



IMEIK Technology Development Co., Ltd.

2024 Sustainability Report

A Better and More Dignified Life

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About This Report

This is the first sustainability report ("this report") released by IMEIK Technology Development Co., Ltd. ("Imeik", "the Company" or "we/our" for short) since its listing in 2020 and the release of its social responsibility report for four consecutive years. This report highlights the Company's management, practices, and performance in economic, social, and environmental aspects, demonstrating its commitment to 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 time frame of this annual report is from January 1, 2024 to December 31, 2024. Certain content falls outside the aforementioned scope, with explanations where relevant.

Preparation Basis

This report is prepared in accordance with the *Guidelines No. 17 for Self-Regulation of Listed Companies of Shenzhen Stock Exchange—Sustainability Report (Trial)*, the *Guidelines No. 2 for Self-Regulation of Listed Companies of Shenzhen Stock Exchange—Standardized Operation of Companies Listed on the Main Board* and the *Guidelines No. 11 for Self-Regulation of Listed Companies of Shenzhen Stock Exchange—Information Disclosure Work Assessment*, and with reference to the *GRI Sustainability Reporting Standards (GRI Standards)* issued by the Global Sustainability Standards Board (GSSB), *IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information* and *IFRS S2: Climate-related Disclosures* issued by the International Sustainability Standards Board (ISSB).

Data Source

The data, management mechanism and cases in the report are from the original records of the actual operation or the financial statement of the Company. The financial data in the report is in RMB. If the financial data is inconsistent with the Company's annual financial statement, the annual financial statement 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 Social responsibility and sustainability initiatives proposed by all the stakeholders are fully appreciated by Imeik. Should you have any related inquiries, please contact us via ir@imeik.com.

Message from the Chairwoman

In 2024, we navigated unprecedented challenges while witnessing countless inspiring moments. These collective efforts converged into an unstoppable force, enabling us to advance steadily amid a complex domestic and global landscape. Throughout the year, committed to our original mission, we regarded technological innovation as a strong engine of our growth. We ramped up R&D investment and took a consumer-centric approach, which yielded safe, effective, diverse, accessible, personalized, and high-quality products and services. As a responsible enterprise, we achieved fruitful results in business compliance, deepened our green and low-carbon initiatives, and reinforced our commitment to high-quality development, contributing to an inclusive, harmonious, and better society.

We enhance governance efficiency and cement a strategic foundation for value creation. In 2024, we overhauled our governance structure, significantly strengthening the independence of decision-making bodies and improving operational efficiency across all levels. We reinforced the strategic leadership of the Board of Directors, advanced its diversity, and standardized its operation mechanism, thus boosting its ability to make science-based decisions. Integrating ESG factors into key performance indicators, we pioneered the linkage of ESG performance with executive compensation, ensuring that sustainability principles are embedded in every link of our operations. We also strengthened our internal control and risk management system, paving the way for compliant and steady operations. Through these concrete actions, we demonstrated our corporate responsibility to create long-term value for shareholders and improve the well-being of employees, customers, and society.

We make intensive efforts in R&D and innovation, yielding fruitful results in a new chapter. Unwaveringly committed to an innovation-driven development strategy, we continue to increase R&D investment and attract or nourish Top researchers for innovation leadership. In 2024, we achieved significant outcomes in R&D: teaming with universities to build innovation platforms, enhancing talent development programs, and unleashing employees' creativity. Upholding the bottom line of research ethics, we

fulfilled our pharmacovigilance responsibilities and embraced public scrutiny, setting an industry benchmark for excellence. By the end of 2024, we had secured 163 valid granted patents, among which 49 were invention patents. Additionally, we have a total of 11 Class III medical device products approved by NMPA, further expanding our product pipeline and consolidating the foundation for long-term growth.

We meticulously develop diverse products to safeguard health. In 2024, Imeik continued to expand the product matrix to offer safer, more inclusive products and services. We pushed the boundaries of R&D to address the special needs of diverse consumer groups, especially cutting-edge solutions for aging mitigation from the inside out. When developing and optimizing medical solutions, Imeik aimed to guarantee treatment effectiveness while lowering healthcare costs. This met the growing demands for personalized treatment and elevated our brand influence. We upheld the highest standards in product and service quality while cracking down on counterfeit products. Through a series of rigorous measures and concrete actions, we safeguarded consumer health and fulfilled our responsibilities to customers.

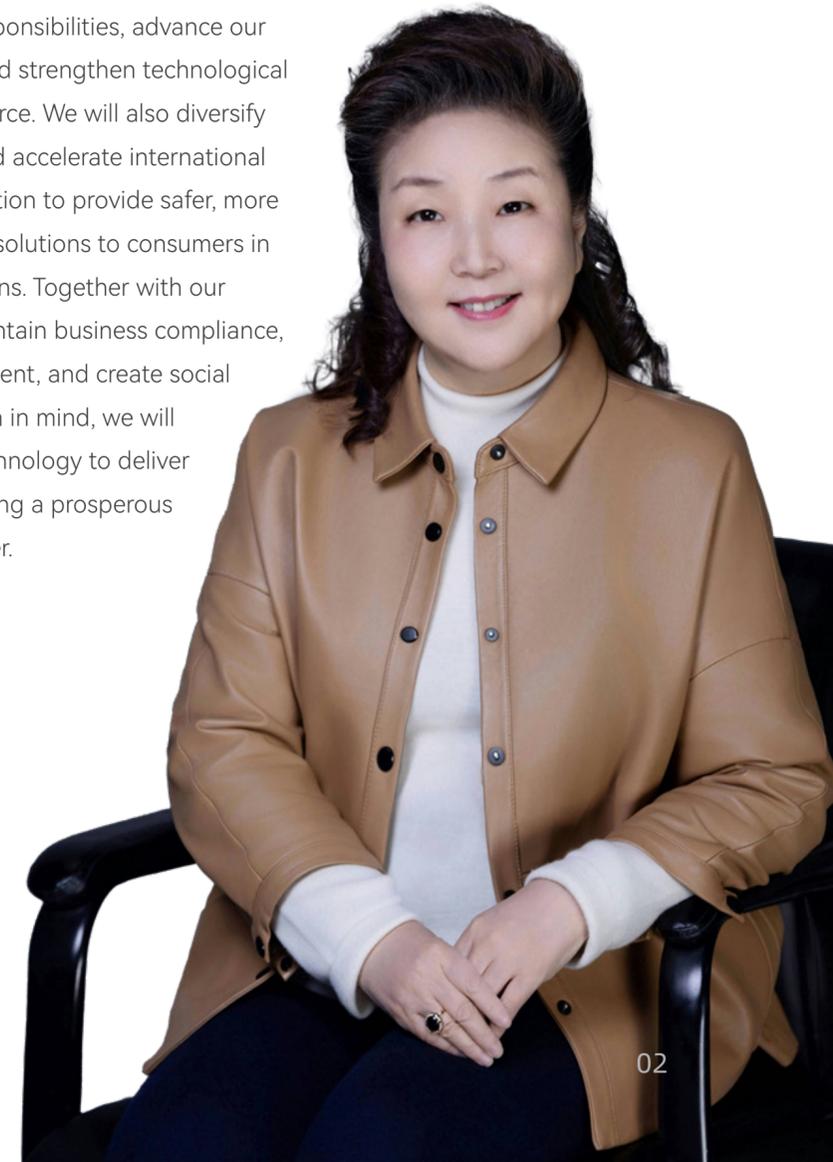
We take a people-centric approach to support employee well-being. Putting people first, we prioritize employee growth as a strategic imperative. In 2024, our team continued to expand, with significant improvements in employees' expertise and innovation capabilities. We solidified the protection of employee rights, maintaining an outstanding record of zero work-related fatalities, zero days lost due to work injuries, and zero new cases of occupational disease for three consecutive years. Embracing the workplace culture of equality, inclusion, diversity, and anti-discrimination, we diversified employee communication and complaint mechanisms to foster a positive and harmonious environment. Adhering to an "open learning" talent development philosophy, we refined our training programs and talent development strategies. In 2024, our total employee learning hours reached 30,911, marking a 67% increase from the previous year. We were also devoted to public welfare by launching the "Career Talk" program to support youth employment and partnering with a foundation to initiate the "BloomMoms" program for women of childbearing age. Through these efforts, we contributed to philanthropy and help more people lead a happy life.

We practice green principles and shoulder the responsibility for environmental protection. Guided by the concept of "revere nature and do what is righteous", we improve our environmental governance framework and develop environmental

protection strategies tailored to our operations to enhance environmental risk control. We explore models of new energy use and resource recycling, such as distributed photovoltaic power projects, rainwater collection, and drip irrigation to enhance energy and water efficiency. Under our improved climate governance system, we have developed a comprehensive climate risk management strategy and explored practical pathways to serve China's 30 · 60 Decarbonization Goal. We also deepen green practices by organizing various environmental education programs and promoting green lifestyles, making tangible contributions to ecological protection.

We stride forward with determination and a vision for the future. In 2025, we will uphold our original missions and responsibilities, advance our sustainability strategy, and strengthen technological innovation as a driving force. We will also diversify our product portfolio, and accelerate international operations and collaboration to provide safer, more effective, and accessible solutions to consumers in more countries and regions. Together with our stakeholders, we will maintain business compliance, promote green development, and create social value. With a broad vision in mind, we will harness the power of technology to deliver health and beauty, securing a prosperous and stable future together.

Ms. Jian Jun,
Chairwoman of Imeik



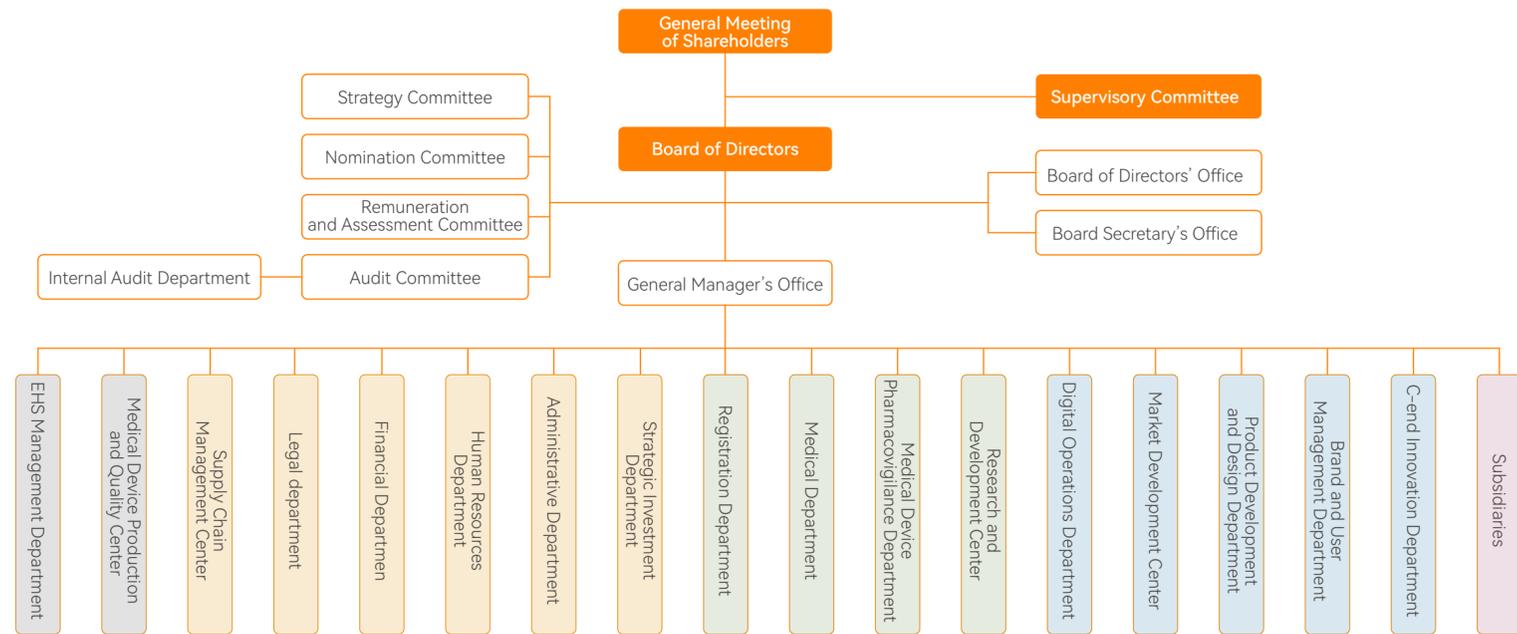
About Us

- **Vision** Creating a better and more dignified life.
- **Mission** With technology, we cultivate beautiful look, beautiful mind and better life.
- **Value** Simplifying with strength, foreseeing with wisdom.

