy by meeting people's growing needs for a better life and enabling a beautiful and healthy life through the power of technology.



3 GOOD HEALTH AND WELL-BEING

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

R&D and Innovation 27

Product Quality and Safety 32

High-quality Services 35

R&D and Innovation

Two decades into the R&D of biomedical materials and products, we maintain in-house R&D and innovation, aiming to create safe, effective, and high-quality consumer medical products. Giving full play to our technological expertise, we continue to invest strategic R&D funds, build a team of technical professionals, and work with industry experts, university laboratories, and other professional institutions to explore cutting-edge biomedical technology and push further the boundaries of our research.

Key Performance

As of the end of 2023, **8** products granted the Class III Registration Certificate for Medical Device by the National Medical Products Administration (NMPA)

20+ projects under development

Fueling innovation potential

Committed to people-oriented medicine, we push further the boundaries of innovation and increase R&D pipelines with incentives for innovators. A cross-sector 'R&D + patent' talent training mechanism is established and growth potential is unleashed through innovative technology, products, and models to deliver the concept of sci-tech enabling a beautiful and healthy life. During the reporting period, four products developed by Imeik, including *CureWhite*, *EME Plus*, *Bonita* and *Tightly*, obtained the Beijing New Technology and New Product (Service) Certificate, bearing strong testimony to the sci-tech competitiveness of the Company's products.

Key Performance

During the reporting period, **243** R&D personnel, accounting for **26.7%** of total company headcount

74 authorized patents, including **35** invention patents

Improving R&D project management system

Business management

We revised the *Measures for the Management of R&D Projects and Plans* to promote the accumulation of knowledge assets in project management; We released the *General Principles of Intellectual Property Management* and the *Patent Management System* to standardize the management of intellectual property rights; We issued the *Drug Process Implementation Specification* and the cosmetics R&D process, and standardized the Company's drug and cosmetics project management; We released the *Management Measures for Special Bonuses for Commercialized Technology* to enhance the technical competitiveness of the Company's products.

R&D pipeline management

We institutionalize R&D demand management meetings, with six such meetings held in 2023 to discuss nearly 30 topics in total; Through project cooperation, we invite clinical experts in various fields to provide external consulting for product project approval.

Dynamic monitoring

With the help of the project management system, the Company realizes the online dynamic management of all research projects and the unified allocation of the Company's R&D resources; We implement the phased management of projects, release whole-life-cycle project plans, and monitor the real-time progress of projects; We include the rate of task completion in annual assessments and establish a project management and coordination mechanism of 'normal advance, early warning, and unannounced inspection'.

R&D comparison mechanism

We put in place a comparison mechanism for required R&D time to measure ourselves against the industry's leading speed and accelerate the output of research projects.

Project evaluation mechanism

We frequently hold R&D project review meetings and seminars to confirm product viability and work strategies at different levels, dimensions, and across fields to guarantee that R&D projects are completed excellently.

Enhancing the R&D team

R&D performance evaluation

According to the *Imeik Talent Management Manual* and the *Necessary Conditions for R&D Professional Promotion*, patents are taken as an important indicator of employee performance and promotion consideration; We encourage R&D personnel to engage in innovation and patent application, stimulate their innovation potential, and patent their technological innovation to sharpen the Company's core competitiveness.

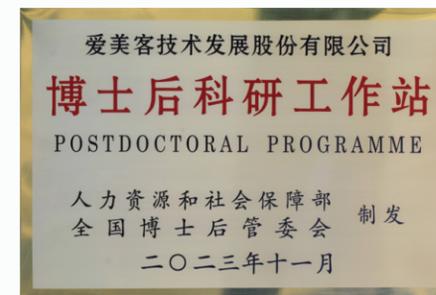
R&D bonuses

We established the Management Measures for Bonuses for R&D Projects and Management Measures for Special Bonuses for Commercialized Technology and ramped up financial incentives for teams and members who have made greater contributions to research projects. A total of 17 marketed or pipeline medical device projects have been rewarded.

R&D talent training

We created a platform for R&D talent training, with various forms of R&D skills training to improve the professionalism of R&D personnel. During the reporting period, the Company organized a total of 109 R&D training sessions, benefiting 1,765 participants.

Case: Calling for high-caliber talent to foster medical aesthetic tech professionals



In 2023, approved by the Ministry of Human Resources and Social Security and the Chinese National Postdoctoral Affairs Management Committee, Imeik established a national Postdoctoral Research Center, through which the Company can recruit and train postdoctoral researchers. The center is emblematic of Imeik's technological strength and is an important driver for the Company's future high-quality development. We will accelerate the development of the postdoctoral research platform, talent training, and the combination of industry, education, and research. We will make sure talent grows in tandem with the Company and reserve more human capital for the high-quality development of the industry.

Adhering to research ethics

While seizing market opportunities, we follow ethical guidelines at home and abroad, improve the established R&D system, and optimize operation processes. We continue to elevate the quality of clinical research, emphasize animal welfare, and strengthen medical device pharmacovigilance, laying a solid ethical foundation for cutting-edge technology breakthroughs.

Key Performance

During the reporting period, **10** training sessions on medical device safety monitoring

Compliance rate for post-marketing adverse event reporting **100%**

Standardizing clinical research

With an evidence-based and standardized clinical trial system established, we comply with the ethical guidelines of the *Declaration of Helsinki* of the World Medical Association in clinical trials, national ethical norms of biomedical research involving human beings, and the NMPA's guidelines for clinical trials; We educate researchers on ethics, Good Clinical Practice (GCP), and the protection of subject rights and interests; We protect the personal information of subjects and the integrity of research data, establish a fair and reasonable welfare and compensation mechanism, ensure the diversity of subjects and samples, and maintain the transparency of research results and progress.

Protecting laboratory animal welfare

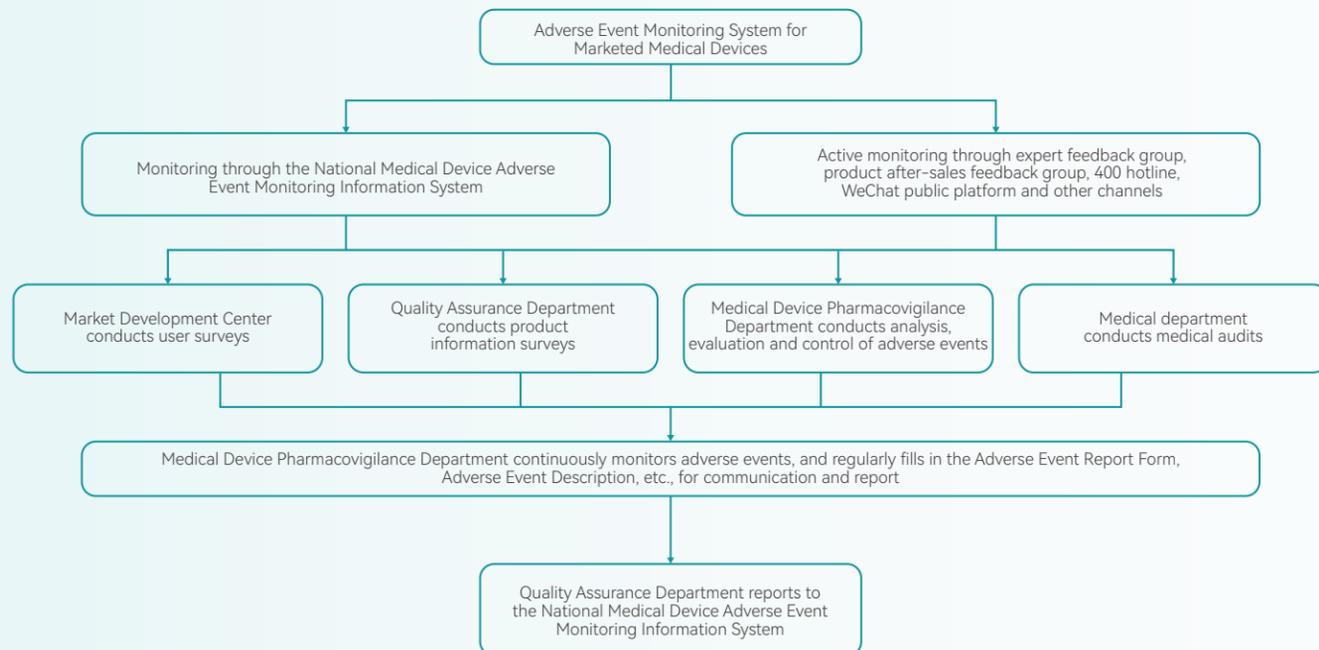
We improve the established standard procedures related to non-clinical animal testing, strictly abide by domestic animal testing management rules, and follow the internationally recognized 'Five Freedoms' and 3Rs Principle. In the experimental design, the number of laboratory animals is reduced by using cells instead; When choosing suppliers, we prefer partners with laboratory animal use licenses and animal welfare ethics committees; When implementing projects, according to the *Standard Operation Procedures for Non-clinical Trial Monitoring*, we enforce strict supervision over laboratory animal breeding facilities, reasonable operation, and humane endpoints.

Promoting diversity and inclusion in clinical trials

We have conducted clinical trials of our products in different indications or populations, improved the diversity and inclusion of clinical trials, and published 11 high-quality research papers in authoritative academic journals.

Strengthening pharmacovigilance

We have formulated the *Adverse Event Monitoring System for Marketed Medical Devices* and the *Operation Specifications for Monitoring and Researching Adverse Events of Post-marketed Medical Devices*; We have improved the active collection mechanism of post-marketing adverse events of medical devices and required the collection, reporting, investigation, analysis, evaluation, and control of adverse events of marketed medical devices to protect public health and safety. In 2023, a total of 43 post-marketing adverse events were investigated and evaluated, all of which were reported to the National Medical Device Adverse Event Monitoring Information System promptly, with a compliance rate of 100%; We have worked out the *Cosmetics Adverse Event Monitoring Process* and other systems to improve adverse event monitoring; We publicize product knowledge and strengthen standardized operation training for doctors.



Flow chart of Imeik's handling of adverse events of marketed medical devices

Protecting intellectual property rights (IPR)

In strict accordance with IPR laws and regulations, we strengthen IPR protection and management and say no to infringement of others' IPRs, realizing standardized and institutionalized IPR management. During the reporting period, the Company formulated the *General Principles of IPR Management* and *Patent Management System*, etc., and stipulated the protection of the Company's intellectual property rights in the *Imeik Business Ethics Guide*. An IPR management system is up and running to manage all patents online, effectively improving the Company's IPR creation, application, protection, and management. In 2023, Imeik received the honor of a 'National Intellectual Property Advantage Enterprises', indicating that the Company's IPR endeavors were recognized by the government.

Targeting employees, we organize a wide range of IPR training, including basic knowledge, IPR protection, risks, application, etc., to heighten the awareness of IPR protection among R&D personnel and technical managers. The Company encourages R&D personnel to create new patentable technologies, spur their creativity, and convert innovation into IPR to enhance the core competitiveness of the Company in the long run.



In February 2023, the training on 'Copyright Infringement Risk Prevention' was conducted to improve the judgment of copyright infringements and prevent infringement risks.

Commercializing research results

We maintain intensive efforts on product and clinical technology R&D, vigorously promote in-depth industry-university-research cooperation, and foster new quality productive forces. In partnership with research institutions, we work for the commercialization of research results and technological innovation and explore an effective channel to market R&D achievements.