Company Profile

Founded in 2004 and headquartered in Beijing, China, Imeik is a national high-tech enterprise engaged in the R&D and commercialization of biomedical materials and biomedical products. In September 2020, Imeik was successfully listed on the ChiNext Market of the Shenzhen Stock Exchange (stock code: 300896.SZ). Imeik, guided by innovation, has been serving the national development through industrial progress. Aiming to create a healthier and better life for the people, 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. With technology, we cultivate beautiful look, beautiful mind and better life.

Imeik has successfully achieved the industrialization of Sodium Hyaluronate-Based Dermal Filler Range, Poly-L-Lactic Acid-Based Dermal Fillers, and Polydioxanone Facial Threads. At the same time, we are developing recombinant proteins, peptides, and other biopharmaceuticals. Currently, we have established a product technology conversion platform for various biomedical materials, with clinical applications and R&D covering medical aesthetics, dermatology, general surgery and metabolic disease treatment areas. In the future, Imeik will continue to uphold the value concept of "creating and moving", serve the national healthcare development strategy, and meet the increasing demand for a better life for the people.



Organizational Structure

CSR Honors and Awards

Company Honors

Granted by

ESG Pioneer 60 · Annual Social Responsibility Excellence Award	Shanghai United Media Group
The Second Guoxin Cup · ESG Golden Bull Award for Top 20 with the Sound Governance	China Securities Journal
2024 Most Socially Responsible Listed Company Award	National Business Day
2024 Golden Dawn · ESG Award for Social Responsibility	Securities Market Weekly
2023 Golden Bull · Most Investment-Worthy Award	China Securities Journal, Nantong Municipal People's Government
2024 ESG Gold Medal for Listed Companies in Manufacturing in China	Forum of 40 Experts on Times Responsibility
ESG Investment Value Top 100	Stockstar
<i>The Sustainability Yearbook 2024 (Chinese Edition)</i> - Industry's Most Advanced Enterprise	S&P Global
Yinghua Award for A-share ESG Value	China Fund
Asia's Future Top 30	<i>Fortune</i> List
2024 China Medical Aesthetics Industry Leadership Award, Innovative Product Award, and Innovative Technology Award	Chinese Association of Plastics and Aesthetics
Award for Listed Company of Highest Investment Value	TMTPOST
ChiNext Top 50 Valued Listed Companies	Securities Times

Individual Honors

Jian Jun, Chairwoman of Imeik, won the title of 'National March 8th Red-Banner Pacesetter'.	All China Women's Federation (ACWF)
Jian Jun won the '2024 Chinese Medical Aesthetics Industry · Leader Award'.	Chinese Association of Plastics and Aesthetics
Jian Jun was selected as 'SHE POWER · Wise Wonder Warm Woman'.	36Kr
Jian Jun was awarded the '2023 Annual Golden Bull Entrepreneur Achievement Award'.	China Securities Journal, Nantong Municipal People's Government
Jian Jun was ranked among the 'Top 100 Power Businesswomen in 2024'.	Forbes China

Sustainability Management

Committed to the sustainability philosophy, Imeik attaches great importance to the social responsibility management. We have developed a three-tier sustainability governance structure from Top-level design to concrete practice, and promoted the Top-down sustainability management in an orderly manner, in a bid to provide enduring impetus for the creation of sustained social value. Meanwhile, with material Topics as the core of sustainability management, we integrate sustainability management deeply into the Company's daily operations. This approach enables us to proactively respond to the expectations and demands of stakeholders, comprehensively enhance sustainable value management, and promote higher-quality development.

Sustainability Strategy

We stay true to our vision of "a better and more dignified life". Beauty transcends mere appearance while it resides in the confident, positive, and energetic mindset, the embrace of health, the creation of touching products, and the exploration of a vibrant and hopeful life. To realize this vision, Imeik has been driven by a mission of sustainable development. We have established a sustainability strategy to assess and manage our environmental, social, and economic impacts. We are actively integrating sustainable development principles into every aspect of our operations, pursuing a long-term balance between social value and commercial interests.

Based on core business and sound operation model, and with reference to the guiding framework of the United Nations Sustainable Development Goals (SDGs), we incorporate the following core Topics into our sustainability development strategy, such as, improving the physical and mental health of end-consumers (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).

In 2024, we continued to pursue our sustainable development under the three strategic pillars of sustainable business, sustainable ecology, and sustainable value, with the ten key ESG policies as the cornerstones. In the medium to long term, these policies will help us achieve our sustainable development vision. We will continue to explore best practices in corporate governance, work hard to minimize our environmental impact throughout our operations, improve social well-being through R&D innovation and local personnel training, and create a safe, inclusive, equitable, and diverse workplace.



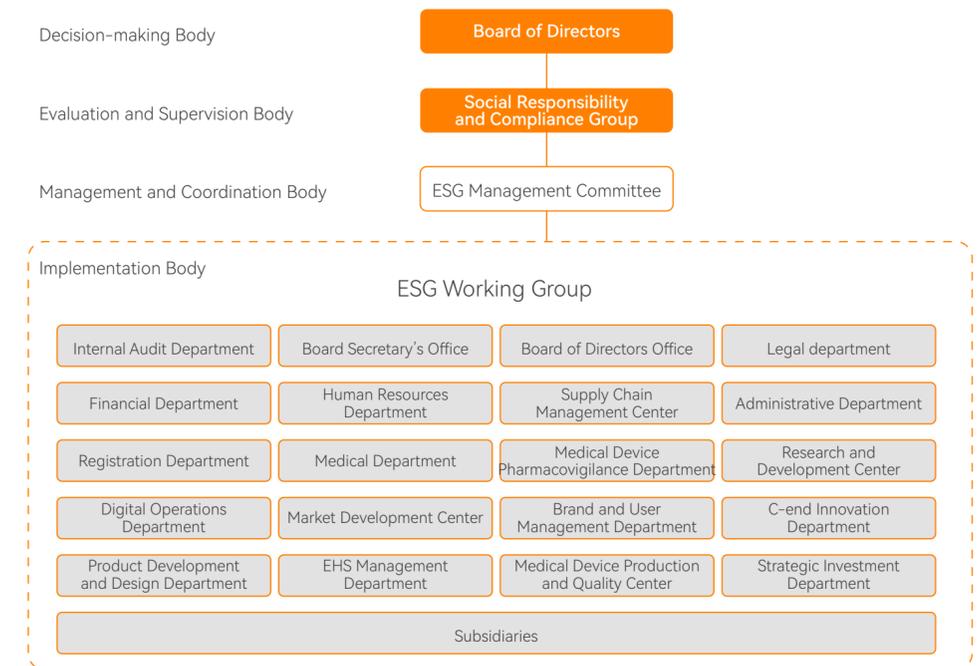
Sustainability Management System

Imeik has closely integrated the sustainability strategy with business operations and guided and improved the Company's sustainability management by means of a scientific and transparent management system. In 2024, we formulated the *Sustainability Management System* and the *Environmental, Social and Governance Regulation*. We continued 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 Board of Directors is the decision-making body of the Company's ESG governance and bears substantive responsibility for the decision-making, overall planning, and oversight of ESG matters.

The Compliance Group, established by the Board, is headed by the Secretary of the Board. This group is responsible for researching and formulating sustainability strategies and policies and practices oversight, inspections, evaluation, management and suggestions on sustainability management. The group also audits the performance of sustainability Topics, reports to the Board on the sustainability management and is accountable to the Board.

The ESG Management Committee, as the dedicated executive body for the Compliance Group and led by the General Manager Office, is comprised of the heads of competent departments. As the operational and implementation body for sustainability management, the Committee coordinates internal stakeholders across all departments to assess sustainability-related impacts, risks, and opportunities, and to develop governance, control measures, and procedures. This includes establishing and maintaining a robust sustainability management and compliance system, implementing sustainability strategies and targets, and preparing the annual sustainability report and other information disclosures.



Stakeholder Communication

The identification and participation of stakeholders are crucial for the sustainability management of Imeik. The Company establishes a regular communication and cooperation mechanism to continuously interact with stakeholders and gain a deep and accurate understanding of their core concerns. We actively enhance our company's sustainability management capabilities, better responding to the expectations and demands of stakeholders.

Stakeholders	Expectations and Demands	Response Methods
Government and regulators	Operating in accordance with laws and regulations Adhering to business ethics	<ul style="list-style-type: none"> Taxation in accordance with the law Accepting supervision and inspection from regulatory agencies Strengthening corporate governance and compliance operations Tightening anti-bribery and anti-corruption management Protecting intellectual property rights Disclosing information in accordance with laws and regulations
Shareholders	Standardized corporate governance Continuous economic returns Information disclosure	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Providing high-quality, healthy and safe products and services Increasing investment and innovation and product R&D Regular 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	<ul style="list-style-type: none"> Signing labor contracts in accordance with the law and paying social insurances 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 workplace Improving the mechanism for employee complaints and reports
Environment	Environmental protection Reduction of pollution emissions Improvement of energy efficiency	<ul style="list-style-type: none"> Reducing greenhouse gas emissions 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 industry progress	<ul style="list-style-type: none"> 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 "Quanxuan Medical Academy" to cultivate local doctors and empower downstream medical institutions Carrying out industry-university-research cooperation projects Promoting the standardized development of the industry

Stakeholders	Expectations and Demands	Response Methods
Communities and the public	Community contribution 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

Material Topics reflect the Company's significant impact on the economy, society, and environment. 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. We implement the process of identifying, communicating, evaluating, and prioritizing the material Topics every two years.

In order to actively respond to the global climate change and promote the achievement of China's 30 · 60 Decarbonization Goal, we added the new Topic of climate change mitigation and adaptation in 2024. Meanwhile, ethics in science and technology, encompassing the values and behavioral standards that guide scientific research, technological development, and other technological endeavors, is a critical safeguard for the sound advancement of the technology endeavors. Consequently, we elevated the significance of the Topic "experimental ethics" and prioritized it across two dimensions: significance to society and the environment and significance to the Company's operational development. We also created a materiality matrix to analyze these material topics, providing a crucial reference for enhancing the transparency of our reports and the standard of our sustainability management.



Materiality Matrix

Milestones in 2024

March-April



In March, Imeik was ranked among Fortune Asia Future 30 for its strong R&D strength, diversified products and excellent growth potential, and became one of the representative companies highlighting the vitality of the Asia-Pacific region.

Imeik increased its capital by RMB20 million to hold a 52% stake in Increa Medical Technologies (IMT) to expand its layout in the field of medical aesthetics equipment and further enrich its product matrix.

July



Imeik was selected by S&P Global's *Sustainability Yearbook 2024 (Chinese Edition)* as the Industry's Most Advanced Enterprise. The Company's ESG score has exceeded 95% of the global BTC Biotechnology peer companies included in the scoring system, and is significantly ahead of the industry's average score.

Imeik received the *Notice of Acceptance* from the National Medical Products Administration, which said that the Company's application for registration and marketing authorization for overseas production of drug has been accepted, and the product name is Botulinum Toxin Type A for Injection.

September



Imeik was awarded the AAA grade by the CSI ESG Rating, ranking first out of 5,923 companies in the overall market and first out of 592 within the GICS health care sector. Among the constituents of the CSI 300 Index, Imeik ranked No. 1 in ESG Score, surpassing 95% of constituents, fully demonstrating Imeik's outstanding achievements in sustainable development.

October



Imeik was awarded the 2023 Golden Bull Award for the Most Valuable Enterprises, won market recognition for its soundness, growth potential, investor returns and brand influence.

Imeik's self-developed 'Sodium Hyaluronate Cross-linked Gel with Polyvinyl Alcohol Gel Microspheres for Medical Use' has obtained the *Medical Device Registration Certificate* issued by the National Medical Products Administration, which is applicable to injecting fillers into the suprapariosteal layer of adults to improve mild to moderate chin recession. The acquisition of this registration certificate enriches the Company's product categories, which is conducive to strengthening the Company's core competitiveness.

December



Beijing Nuobote Biotechnology Co., Ltd. a wholly-owned subsidiary of the Company, signed an equity transfer agreement with Beijing Zhitai Biomedical Technology Co., Ltd. to acquire its registered capital equity for a total consideration of RMB40 million. Through equity investment, the company continues to improve the layout of product pipeline research and development, laying the foundation for the company to further enhance its international competitiveness.

Beijing Federation of Enterprises and Beijing Entrepreneurs Association released the list on which Imeik was honored as one of the 2024 Beijing Top 100 Specialized and Sophisticated Enterprises, 2024 Beijing Top 100 Manufacturing Enterprises, and 2024 Beijing Top 100 Enterprises with High-end Technology.



01

Enhancing Compliance Governance to Consolidate the Foundation of Development

Committed to long-term, stable, and healthy development, Imeik has continuously strengthened corporate governance based on compliant operations, and effectively managed risks, in a bid to enhance long-term competitiveness and development resilience.



1.1 Lean Corporate Governance

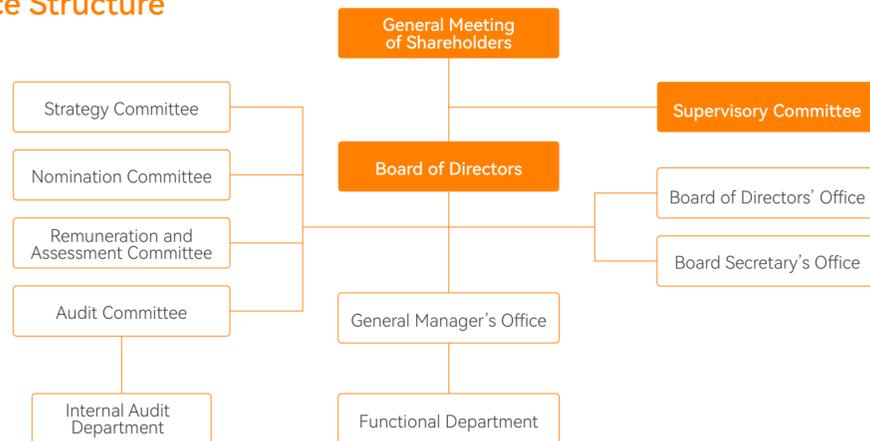
Imeik continuously improves the corporate governance structure system to make it more diversified. In addition to enhancing the independence of decision-making bodies, we have optimized the oversight and management of compensation and performance assessment, and work to establish a efficient, fair and transparent governance mechanisms. These measures are designed to safeguard investor rights and address the concerns of stakeholders effectively.

1.1.1 Governance Structure

The Company strictly complies with relevant Chinese laws and regulations, such as the *Company Law*, the *Securities Law*, the *Corporate Governance Code for Listed Companies* issued by China Securities Regulatory Commission, the *Listing Rules for the Growth Enterprise Market of Shenzhen Stock Exchange*, and the *Guidelines No. 2 for Self-Regulation of Listed Companies of Shenzhen Stock Exchange—Standardized Operation of Companies Listed on the Main Board*. During the reporting period, Imeik revised and improved the *Articles of Association*, *Independent Directors Work System*, *Fundraising Management System*, *Internal Audit System*, *Rules of Procedure for the Audit Committee*, *Rules of Procedure for the Nomination Committee*, and *Rules of Procedure for the Remuneration and Assessment Committee*. We newly formulated systems such as the *Independent Director Special Meeting System* and the *Market Value Management System* to enhance corporate governance and standardize daily operations.

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. The coordination and complementarity among the power, decision-making, supervisory and executive bodies, which has effectively safeguarded the Company's stable, compliant and efficient operation.

Governance Structure



Governance Structure

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 standardize the convening, holding, voting and resolution of the General Meeting of Shareholders. The General Meeting of Shareholders adopts a combination of in-person voting and online voting. The Company's shareholders enjoy equal rights and assume corresponding obligations based on their shareholdings. 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. 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 of all shareholders.

Board of Directors

The Board of Directors serves as the decision-making body. The Board of Directors strictly follow the provisions of the *Rules of Procedure of the Board of Directors* and the *Independent Directors Work System*, exercises its rights, and performs its duties. Directors actively participate in relevant training to continuously improve the standardized operation and scientific decision-making of the Board. The Board has four specialized committees, who monitor the operation and management from different aspects and related affairs in their respective areas in accordance with their rules of procedure, shall report to the Board on a regular basis to ensure the Company's long-term and sound operation.

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.

The Management

The Company has formulated the *Working Rules for General Managers*, which clearly stipulate matters such as the selection and appointment of general managers, roles 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.

During the reporting period

2
General Meetings of Shareholders held

9
Directors on the Company's Board of Directors

3
Independent directors

5
Board meetings held

4
Audit Committee meetings held

2
Remuneration and Assessment Committee meetings held

1
Strategy Committee meeting held

5
Supervisory Committee meetings held



The first extraordinary General Meeting of Shareholders was held in 2024.



The first extraordinary General Meeting of Shareholders was held in 2024.

1.1.2 Diversity

Anchored in a robust sustainability strategy, Imeik proactively implements the Board's diversity policy, continuously refining its composition to ensure sound decision-making and effective protection of stakeholders' rights. The current Board boasts a balanced gender structure and diverse professional backgrounds, encompassing expertise in accounting, finance, law, management, marketing, journalism, and the pharmaceutical industry. These members possess the requisite skills and qualifications to fulfill their duties effectively.

1.1.3 Independence

Apart from independent and complete business and independent operation capability, the Company operates independently in terms of business, human resources, assets, organization and finance. Our Board, Supervisory Board, and internal institutions can also operate independently. 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.

Imeik has continued to strengthen the independent directors' system. During the reporting period, the Company amended the *Independent Director Working Rules* and formulated the *Independent Director Special Meeting Mechanism*, stipulating that independent directors do not hold positions other than directorships in the Company. The 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.

The Company maintains a one-third representation of independent directors on the Board, independent of the management and major shareholders. We provide independent directors with office space, report to them on the progress of major matters, deliberation on key issues, etc.. We have established a performance log for independent directors, specifying a 15-working-day performance requirement to ensure they can participate in decision-making with an objective and impartial attitude, thereby enhancing the scientific rigor and rationality of Board decisions.

1.1.4 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. At this stage, the remuneration for the Company's directors remains stable. Adjustments will be made based on the actual operating performance and future business objectives, while benchmarking against the remuneration levels of directors in comparable companies within the same industry and of similar scale. The remuneration for executive directors comprises a base salary package, annual bonuses, and periodic performance-based incentives, with the annual bonuses and performance-based incentives not exceeding the base salary package. Non-executive directors and independent directors receive a fixed, post-tax allowance, which is determined by referring to the levels of directors in comparable companies within the same industry and of similar scale. During the reporting period, we formulated *Imeik Environmental, Social and Governance Regulation* to further refine the ESG performance evaluation system. We have established relevant mechanisms to link ESG performance with the remuneration of the executives and integrated the ESG Topics into the Company's overall management system of key performance indicators. The indicators of product quality and safety, environmental protection, employees' health and labor safety are regarded as the red line indicators for internal management. 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.



1.1.5 Investor Relations

The Company strictly adheres to the requirements of relevant laws and regulations, such as the *Measures for the Administration of Information Disclosure of Listed Companies*, to establish and improve the information disclosure policy and system. This system is centered on the *Information Disclosure Management System*, supported by the *Registration and Record-filing System for Insiders with Insider Information*, *Periodic Report Preparation Management System*, *Related Party Transaction Management System*, *External Investment Management System*, *External Guarantee Management System*, *Fund-Raising Management Regulations*, *Internal Reporting System for Material Information*, and *Information Disclosure Deferral and Exemption Mechanism*, and supplemented by other three-tiered systems. We have established information disclosure and material information internal reporting processes, clarifying the content and standards for information disclosure to ensure that the entire process of information collection, preparation, review, and disclosure is under control. This also guarantees the rapid transmission, collection, and effective management of relevant information. Before information disclosure, the relevant responsible personnel are required to review and sign off on the disclosed content, fulfilling information disclosure obligations in a timely, accurate, comprehensive, and complete manner. 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 CNINFO (www.cninfo.com.cn) as the newspapers and websites for information disclosure, to ensure that all investors have fair access to the Company's information. In 2024, we received the highest rating of Grade A in the information disclosure assessment for listed companies by the Shenzhen Stock Exchange.

In May 2024, Imeik officially launched and actively promoted the investor rights knowledge competition called "Shareholders are Coming" under the guidance of the Investor Protection Bureau of China Securities Regulatory Commission (CSRC) to popularize the knowledge of rights among minority investors, and to guide the investors to know, exercise, and protect their rights in accordance with the law.

Imeik has earnestly implemented the *Investor Relationship Management System*. Staying committed to creating long-term value for the shareholders and all partners, we have 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 2024, diversified communication channels were established combining both offline and online methods. Online channels include regularly scheduled earnings presentations, the SSE E-interactive platform, investor hotlines, and investor relations email addresses. Offline channels encompass earnings roadshows, strategy conferences, targeted research, reverse roadshows, and investor summits. Meanwhile, we utilized the online platform for investor relation management and replied to investor questions on the SZSE's Easy Interaction platform to provide a more efficient and convenient communication channel for minority investors.



During the reporting period	
4 Regular announcements issued	44 Temporary announcements issued
1 Large-scale research event held for institutional investors	408 organizations covering
1 Performance exchange meeting	250 Replies to investor questions on Shenzhen Stock Exchange' Interactive platform
200+ Offline investor exchanges organized	1200+ shareholders and investors covering

1.2 Integrity and Compliance

Imeik has continuously strengthened the compliance management system and strictly adhered to business ethics. Any form of corruption will be prohibited. All these efforts have been made to build a fair and ethical internal environment and promote fair competition within the industry, from the Top down.

1.2.1 Compliance Management System

The Company strictly complies with the requirements of the *Criminal Law*, the *Anti-Unfair Competition Law*, the *Anti-Unfair Competition Law*, the *Interim Provisions on the Prohibition of Commercial Bribery* and other Chinese laws and regulation. We have continued to improve the compliance management system and enhance the capacity building. During the reporting period, the Company revised the *Anti-Corruption Management Policy*. By focusing on comprehensive compliance and integrated upstream and downstream compliance, we strengthened our internal control management and business ethics to ensure the compliance of our operations. We worked hard to ensure that all internal operating segments strictly comply with applicable laws and regulations to achieve full compliance. Besides, our upstream and downstream partners and all employees were required to consciously comply with the integrity discipline and business ethics, and any act for personal gain were forbidden, thus achieving overall compliance.

Compliance management system

We have formulated and implemented the *Anti-Corruption Management Policy*, *Business Ethics Guidelines*, *Business Ethics and Integrity Management Rules*, *Supplier Code of Conduct*, etc. To ensure the effectiveness of compliance management, we have strengthened compliance audits by developing an annual audit plan and conducting regular monthly special audits and quarterly routine audits.

Compliance Culture

We carry out education on red line of compliance for new employees to help them understand the Company's compliance culture and embrace integrity. We also organize all kinds of education activities to enhance legal awareness among all employees and improve their compliance management. Besides, our industry partners are invited to visit Imeik by sharing and exchanging Imeik's compliance achievements around the innovation and balance of corporate compliance.

During the reporting period

43
Compliance training sessions held

630
Employees participated in compliance training



In 2024, we conducted four training sessions on “Red Lines for Imeik Staff” for new employees, with a focus on non-compliant behaviors such as commercial bribery and misappropriation of functions and their legal consequences, thus raising new employees' awareness of compliance.



In July 2024, specialized training on “Speaking with Evidence” was provided to our subsidiaries to raise employees' awareness of evidence compliance and risk prevention by focusing on the rules of evidence, techniques of preserving and providing evidence in daily work, and how to prevent unfavorable evidence.



In July 2024, peer enterprises from the pharmaceutical industry were invited to visit Imeik to exchange Imeik's achievements in corporate compliance building around the theme of “Innovation and Balance in Corporate Compliance Building”.



In October 2024, the Legal Affairs Department conducted training on “Key Points for Contract Audit” for the Procurement Department and subsidiaries, focusing on the review of the form and substance of contract signing to enhance employees' awareness of contract signing compliance and risk prevention.

Complaint reporting

We have implemented the *Reporting and Investigation Management Measures*, further specifying the reporting requirements, scope, investigation process and measures for the protection of whistleblowers. We have 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 of the whistleblower and the reporting contents. 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.

1.2.2 Anti-fraud and Anti-corruption

Imeik strictly complies with the laws and regulations on anti-bribery, anti-corruption, anti-money laundering and anti-unfair competition, as well as international guidelines and initiatives. We resolutely refuse to engage in commercial bribery and other improper business behaviors and work hard to eliminate any corruption, fraud, and falsification within the Company. During the reporting period, Imeik, in accordance with the *Anti-corruption Management Policy, Business Ethics Guidelines, Rules for Business Ethics and Integrity Management, Supplier Code of Conduct*, etc., we continuously strengthened the anti-fraud system, covering all employees and suppliers. Such behaviors as corruption, bribery, extortion, fraud, money laundering, monopolization, unfair competition and insider trading were 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.