Case: Industry-university-research cooperation to promote R&D commercialization

In 2023, together with the Office of the Beijing Natural Science Foundation Committee and the Changping District Science & Technology Commission, Imeik established the *Beijing Natural Science Foundation-Changping Innovation Joint Fund* to carry out basic research work. The company proposed a number of key research topics and cutting-edge projects in the field of tissue regeneration and functional repair, and finally 4 universities and 8 hospitals won the bid.



[L] In May 2023, Imeik's innovation-driven commercial value story stood out from more than 300 cases, thus receiving the 'Excellent Case of High-quality Development of the Healthcare Industry' issued by *Economic Information Daily*.

[R] In November 2023, on behalf of the medical aesthetics industry, Imeik was invited to attend the 2023 China Health Industry Development Conference hosted by *China Times*, where the Company was recognized as one of the 'Golden Cane Award Top 10 Innovative Enterprises in Biotechnology' in 2023 due to our cutting-edge technology and excellent R&D performance.

Promoting industry R&D exchanges

Thanks to a network of collaborative research, we work with authoritative experts in public and private medical institutions for research projects in the fields of aesthetic surgery, imaging, and dermatology, and establish research partnerships with Chinese Grade III hospitals, producing a list of evidence-based medical achievements recognized by global counterparts. We also carry out academic training, achievement publicity, and industry exchanges for win-win development.

Key Performance

During the reporting period, **17** horizontal research projects in partnership with medical institutions and universities at all levels in China

11 research papers published (including **4** in SCI Journals and **5** in Core Journals of China)

Case: Imeik helps draft the group standard of *Technical Operation Standard for Facial Implant Thread*

In February 2023, the group standard *Technical Operation Standard for Facial Implant Thread* was officially released, which was expected to guide and improve the technical operations of clinicians. It is also conducive to making consumers more satisfied with the effects of facial implant thread. Leveraging our leading expertise in facial implant thread, we contributed our experience of developing China's first NMPA-approved facial implant thread product named *Tightly* to the formulation of the industry standard. The group standard, combined with practices in developing *Tightly*, will continue to lend great support to the standardization and high-quality development of minimally invasive facial products in the future.



Technical Operation Standard for Facial Implant Thread drafted with the help of Imeik is released

Case: Imeik brings developed products to the 11th National Laser Aesthetics and Facial Rejuvenation Academic Conference

In March 2023, Imeik was invited to the 11th National Laser Aesthetics and Facial Rejuvenation Academic Conference, hosted by the Chinese Medical Doctor Association, the Aesthetic and Plastic Surgeon Branch of the Chinese Medical Doctor Association and organized by Huashan Hospital Affiliated to Fudan University. We brought with us several injection products and one implant thread product, which drew the attention of professionals. The chairman and academic committee members of the Conference expressed their gratitude for our support and academic input, with an honorary certificate of outstanding exhibitor.



Imeik holds a special satellite event on medical aesthetics



Imeik is invited to hold a non-invasive aesthetic procedure satellite event at the 10th National Minimally Invasive Medical Aesthetics Conference, which was well received by a full house



Product Quality and Safety

Guided by the quality policy of 'quality matters in making world-class products', we always put product quality, safety, and accessibility at the core and launch better, safer, more accessible, and more user-oriented products, sending the message of beauty and health. We value user experience and build ties with customers in an orderly manner in response to unmet aesthetic demand with diversified, clearly structured, and trustworthy products and solutions.

Key Performance

During the reporting period,

The Company passed **ISO 19001** Quality Management System and **ISO 13485** Medical Device Quality Management System review and certification

0 group adverse events or fatalities due to product quality defects

0 product recalls concerning product safety and quality

Product quality management

Putting product quality and safety high on our agenda, we have established a rigorous quality management system and process while maintaining whole-life-cycle supervision on Imeik products to ensure controlled production and quality. The Company scrutinizes quality in product design, raw material procurement, manufacturing, testing, sales, and services to see that the quality control system is effectively implemented in all links. We guarantee appropriate quality in product research, development, commercialization, and post-marketing management.

During the reporting period, the Company passed the ISO 19001 Quality Management System and ISO 13485 Medical Device Quality Management System review and certification, implemented strict product quality audit and inspection, and embraced supervision and inspection by regulatory bodies with effective rectification measures followed to ensure product compliance.

关键绩效

During the reporting period

100% of the business scope covered by the certified Quality Management System

Strengthening quality audits

We improve the verification system and require relevant departments to carry out monthly quality verification, reporting, and rectification. We also conduct in-depth investigations of the fundamental cause of problems and formulate corresponding solutions and preventive measures. During the reporting period, the Company carried out two internal audits, where the root causes of problems identified were thoroughly investigated and effective response and prevention measures were adopted; We establish a departmental self-inspection system and rules according to the verification system, specifying the self-inspection frequency, details, the personnel in charge, etc., to ensure that problems can be found and rectified swiftly.

Optimizing production process

The Company continuously optimizes production processes, improves the product compliance rate, and reduces the loss of unqualified products throughout the process. During the reporting period, the cost of materials consumed per unit of output decreased by 22% year-on-year.

Intensifying product inspections

By identifying links among raw materials, intermediate products, and finished products, we add inspections of materials entering the factory and in the production process to identify quality risks earlier in the process and improve product compliance; During the reporting period, there were no issues found in daily inspections, with a 100% accuracy rate of the inspection results and a 100% compliance rate in sampling inspections.

Embracing supervision

During the reporting period, we received 11 sampling inspections by relevant regulatory departments and no problems were identified; We also received four inspections by the drug regulatory department. General non-conformities detected were rectified within one month as required.

Case: Imeik carries out multi-dimensional product testing and strengthens whole-process quality management

Imeik tests product quality from multiple dimensions such as materials, inspectors, facilities, quality standards, and the environment to provide safe, effective, and standardized products for every customer. According to technical requirements, we formulate product quality standards and inspection procedures. We maintain inspections of work-in-progress and finished products by equipping full-time inspectors, regularly maintaining facilities, and inviting third parties to conduct annual external inspections. In 2023, there was zero non-compliance event revealed by the external inspector in Imeik. In the future, Imeik will strengthen product quality management and provide safer products to terminal medical institutions and consumers.

Products diversity and accessibility

Staying focused on the headroom for expansion and value in the healthcare industry, we diversify research on biomedical materials and products to meet the demand for high-tech, safer, and cost-effective products. We continue to improve the penetration of medical services, concentrate on urgent clinical demand, and extensively promote advanced medical technology and research results. These efforts are expected to improve product diversity and accessibility while raising our brand influence and core competitiveness.

Our marketed products serve the clinical application of medical aesthetics and metabolic disease treatment, covering more than 7,000 medical aesthetic institutions in 31 provinces, municipalities, and autonomous regions across China. We now offer several flagship products on the market. While meeting the increasingly diverse and personalized medical aesthetic demand, we lobby medical products such as protein sponges to be listed in China's National Medical Insurance Catalogue by participating in centralized procurement and medical insurance negotiations.

During the reporting period, we developed a healthcare accessibility plan and contributed to doctor training in areas short of medical and educational resources. Aiming to improve product accessibility, we expanded our innovation and R&D pipelines, popularized developed technologies and R&D achievements, and improved healthcare of institutions in different regions. We dramatically elevated product affordability by optimizing production processes and reducing costs.

Diversifying product pipeline

Given the progress of clinical technology and the industry trend, we have established several product pipelines featuring innovation to provide more suitable and high-quality products for people with different needs;

We have put in place an R&D and commercialization platform for a variety of biomedical materials and products, and the products currently on the market are used in medical aesthetics, metabolic disease treatment, and other fields.

Improving treatment

During the reporting period, we carried out 1,753 academic exchanges, reaching doctors in first- and second-tier remote areas such as Guangxi, Yunnan, Heilongjiang, Xinjiang, and Gansu and applying advanced medical technology and clinical research results for talent revitalization.

We have built ties with research institutions to verify the efficacy of our products in multiple clinical environments and improve the accessibility of medical services.



In November 2023, Imeik received the ESG Golden Bull Award for 'Top 50 Technology Leaders' at the 2023 Golden Bull Corporate Sustainable Development Forum organized by *China Securities Journal*, China Reform Holdings Corporation Ltd., and Nantong Municipal People's Government.

Promoting evidence-based medicine

Through digital platforms such as *Quanxuan Classroom*, the Little Red Book, and WeChat's official account, we efficiently promote evidence-based medical achievements, popularize medical concepts and technologies to more people, develop medical strategies that match the brand, and extend the product cycle from the perspective of science and accessibility.

Training on quality safety

We regard it as an important part of quality management to raise the quality awareness of all employees and the quality skills of professionals. Therefore, we organize position-based quality and safety training with regular evaluations to ensure that all personnel understand and implement quality and safety regulations. With whole-process quality control from raw materials to finished products, we urge suppliers to improve product quality and work with partners to enhance quality and safety.

Key Performance

During the reporting period,

31 training sessions on product quality and safety

Coverage of product quality and safety training **100%**

Average duration of product quality and safety training **2.47** hours

For all employees

The annual training plan formulated in 2023 was completed, covering quality and safety topics such as medical device laws and regulations, hygiene and clean area requirements, and production process operations.

More than 10 training sessions on medical device safety monitoring were held to strengthen employees' awareness and ability to identify and report adverse events.

For suppliers

We create a feedback mechanism for supplier quality problems and strengthen the quality control of raw materials.

We carry out in-person quality and safety training for key material suppliers to improve suppliers' awareness of quality and safety and encourage them to obtain quality and safety system certifications.



Quality training for key suppliers

Building a culture of quality

We are not only committed to improving the quality of our products and services, but also active in external quality standardization exchanges to create a safe and transparent ecology of the medical aesthetics industry. Aiming for the healthy development of the industry, we help crack down on counterfeit and shoddy products and prioritize the protection of consumer rights and interests, and intend to serve as an important player in improving consumer trust, industry self-discipline, and standardized development.

[R] In July 2023, the Expert Workshop on Data Security Management and Application of Aesthetic Injections, also the Kick-off Meeting of the 'Expert Consensus on Clinical Quality and Safety Standards for Hyaluronic Acid' sponsored by Imeik, was held, and the participating experts discussed the quality and safety standards for the clinical application of hyaluronic acid.



Case: Working with the police to cement the defense for product quality and safety

In February 2023, Imeik tipped off the police, helping them quickly bust a counterfeiting center. A total of 14 suspects were arrested and more than 5,000 boxes of fake *Hearty* and other kind of hyaluronic acid and botulinum toxin were seized on the spot. More than 3,000 boxes registered on transaction records and more than 10,000 fake needles and packaging materials were also found, valued at nearly RMB 10 million. The entire illegal production chain was uprooted. Since counterfeit medical aesthetic products cause varying degrees of damage to the human body, Imeik will continue to cooperate with the police in response to the national anti-counterfeiting campaign to protect the legitimate rights and interests of consumers and maintain market order.



The plant of counterfeit medical aesthetic products is seized



In March 2023, Imeik participated in the police-enterprise cooperation meeting organized by the Nantong Municipal Public Security Bureau, at which the deputy secretary of the Party Committee of the Public Security Bureau fully acknowledged the efforts made by Imeik in fighting counterfeiting and fulfilling social responsibilities.

High-quality Services

Keeping abreast of evolving demand, we carried out responsible marketing activities in 2023 in partnership with multiple stakeholders and on several platforms. We also improved our management system and fostered an enabling atmosphere at the Company while conducting medical aesthetic courses, academic exchanges, and promotion. These efforts were aimed at helping users establish correct medical concepts and promote sustainable development.