The Company has put a high value on the integrity of suppliers and other partners. We incorporate anti-bribery clauses into sales, procurement, construction, and service contracts with suppliers and partners, and provide reporting channels of Imeik. Besides regular communication on our anti-corruption policy, we conduct anti-corruption oversight and integrity reviews for suppliers, including a comprehensive assessment of their operational status, financial condition, management team, and business reputation. As for our "Supplier Blacklist" management mechanism, cooperative units and their key persons (directors, supervisors or managers) with major irregularities or fraudulent behaviors will be put on such a blacklist and the cooperation will be temporarily or permanently suspended.

1.2.3 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. They are refrained 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*.

During the reporting period

4 hours
Average anti-corruption training time for employees

100
Employees participated in anti-corruption and anti-graft training



1.3 Robust Risk Management

Meik has continuously refined the internal control system, working to establish a robust risk management framework. This enhances our capabilities in risk identification, assessment, and response. Furthermore, we are strengthening internal audit oversight to ensure the effectiveness of our operational processes.

1.3.1 Internal Control and Risk Management System

The Company has formulated the *Internal Control Management Manual*, in accordance with the *Basic Standard for Internal Control of Enterprises*, *Application Guidance for Enterprise Internal Control* and other guidelines. The structure and responsibilities, development contents and methods, assessment and release, daily operation and evaluation of the Company's internal control management system are clearly defined. This will help standardize the development of the internal control system, enhance risk management on all fronts, and prevent and mitigate significant risks.

Our internal control management system covers five core elements, namely, internal environment, risk assessment, control activities, information and communication, and internal supervision. Systematical risk assessment and response in a multi-dimensional manner provides an effective approach to enhance overall risk management.

Our Board coordinates the planning and supervision of the Company's internal control and risk management initiatives. It establishes the Internal Control Committee as a management body responsible for organizing and coordinating the establishment of the internal control system, its subsequent maintenance and the effective operation of the internal control system. Department heads serve as the primary internal control leaders within their authority. The internal control specialists in each department coordinate the related internal control efforts. The Audit Committee under the Board, acting as the supervisory body, oversees and assesses the establishment and implementation of internal controls, evaluating their effectiveness.

Meik's Corporate Internal Control Structure and Three Lines of Defense of Risk



1.3.2 Risk Identification and Response

Meik has continued to identify potential risks at the strategic, operational, market, financial and human resources levels, with corresponding risk solutions and overall strategies formulated. We have established key control and management documents, such as risk control matrix and key control policies, separation of incompatible positions, relevant systems and process control documents, etc., in order to promote the continuous improvement of risk management.

Regarding the internal environment, five key processes are central: organizational structure, development strategy, human resources, and social responsibility. We mitigate internal risks by optimizing the organizational structure, refining talent development and incentive mechanisms, and actively fulfilling social responsibilities. In terms of control activities, thirteen significant processes are involved, including procurement, sales, engineering projects, and comprehensive budgeting. We address these risks by establishing a supplier evaluation system, and strengthening customer service management, project management processes, budget preparation and execution oversight. Concerning information and communication, four processes are covered, including anti-fraud measures and information disclosure. We prevent these risks by establishing a reporting mechanism, strengthening internal audits, and standardizing information disclosure procedures.

It is of paramount importance that the Company has comprehensively integrated environmental, social, and governance (ESG) management into its overall internal control and risk management processes. Through various measures, such as formulating environmental strategies, enhancing employee welfare and community engagement mechanisms, as well as improving product quality, service and corporate governance structures, we realize systematic identification, assessment, and response to various risks, promoting the Company's sustainable development.

Five elements of internal control management system



Imeik has established a comprehensive and rigorous risk identification and analysis process. Through the collection of internal and external information, we utilize various methods, including risk control matrix, to identify policy, market, and other risks. Following internal analysis, discussion, and evaluation, risks are categorized by level. Corresponding response strategies are formulated for each risk level, with the implementation of risk control measures under supervision. We dynamically adjust these measures based on internal and external changes to ensure that risk management aligns with the Company's development.



In 2024, Imeik employed a multifaceted approach and comprehensive methods to identify, analyze, and prevent risks. With reference to common industry risk types, we conducted a detailed review of our business processes, to pinpoint potential vulnerabilities. This involved a thorough assessment of our risk profile, the identification of latent risks, and the formulation of effective risk response strategies and control measures. Our analysis revealed that the primary company-level (high-risk) exposures include logistics, procurement, and systems risks. In response, we promptly developed and implemented practical risk mitigation strategies and control measures, aiming to minimize the impact of these risks and ensure the Company's stable operation.

During the reporting period		
13	including	with
Internal audits in total	2	62.5%
	business ethics audits	year-on-year increase

Company-level risk (high risk) identification results and response measures

Risk Category	Risk Factors	Countermeasures
Logistics	Customer signing Logistics fee settlement Mixed management	<ul style="list-style-type: none"> • Making it a key control point that logistics arrivals must be signed for by the signatory requested by the contract. • Using IT-based methods to optimize the operation process to settle payments based on a complete reconciliation process. • Continuously improving employment procedures, internal authorization and duties.
Procurement	Procurement contract Bid evaluation Vendor complimentary samples management	<ul style="list-style-type: none"> • Avoiding contract nesting, contract linkage, broken contract order number, or no contract order; submitting payment applications in a timely manner to ensure that finance is accounted for in accordance with the accrual system. • Strictly enforcing bidding discipline: It is forbidden to have any of the following in the bid evaluation process: no record of supplier introduction, no record of pre-qualification review, and no bid evaluation report. It is also forbidden to borrow or illegally use the bid evaluation process. • Prohibiting manual intervention in the production environment data. The unsolicited request for complimentary samples from vendors is strictly prohibited in the absence of a formal agreement or relevant terms and conditions.
System	Master data System input control Incompatible duties not separated	<ul style="list-style-type: none"> • Improving the unified coding rules, entry rules, and checking rules of company-level master data, and strengthening version control and inter-system correlation. • Reorganizing the flow of documents and the underwriting process, and improving the system interface to ensure data integrity and traceability of documents, and prohibiting human intervention in the system. • Regularly checking whether incompatible duties are separated: Upon an employee's separation or reassignment, his or her previous role-based access rights must be immediately revoked. Furthermore, it is strictly prohibited for any employee to simultaneously possess system permissions encompassing order creation, approval, dispatch, returns, receipt confirmation, reconciliation, and payment initiation.

1.3.3 Internal Audit and Supervision

In strict accordance with relevant laws and regulations, including the *Audit Law*, we have put in place policies such as the *Internal Audit System*, the *Internal Control Evaluation Management Measures*, the *Information System Internal Audit Guidelines*, and the *ESG Responsible Marketing Audit Procedures*. To standardize the conduct of internal audits and supervision, the Board of Directors has established an Audit Committee, which is responsible for supervising and inspecting the establishment and implementation of internal controls and evaluating the effectiveness of internal controls. The Company systematically conducts compliance audits of all business operations to ensure the effectiveness of internal control and risk management. The scope of these audits covers the effectiveness of policies related to compliance management, business ethics, internal control, and risk management, as well as the behavioral norms of all employees, upstream suppliers, and downstream distributors and agents. Specific audit content includes fund management, logistics, engineering, and expense reimbursement. To promote the establishment and maintenance of a business ethics culture and to protect the rights of stakeholders, the Company organizes a business ethics audit, covering all employees and partners, at least once every three years. This approach prevents ethical risks and enhances the trust of consumers and investors. In 2024, spot checks on multiple suppliers were conducted to review contract performance. Simultaneously, we surveyed suppliers regarding the business ethics performance of Imeik employees, including contract fulfillment and the conduct of procurement personnel. Our internal and external collaborative supervision promoted the sustainable corporate development.



02

Following an Eco-Friendly Path to Safeguard a Better Environment

It is a must for companies to fulfill their social responsibilities in green development. At Imeik, we uphold the concept of “revere nature and do what is righteous” and embed the philosophy of green development into all operation links. As we enhance our environmental management system, we refine product design and manufacturing processes and explore new ways of comprehensive resource and energy utilization. In response to global climate challenges, we apply a green and low-carbon model in production and operations and minimize or avoid the potential ecological impact of our activities, contributing to a healthy and beautiful environment.



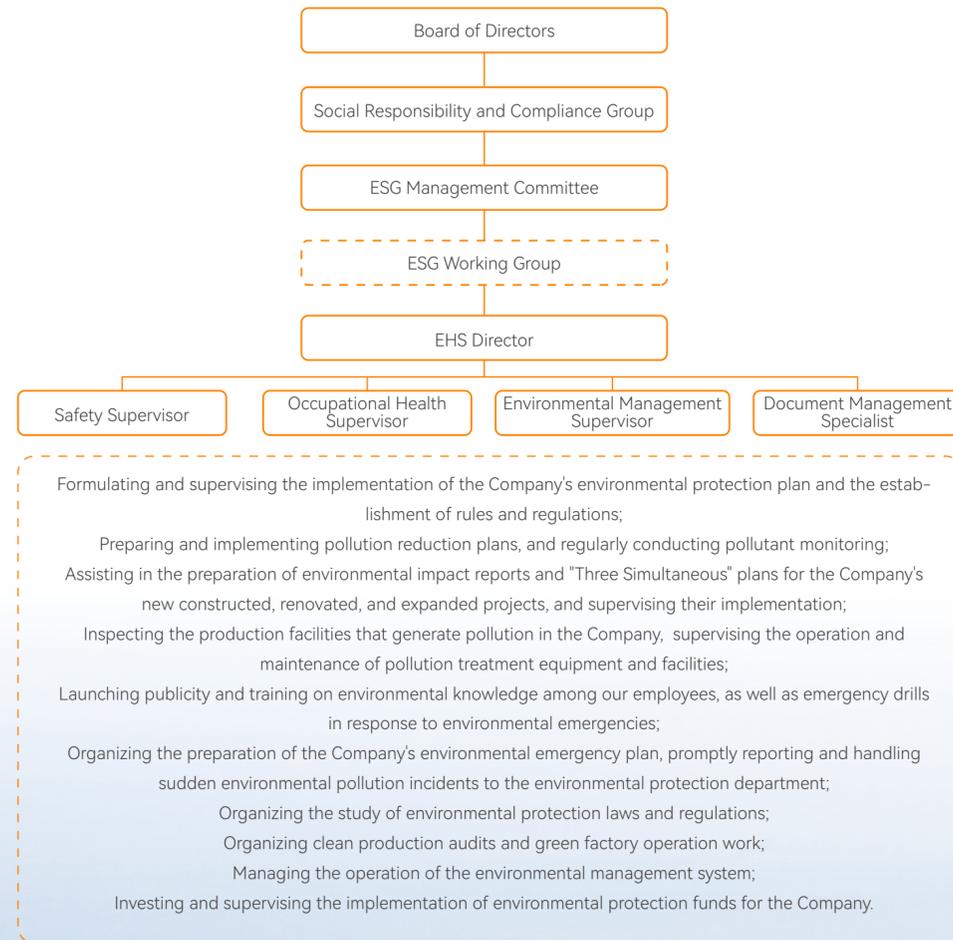
2.1 Environmental Management

Devoted to green development, Imeik fulfills social responsibility through concrete actions. We upgrade environmental protection facilities, reinforce our environmental management system, and enhance environmental risk prevention. Through solid green operations, we ensure environmental compliance and reduce environmental impact, laying a solid foundation for achieving SDGs.

2.1.1 Environmental Governance Mechanism

To improve our environmental management mechanism, we have established an ESG execution body that coordinates ESG management. Additionally, we have formed a dedicated EHS (Environment, Health, and Safety) management department staffed with professionals responsible for implementing EHS management and promoting efficient environmental management. We strictly implement environmental management policies including *Organizational Environmental Control Procedure*, *Environmental Factor Identification and Assessment Control Procedure*, *Environmental Protection “Three Simultaneities” Environmental Protection System*, *Air Pollution Control Management System*, *Solid Waste Management System*, *Environmental Noise Control Management System*, and *Water Pollution Prevention and Control Management System*. These policies systematize and standardize environmental management. In 2024, we included the annual EHS targets of the management in their annual performance assessments and remuneration under the *Safety Reward and Penalty System*, the *Annual Responsibility Target Assessment Policy*, and the *Remuneration and Assessment-based Incentive Management Policy*. This approach galvanized the management to contribute to environmental management and elevated the Company’s environmental management level.

Imeik environmental management structure and responsibilities



2.1.2 Environmental Strategic Planning

Guided by the principle of sustainable development, we adhere to a "green-first, harmonious coexistence" approach and implement environmental management strategies in energy conservation, emissions reduction, pollution control, and resource recycling. Our environmental protection strategy is tailored to our business operations, driving the transition toward an eco-friendly enterprise. We strive for the balance between our business activities and environmental protection as well as the continuous improvement in environmental performance, contributing our strengths to ecological civilization and sustainable development.