Diversifying service platforms

Targeting different customer groups, the Company builds diversified digital service platforms. For example, through *Quanxuan Classroom*, an academic exchange platform for doctors, we provide medical institutions with all-around management expertise such as medical technology training, operation and management methods, and industry standards. The Company improved full-cycle services by building digital platforms for multi-terminal users. During the reporting period, we launched a new to-B platform for portable business service as well as a new to-C platform called *Love+*.

Key Performance

In 2023, *Quanxuan Classroom* has **124** new academic live broadcasts, **541** new academic courses and **45,000** new users. The Platform has **95,000** total users and **25,000** certified doctors.



[L] Imeik has launched China's first second-level circulation inquiry system for agent products - a mini-application called *One-click Check*, which monitors product delivery, returns, inventory, and other information, making Imeik the only upstream manufacturer in China to open the inquiry about the flow of products. The picture shows the homepage of *One-click Check*.

[R] Imeik never stops the efforts to digitalize service systems and build a new model of convenient business services for medical aesthetics. We have launched Imeik Convenient Business Service platform. The platform provides customers with basic operation demonstrations, practical courses, 24/7 after-sales services, and massive learning resources to improve customer satisfaction and the comprehensive skills of doctors. This further elevates our professional image.

Managing product recall & complaint

When it comes to adverse events of marketed products, we usually adopt measures such as improving product instructions, publicizing product knowledge, and standardizing operation training of doctors. For adverse events that may endanger health and life, risk control measures such as suspending product sales and use, recalling products, releasing risk information, and re-evaluating medical devices will be taken. During the reporting period, the Company did not register product violations and recalls.

The Company has established the *Feedback and Complaint Handling and Control Procedure*, which stipulates the complaint handling process as follows:



Simulation training on product recall procedures and events

Safeguarding information and data security

The Company strictly abides by Chinese laws and regulations such as the *Cybersecurity Law* and the *Data Security Law*. The *Management Measures for Data Security*, *Management Measures for Information System Authorization*, *Management Measures for Data Use Security*, *Imeik User Data Security Management System*, and *Management Measures for Electronic Document Encryption Software* have been formulated. With an information security responsibility system in place, we clarify the authority and operations of system operators at each department and normalize information security inspections and user data security training. These endeavors are expected to heighten the information security awareness of staff, effectively protect customer privacy and company data, standardize the whole-process protection of information security, and create a stable and healthy network security environment.

Consolidating information security responsibilities

We have established a data security team responsible for formulating the overall policy of the Company's information security management, supervising the performance of information security management personnel at all levels, and ensuring that the information security management system is put in place.

Standardizing confidentiality management system

We improve several systems such as the Authority Building of User Development and Digitalization Department, Authority Building of C-end Innovation Division, Authority Building of Changping Project Team, etc., and standardize the data management policies of the Company's systems.

Establishing data confidentiality levels

We clarify the confidentiality level and permission of different types of data, optimize operation efficiency, and specify the execution of personnel at all levels of each department to effectively improve the security, stability, and controllability of the data system.

Evaluating information security risks

We normalize data security inspections and data security risk assessments, rectify data security risks, and submit rectification reports to the data security team.

Conducting information security training

We regularly organize information security training for employees, covering topics such as laws, regulations, and standards on data security management, information security responsibilities, information security risk assessments, and technical protection.

爱美客用户数据安全培训

学习人次: 908 ★★★★★ (1人评)

学时: 1.0 学分: 1.0

学习步骤: 学 → 考 结业条件: 课后测试

课程时长: 10分钟

讲师: 郭双银

[选择课程](#) [预览课程](#)

二维码: 适用客户端:

Organizing online training on user data security

Carrying out responsible marketing

Strictly following the requirements of Chinese laws and regulations such as the *Advertisement Law*, *Cybersecurity Law*, and *Trademark Law*, we have worked out the Company's *Responsible Marketing Policy* and maintained respect, ethics, and integrity in customer communication as well as responsibility, transparency, and compliance in marketing. During the reporting period, the Company planned several responsible marketing and promotion activities mainly on *Hearty* and *CureWhite*, protecting consumer rights from dimensions such as product compliance, institutional compliance, and doctor professionalism.

Owning several official social media accounts, we set up special popular science columns based on product and medical knowledge to communicate multi-dimensional science messages and advocate science-based medical aesthetic concepts. During the reporting period, the Company carried out 253 campaigns on health and medical aesthetics, covering 13 topics such as product ingredients, carnosine anti-aging, contour aesthetics, facial firming and lifting, and injection technology.

Key Performance

During the reporting period,

55 internal training sessions on responsible marketing organized, including **19** on product knowledge, **34** on marketing skills and **2** on compliance



The company conducts training on responsible marketing for employees



The company rolls out popular science education for consumers

Empowering downstream partners

Adopting online and in-person approaches to empower downstream players in multiple dimensions, we provide technical training and marketing guidance for doctors and downstream institutions. We promote healthy and rational medical aesthetic knowledge and work with industry partners to create a symbiotic, sharing, and win-win ecosystem of joint harmony.

In 2023, the Company established and ran several academic activities such as *Quanxuan Medical Academy*, *Ingenious Master*, and *Contour Aesthetics Creation Camp*, providing training on 22 topics ranging from basic technology, product demonstration, doctor career development, social media operation, and aesthetic education for downstream institutions. The training was effective and well-received among downstream players and doctors. We strengthened online and in-person training for doctors in Heilongjiang, Guangxi, Yunnan, Gansu, Xinjiang, and other first- and second-level remote areas in China to improve their professionalism and promote the standardized development of the industry.



Various types of training provided for doctors in downstream institutions

Key Performance

During the reporting period,

1,753 training sessions for downstream doctors conducted (including **1,416** in-person sessions and **337** online ones)
109 training sessions for doctors in remote areas conducted



Various types of training provided for doctors in downstream institutions

Case: Training + competition in Imeik's whole-process talent development

In April 2023, Imeik, together with the China Association of Plastics and Aesthetics and Foshan MYLIKE, jointly held the 5A Dermatologist Training Camp, a major activity for Imeik to empower high-caliber medical professionals. It aimed to improve the theoretical knowledge and practical non-invasive injection skills of doctors in participating medical aesthetic institutions so that they could provide safe, comfortable, and efficient medical aesthetic services. In August, Imeik 5A Injection Master Selection Program was launched. Several well-known Chinese experts were invited as judges and more than 200 dermatologists across China signed up. Finally, 14 doctors were shortlisted for the finals. Through the establishment of a learning platform for 5A doctors, Imeik is committed to discovering and training more outstanding professionals for the high-quality development of the healthcare industry.



The Company has launched the 'Doctor Enlightenment' project as an online teaching platform on medical operation systems by public hospital doctors, with themed live lectures through Imeik *Quanxuan Classroom* mini-application. Since its launch, the project has covered hospitals at all levels across China and invited nearly 20 public hospital experts to provide department operation ideas for nearly 900 public hospital doctors.



5 'A' Dermatologist Training Camp



The final and award ceremony of the 5A Injection Master Selection Program



In July 2023, the first Weibo Medical Aesthetics Popular Science Contest created by *Quanxuan Classroom* came to a successful conclusion, with 1000+ dermatologists joining the efforts of popular science, 2000+ original passages, and 30 million+ views. The contest popularized high-quality knowledge of medical aesthetics.

Pursuing a Beautiful Environment

Aesthetics is not only about how you look but also about our shared environment. Guided by the philosophy of 'revere nature and do what is righteous', Imeik sees the enterprise, the environment, and society as an organic whole with awe of nature and minimizes the potential impact of our economic activities on the environment. We also act on the challenge of climate change and seek a beautiful and healthy living environment.

Environmental Management	43
Waste Management	46
Energy and Resource Management	49
Green Operations	52



Environmental Management

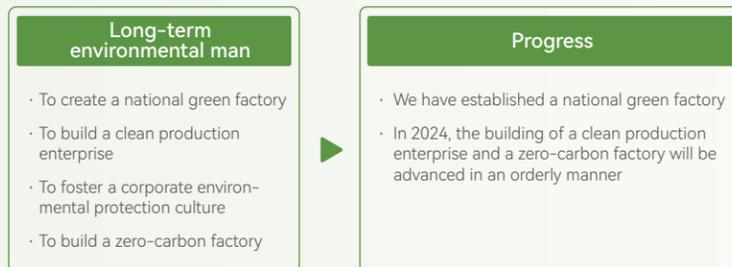
Imeik adheres to the environmental management policy of 'creating a green environment and achieving sustainable development'. Hence, we improve environmental management capabilities, set annual environmental management goals, and optimize the environmental management structure with the General Manager as the primary person in charge, the EHS Management Department as the organizing body, and department heads as coordinators. Environmental performance is incorporated into the Company's executive salary system. In particular, annual EHS responsibility targets, and red-line accident or incident penalties are linked to the management's annual bonuses to strengthen the sense of responsibility. We also carry out environmental impact assessment, supervision, and audit, and enhance environmental risk management to prevent environmental accidents.

Key Performance

During the reporting period, Investment in environmental protection **RMB 2.48** million

Environmental management strategy

In 2023, the Company set long-term strategic goals for environmental management in a sound implementation plan, strengthened the efforts to build an eco-friendly enterprise, and steadily improved environmental management performance. In 2023, the Company finished the work to build a national green factory. We are now making steady progress on other goals.



Management system certification

The Company never stops the pursuit of a systematic, rigorous, and efficient environmental management system. In 2023, Imeik passed the audit for ISO 14001 Environmental Management System certification, covering the environmental management activities related to the design, development and production of III-13-09 orthopedic and general surgical implants, in our Pinggu production plant and Changping R&D center.



Environmental Management system

The Company strictly abides by Chinese laws and regulations such as the *Environmental Protection Law*, *Law on the Evaluation of Environmental Effects*, *Law on the Prevention and Control of Atmospheric Pollution*, *Law on Prevention and Control of Environmental Pollution by Solid Waste*, and *Law on Prevention and Control of Water Pollution*. Within the Company, we put in place a science-based and standardized environmental management system with relevant control procedures to ensure that all environmental management policies are implemented in operating locations and subsidiaries. We continuously optimize the internal environmental management process with a sound mechanism featuring full participation and whole-process control. During the reporting period, Imeik did not register any violations of environmental laws and regulations.

Sector	Environmental management system/control procedure
Environmental management	Organizational Environmental Control Procedure, Environmental Protection 'Three Simultaneous' Management System, Environmental Factor Identification and Evaluation Control Procedure
Emission management	Solid Waste Management System, Air Pollution Control Management System, Water Pollution Prevention and Control Management System, Environmental Noise Control Management System
Climate change response	Energy Benchmark and Performance Parameter Setting Control Procedure, Energy Data Control Procedure, Energy Operation Control Procedure, Energy Monitoring and Measurement Control Procedure, Energy Performance Improvement Priority Management Regulation
Resource management	Water Conservation Management System, Water Use Sub-index and Assessment Measures for Water Saving Rewards and Penalties, Water Conservation Management Position Responsibility System, Standard Operation Procedures for Product Packaging

Environmental impact audit

During the reporting period, the Company continued to standardize environmental management audits. Each year, we carry out internal audits of the environmental management system at all operating locations under a strict quantitative supervision and review mechanism, including special inspections, on-site inspections, self-inspections, etc. Following legal requirements and industry norms, the Company strictly assesses the environmental impact of new, reconstruction, or expansion projects. Before a project is initiated, we make detailed environmental impact predictions and assessments to guarantee compliance in planning, design, and implementation.

Conducting environmental supervision and review

In 2023, the Company completed maintenance of environmental protection facilities 12 times, environmental risk identification twice, self-inspection of environmental protection facilities 16 times, replacement of activated carbon purification and treatment facilities twice, self-inspection of hazardous waste management 12 times, and self-inspection of sewage treatment 365 times.

We finished on-site supervision and review of environmental management for the subsidiary, Nuobote, mainly in the identification of environmental factors, harmless disposal of hazardous waste, waste water, waste gas emissions, etc., to ensure the normal operation of the subsidiary's environmental protection management system.

Strengthening environmental impact assessment

In January 2023, the Jingping Environmental Audit [2023] No. 1 Environmental Impact Report for the expansion of our implantable medical device production line was approved. The project has organized environmental protection inspections before acceptance to ensure that the expected environmental protection is achieved after it is put into operation.

In April 2023, the Biotechnology and Medical Device R&D Center of Nuobote finished the environmental protection monitoring report upon project completion, and the report was filed in the national information system for environmental protection inspections upon the completion of construction projects.

In October 2023, the Changping Environmental Audit [2023] No. 0072 Environmental Impact Report for Imeik Innovative Beauty and Health Commercialization Project was approved. The project is under construction strictly according to the approval and environmental protection standards to ensure green construction.

Environmental risk management

The Company improves environmental risk management capabilities. Following regulatory requirements stipulated in *Administrative Measures for Environmental Emergencies* and the *Administrative Measures for the Filing of Contingency Plans for Environmental Emergencies in Public and Private Organizations (Trial)*, we have established emergency management, hidden danger investigation, and other procedures to reduce the environmental impact of emergencies. In 2023, the Company formulated environmental emergency plans and organized emergency drills centering around radiation source leakage, abnormal wastewater and hazardous waste leakage, effectively strengthening our emergency response and capabilities.

Putting the identification of climate risks and opportunities high on our agenda, the Board of Directors regularly discusses the impact of climate change on the Company. The Compliance Group studies and analyzes the impact of climate change on business operations, identifies climate risks and opportunities according to TCFD, and assesses potential financial impact with preparedness. In 2023, we identified climate risks and opportunities as follows:

Risk/opportunity category	Risk/opportunity description	Measures
Policy and legal risks	<p>Companies face mounting carbon reduction pressure as China's 30 • 60 Decarbonization Goal advances and carbon reduction policies are launched;</p> <p>China tightens requirements in ecological protection policies;</p> <p>The national carbon trading market is officially launched, and the price of carbon emissions is expected to rise;</p> <p>Carbon information disclosure is scrutinized, and the regulatory requirements for listed companies are clarified.</p>	<p>We strengthen internal energy consumption control, reduce energy consumption, improve energy efficiency, and increase the proportion of new energy;</p> <p>We improve the corporate compliance management and risk management system, heighten legal awareness, and strengthen compliance management.</p>
Market and technology risks	<p>Increasing customer concern about climate issues may lead to changes in customer behavior, market demand, technology replacement, and rising raw material prices.</p>	<p>We ensure and steadily improve product quality, optimize the process to reduce raw material consumption, and select alternative low-cost raw materials.</p>
Extreme weather risks	<p>Extreme weather events such as typhoons, torrential rain, and hail will adversely affect production facilities, business activities, and supply chains.</p>	<p>We raise awareness of extreme weather prevention and prepare emergency plans for extreme weather with regular drills.</p>
Resource efficiency	<p>A circular business model helps reduce operation costs;</p> <p>The use of new energy sources can lower the carbon emissions caused by purchased electricity.</p>	<p>We continue to strengthen waste recycling and improve the efficiency of resources and the proportion of recycling;</p> <p>We build our photovoltaic power generation projects to save electricity bills and reduce carbon emissions.</p>
Product and service opportunities	<p>The transformation of the medical industry is gathering momentum. Rising public awareness of medical aesthetics has shifted customers' attention to green medical products.</p>	<p>We develop green, low-carbon, and eco-friendly products, focus on patient experience and medical safety, and seize the transformation trend of the industry.</p>

Adaptability

Active response to climate change enhances a company's climate resilience and adaptability while decreasing the losses and impacts of climate change on its production and operation.

We strengthen green supply chain management, improve resilience to climate change, and better respond to climate change risks and opportunities.

Waste Management

Imeik follows the principle of pollution reduction and discharge compliance and abides by Chinese laws and regulations such as the *Law on Prevention and Control of Water Pollution*, *Law on the Prevention and Control of Atmospheric Pollution*, and *Law on the Prevention and Control of Environmental Pollution by Solid Wastes*. We have established effective discharge compliance policies, improved environmental protection facilities and treatment facilities of waste, and controlled operation-induced environmental pollutants. In 2023, the discharge of waste, air emission, and wastewater generated during the Company's operation met national and Beijing standards.

Hazardous waste management

Having formulated solid waste management objectives and implementation plans, we control waste generated from the source, strengthen the registration of waste flow, and strictly implement harmless treatment of hazardous waste and maximum non-hazardous waste recycling. During the reporting period, the Company reduced hazardous waste discharge intensity by 49.03%, meeting the reduction target set at the beginning of 2023. The Company also set a target of reducing the discharge intensity of hazardous waste by 5% in 2024.

Key Performance

During the reporting period,

Year-on-year decrease of **24.53%** in the total amount of hazardous waste discharged

Year-on-year decrease of **7.48%** in the total amount of harmless waste discharged

Harmless treatment of hazardous waste

The Company's hazardous waste mainly includes waste culture medium, organic solvent, mineral oil, activated carbon, filter cartridges, reagent empty bottles, chemical reagents, laboratory waste (needle) and laboratory waste liquid generated in the R&D and production process.

Reducing use of hazardous substances and chemicals: In 2023, the Company upgraded the production processes and methods to reduce the use of harmful substances and chemicals in product design and production. For example, we replaced ether with MTBE and reduced the use of raw materials such as hydrogen sulfide, sulfuric acid, hydrochloric acid, acetic acid, and ethanol.

Preventing hazardous waste: We set up emergency disposal procedures for hazardous waste and carry out regular emergency drills for hazardous waste to prevent environmental risks in the handling of hazardous waste. We also strengthen the training of employees in contact with hazardous waste and improve their application of hazardous waste generation and storage standards.

Adopting harmless treatment: The Company collects statistics on temporarily-stored hazardous waste and entrusts a third-party organization for harmless disposal. The EHS department conducts quarterly monitoring. In 2023, the Company's total hazardous medical waste amounted to 0.22 tons, **with 100% harmless treatment.**

Recycling of non-hazardous waste

The Company's non-hazardous waste mainly includes kitchen waste, recyclable waste, and other industrial waste.

Recycling: Harmless wastes are handed over to qualified operators for disposal and utilization. In 2023, the Company recycled 17.05 tons of waste, or 33.2% of the total non-hazardous waste.

Key performance indicator: waste	Unit	2023	2022	2021
Total amount of hazardous waste	Ton	6.77	8.97	3.01
Total amount of non-hazardous waste	Ton	51.36	55.51	42.70
Hazardous waste discharge intensity	Ton/RMB 10,000 of revenue	0.0000236	0.0000463	0.0000208
Non-hazardous waste discharge intensity	Ton/RMB 10,000 of revenue	0.000179	0.000286	0.000295

Air emission management

In strict accordance with Chinese laws and regulations such as the *Law on the Prevention and Control of Atmospheric Pollution* and *Regulations of Beijing Municipality on Prevention and Control of Air Pollution*, we arrange science-based pollution prevention and air emission treatment. During the reporting period, the Company purchased a dichloromethane treatment facility to purify the dichloromethane exhaust of the production plant. The equipment is in the commissioning stage and will soon be put into use.

The air pollutants produced by the Company's production, quality inspection, and life services are discharged into the atmosphere in an organized manner and are purified by activated carbon adsorption, low-nitrogen combustion, etc. To ensure the normal operation of air pollutant treatment equipment, the Engineering Equipment Department normalizes the maintenance and inspection and replaces the activated carbon for air purification every six months. The Company entrusts professional institutions to monitor the concentration of air pollutants, achieving the annual goal of reducing the density of air pollutants.

Key Performance

In 2023, year-on-year decrease of **10.98%** in the emission intensity of air pollutants (nitrogen oxides, sulfur oxides, particulate matter), reaching the target of 5% set for the whole year.

Key performance indicator: Air Emissions	Unit	2023	2022	2021
Nitrogen Oxides (NOx)	Kg	97.104	63.27	89.68
Sulfur Oxides (SOx)	Kg	0	6.30	11.13
Particulate Matter (PM)	Kg	7.57	9.77	3.71

Wastewater management

The Company generates production wastewater and domestic sewage. Following Chinese standards, we regularly test water discharged and ask a professional third-party institution to issue CMA-certified reports according to the test results. We formulate effective emergency measures for water pollution, strictly control wastewater discharge, and prohibit illegal discharge. During the reporting period, all of the Company's wastewater treatment indicators met standards.

Emergency management of water pollution

Emergency plans: We continue to optimize the emergency treatment plan when the water pollutants exceed the standard limit and take immediate solutions until the water quality meets the standard.
Emergency drills: We improve employees' awareness and skills of water pollution emergency treatment.

Stable operation of sewage treatment equipment

The Company built a sewage treatment station in 2022, and during the reporting period, the sewage treatment station functioned well, and sewage indicators met the Beijing standards before any discharge, showing the effects of wastewater treatment.

Key performance indicator: wastewater	Unit	2023	2022
Total amount of wastewater discharged	m ³	24559	/
Chemical oxygen demand (COD)	mg/L	53.275	42
Five-day biochemical oxygen demand (BOD5)	mg/L	15	16.90
Suspended solids	mg/L	14.75	50
Ammonia nitrogen	mg/L	0.96	5.25
Total phosphorus	mg/L	0.29	2.61
Animal fats and vegetable oils	mg/L	0.87	0.64
Anionic surfactants	mg/L	0.17	0.66
PH value	-	7.32	7.1



Emergency drills for abnormal data on wastewater



Wastewater sampling and testing by staff

Greenhouse gas emissions

In response to the global climate change initiative and China's 30 · 60 Decarbonization Goal, we regard it an important part of our work to reduce greenhouse gas emissions for sustainable development. Thus, we commit ourselves to reducing the impact of the Company's production and operation on the climate. In 2023, the Company commissioned a professional organization to carry out carbon verification, calculate the carbon generated by production, raw materials and product transportation, and formulate corresponding emission reduction plans. Meanwhile, we step up the disclosure of relevant information to improve the transparency of our carbon management.

Key Performance

Year-on-year decrease of **18.24%** in greenhouse gas emission intensity

Product carbon footprint accounting

The greenhouse gas emission audit shows that the Company's greenhouse gas is mainly generated by fossil fuel and purchased electricity. The Company's carbon footprint per unit of product is 0.78 kg.

Through the audit of product carbon footprint, the Company fully understands the carbon emissions of products at each stage of the life cycle, and will further strengthen low-carbon management and reduce the carbon footprint per unit of product.

Greenhouse gas reduction plan

The Company systematically analyzes the carbon footprint of products, formulates the Greenhouse Gas Emission Improvement Plan, and comes up with measures for emissions from the burning of fossil fuel and purchased electricity, which are implemented in specific departments.