2.1.3 Environmental Risk Management

We continue to enhance our environmental management system, fostering a green and low-carbon operational model. Dedicated roles are established for environmental protection facility management, with professionals responsible for daily operations and maintenance to ensure efficiency and stability. Through regular inspections, maintenance, and supervision, we ensure the smooth operation of environmental management system, which strengthens our capability to prevent environmental risks.

During the reporting period, we recorded no environmental pollution incidents or environmental protection penalties, which met our targets. Additionally, we refined our environmental factor assessments to ensure that pollutant emission shown a steady downward trend year over year on a path to meet our strategic objectives in environmental protection.



Hazardous waste leak emergency drill



Hazardous waste leak emergency drill



ISO 14001 Environmental Management Systems Certification audit



On-site inspection

Environmental management system certification

In November 2024, the Company completed the second ISO 14001 environmental management systems audit. The system covers the environmental management system activities related to the design, development, production, and service of III-13-09 orthopedic and general surgical implants. The audit includes the Pinggu production plant and Changping R&D center.

Environmental emergency plan improvement

In April 2024, the Company revised the environmental emergency plan and obtained the filing receipt from Beijing Municipal Ecology and Environment Bureau.

In 2024, the Company prepared an environmental emergency work plan and organized emergency drills centering around radiation source leakage, hazardous waste leakage, and ozone leak emergency response, to enhance employees' environmental emergency response capabilities.

Environmental management supervision and review

In 2024, the Company completed 12 times of environmental protection facility maintenance tasks, three times of environmental risk identifications, 12 times of environmental protection facility self-inspections, two times of replacements of activated carbon purification and treatment facilities, 12 times of hazardous waste management self-inspections, and once a day of sewage treatment self-inspections.

In 2024, our subsidiary, Noubote, completed four times of environmental management on-site supervisions and reviews, mainly in environmental factor identification, harmless disposal of hazardous waste, and wastewater and exhaust gas emissions. This ensured the normal operation of the company's environmental protection management system.

Environmental impact assessment project

In March 2024, the expansion project of the implantable medical device production line was completed and passed environmental protection approval.

In March 2024, the Dongfang Imeik (Beijing) Technology Development Co., Ltd. organized the completion of the implantation and suture equipment production line project and passed environmental protection approval.

In August 2024, we obtained the approval of the environmental impact report form (the Jingping Environmental Audit [2024] No. 16 Environmental Impact Report) for building the decellularized and vial-filling medical device production line. The project is under construction and will be constructed strictly according to the approval to promote green construction.

During the reporting period

RMB 1.40 million

Investment in environmental protection

3

Environmental protection training sessions

321 headcount

Participants in environmental protection training

6 hours

Total hours for environmental training

100%

Coverage rate of environmental training

2.1.4 Green Operation Practices

We have strengthened environmental protection training and practices in all aspects and encourage employees to propose energy conservation and environmental protection suggestions, thereby enhancing overall energy and environmental performance. Through energy-saving education and environmental awareness month campaigns, we promote paperless office practices to reduce resource waste. Employees are engaged in signing commitments to low-carbon lifestyles and green commuting. In addition, we collaborate with the development zone management committee to organize environmental volunteer services. Furthermore, we host themed events such as the “Low-Carbon, Eco-friendly, Energy-Saving, and Emission-Reduction Month,” the “Waste Sorting—Everyone’s Responsibility” awareness campaign, and environmental knowledge competitions to unleash employees’ enthusiasm for environmental protection and engage them in the cause. During the reporting period, we conducted three company-wide environmental training sessions, which focused on environmental factor identification, the harmless disposal of hazardous waste, and case studies of environmental incidents, strengthening employees’ ability to mitigate environmental risks.



The environmental volunteer services in collaboration with the Development Zone Management Committee



An environmental knowledge competition



Environmental education and training sessions



A waste sorting awareness campaign



An environmental improvement proposal selection



Signing the low-carbon and green commuting commitment

2.2 Pollution Prevention and Control

In strict accordance with pollutant prevention regulations and standards, Imeik continuously upgrades environmental designs, improves environmental equipment, and enhances the efficiency of environmental protection facilities. The Company strengthens monitoring and testing of pollutant emissions, effectively controlling discharges to minimize their environmental impact. In 2024, no environmental pollution incidents occurred.

2.2.1 Wastewater Management

Imeik strictly complies with the *Water Pollution Prevention and Control Law of the People’s Republic of China* and applicable national and local wastewater discharge standards. The Company enhances the management of facilities that prevent and control water pollution, ensuring effective control over risks caused by industrial and domestic wastewater. Through frequent water quality sampling and testing, we guarantee compliance with discharge standards. Besides, a comprehensive emergency response plan for water pollution has been established, enabling full-process monitoring to prevent non-compliant discharges.

During the reporting period, Imeik focused on two key areas: efficient water utilization and better wastewater treatment. We took scientific and effective approaches. In water utilization, we optimized the water purification system, raising the water production rate from 65% to 75% and significantly reducing the amount of concentrated wastewater. We also set clear water production and recycling standards for new water treatment equipment: 80% purified water and 98% water for injection. In wastewater treatment, we expanded our wastewater treatment plant to a capacity of 200 tons per day. By improving our technology, we significantly enhanced wastewater treatment capabilities, ensuring high-compliance with Beijing’s local standards and reducing water pollutants.

Key performance indicator: discharge of water pollutants				
Key performance indicator	Unit	2024	2023	2022
Total amount of wastewater discharged	m ³	35,883.00	24,559.00	/
Chemical oxygen demand (COD)	mg/L	48.88	53.28	42
Five-day biochemical oxygen demand (BOD5)	mg/L	19.17	15.00	16.90
Suspended solids	mg/L	23.00	14.75	50
Ammonia nitrogen	mg/L	1.96	0.96	5.25
Total phosphorus	mg/L	1.37	0.29	2.61
Animal fats and vegetable oils	mg/L	1.87	0.87	0.64
Anionic surfactants	mg/L	0.52	0.17	0.66
PH value	-	7.35	7.32	7.10



Wastewater sampling and testing



Upgraded wastewater station

2.2.2 Air Emission Management

Guided by green development, Imeik prioritizes air pollutant management. Through scientifically rigorous measures and technological solutions, we ensure effective treatment and compliance with air emission standards. In production, wastewater treatment, quality testing, boiler operations, and food services, we guarantee organized emissions with air pollutants controlled and purified, preventing uncontrolled discharges from harming the environment. By employing advanced methods such as activated carbon adsorption and washing, we effectively remove hazardous substances from exhaust gases, reducing pollutant concentrations.

We conduct regular maintenance and inspections of equipment to promptly identify and resolve potential issues, ensuring the stable operation and high efficiency of air pollutant treatment facilities. In particular, we replace activated carbon every six months to improve purification effectiveness and efficiency, realizing a downward trend in the density of air pollutant emissions.

Our environmental measures extend beyond internal management to external oversight. During the reporting period, we engaged professional third-party agencies for regular air emission concentration monitoring. All test results met national and Beijing local environmental standards. We realized our air pollution reduction goals and improved regional environmental quality, contributing to ecological progress.



The Company entrusts a professional agency for emission testing

Key performance indicator: emissions of gas pollutants				
Key performance indicator	Unit	2024	2023	2022
Nitrogen oxides (NOx)	Kg	115.93	97.10	63.27
Sulfur oxides (SOx)	Kg	0	0	6.30
Particulate matter (PM)	Kg	12.30	7.57	9.77

2.2.3 Solid Waste Management

The Company manages wastes in line with the principle of sustainable development. By implementing a solid waste management system, we ensure standardized and systematic waste management practices. We also explore new technologies and methods for waste recycling and harmless disposal to minimize environmental risks, contributing to waste reduction goals.

Key performance indicator: waste discharge				
Key performance indicator	Unit	2024	2023	2022
Total amount of hazardous waste	ton	8.37	6.77	8.97
Total amount of non-hazardous waste	ton	49.28	51.36	55.51
Hazardous waste discharge intensity	ton/RMB 10,000 of revenue	0.000028	0.000024	0.000046
Non-hazardous waste discharge intensity	ton/RMB 10,000 of revenue	0.00016	0.00018	0.00029
Waste recycling and reuse volume	ton	16.38	17.05	/
Proportion of waste recycling and reuse	%	33.24	33.2	/
Total amount of medical waste	ton	0.38	0.22	/

Enhancing management mechanisms

We continue to improve our solid waste management system, laying a regulatory foundation for waste management.

We set solid waste management targets, such as annual waste reduction targets, and maintain orderly waste management.

Executing management plans

We have formulated detailed solid waste management plans and ensured the effective implementation of all measures.

We have signed contracts for the harmless disposal of hazardous waste, guaranteeing professional and compliant treatment.

Strengthening classification and registration

We register waste transferred into or out of our warehouse, ensuring complete waste traceability.

Recycling and harmlessly handling waste

Through technological innovation and optimized management, we recycle non-hazardous waste.

We engage third-party professional organizations irregularly to conduct compliant and harmless disposal of hazardous waste.

Raising employees' environmental awareness

We reinforce hazardous waste management training and raise employee's awareness of waste and their sense of environmental responsibility to control waste generation and emissions at the source.

During the reporting period	
100%	100%
Non-hazardous waste recycled and reused	Hazardous waste harmlessly handled compliantly

2.3 Resource Use

As a responsible enterprise, Imeik embeds green development principles into every aspect of production and operations. The Company strictly complies with the *Energy Conservation Law of the People's Republic of China*, the *Water Law of the People's Republic of China*, and other relevant laws and regulations. We rigorously implement our internal resource management policies and clarify energy conservation and consumption reduction responsibilities. By means of rational energy and water use and green office practices, including water and electricity conservation and packaging material recycling, we advance energy conservation and emission reduction in all aspects to build a resource-saving and eco-friendly enterprise.

2.3.1 Energy Management

Lowering energy consumption is a key factor in achieving carbon reduction goals. The Company enhances energy efficiency through an integrated management framework. We have established a set of policies, including the *Energy Benchmark and Performance Parameter Setting Control Procedure*, *Energy Data Control Procedure*, *Energy Operation Control Procedure*, *Energy Monitoring and Measurement Control Procedure*, and *Energy Performance Improvement Priority Management Regulation*. These policies define energy efficiency targets and guide the implementation of various energy-saving and consumption-reduction measures. We continuously improve energy efficiency through condensate water recovery, boiler upgrades, equipment maintenance, and energy conservation awareness campaigns. Meanwhile, the Company prioritizes energy use management, dynamically monitors green factory operations, and analyzes energy consumption. Besides the clean production audits, we also explore practical energy conservation and consumption reduction projects. During the reporting period, all of our energy targets were achieved.

At the same time, our company-level energy-saving and emission-reduction projects maximize the use of solar energy for lower electricity consumption. During the reporting period, the 200kW distributed photovoltaic power generation project produced 255,921.70 kWh of electricity, with cumulative power generation reaching 402,771.10 kWh. This is equivalent to reducing carbon emissions by 255.15 tons (401.56 tons in total).

Additionally, we advance the coverage of our energy management system certification to enhance energy governance. As of the end of the reporting period, we completed the second on-site supervisory audit by experts from the China Quality Certification Center and obtained the ISO 50001 Energy Management System Certification for the Pinggu production plant and Changping R&D center.

Key performance indicator: energy consumption				
Key performance indicator	Unit	2024	2023	2022
Comprehensive energy consumption	ton of standard coal(tce)	1,196.62	1,005.69	1,258.21
Comprehensive energy consumption per RMB 10,000 of revenue	ton of standard coal /RMB 10,000	0.0039	0.0035	0.0065
Natural gas	m ³	598,369.53	511,500.31	404,506.40
Diesel oil	liter	360.00	333.00	389.00
Gasoline	liter	10,082.70	11,650.83	7,952.21
Renewable energy usage	kWh	255,921.70	220,000.00	80,000.00
Internal heating, cooling, and steam generation within the Company	m ³	1,811,128.00	1,783,562.00	1,712,082.00
Total electricity consumption	kWh	3,729,666.70	3,056,240.00	2,566,950.00
Internal power generation within the Company	kWh	255,921.70	140,000.00	/
Outsourced electricity	kWh	3,473,745.00	2,916,240.00	2,566,950.00
Electricity saved by energy-saving renovation	kWh	255,921.70	140,000.00	/



We collect and use the residual heat from steam condensate water to heat water for daily use and boilers.



We have upgraded old boilers, increasing combustion efficiency to 98%.



We post energy conservation reminders near light switches and air conditioning controls and conduct regular energy-saving inspections.



We have upgraded the 5.5kw walk-in laboratory, saving 55 MWh of electricity annually.



We adopt the EMA Energy Management Platform to collect statistics on energy consumption and optimize energy supply scheduling.