Product Carbon Footprint Report and Greenhouse Gas Verification Report released on the Company's official website

Key performance indicator	Unit	2023	2022	2021
Scope 1 greenhouse gas emissions	Ton	1069.85	846.06	841.00
Scope 2 greenhouse gas emissions	Ton	2958.12	2484.80	1,994.00
Scope 1 greenhouse gas emission intensity	Ton/RMB 10,000	0.00373	0.00436	0.00581
Scope 2 greenhouse gas emission intensity	Ton/RMB 10,000	0.0103	0.0128	0.0138

Energy and Resource Management

Natural gas, electricity, and water resources are the main energy and resource we use in production and operation. Water is supplied by the municipal source, which has no significant impact on the environment regarding water availability. Attaching great importance to the impact of climate change on the Company's business, we are committed to effectively responding to climate challenges through delicacy energy management.

The Company sets annual targets for the rational consumption of water, electricity, natural gas, and other resources. In 2023, the consumption of various resources per RMB 10,000 of revenue was lower than the target value, as follows:

	Target for 2023	Actual number in 2023
Water consumption per RMB 10,000 of revenue	0.0000479 TCE / RMB 10,000	0.0000389 TCE / RMB 10,000
Electricity consumption per RMB 10,000 of revenue	0.00158 TCE / RMB 10,000	0.00131 TCE / RMB 10,000
Natural gas consumption per RMB 10,000 of revenue	0.00243 TCE / RMB 10,000	0.00216 TCE / RMB 10,000

Energy management

Strictly abiding by Chinese laws and regulations such as the *Energy Conservation Law*, the Company has formulated policies such as *Energy Benchmark and Performance Parameter Setting Control Procedure*, *Energy Data Control Procedure*, *Energy Operation Control Procedure*, *Energy Monitoring and Measurement Control Procedure*, *Energy Performance Improvement Priority Management Regulation*, etc. We reduce energy consumption and improve energy efficiency throughout production and operation, realizing systematic and delicacy management of energy. During the reporting period, the Company completed the audit for ISO 50001 Energy Management System certification. The audit covered our Pinggu production plant and Changping R&D center.

During the reporting period, the Company took the following measures to improve energy efficiency and reduce energy consumption:

Clean energy adoption	We install a rooftop distributed solar photovoltaics system and solar water heaters to replace the use of conventional energy.
Utilization of waste heat and pressure	Our factory transforms boilers to utilize waste heat, installs devices for boiler flue gas condensation, reduces the flue gas discharge temperature, increases the boiler water replenishment temperature, and makes full use of the waste heat and pressure. In 2023, we saved 735.21 GJ of energy.
Equipment maintenance	We appoint special personnel to take charge of regular boiler maintenance, combustion chamber cleaning, etc. to improve boiler production capacity. We regularly clean the cooling tower to ensure the effect of heat dissipation, maintain the refrigeration unit, and improve the efficiency of the compressor and the COP value of the chiller. We also regularly check the combined air conditioning unit, replace the filter, and fasten the belt to make the motor more efficient and realize the efficient conversion of energy.
Economical operation of equipment	According to the ambient temperature and humidity, the operation parameters of the combined air-conditioning unit in winter and summer seasons are reasonably adjusted to reduce energy consumption. During the heating period in winter, the temperature is compensated and the operation is made more economical according to the ambient temperature.
Power monitoring platform	We monitor power demand and reasonably adjust transformers' average power, saving RMB 248,996 in 2023.

关键绩效

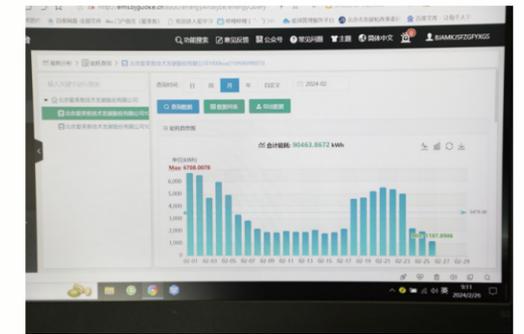
Comprehensive energy consumption per RMB 10,000 of revenue

0.0035 TCE/RMB 10,000,

with a year-on-year decrease of **46.07%**

Renewable energy use **200** MWh,

with a year-on-year increase of **175%**



The Company continues to use the energy management platform to monitor the real-time consumption of electric energy and automatically adjust the power of the prime mover equipment according to the production status, realizing intelligent control and slashing energy consumption and waste.

Case: Installing a distributed solar photovoltaics system to ramp up the use of clean energy

In 2023, Imeik built a 200kW rooftop distributed solar photovoltaics system, which was completed in June and connected to the grid for power generation, with an estimated average annual power generation of 280 MW. The project is expected to save 45 TCE each year based on the national average coal consumption of 163g per kWh of electricity. In terms of environmental protection, it can reduce carbon dioxide by 80 tons, sulfur dioxide by 80 tons, and dust by 60 tons every year, a remarkable achievement in energy conservation and emission reduction. By the end of 2023, the project had generated 140,000 kilowatts of electricity.



Imeik's 200kW rooftop solar photovoltaics system

Water management

Fully aware of the environmental impact of water consumption, we are committed to the protection, conservation, and rational use of water resources. During the reporting period, the Company strengthened science-based water management by conducting water balance tests and compiling water management documents, thus winning the title of 'Water-Saving Enterprise' in Beijing. We have set targets of using less than 60,000 tons of water and achieving an output value of more than RMB 690 million per 10,000 ton of water used in 2024. We also plan to launch a water recycling project in 2024 to improve water efficiency.

Key Performance

Year-on-year decrease of **21.26%** in the Company's water consumption per RMB 10,000 of revenue



In 2023, the Company received the title of 'Water-Saving Enterprise' in Beijing

Case: Implementing a water conservation project to improve water efficiency

In 2023, Imeik implemented a rainwater recycling project for green drip irrigation by building a 300-m³ rainwater collection tank. We also added a pump that is connected to the landscaping pipe network around the factory, laid drip irrigation pipes in the landscaping area, and regularly discharged the bottom wastewater, saving 1,200 tons of water in 2023. It effectively reduced the consumption of landscaping irrigation water.



Rainwater recycling project for green drip irrigation

Indicator	Unit	2023	2022	2021
Total water consumption	m ³	44,618.00	37,241.00	24,400.00
Water consumption: municipal water purchased	m ³	43,418.00	37,241.00	24,400.00
Water consumption: collected rainwater used	m ³	1200	/	/
Water consumption per RMB 10,000 of revenue	TCE / RMB 10,000	0.0000389	0.0000494	/
Water saved	m ³	1200	/	/

Packaging materials management

While improving resource efficiency, the Company is also exploring a circular economy model. We advocate simple but practical packaging aesthetics to reduce consumption at source and avoid excessive and ineffective packaging. Strictly following provisions of the *Restricting Excessive Packaging for Commodity-General Rule (GB/T 31268-2014)*, we select green packaging and printing materials and replace offset printing with 'water-based ink + UV ultraviolet curing' for green and circular production. We regularly collect and store recyclable packaging materials and hand them over to a third-party recycling operator to reuse packaging materials reasonably. Our delivery receipts are digitalized to further reduce the consumption of paper and other materials.



Recycled cartons

Key Performance

During the reporting period, about **38000** paper receipts saved due to the use of e-receipts

About **10100** recycled cartons (weighing around **14.7** tons) for packaging marketing materials

Key performance indicator: packaging material consumption	Unit	2023	2022	2021
The total amount of packaging material used	Ton	380.96	187.00	143.00
Packaging material: plastic	Ton	43.27	/	/
Packaging material: paper	Ton	238.51	/	/
Packaging material: others	Ton	99.18	/	/
Packaging material consumption intensity	Ton/RMB 10,000	0.0013	0.0010	0.0010

Green Operations

Integrating the concept of green development into daily production, operation, and corporate culture, we leverage the building of green factories as a starting point to advocate green offices and foster a unique green culture. We are committed to realizing an eco-friendly operation model and delivering all-round green operation practices.

Green factory

Aiming to set an example in green production, we strengthen environmental management and deepen the concept of green production and operation. We will further leverage the leading role of green development. In 2024, we plan to carry out voluntary clean production audits, create an advanced demonstration unit of environmental protection and energy conservation, and explore the creation of zero-carbon factories for demonstration in the long run.

Case: Imeik successfully creates a national 'Green Factory'

In November 2023, Imeik received the title of 'Green Factory' at a national level from the Ministry of Industry and Information Technology of the People's Republic of China, marking that the Company was leading the industry in energy conservation, environmental protection, and green development. The Company recorded sound performance indicators, such as the consumption of main raw materials per unit of product, main pollutants generated per unit of product, the comprehensive utilization rate of industrial solid waste, the comprehensive energy consumption per unit of product, and the carbon emission per unit of product. Most of the indicators were in the top 5% of the industry.

Establishing a professional department: The Company has set up a Green Factory Management Department, which organizes and optimizes production in line with the Green Factory goals to ensure the smooth and efficient processes of R&D, production, and inspection.

Building an energy-saving management system: In the factory, we optimize site selection and general planning and adopt energy-saving technology, equipment, and buildings to effectively improve energy consumption.

Strengthening green supply management: The Company has compiled the *Green Supply Chain Management Measures*. We prioritize suppliers with environmental protection certifications, ensure green procurement, and continuously improve green supply chain management.

Carrying out product whole life-cycle management: We use clean raw materials and processes. Customers do not produce or rarely produce environmental pollution when using our products. We also reduce waste generated in the recycling process to ensure that products fully meet environmental protection requirements in their life cycle.



'Green Factory' education and training



National 'Green Factory' granted to Imeik

Green workplace

The Company advocates green workplace and eco-friendly travel. We digitalize office work to save paper, employ remote video conferencing systems, and create a comfortable, pleasant, green, and fresh workplace. To effectively reduce resource waste and energy loss, we engage all employees to practice the concept of low carbon and environmental protection in daily operations.

Promoting paperless office work

We require that all non-essential documents be printed on used paper and on both sides and use online tools such as the OA system to reduce the amount of paper.

Creating a green workplace

The office area adopts energy-saving facilities, takes in account lighting and ventilation design, and uses green plants to purify the air and reduce energy consumption.

Strengthening garbage recycling

We strictly implement garbage classification in the office area, set up clearly-signed garbage sorting facilities, remove garbage regularly, and cooperate with professional institutions to recycle and dispose of office waste.

Advocating green travel

We encourage employees to use public transportation and online conferencing systems to reduce carbon emissions from business travel.

We provide housing subsidies for employees living close to the Company and encourage employees to participate in green travel programs to reduce carbon emissions during commuting.



Water conservation slogan



Power conservation reminder in the office area

Green culture

Embedding the concept of 'revere nature' into our corporate culture, we foster a vibrant green culture and make green development part of employee values and conduct, shaping a favorable atmosphere for full engagement. During the reporting period, the Company carried out a series of environmental protection publicity activities, strengthened energy conservation and environmental protection training, and took a wide range of environmental protection actions supplemented by the incentivizing role of green pioneers. Our practical actions entrenched green culture.

Enhancing energy conservation publicity

In offices and factories, we post energy conservation and environmental protection signs. In 2023, the Company organized the Environmental Protection Publicity Month activities, with an environmental protection commitment signing activity for all employees to urge everyone to be an environmental protection pioneer.

Conducting environment training

We normalize environmental protection training on topics such as energy saving, water saving, and hazardous waste disposal for employees of different departments in the factory area.

In 2023, the Company carried out three environmental protection training sessions and one knowledge competition for all employees, covering topics such as environmental factor identification, harmless disposal of hazardous waste, and environmental protection accidents.

Organizing environment campaigns

In 2023, the Company carried out recycling activities to urge employees to reuse old items and organized a team of river protection volunteers to protect the water environment.