At the beginning of 2024, the Company initiated voluntary clean production audits, and passed the on-site review by the Beijing Energy Conservation and Environmental Protection Center and an expert evaluation panel in November. The image shows the on-site assessment of the clean production audit.

2.3.2 Water Management

The Company has compiled a comprehensive set of documents covering water management policies and conservation measures, ensuring standardized and scientific management. With annual water consumption targets in place, we continue to monitor and assess water utilization and refine our water use structure to improve efficiency. Our goal is to ensure sustainable water use while meeting production needs. In 2024, the Company's water conservation goals were successfully met.

We have adopted innovative and effective water management measures, including rainwater collection for drip irrigation, the adoption of water-saving equipment, and enhanced conservation campaigns. These efforts reflect our strong commitment to water resource protection. During the reporting period, we realized water recycling. As a result, we significantly improved water efficiency, and reduced waste, strongly supporting our commitment to green development and sustainable water management.

Drip irrigation for landscaping

The Company promotes the rainwater collection for drip irrigation initiative. Collected rainwater is pumped from storage ponds and distributed through the irrigation network, ensuring efficient water use and saving 1,500 tons of water in 2024.

Water-saving equipment procurement

We purchase water-efficient equipment, including water-saving toilets and faucets, as well as high-efficiency water production systems. The new water purification machine operates at 80% efficiency, while the multi-effect distillation water unit and pure steam generator exceed 98% efficiency, reducing water consumption at the source.

More water conservation campaigns

Signage promoting water conservation has been placed near faucets and restrooms to reduce water waste and enhance employees' awareness of water protection, fostering a company-wide culture of water conservation.

2.3.3 Packaging Materials Management

Committed to green and sustainable development, the Company strictly adheres to solid waste management policies. Through comprehensive packaging material recycling, we realize closed-loop solid waste management. In final product shipments, we innovatively recycle the packaging from retail deliveries to minimize packaging waste, optimize material utilization, and enhance operational efficiency. These efforts demonstrate our dedication to integrating environmental protection concepts into daily operations, reinforcing our active role in advancing the circular economy and building a resource-saving society.



During the reporting period

100%

Packaging material recovery rate

For product shipments, the Company reuses cartons from retail deliveries. During the reporting period, we reused approximately 19,765 old cartons, saving around 24.70 tons of cartons annually.

Key performance indicator: water use				
Key performance indicator	Unit	2024	2023	2022
Total water consumption	m ³	55,311.00	44,618.00	37,241.00
Water use: municipal water purchased	m ³	53,811.00	43,418.00	37,241.00
Water use: municipal water purchased	m ³	1500.00	1200.00	/
Water consumption per RMB 10,000 of revenue	ton of standard coal /RMB 10,000	0.000046	0.000039	0.000049
Water saved	m ³	1,500.00	1,200.00	/

Key performance indicator: Usage of packaging materials				
Key performance indicator	Unit	2024	2023	2022
Total packaging material used	ton	513.04	380.96	187.00
Packaging material: plastic	ton	69.50	43.27	/
Packaging material: paper	ton	281.59	238.51	/
Packaging material: others	ton	161.95	99.18	/
Packaging material consumption intensity	ton/RMB 10,000	0.0017	0.0013	0.0010

2.4 Response to Climate Change

Imeik promotes sustainable operations and takes action to address climate change. We identify risks and opportunities, implement measures to mitigate climate impacts, and enhance energy efficiency while reducing resource consumption and greenhouse gas (GHG) emissions. As we regard GHG reduction as a priority in our green development, we lower our emissions and offer green solutions that contribute to China's 30 • 60 Decarbonization Goal(to peak carbon dioxide emissions by 2030 and achieve carbon neutrality by 2060) and sustainable development.

2.4.1 Governance

Sound corporate governance is the institutional foundation of sustainable development and an important symbol of core competitiveness. Imeik has established a governance structure led by the Social Responsibility and Compliance Group under the Board of Directors, with execution carried out by relevant functional and business departments. Under this structure, we refine our governance system to effectively address climate change, strategically advancing the Company's green, low-carbon, and sustainable development.

We have built a scientific and rigorous governance system. The Social Responsibility and Compliance Group oversees climate-related matters and studies climate change dynamics, policies, and laws. Given our business reality, the Company formulates forward-looking and feasible response strategies. From strategic planning to implementation supervision and adjustments, we ensure strong Top-level management of climate change issues in line with our sustainability strategy.

On the implementation front, functional and business departments collaborate closely and integrate climate change management into daily operations. A dedicated risk assessment team identifies climate risks and deploys an early warning mechanism to anticipate potential threats. This includes evaluating the possible impact of extreme weather events—such as heavy rainfall, snowstorms, and heatwaves—on production equipment, raw material transportation, and product distribution. Additionally, we implement climate mitigation and adaptation measures, such as optimizing production processes, promoting the use of clean energy, and building a sustainable supply chain to reduce carbon emissions. Our efforts in multiple aspects secure steady climate change actions.

2.4.2 Strategy

Amid an intensifying global climate crisis, companies play a critical role in addressing climate change and face increasingly severe risks and challenges. These include transition risks arising from policy, technology, and the market, as well as physical risks posed by extreme weather events and long-term climate shifts. Mitigating and adapting to climate change presents significant growth opportunities for companies.

Imeik closely monitors global climate trends and prioritizes climate change management. We make it a Top priority to grasp the essence of Chinese President Xi Jinping's key speeches and instructions on China's 30 • 60 Decarbonization Goal and integrate climate change mitigation and adaptation as a material ESG Topic. Through targeted strategic planning, we embed green development principles into our overall development, minimizing the adverse impacts of climate change on our operations.

Additionally, we analyze climate risks and opportunities and assess the impact of policy transitions, market shifts, and intensifying extreme weather events on our business model, value chain, financial performance, and corporate strategy. We have formulated a comprehensive climate risk management strategy to explore our pathway toward achieving carbon peaking and carbon neutrality.

Major climate change risks	Relevance
Extreme weather	Extreme weather events may disrupt operational stability, leading to higher adaptation costs.
Policy and legal changes	Stricter environmental regulations could raise compliance costs and impact product development and market expansion strategies.
Technological transition costs	To meet stakeholder expectations, Imeik needs to develop new technologies and optimise new equipment, which may leading to increased operational costs. These financial pressures will be mitigated through strategic capital planning and expanded financing channels.

Major climate change opportunities	Relevance
Products & services	Investors and consumers are increasingly favoring low-carbon products. By developing more eco-friendly biotechnology solutions that align with sustainability demands of consumers, Imeik can enhance market competitiveness and brand image.
Energy sources	To mitigate uncertainties in the conventional energy market, Imeik is exploring the adoption of renewable energy to ensure business continuity.



2.4.3 Risk and Opportunity Management

We identify climate change impacts, risks, and opportunities with follow-up evaluations of climate risks and integrate climate risks into our risk management system. Under various climate scenarios, we develop tailored response measures based on the timing and magnitude of identified risks and opportunities, progressively establishing a comprehensive response and management strategy.

Climate risk management process

To systematically address climate change impacts, risks, and opportunities, Imeik has developed a rigorous and comprehensive climate risk management mechanism under the professional guidance of the Social Responsibility and Compliance Group. This mechanism encompasses five key steps: risk identification, impact assessment, prioritization, dynamic monitoring, and precise management. These interlinked steps ensure a timely and scientific response to climate challenges. By embedding climate risk into our sustainability strategy, we seize potential opportunities to pursue long-term growth.



Climate change risks and responses

Driven by China’s 30 • 60 Decarbonization Goal and the global push for carbon neutrality, Imeik recognizes the compliance risks and cost pressures, brought by a necessary transition, in our long-term operations and business expansion. The Company monitors climate change trends and assesses both short- and long-term impacts on operations. Based on internal data, industry research, and key rating criteria, we comb through and identify climate risks and opportunities. This enables us to develop targeted response plans and effectuate climate risk management. Imeik classifies climate risks into two categories: physical risks and transition risks.

Risk type		Risk manifestation and impact	Expected time of occurrence	Response measures
Physical risks	Extreme weather	Severe weather events such as floods, hurricanes, and earthquakes could cause significant damage to production facilities, leading to operational disruptions, increased repair costs, and reduced output.	Short-, medium-, and long-term	We have established a robust climate risk management mechanism that includes regular risk assessments and monitoring and the formulation of response plans. To tackle extreme weather events, we implement detailed emergency response plans to ensure the stability of our production facilities and supply chain.
	Supply chain disruptions	Droughts and heavy rainfall may impact raw material sources or disrupt transportation routes, leading to supply shortages and logistics challenges that could affect normal business operations.	Short-, medium-, and long-term	We strengthen collaboration with suppliers to promote a green and sustainable supply chain. We opt for cooperation with environmentally responsible suppliers and require them to implement energy-saving and emission-reduction measures to reduce the carbon footprint of the entire supply chain.
	Resource shortage	Climate change may lead to shortages of water, land, and other resources, driving up costs for sourcing production resources and even leading to the shortage of resources.	Medium- and long-term	We improve waste recycling, use energy, water, and raw materials efficiently, and strengthen conservation management throughout our operations to increase resource utilization efficiency and recycling rate.

Risk type	Risk manifestation and impact	Expected time of occurrence	Response measures	
Transition risks	Legal and policy risks	Governments worldwide are tightening environmental regulations and carbon reduction policies in response to climate change. As a result, Imeik may face risks such as environmental penalties, production restrictions, or even potential shutdowns.	Medium- and long-term	We strengthen our compliance management and risk control framework, enhance legal awareness, and ensure compliance across our operations.
	Technology change risks	The rapid advancement of clean energy and energy saving technologies may render our products and services obsolete if the Company fails to adapt in the next five to eight years, potentially leading to a loss of market competitiveness.	Medium- and long-term	We ramp up investments in low-carbon technologies, improve production processes, and enhance energy efficiency to reduce GHG emissions. For example, we adopt state-of-the-art production equipment and technology to optimize workflows and lower energy consumption and waste generation.
	Risks brought by market demand shifts	As consumers increasingly favor eco-friendly products, failing to adjust products accordingly may lead to declining demand and market share.	Medium- and long-term	We expand our portfolio of low-carbon and eco-friendly products to meet market demand for sustainable development. We enhance brand communication efforts to raise consumer awareness and acceptance of eco-friendly products and sharpen our competitiveness.

Climate change opportunities and responses

We prioritize the identification of climate risks and opportunities. The Board of Directors regularly discusses the impact of climate change on the Company, while the compliance team conducts in-depth studies on the impact of climate change on business operations. By referencing to frameworks from the Task Force on Climate-related Financial Disclosures (TCFD) and the International Sustainability Standards Board (ISSB), we identify climate risks and opportunities, evaluate potential financial impacts, and formulate targeted response strategies according to the opportunities we face.

Type	Potential impact	Response measures
Green technology innovation	We face stricter environmental requirements and increasing market demand for green products.	We increase investment in the R&D of green technology for energy conservation and emission reduction, renewable energy utilization, and pollution control. We also develop new products and services to explore new markets.
Renewable energy utilization	Investment in and application of renewable energy such as solar and wind energy can reduce carbon emissions while enhancing energy supply reliability and stability.	We invest and apply renewable energy solutions such as solar and wind power to achieve long-term energy cost reduction and strengthen sustainability advantages.
Circular economy development	This can lower raw material procurement costs, enhance resource efficiency, and improve corporate image.	We build a green supply chain and promote resource recycling, waste reuse, and other circular economy models.
Emerging market expansion	Climate change has incubated new sectors such as carbon trading, eco-friendly packaging, and green finance, presenting opportunities for growth and profits.	We make early plans to enter emerging markets.

2.4.4 Metrics and Targets

The Company monitors energy consumption and GHG emissions, and strengthens management through online and offline campaigns, equipment energy-saving measures, regular energy meetings, and energy system certifications. We have installed a 200kw distributed PV power system, adopted rainwater collection and drip irrigation technologies, and deployed condensate water recovery units to promote energy conservation. Reducing GHG emissions remains a key task in our sustainability efforts as we strive to reduce the environmental impact of our operations.

Key performance indicator:GHG emissions				
Key performance indicator	Unit	2024	2023	2022
Direct (Scope 1)GHG emissions	ton	1,251.54	1,069.85	846.06
Indirect (Scope 2) GHG emissions	ton	3,609.92	2,958.12	2,484.80
Direct (Scope 1)GHG emission intensity	ton/RMB 10,000	0.0041	0.0037	0.0044
Indirect (Scope 2) GHG emission intensity	ton/RMB 10,000	0.012	0.010	0.013



03

Pursuing Excellence in R&D to Improve Quality

Putting customers first, we are guided by the national strategy for healthcare development and the pursuit of a better life. With a focus on R&D and innovation, we strive for better products and technologies to serve larger groups of people. By harnessing the strength of technology, we contribute to healthy, positive, and high-quality lifestyles.

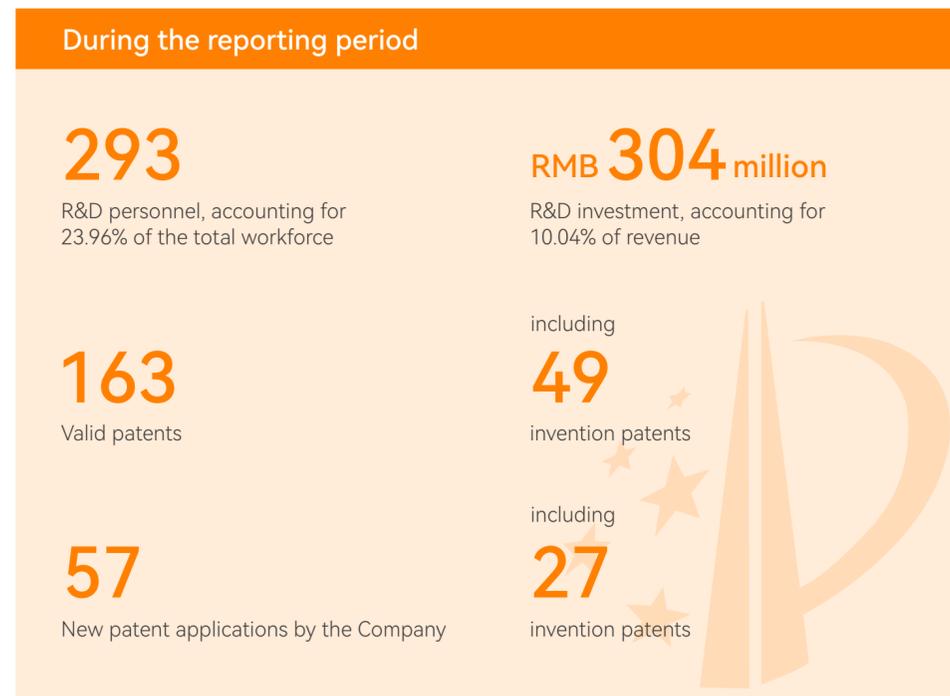


3.1 Innovation-driven R&D

Imeik is dedicated to the research that contributes to a better and more dignified life. Through independent R&D and innovation, we respond to ideas in life sciences, spark R&D and innovation enthusiasm, and foster talent competitiveness. As we continue to explore new technologies and solutions, we uphold research ethics and the deeper purpose behind medical aesthetics. Collaborating with healthcare professionals, we accelerate the application of R&D results to build a thriving ecosystem of scientific research.

3.1.1 Technological Innovation Management System

We are committed to establishing a comprehensive and efficient R&D management system. Based on the Company’s R&D and innovation management practices, we keep updating and releasing R&D management policies, strengthen R&D management mechanisms, and enhance R&D and innovation capabilities. Our efforts on compliance and effectiveness throughout the entire R&D lifecycle underpin the Company’s research and innovation for new heights.



Establishing a robust R&D management system

Building on existing research management policies, the Company has released the *R&D Project Management Policy* and updated the *R&D Project Planning Management Measures* to realize standardized management.

Enhancing research project management efficiency

The management of all ongoing R&D projects is digitalized, ensuring centralized allocation of R&D resources. We have introduced a phased management system to enable real-time monitoring and feedback on project progress. Additionally, we have established a tiered management and coordination mechanism, including “normal progress, early warning, and sudden intervention” to strengthen the comprehensive management of existing projects.

Developing a research duration comparison mechanism

We have built a comparative framework to assess our project duration against industry-leading benchmarks and shaped a comprehensive dashboard of existing projects to accelerate R&D output and goal attainment.

Refining the R&D project review mechanism

The Company organizes evaluation and review meetings that assess product feasibility and advancement strategies from a multi-tiered, cross-disciplinary perspective. A closed-loop follow-up mechanism is in place to ensure smooth project execution.

3.1.2 Technological Product Innovation

Committed to delivering better solutions for medical aesthetics consumers, we have expanded our research focus beyond biomedical materials to biopharmaceuticals, chemical pharmaceuticals, and other life science sectors. Guided by innovation, we continue to scale up production capacity and diversify our product portfolio to better serve market needs. As of 2024, the Company had secured NMPA approval to launch 11 Class III medical devices.

Progress in some R&D projects

Class III Medical devices	Biopharmaceuticals	Chemical pharmaceutical
<ul style="list-style-type: none"> 1 Sodium hyaluronate – hydroxypropyl methyl-cellulose gel for medical purposes (Registration stage) 2 Second-generation implant threads (Clinical trial stage) 	<ul style="list-style-type: none"> 1 Botulinum toxin type A injection (Registration stage) 2 Semaglutide injection (Clinical trial stage) 3 Hyaluronidase for injection (Clinical trial stage) 	<ul style="list-style-type: none"> 1 Minoxidil liniment (Registration stage) 2 Lidocaine tetracaine cream (Registration stage) 3 Deoxycholic acid injection (Clinical trial stage)



Imeik's R&D laboratory

Case: Clinical trial approval for Recombinant Human Hyaluronidase Injection – embarking on a new journey in medical aesthet

In 2024, Imeik's newly developed recombinant human hyaluronidase received a Clinical Trial Implied Permission. As a promising biologic classified under Category 2.4 of therapeutic biologics, recombinant human hyaluronidase injection is designed to enhance the dispersion of subcutaneous infusions, offering a potential alternative to intravenous administration. With broad applications in medical aesthetics and clinical medicine, it will have a positive impact on medical cosmetology, ophthalmic surgery, drug delivery, and assisted reproduction. Currently, there are no domestically approved products in this category. Therefore, the permission granted to Imeik showcases our significant strengths in the innovation in medical aesthetic technology and contributes to the technological evolution of the industry, product diversification, and the overall well-being of consumers.



Clinical trial implied permission for recombinant human hyaluronidase

3.1.3 Innovation Vitality Stimulation

To refine our researcher training system, we update our attractive incentive mechanism and mobilize the creativity and potential of employees. By integrating internal and external R&D resources, we foster an environment that encourages and respects innovation. In 2024, our research platform was officially launched, marking a new chapter in our research journey.

Nurturing research talent

We have initiated the operation of a national-level postdoctoral research center and established a joint training program with Beijing University of Chemical Technology's non-tenured postdoctoral research center. The first jointly trained postdoctoral researcher joined on July 2, 2024, and commenced relevant research projects.

We have implemented a dual-track R&D and patent talent training mechanism and combined online and in-person training on intellectual property laws, regulations, and patent practices. This strengthens R&D personnel's awareness of intellectual property creation and protection while unlocking their innovation potential.

Enhancing R&D incentives

We have introduced R&D bonuses and revised dedicated incentive policies, including the *Management Measures for Bonuses for R&D Projects, Pharmaceutical R&D Project Bonus Management Measures, and Management Measures for Special Bonuses for Commercialized Technology*, to boost team enthusiasm and research output.

We have incorporated patent achievements into employee performance assessments and promotion criteria, motivating employees to engage in scientific innovation and strengthening the Company's overall research capabilities.

Strengthening R&D collaboration

We have carried out a total of 21 horizontal research projects with domestic medical institutions at all levels, covering the company's core products and related new materials, with research applications covering plastic and cosmetic surgery, dermatology, otorhinolaryngology, neurosurgery, burns and trauma repair and so on.

During the reporting period, the company independently or jointly published 24 SCI and other articles.

We have participated in Beijing Natural Science Foundation-Changping Innovation Joint Fund and initiated 15 cutting-edge research projects in key areas such as biomedical materials, stem cells, synthetic biology, and exosomes.

We collaborate with Peking University, Beihang University, Beijing University of Chemical Technology, Institute of Process Engineering, Institute of Chemistry, Institute of Genetics and Developmental Biology of Chinese Academy of Sciences and Peking Union Medical College Hospital of Chinese Academy of Medical Sciences, focusing on key technological challenges critical to global technological development, national strategic needs, and human health.

Building innovation platforms

We have established a collaborative innovation platform, launched an online research challenge model under open competition, and diversified industry-university-research collaboration to help commercialize universities' research results. We have formed partnerships with institutions such as Peking University Hospital of Stomatology, Beijing University of Chemical Technology, and the University of Science and Technology Beijing.

We have published over 180 R&D articles to promote academic exchange. Additionally, we have held six free public courses on intellectual property rights and scientific illustration for university faculty and students, benefiting five universities and empowering more than 500 participants.

We have organized scientific competitions such as the "Hardcore Scientific Research Innovation Contest" and the "Laboratory Safety Science Competition" to stimulate the creativity of R&D talent. These events have engaged hundreds of participants (teams) and drawn over 10,000 interactions from the public.

Case: Hardcore Scientific Research Innovation Contest advances scientific solutions

From February to April 2024, Imeik’s research platform partnered with multiple universities to host the Hardcore Scientific Research Innovation Contest. Centered on the theme “Hardcore Science in Anti-Aging,” the contest spanned five disciplines—humanities, science, engineering, agriculture, and medicine—challenging industry professionals and students to leverage their expertise and creativity for aging solutions. The competition received 107 abstracts and 25 posters, with 15 winners selected and four articles published. Contestants explored diverse aspects, ranging from physical appearance preservation, physiological conditions, lifestyle and attitude to aging detection. Their academic expertise contributed to identifying effective approaches to delaying aging and enhancing life quality.

3.1.4 Commitment to Research Ethics

We stick to the bottom line of research ethics by integrating ethical principles throughout the entire R&D process. With rigorous internal management systems and mechanisms, we ensure that all research activities comply with domestic and international ethical standards, setting a benchmark for higher ethical practices within the industry.

During the reporting period	
<h1>10+</h1> <p>Training sessions on medical device safety monitoring held</p>	<h1>100%</h1> <p>Compliance rate in post-market adverse reaction reporting</p>

Strict compliance with regulations

We strictly adhere to the *WMA Declaration of Helsinki*, National Biomedical Research Ethics, and the NMPA Technical Guidelines for Clinical Trial, ensuring that all trials receive approval from the institutional ethics committee before initiation.

Our research strictly follows the 3R principles—reduction, replacement, and refinement—to minimize the use of animals and human specimens while optimizing experimental conditions to reduce pain and potential risks for research participants, including animals. We implement a rigorous end-to-end oversight mechanism to safeguard all research participants’ rights, privacy, and safety.

Pharmacovigilance management

We fulfill our pharmacovigilance responsibilities following the *Drug Administration Law*, *Good Pharmacovigilance Practice (GVP)*, *Regulations on Supervision and Administration of Cosmetics*, and *Measures for Cosmetics Adverse Reaction Monitoring*.

We have established a pharmacovigilance quality management system supported by a dedicated pharmacovigilance team to monitor, identify, assess, and control adverse drug reactions and other medication-related harmful reactions.

Medical device vigilance mechanism

We have implemented a full-supply-chain adverse event monitoring and management system that promptly detects and mitigates potential risks in product use. We put in place traceability requirements for sold and used products to continuously enhance our risk control capabilities and ensure public health and safety.

We have deepened our medical device vigilance work model. Following the *Regulations on the Supervision and Administration of Medical Devices* and the Measures for Monitoring and Re-evaluation of Medical Device Adverse Events, we have built a robust post-market adverse event collection mechanism for medical devices.

Protection of research participants’ rights

We systematically conduct Good Clinical Practice (GCP) training and education on research participants’ rights to enhance the professionalism of research personnel and maximize the protection of participants’ rights and data confidentiality.

We strengthen ethical education and professional training for researchers to ensure regulatory compliance and high-quality execution of studies.

We emphasize diversity and fairness among research participants and optimize study design to ensure that research outcomes benefit a broader consumer group.

Requirements for research partnerships

We prioritize partner organizations’ robustness of ethical governance and compliance with animal and human trials and select partners with well-established ethical management systems to safeguard the rights of research targets.

Through comprehensive monitoring and training programs, we ensure the full implementation of high ethical principles.

Commitment to external supervision

We emphasize transparency in research outcomes by sharing progress with the public through various online and offline channels. Embracing public scrutiny, we set a benchmark for high ethical and quality standards.

3.1.5 IPR Protection

We strictly comply with the *Patent Law* and the *Trademark Law* and continuously enhance our intellectual property right (IPR) management system. Building on our existing *General Principles of Intellectual Property Right Management* and *Patent Management System*, we have further strengthened copyright management by formulating and releasing the *Corporate Copyright Management System*, ensuring 100% online management of all patents and copyrights. Additionally, we have revised and issued the *Trademark Management System* to streamline and standardize processes related to trademark applications, use, and infringement protection. In 2024, we issued the *Notice on Copyright Compliance* to all employees to raise their awareness of IPR compliance and protection and ensure no infringement of others' intellectual property.