Strengthening incentives

We carry out regular energy-saving inspections in the factory area and report energy waste cases found during operations at regular meetings. We select energy conservation and environmental protection pioneers and give rewards to those with outstanding performance in energy conservation and environmental protection. This encourages employees to practice energy conservation and environmental protection.



1 Environmental protection training

2 Waste recycling event

3 A quiz held during the Environmental Protection and Safety Month

4 Voluntary river conservation and environmental protection action

Employee Development	57
Win-win Cooperation	62
Social Welfare	66

Promoting Social Harmony

Enterprises are reliant on society, and only those that give back to society and fulfill their social responsibilities can win recognition from all walks of life. Upholding the vision of 'a better and more dignified life', Imeik actively responds to the expectations of all stakeholders. We take on social responsibilities, support the comprehensive development of employees, and establish a responsible supply chain, thereby contributing to a harmonious society.

1 NO POVERTY 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	17 PARTNERSHIPS FOR THE GOALS

Employee Development

Committed to the 'people-oriented' philosophy and the principle of diversity and inclusion, and in compliance with labor-related laws and regulations, we protect the lawful rights of employees and continuously improve our talent development and management mechanisms. Our aim is to cultivate a diverse, equal, safe and harmonious workplace, working hand in hand with our employees to achieve mutual growth.

Employee rights and benefits

Basic rights and interests

In strict accordance with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, and the *Trade Union Law of the People's Republic of China* and other relevant laws and regulations, we continue to optimize the standardized human resources management system and policies. We ensure that all employees have signed labor contracts and receive the endowment insurance, medical insurance, employment injury insurance, maternity insurance, unemployment insurance and housing provident fund to protect their rights and benefits.

During the reporting period, we revised our current policies, covering human resource management, recruitment and onboarding management, employee attendance and vacation management, team development management, welfare management policy and employee separation management. Additionally, we introduced two new policies - *Imeik Workplace Diversity Policy* and *Punishment Management System* - to ensure that human resource-related work was carried out efficiently and stably.

Equity and diversity

Upholding the principle of fairness and equity, we treat all employees regardless of nationality, race, ethnicity, gender, religious beliefs, or cultural background with equal respect. Our recently introduced *Imeik Workplace Diversity Policy* explicitly declares our commitment to promoting a culture of diversity, equality, and inclusion and our disapproval of any form of discrimination. Embracing the principles of diverse talent management, we have implemented various measures on diverse employment, team diversity, and diverse training.

In the revised policy on recruitment and onboarding management, we explicitly prohibit child labor and forced labor. To prevent any unlawful employment practices, we rigorously verify the identity information of candidates throughout the recruitment process. Additionally, we have established HRBP roles in each department to aid department heads in personnel management. Our Internal Audit Department consistently conducts supervision and management to ensure compliance and prevent any instances of forced labor or other irregularities throughout the Company.

Key Performance

During the reporting period,

910 employees in total, including **78** ethnic minority employees and **6** employees with disabilities

Key performance indicators: human resources		Unit	2023
By Gender	Male employees	headcount	523
	Female employees	headcount	387
By Types of Employment	Full-time employees based on labor contracts	headcount	910
	Full-time employees by labor dispatching	headcount	4
	Part-time employees	headcount	0
By Age	Aged under 30	headcount	505
	Aged 30-50	headcount	399
	Aged over 50	headcount	6

Key performance indicators: human resources		Unit	2023
By Educational Background	Bachelor's degree or above	headcount	669
	College degree	headcount	192
	Technical secondary school education or below	headcount	49
By Types of Jobs	Production personnel	headcount	121
	Sales personnel	headcount	449
	R&D personnel	headcount	243
	Functional personnel	headcount	97

Democratic management

We place a strong emphasis on democratic management by holding elections every five years and establishing labor union to actively listen to the voices of employees. To facilitate effective communication and better understand employees' needs, we offer four diverse communication channels and listen to employees' feedback. We conduct employee satisfaction surveys on an ongoing basis, with new employees in 2023 reporting an overall satisfaction rate of 93.5%.

Diversified employee communication channels

Regular communication	Immediate superior HRBP
Anonymous complaint	From public email to corporate email Email: lianzheng@imeik.com
Rights appeal	Labor union
Questionnaire	Regular satisfaction or engagement surveys



Employee representatives participate in staff canteen management and supervision

Compensation and benefits

Complying with the *Salary and Assessment Incentive Management Policy*, the *Regulations on Performance Bonus Assessment Management* and other policies, we have implemented an annual salary adjustment mechanism and an irregular salary adjustment mechanism to ensure a competitive and equitable salary system that aligns with market standards for our employees. We have revised our welfare management policy to enhance the well-being and satisfaction of our employees. For example, we expanded the scope of three types of benefits, as in statutory benefits, general benefits, and guaranteed benefits, implemented national statutory holidays such as paid leave and parental leave, and enhanced welfare programs including talent settlement, supplemental medical care, medical checkups, EAP, and subsidies for employees living near the company. We also increased the standard of meal subsidies for our employees. In 2023, we launched the initial phase of our equity incentive program and granted equity incentives to over 140 core employees to enhance our long-term incentive mechanism and boost employee engagement.

Employee care

We give special attention to the physical and mental well-being of our employees. We enhanced our employee care mechanisms and offered various activities, such as daily care, holiday celebrations, team-building activities, and psychological counseling to enrich their spiritual lives. By doing so, we aim to promote work-life balance, boost employee engagement, and foster a sense of belonging and happiness within our workforce.

Daily care	Monthly birthday celebrations in the cafeteria for those employees whose birthdays fall in that month; Expansion of book selection in the staff reading room to enhance their cultural knowledge; Additional self-service vending machines for employee to purchase essential items; Gifts for employees celebrating marriage or childbirth.
Holiday celebrations	Holiday gifts for all female employees on International Women's Day (3.8); Holiday gifts for all employees' children on International Children's Day (6.1); A Mother's Day-themed event named 'Shine On! Working Mothers!' to facilitate discussions on juggling career and family among working mothers; Holiday gifts for company instructors and tutors, as well as customized gifts for the top five instructors based on training hours during Teachers' Day; Holiday gifts for all employees during traditional festivals such as Dragon Boat Festival and Mid-Autumn Festival.
Team-building activities	Employee DIY craft activity; Photography exhibition activities events to capture and share beautiful moments; Employee sporting events.
Psychological counseling	Live broadcast event with the theme of 'Letting Go of Worries' to offer mental health support to employees, with over 770 online views.



A Mother's Day-themed event named 'Shine On! Working Mothers'



Employee sporting events



Live broadcast event with the theme of 'Letting Go of Worries'

Employee training and development

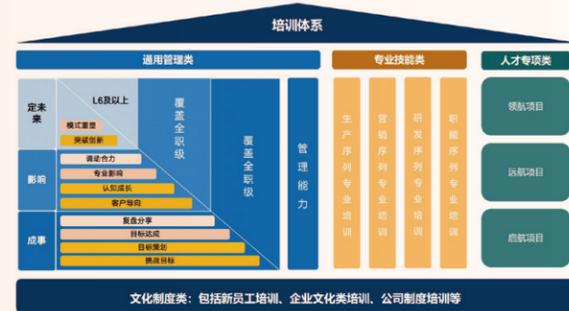
Talents are crucial for the growth of an enterprise. Adhering to the talent development concept of 'open learning', we continued to refine our talent development strategy and enhance staff development pathways to align with industry trends and enterprise progress. Furthermore, we have established a diversified and effective talent development mechanism. We have cultivated a culture that prioritizes learning within our company, established a comprehensive training framework, created devised training plans, and provided orientation and on-the-job training to offer employees access to a wide range of training resources and opportunities for growth.

Innovating training methods

We have extensively optimized the existing training system and developed an all-round training system covering cultural aspects, professional skills training, general management training, and talent specialization.

Key Performance

During the reporting period, **812** employees trained, accounting for **89.10%** of the total. Average training hours for employees **32.37** hours.



Imeik employee training system

Imeik talent development program

Talent program	Object	Programs and results
Orientation training	Experienced recruits	We helped all experienced recruits understand our culture and business processes to facilitate their seamless integration into Imeik; In 2023, we held 6 offline new employee training, covering a total of more than 300 participants, and 2 new employee sharing sessions to aid newcomers in honing their job skills, with a total of 353 participants.
New graduates program	Recruits from campus recruitment	We scouted and nurtured our future management backbone and culture inheritors and implement a two-year development program. We also addressed the key challenges faced by newcomers in the workplace, including adaptation, integration, skill development, and professionalism, through various initiatives including training courses, mentor and leader guidance, and collaborative learning; We have trained 44 employees in total. Employees who completed the program have taken on independent project management roles, and three of them have been promoted.

Middle managers program	Middle managers	After one year of comprehensive training, we have cultivated highly skilled experts and future senior managers with exceptional management abilities; In 2023, we held two training sessions involving over 60 employees to improve their team communication and collaboration, management skills, and problem-solving abilities through book sharing, open lectures, and workshops.
Senior managers program	Senior managers	Through seminars, leadership workshops, and other activities, we have bolstered the leadership skills of senior managers, promoted alignment among executives, and cultivated leaders essential for company development to better guide teams in achieving strategic goals.



Orientation training



New graduates program



Middle managers program

We continue to innovate training methods by incorporating interactive, situational, and co-creative approaches. In addition to traditional classroom lectures, we have implemented various training methods, including online platforms, live sessions, hands-on lessons, advanced workshops and internal workshops, to engage employees in learning and improve their knowledge. We have established an online 'Enjoy Learning' platform and continuously updated the course content to cater to the learning requirements of our employees. During the reporting period, our online 'Enjoy Learning' platform garnered 38,772 learners, accumulating a total learning time of 11,096 hours.

Promoting knowledge retention

To promote knowledge retention, we have established a knowledge management framework that encourages employees to reflect on their work experiences, share insights, and produce valuable outputs. This initiative promotes the dissemination and exchange of internal knowledge, fostering continuous innovation and development within Imeik. During the reporting period, we created 295 internal courses and integrated 19 external courses, including 9 general courses, 2 management courses, and 8 professional courses, outperforming the annual target.

Broadening training platform

We have enhanced collaboration with external organizations and promoted employee participation in external training to improve their skills and enhance Imeik's overall competitiveness. By the end of 2023, we facilitated our employees' participation in a total of 110 external training sessions, including professional certification exams, industry exchanges and skill development, to enrich their learning opportunities. In 2023, we obtained approval to establish a national Post-doctoral Research Center, creating a high-end platform for post-doctoral student training in partnership with universities and research institutions. This initiative gives strong backing to our efforts to develop R&D talent.

Improving promotion system

Aligned with our corporate culture and development needs, we have updated our employee competency model by defining the key competencies for each role. This model has been incorporated into our annual talent evaluation and development framework.

During the reporting period, we formulated the *Imeik Talent Management Manual* to streamline the management of employee promotions and demotions. We also advanced the promotion mechanism that separates salary consideration from the level of positions and established a 'dual-channel' talent promotion system for both managerial and professional positions to expand employee development opportunities.

Employee health and safety

Employee occupational health and safety is fundamental to the successful operations of an enterprise. Upholding the work safety policy of 'prioritizing safety and prevention, encouraging full participation in comprehensive management, and elevating compliance for continuous improvement', we have enhanced our health and safety management system to safeguard the well-being of our employees and facilitate our secure and sustainable growth. During the reporting period, there were no work safety accidents in Imeik. Over the last three years, there have been zero work-related fatalities, zero workdays lost due to work-related injuries, and zero employees afflicted with occupational diseases.

Health and safety management system

Abiding by the *Law on Work Safety*, the *Law on Prevention and Control of Occupational Disease* and other laws and regulations, we have put into effect policies such as the *Responsibility Policy for Prevention and Control of Occupational Hazards*, the *Management Policy for Work Safety Responsibility* and the *Emergency Management Policy*. We have consistently raised our investment in health and safety and enhanced our work safety management system to safeguard the health and safety of our employees.

Key Performance

During the reporting period,
 Investment in Work Safety and Occupational Health **RMB 2.31 million**;
 Investment in occupational injury insurance **RMB 394,700** ;
 Coverage rate of employee medical examination for three consecutive years **100%**

Security management

We have obtained ISO 45001 Occupational Health and Safety Management System, which covers the occupational health and safety management activities related to the design and development of III-13-09 orthopedic and general surgical implants, and completed the supervision and audit in November 2023. We have set up an organizational structure for work safety management, with the General Manager in charge and the EHS Management Department taking full responsibility for work safety management matters. Additionally, safety personnel have been designated in each department to strengthen work safety across the Company.

Risk management

During the reporting period, we implemented a comprehensive safety hazard risk inspection system and developed procedures for identifying high-risk positions and standards for detecting hidden dangers. Employees were responsible for daily safety inspections, with departmental managers overseeing weekly inspections, and the EHS Management Department conducted monthly inspections. Through on-site inspections, we identified high-risk positions and sources of risks. In response, we implemented tailored protective measures to prevent accidents.

Emergency management

We continued to improve our emergency management system. During the reporting period, we issued a comprehensive emergency plan, along with six specialized emergency plans covering fire, electric shock, vehicle accidents, asphyxiation due to poisoning, pressure vessel incidents, and hazardous chemical leaks. We also created 10 on-site disposal plans for scenarios including fire and explosions, mechanical injuries, electric shock, pressure vessel and boiler explosions, vehicle accidents, falling objects, lifting injuries, asphyxiation due to poisoning, and burns. Furthermore, we conducted 18 safety emergency drills involving 449 participants, resulting in a notable improvement in the emergency response capabilities of our employees.



Employees during fire emergency drills

Safety education

We provide employees with training on work safety and occupational disease prevention to strengthen their safety awareness, thus preventing safety accidents and promoting the healthy and sustainable growth of the Company. In 2023, we conducted safety education sessions at least once a month, covering Imeik's policies, safety knowledge, occupational disease prevention, and case studies.

Key Performance

During the reporting period, **3** specialized training sessions on occupational health and safety conducted, with a coverage rate of **100%**
 Safety education training conducted monthly, with a total of **72** hours and a coverage rate of **100%**



Case studies



Fire safety education session



Education on the *Law on Prevention and Control of Occupational Disease*



Occupational Health Contest

Honors in health and safety



Imeik passed the evaluation and review for the standardization in work safety of second-level enterprise and received the certificate.



Imeik passed the on-site evaluation of 'Healthy Enterprise' in Beijing.

Win-win Cooperation

Holding fast to the principle of win-win cooperation with partners, we strive to advance responsible procurement and supply chain management to establish a secure, manageable, and sustainable supply chain. We continue to promote the development of digital information to build a shared digital information platform with our partners, thereby fostering transparent and mutually beneficial partnerships as well as building a sustainable value ecosystem.

Responsible procurement

We pay attention to the environmental and social impacts of raw material procurement and continue to carry out responsible procurement of raw materials. We have implemented the requirements of the *Supplier Selection and Procurement Control Procedures* and other policies and revised our policies such as *Procurement Management Measures*. We have trained our internal procurement team to improve risk identification and assessment within our supply chain. In response to any identified risks, we have developed strategies to ensure that our procurement practices are scientifically sound, sustainable, and safe, thereby safeguarding the security and stability of our supply chain.

Employee training

To enhance the standardization of our procurement practices and incorporate sustainability criteria into various procurement processes, including production, R&D, and marketing, we have intensified training for our employees in procurement. This training aims to raise their awareness of responsible procurement and improve their understanding of our relevant policies, thus ensuring smooth procurement practices. Additionally, we have increased the promotion of a culture of responsible procurement by displaying slogans to promote transparency and responsibility within the Company.



Responsible procurement promotion



Internal procurement staff training

Key Performance

During the reporting period,

6 training sessions for procurement personnel, with a total of **16** hours and a coverage rate of **100%**

Coverage rate of procurement personnel attending and passing the related evaluation **100%**

Coverage rate of procurement personnel signing the *Employee Integrity Commitment* **100%**

Risk assessment

We continue to enhance our risk control measures in raw material procurement by regularly assessing the capabilities and supply risks of our tier-1 suppliers across various dimensions such as quality, operations, mutual benefit, capacity, exclusivity, and EHS. This approach helps us anticipate potential risks during the procurement process and formulate contingency plans to ensure the security and stability of our supply chain. In 2023, we conducted comprehensive risk assessments on all 32 tier-1 suppliers across 19 procurement categories. By identifying key factors like exclusivity, quality, and supply risks, we were able to promptly devise and implement the countermeasures to reinforce supply chain security.

Key procurement risk assessment and response

Type of risks	Results	Response
Quality	A high frequency of quality issues in the supply chain could pose a significant quality and safety risk to our products.	We rigorously oversee the quality of incoming materials by adjusting the sampling ratio, conducting regular assessments, and making dynamic adjustments in response to frequent quality issues from suppliers; We create a database dedicated to managing quality problems, refine quality control methods, and establish key quality assessment standards to enhance supply quality; We enhance supplier management and performance evaluation and engage in regular quality discussions with suppliers to improve their quality standards and delivery capabilities.

Type of risks	Results	Response
Quality	Limited availability in the upstream supply chain could lead to disrupted production.	We strengthen the supply chain research work and organizational security mechanism; We improve supply chain planning and management, establish an early warning system for inventory, and implement system monitoring; We create a regular communication mechanism with suppliers and monitor their production capacity, delivery capacity, and inventory information.
Exclusivity	A stockout from the sole supplier could directly disrupt the production of the product.	We set up a dedicated group for the introduction of alternative suppliers and ensure there is always a backup option for our exclusive supplier; We strengthen our contractual agreements by specifying key elements such as supply guarantee, penalties for disruptions, and by entering into long-term framework agreements.

Sustainable supply chain development

We assess the responsibility of a sustainable supply chain within the context of the entire value chain system. We encourage our partners to implement ESG management to minimize their environmental and social impacts. By adhering to the *Supplier Management Policy* and other policies, we implement a mechanism for supplier access, regular reviews and supplier withdrawal. By leveraging digital information technology, we have integrated with both upstream and downstream supply chains to enhance the quality and efficiency of supply chain management and contribute to the advancement of our sustainable supply chain.

We have thoroughly assessed EHS-related risks associated with toxic substances and waste emissions in the supply chain. We have integrated green supply chain practices into the supplier management policy and operational guidelines, and introduced a supplier training program to facilitate regular technical exchanges and training sessions with suppliers to promote their sustainable development. During the reporting period, we refined our policies such as the *Imeik Supplier Code of Conduct* and the *Green Supply Chain Management Guidelines*. Our sustainable procurement and supplier management practices are coordinated through the SRM system.

We continue to conduct thorough audits of all key suppliers every three years, integrating their ESG performance into the supplier evaluation process. We carry out green evaluations of suppliers based on 20 indicators, including their environmental management system certification, hazardous and waste emissions, and greenhouse gas emissions. We encourage suppliers to obtain quality, environmental, and occupational health and safety certifications to motivate them to fulfill their social responsibility. During the reporting period, there were no liabilities or risks related to quality, safety, environment, business ethics, or any adverse public incidents stemming from the products or services provided by our suppliers.

Key Performance

During the reporting period,

1 697 suppliers in total, 100% of which signed the *Supplier Code of Conduct*

1 105 new supplier qualification assessments conducted

1 105 supplier ESG assessments conducted

132 key supplier audits conducted, including **24** on-site audits

24 training sessions on sustainable supplier management organized, with a total of **40** hours,

covering **100%** of key supplier

Imeik's key initiatives to build a sustainable supply chain

Compliance with labor standards

Suppliers are required to uphold a fair working environment, which includes providing equitable benefits to employees, preventing discrimination, respecting the rights of assembly and association, enforcing a zero-tolerance policy towards forced labor, and prohibiting child labor.

Health and safety

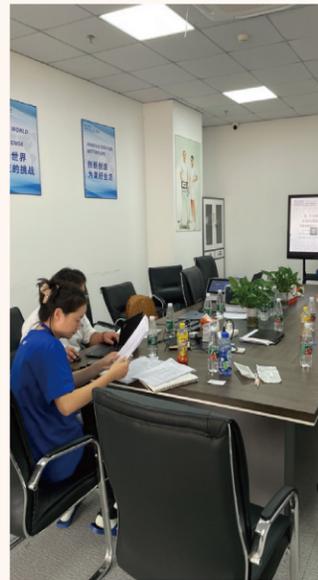
Suppliers should establish a safe and healthy working environment, and improve product and service quality, which includes improving occupational health and safety mechanisms and providing training to enhance safety skills and knowledge among employees.

Green development

Suppliers should embrace the concept of green and low-carbon development by opting for sustainable materials, incorporating eco-friendly packaging, and integrating green environmental practices throughout their business operations. They should aim to create a green office environment and promote industry-wide green infrastructure upgrades.

Compliance with business ethics

Suppliers are required to uphold a zero-tolerance policy against bribery, corruption, extortion, and misappropriation of public funds. They should implement monitoring mechanisms and enhanced procedures to adhere to anti-corruption laws. Additionally, they should operate in good faith, uphold fair competition practices, respect intellectual property rights, and establish long-term communication and reward systems with Imeik to prevent conflicts of interest.



ESG-related training conducted by Imeik at supplier sites

Digitalization and informatization

We pioneer the use of digital information technology within the industry. We promote the integration of various information systems and gradually digitize the supply chain to achieve end-to-end collaboration with upstream suppliers and monitoring and tracking of product delivery to customers. We prioritize information security management and continue to enhance our security capabilities. Furthermore, we strive to advance our enterprise digitalization efforts to bolster operational quality and management efficiency. During the reporting period, we achieved 100% coverage of digitalization among pilot suppliers.

Imeik's main initiative to achieve digitalization

Digital decision-making group

We enhance control over the overall digitization process.
We coordinate resources to ensure cost-effective investments in digitization.

Integration of systems

We continue to promote the functional update and integration of the SMS, ERP, SRM, and OA to build an integrated information management platform.
We implement an online WMS and ESC to improve the integration of systems.

Information security

We release regularly the project results of digital security, set levels of data confidentiality, and clarify the access of personnel at all levels along with the implementation procedures to standardize data management and mitigate the risk of information leakage.

Social Welfare

We leverage our strengths and wholeheartedly commit to social welfare initiatives. In 2023, we concentrated our efforts on initiatives such as school-enterprise partnerships, charity, and public welfare. Together with our employees, we actively assume and fulfill our social responsibilities, striving to make a contribution to our society.

Career empowerment program

We leverage our expertise in human resource management to help graduates improve their workplace adaptability. We continue to launch job-seeking activities, such as the public service program 'Career Talk' and the video interview series 'Interviews: Go Graduates!' to uplift newcomers in the workforce and help them navigate job hunting and advance their careers.

Case: Imeik creates the public welfare program to help graduates achieve career development

In response to the challenging employment situation faced by college graduates, we assumed social responsibility by creating the public welfare program 'Career Talk' to help graduates and job seekers in overcoming workplace challenges and fostering personal growth. We developed special job-hunting courses to address common challenges and provided market-demand-aligned job-hunting skills for them. From the perspective of both new and experienced job seekers, we provided authentic insights into job search techniques, including industry and company selection, interview skills, resume polishing, and workplace etiquette, to support fresh graduates successfully transition into the workforce.

'Career Talk' - On Campus

In 2023, we hosted a total of 7 events on university campuses, including Liaoning University, Beijing University of Chemical Technology, Jilin University, and Beijing University of Chinese Medicine. By utilizing a combination of offline and online live broadcasting, these events attracted more than 660 attendees in person and received over 3,000 online views.

'Career Talk' - In Society

In 2023, we hosted 2 live online special career planning sessions (1V1 and 1V3), accumulating over 600 views in total.



'Career Talk' program receiving positive feedback from students

Case: Imeik launches a special video interview program to help newcomers navigate the workplace

Focusing on solving the various workplace problems of fresh graduates to the workplace, we launched a special video interview series, 'Interviews: Go Graduates!', which delves deep into the perspectives of experienced professionals, exploring aspects such as role transitions, adaptation, and personal growth. It highlights workplace norms, provides practical solutions, and offers effective work methods to accelerate the professional development of newcomers to the workforce. In 2023, we released 22 episodes of the interview series and then split them into 76 short videos with various viewpoints. The cumulative viewership exceeded 60,000, inspiring more job seekers to navigate their job-hunting journey successfully.



The special video interview series, 'Interviews: Go Graduates!', released by the Imeik's WeChat video account

Public donations

Adhering to the concept of 'Creating & Moving', we continue to engage in philanthropic endeavors by donating to scientific research and innovation, healthcare initiatives, emergency relief efforts, and rural vitalization projects. These contributions aim to make a positive impact on society, with the hope that our collective efforts, however small, can cultivate a culture of compassion and share positive energy throughout the community.

Key Performance

During the reporting period,

Donated **RMB 100,000** to Liucun Town, Changping District, Beijing, to support local flood control and disaster relief efforts

Donated **RMB 100,000** to the Red Cross Society of Ar Horqin Banner to support the development of local rural vitalization

Case: Imeik partners with Beijing Medical Foundation to support the development of Oral Health

Imeik is dedicated to advancing human health and contributing to the advancement of China's medical sector. In 2023, to raise awareness about oral cancer prevention and promote overall oral health across the population, we donated RMB 50,000 to the Beijing Medical Foundation to support the Oral and Maxillofacial Tumor Screening Program. By establishing guidelines for early oral cancer screening, facilitating regular training sessions, promoting screening activities, and creating a dedicated hotline for oral and maxillofacial tumor screening, the program aims to create a platform for early oral cancer diagnosis and improve public understanding of oral cancer causes, prevention methods, treatment, effectiveness, and associated costs, thus safeguarding public oral health.

Key Performance

Environmental performance

Indicator	Unit	2023	2022	2021
Environmental protection investment	RMB million	247.66	/	/
Greenhouse gas emissions				
Direct (Scope 1) greenhouse gas emissions	ton	1069.85	846.06	841.00
Indirect (Scope 2) greenhouse gas emissions	ton	2958.12	2484.80	1,994.00
Direct (Scope 1) greenhouse gas emission intensity	ton/RMB 10,000	0.00373	0.00436	0.00581
Indirect (Scope 2) greenhouse gas emission intensity	ton/RMB 10,000	0.0103	0.0128	0.0138
Waste discharge				
Total amount of hazardous waste	ton	6.77	8.97	3.01
Hazardous waste discharge density	ton/RMB 10,000	0.0000236	0.0000463	0.0000208
Total amount of non-hazardous waste	ton	51.36	55.51	42.70
Non-hazardous waste discharge intensity	ton/RMB 10,000	0.000179	0.000286	0.000295
Total emissions of air pollutants	Kg	104.67	79.34	104.52
Nitrogen oxides (NOx)	Kg	97.10	63.27	89.68
Sulfur oxides (SOx)	Kg	0	6.30	11.13
Particle matter (PM)	Kg	7.57	9.77	3.71
Total wastewater discharged	m ³	24559	/	/
Chemical oxygen demand (COD)	mg/L	53.28	42	/
Five-day biochemical oxygen demand (BOD5)	mg/L	15	16.90	/
Suspended solids	mg/L	14.75	50	/
Ammonia nitrogen	mg/L	0.96	5.25	/
Total phosphorus	mg/L	0.29	2.61	/
Animal and vegetable oils	mg/L	0.87	0.64	/
Anionic surfactants	mg/L	0.17	0.66	/
PH value	-	7.32	7.1	/

Indicator	Unit	2023	2022	2021
Resource and energy use				
Comprehensive energy consumption	ton of standard coal (TCE)	1005.69	1258.21	1055.75
Comprehensive energy consumption per RMB 10,000 of revenue	ton of standard coal /RMB 10,000	0.0035	0.00649	0.00729
Power consumption	kWh	3,056,240.00	2,566,950.00	2,060,145.00
Electricity consumption per RMB 10,000 of revenue	ton of standard coal /RMB 10,000	0.00131	0.00381	/
Total natural gas usage	m ³	511, 500.31	404,506.40	379,052.00
Natural gas consumption per RMB 10,000 of revenue	ton of standard coal/RMB 10,000	0.00216	0.00263	/
Total water consumption	m ³	44,618.00	37,241.00	24,400.00
Water resource utilization: municipal water purchase volume	m ³	43,418.00	37,241.00	24,400.00
Water resource utilization: the amount of rainwater collected	m ³	1200.00	/	/
Water consumption per RMB 10,000 of revenue	ton of standard coal/RMB 10,000	0.0000389	0.0000494	/
Water saving amount	m ³	1200.00	/	/
Renewable energy usage	kWh	220,000.00	80,000.00	/
Total usage of packaging materials	ton	380.96	187.00	143.00
Packaging material use: plastic	ton	43.27	/	/
Packaging material use: paper	ton	238.51	/	/
Packaging material usage: other	ton	99.18	/	/
Packaging material usage intensity	ton/RMB 10,000	0.0013	0.0010	0.0010

Social performance

Indicators	Unit	2023	2022	2021
Human resources				
Total number of employees	headcount	910	713	507
Employee turnover rate	%	16.56	16.8	19.65
Male employee turnover rate	%	17.37	15.7	21.75
Female employee turnover rate	%	15.45	18.3	16.96
Total number of new employees	headcount	415	/	/
Average length of employment for female employees	year	1.27	/	/
Average length of employment for male employees	year	1.35	/	/

Indicators	Unit	2023	2022	2021
Employee training				
Number of employees trained	headcount	812	456	293
Proportion of employees trained	%	89.10	63.96	58
Number of male employees trained	headcount	474	269	144
Number of female employees trained	headcount	338	187	149
Number of production personnel trained	headcount	73	63	91
Number of sales personnel trained	headcount	435	181	87
Number of R&D personnel trained	headcount	224	104	91
Number of functional personnel trained	headcount	80	108	24
Number of senior management trained	headcount	19	/	/
Number of mid-level management trained	headcount	92	/	/
Number of primary-level employees trained	headcount	487	/	/
Average training hours for employees	hour	32.37	12	25
Average training hours for male employees	hour	30.30	12	24
Average training hours for female employees	hour	34.86	12	27
Average training hours for production personnel	hour	30.76	9	37
Average training hours for sales personnel	hour	30.40	10	32
Average training hours for R&D personnel	hour	36.12	23	23
Average training hours for functional personnel	hour	34.68	9	19
Occupational health and safety				
Number of work-related fatalities	headcount	0	0	0
Funds invested in work safety and occupational health and safety	RMB million	231.00	293.66	272.92
Product research and innovation				
Number of R&D personnel	headcount	243	181	117
Proportion of R&D personnel with a master's degree or above	%	48.97	47.5	57
Number of talents newly introduced	headcount	5	8	5
Number of graduates newly introduced	headcount	10	9	18
Number of external cooperation projects	-	3	3	2
R&D investment	RMB million	2.50	1.73	1.02
Ratio of R&D investment to revenue	%	8.72	8.93	7.07
Accumulated number of patents obtained	-	74	49	/
Number of invention patents obtained	-	35	25	/

Indicators	Unit	2023	2022	2021
Number of product recall events	time	0	0	0
Number of customer complaints	-	354	218	205
Customer complaint handling rate	%	100%	100%	100%
Customer satisfaction	%	97.6%	84.9%	89.2%
Supply chain management				
Total number of suppliers (including potential suppliers)	-	1,697	673	400
Number of suppliers in Chinese mainland	-	1,686	666	395
Number of suppliers outside Chinese mainland	-	11	7	5
Proportion of suppliers signing the <i>Supplier Code of Conduct</i> to qualified suppliers	%	100	100	100
Number of suppliers covered by supplier access system	-	1,105	273	46
Number of qualification reviews for new suppliers	time	1,105	273	46
Number of supplier on-site audits	time	24	2	8
Number of supplier ESG reviews	time	1,024	273	100
Coverage rate of supplier ESG review	%	100	100	100
Number of green supply chain audits	time	24	2	8
Coverage rate of green supply chain audits	%	100	100	100

Indicator Index

Report Contents	GRI Standards	Contribution to SDGs
About This Report	2-2/2-3/2-4	
Board Statement	2-4	
Message from the Chairwoman	2-11/2-17/2-22/2-23/2-24	
2023 Data	201-1	
Milestones in 2023	2-6/2-28	
About Us	2-1/2-6/2-28	
ESG Management		
Sustainability Strategy	2-17/2-22/2-23	
ESG Management Structure	2-9/2-12/2-13/2-14/2-19	
Stakeholder Communication	2-16/2-29	

Report Contents	GRI Standards	Contribution to SDGs
Material Topic identification	3-1/3-2/3-3	
Establishing the Foundation for Progress		
Corporate Governance	2-9/2-10/2-11/2-12/2-13/2-18/2-19/2-27/405-1	 
Compliance Operation	2-25/2-26/2-27/205-2/205-3/206-1	
Risk Management	2-27	
Sharing Health Benefits		
R&D and Innovation	2-6/2-27	 
Product Quality and Safety	2-27/416-1/416-2	 
High-quality Services	2-27/417-1/417-2/417-3/418-1	
Pursuing a Beautiful Environment		
Environmental Management	2-27/201-2	 
Waste Management	2-27/303-4/305-1/305-2/305-3/305-4/305-5/305-7/306-1/306-2/306-3/306-4/306-5/	 
Energy and Resource Management	2-27/301-1/301-2/301-3/302-1/302-2/302-3/302-4/302-5/303-1/303-3/303/5	 
Green Operations	2-6/302-4/308-1/403-6	 
Promoting Social Harmony		
Employee Development	2-7/2-19/2-27/201-3/401-1/401-2/401-3/403-1/403-2/403-3/403-4/403-5/403-6/403-7/403-8/403-9/403-10/404-1/404-2/405-1/406-1/408-1	     
Win-win Cooperation	2-6/308-1/308-2/414-1/414-2	 
Social Welfare	203-1/203-2/413-1	 
Key Performance	201-1/302-1/302-2/302-3/303-4/303-5/305-1/305-2/305-3/305-4/305-5/305-7/401-1/401-2/	

Feedback

Thank you very much for reading the *2023 Corporate Social Responsibility Report*. In order to provide you and other stakeholders with more valuable information and further improve our ESG performance, we sincerely welcome your comments and suggestions on the report.



Indicator Index