In 2024,

1

Intellectual property awareness campaign organized

57

New patent applications by the Company

including

27

invention patent

3.2 Excellent Quality and Inclusive Access

At Imeik, guided by the quality policy of “quality matters in making world-class products”, we prioritize product quality and meticulously maintain full-supply-chain safety and quality. We never stop our pursuit of better product quality management. Our goal is to provide safe, reliable, compliant, and accessible medical aesthetics products, fostering higher-quality development through long-term quality commitments.

3.2.1 Tighter Quality Management

In strict compliance with all laws and regulations on medical devices, the Company ensures comprehensive, lean control from R&D to raw material procurement, manufacturing, and sales. We regularly update internal policies and conduct training to align with the latest regulatory requirements. In 2024, we set annual quality targets and assigned them to different departments for execution to drive overall improvement in product quality. During the reporting period, no major safety or quality incidents occurred concerning our products or services.

Enhancing the quality management system

According to the *GB/T 42061-2022/ISO 13485:2016 Medical Devices – Quality Management Systems – Requirements for Regulatory Purposes*, *GB/T 19001-2016/ISO 9001:2015 Quality Management Systems – Requirements*, *Good Manufacturing Practice (GMP) for Medical Devices*, and relevant annexes, we have revised over 1,000 documents and initiated the establishment of a CE certification system.

We implement a comprehensive review system at the corporate level undertaken by a dedicated review department. Each department has developed detailed self-inspection guidelines, conduct monthly reviews, and issues monthly review reports to promptly rectify any non-conformities as recommended.

We improve existing quality system documents and integrate relevant requirements from *ISO 17025 General Requirements for the Competence of Testing and Calibration Laboratories* with other quality systems and GMP standards. We also refine our system documents and record management.

Improving manufacturing processes

We optimize material management and appoint staff to enhance yield rates. During the reporting period, we reduced per-unit material consumption costs by 19.20% year on year.

We optimize production scheduling to improve workshop utilization, leading to an 18% reduction in per-unit energy costs and a 1% increase in product yield in 2024 compared to the previous year.

We have procured fully automated large production equipment, completed new production line planning, and initiated construction to improve production capacities and product quality.

We have introduced the Laboratory Information Management System (LIMS) and improved automation in testing processes to raise efficiency.

During the reporting period

2 CERTIFICATIONS

we achieved the certification of **GB/T42061-2022/ISO 13485:2016** and **GB/T19001-2016/ISO 9001:2015** re-evaluation audit.

0

Group adverse events or fatalities caused by product quality defects

0

Product recalls due to product safety and quality concerns

Tightening quality inspections and supervision

We strengthen inspections over water, gases, raw materials, semi-finished products, and finished products to ensure product quality. In 2024, we inspected approximately 5,000 batches of incoming materials and products, with a 100% on-time feedback rate and a 100% pass rate for supervisory sampling.

We employ dedicated full-time inspection personnel, each undergoing pre-employment training, assessments, and regular re-evaluations.

We have received five external audits conducted by third-party certification bodies and regulatory authorities, with all identified non-conformities categorized as minor and fully rectified.

We have completed the management review of our quality management system, ensuring its suitability, effectiveness, and adequacy.

3.2.2 Higher Product Accessibility

We are committed to providing safer, more widely accessible products and services, expanding our R&D efforts into new fields, and broadening our product portfolio and indications. By enriching product applications and addressing the needs of specific populations, we accelerate our efforts to boost product affordability and accessibility, which will help more individuals benefit from high-quality medical aesthetics experiences and popularize medical aesthetics.

Expanding our R&D scope and presence

Our R&D and portfolio have extended beyond medical aesthetics to encompass the broader field of medical devices. Leveraging our accumulated expertise, we balance innovation with continuous improvement and participate in multiple government-funded research projects aimed at addressing clinical challenges. We also engage in various industry research exchanges to draw insights from domestic and international counterparts. By providing a professional platform for researchers, we accelerate the R&D and application of new technologies and materials, facilitate the industry-university-research resource integration and allocation, and expedite the commercialization of research outcomes. This enables us to deliver high-quality and affordable products that meet customer needs.



We are awarded the Outstanding Contribution Award for Medical Aid and Philanthropy

Applying our products in multiple scenarios

We follow trends in the broader healthcare sector and develop new products in medical aesthetics, dermatology, ophthalmology, otorhinolaryngology, neurosurgery, orthopaedics, dentistry, gynecology, and general surgery. Through diversified clinical trials, we assess the efficacy and safety of our products in different indications, patient groups, and usage scenarios, guaranteeing medical solutions for a diverse population. Additionally, we expand our products beyond medical aesthetics. For example, in reconstructive treatment, we explore medical solutions for facial and body defect repair.

Meeting more specific consumer needs

During product design, we conduct extensive demand surveys and tailor product development pathways for diseases of concern to ensure targeted product R&D pathways, making each offering align closely with the specific needs of consumers. We also improve the accuracy of product applications, such as hand filling, nose reshaping and lower facial contouring, catering to the personalized aesthetic preferences of different consumers. Moreover, given the needs of elderly groups, we focus on aging-related medical conditions and design better products to serve a broader demographic.

Reducing healthcare costs effectively

Focusing on the development, registration, validation, and promotion of single products across multiple indications, we enhance treatment plans based on robust clinical data and reduce redundant costs for consumers. This approach ensures that our medical solutions offer higher cost efficiency.

Contributing to medical philanthropy

We participate in medical philanthropy initiatives and organize experts to educate the public on medical risks and provide scientific treatment and care recommendations. By leveraging our professional platforms and resources, we aim to benefit a wider community.

3.2.3 Quality Culture

To cultivate a unique corporate quality culture, we strengthen employees' quality awareness and suppliers' quality management capabilities. Through a multi-faceted approach, we ensure full-process and full-employee quality management coverage. At the same time, we promote high-quality industry development and take strong measures against counterfeit products to build a healthy and orderly market with all stakeholders.



Imeik participates in the High-Quality Conference on Medical Aesthetics and Anti-Aging, hosted by China Food and Drug Corporation Quality and Safety Promotion Association

Case: Jointly building a new platform for medical aesthetics and innovation commercialization to enhance industrial quality

On January 5, 2025, Imeik hosted the preparatory meeting for the medical aesthetics pharmaceuticals and devices regulation and innovation commercialization committee under China Food and Drug Corporation Quality and Safety Promotion Association. At the meeting, Wang Shiwei, Imeik’s medical director, provided an in-depth analysis of the challenges and strategies for implementing quality standards throughout the entire product lifecycle. He also shared insights into the latest global trends in medical aesthetics R&D, emphasizing innovation must go hand in hand with quality control. Additionally, he offered recommendations on properly naming branch institutions. Leveraging this opportunity, Imeik joined forces with medical institutions, research institutes, and manufacturers. This helped drive the establishment of a robust quality and safety management system for medical aesthetics pharmaceuticals and devices, strengthen overall industry quality standards, and strongly support the sustainable development of the medical aesthetics sector.

Case: Strengthening crackdowns on counterfeit products to safeguard the integrity of the medical aesthetics market

Imeik maintains continuous efforts to combat counterfeit products. Working closely with local public security authorities, we carry out targeted crackdowns against counterfeit Hearty and related products, with precise action against bases involved in producing and selling counterfeit Hearty and similar products. In 2024, Imeik completed 16 criminal cases related to counterfeit products, seizing 3,069 boxes of fake Hearty, Hearty Panda, and CureWhite products, along with 1,536 semi-finished units and 208,213 counterfeit packaging materials. These efforts protected consumer interests and contributed to a clean and healthy medical aesthetics market.



The production site of counterfeit products

3.3 Customer-First Sincere Service

Imeik prioritizes customer services and demand, striving to deliver considerate services that cater to customer needs. Under a model pivoting around direct sales and supplemented by distribution, the Company offers tailored services and solutions. Deeply informed by the needs of downstream institutions, we empower them through various forms and enhance customer loyalty through responsible marketing, ensuring more customers benefit from high-value services.

3.3.1 Wider Service Channels

Focusing on meeting customer demand, we seize opportunities presented by digital transformation. By updating our digital systems, we strengthen the Company’s capability to serve a diverse customer base and meet customers’ evolving and different needs with quality services. During the reporting period, Imeik conducted multi-channel satisfaction surveys among health professionals, from which we track their needs and feedback to optimize products and services. Additionally, the Company launched a Unique Device Identification (UDI) system to ensure product transparency and traceability for customer safety.



Quanxuan Classroom

Imeik collaborates with experts and expert-led training teams to provide partner doctors with up-to-date knowledge and skills in medical aesthetics to enhance their diagnostic capabilities, customer services, and overall expertise. Imeik aims to serve a broader medical community and establish Quanxuan Classroom as a highly influential industry learning and exchange platform.



Imeik Community

The Imeik Community is launched. It updates official company events, latest news, and comprehensive product information. The platform also regularly informs the latest advancements in medical aesthetics research and innovation with special services such as the “Worry-free Medical Aesthetics” column, product authenticity verification, and doctor credential checks, ensuring peace of mind for consumers.

During the reporting period

330,000+
Registered users of various Imeik’s platform

with
150%
year-on-year increase

At the “Quanxuan Classroom”
doctor learning and exchange platform,

88
New academic live sessions hosted

600
Academic courses delivered

12,534
New users

105,512
Users on the platform

including
28,773
certified doctors



I+ Mini Program

Designed for consumers, the I+ Mini Program on WeChat offers functions such as product authenticity verification, searches for brand-authorized doctors and institutions, product information, and loyalty point redemption to empower medical aesthetics users. In 2024, its number of users reached 200,000.

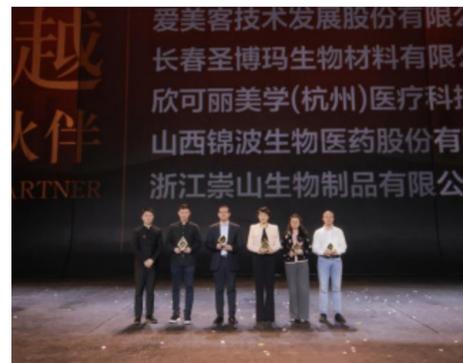
Imeik Partner Platform



Imeik Partner Platform: The Platform leverages tagging to enable precise engagement with downstream institutional clients and users. By utilizing Imeik's resources, the Platform effectively drives new user acquisition, engagement, and conversion, maximizing the Return On Investment(ROI). The first phase of the Platform was launched in 2024, offering selected marketing courses, operational activities, policy updates, promotional materials, and high-quality terminal events for non-doctor medical aesthetics practitioners. With a commitment to authenticity, completeness, transparency, and professionalism, the Platform delivers strong value to partners. In the future, additional features such as official brand certification and institutional reputation evaluations will be introduced, further strengthening the quality of medical aesthetics services.



Winning the 2024 Star Quality Award from Yestar Group



Winning the 2024 Xingyue Partner Award from Yuansong Group



Winning the Chengdu Junda Excellence Brand Partner Award

3.3.2 Responsible Marketing

With a strong sense of responsibility and compliance, we strictly adhere to Chinese laws, such as the *Law on Protecting Consumers' Rights and Interests*, the *Advertising Law*, the *Cybersecurity Law*, as well as the *Regulation on the Administration of Medical Institutions*, and the *Administrative Measures for Medical Cosmetics Services*. To regulate marketing activities and communications, we have established internal policies such as the *Imeik Responsible Marketing Policy*, *Imeik Social Media Operation Standards*, and *Eight Prohibitions on Medical Device Advertising*. These guidelines guarantee that every promotion strategy and message fully respect and protect consumer rights.

To standardize marketing initiatives, we have implemented a rigorous approval process, including pre-event applications, senior leaders' approvals, event documentation, and post-event submission for reviews. This closed-loop management system realizes responsible marketing. Additionally, our educational campaigns are centered on user needs and grounded in medical and product knowledge. We invite healthcare professionals to disseminate accurate, science-based content, promote professional medical concepts, and enhance consumer understanding of medical aesthetics treatments, contributing to correct and rational decision-making.

During the reporting period

133

Responsible marketing training sessions held

490

Participants in responsible marketing training



Internal training and Q&A on the Injection Activity Management System



Training on identifying and managing negative comments on the Xiaohongshu platform

3.3.3 Protection of Customer Privacy

Customer data and privacy are fundamental to the Company's stable operations and sustainable development. Fully respecting and protecting customer privacy and data, we implement security management across the data lifecycle and improve our information security management system. Based on information security technologies, we have solidified the defense for customer data and privacy.

During the reporting period

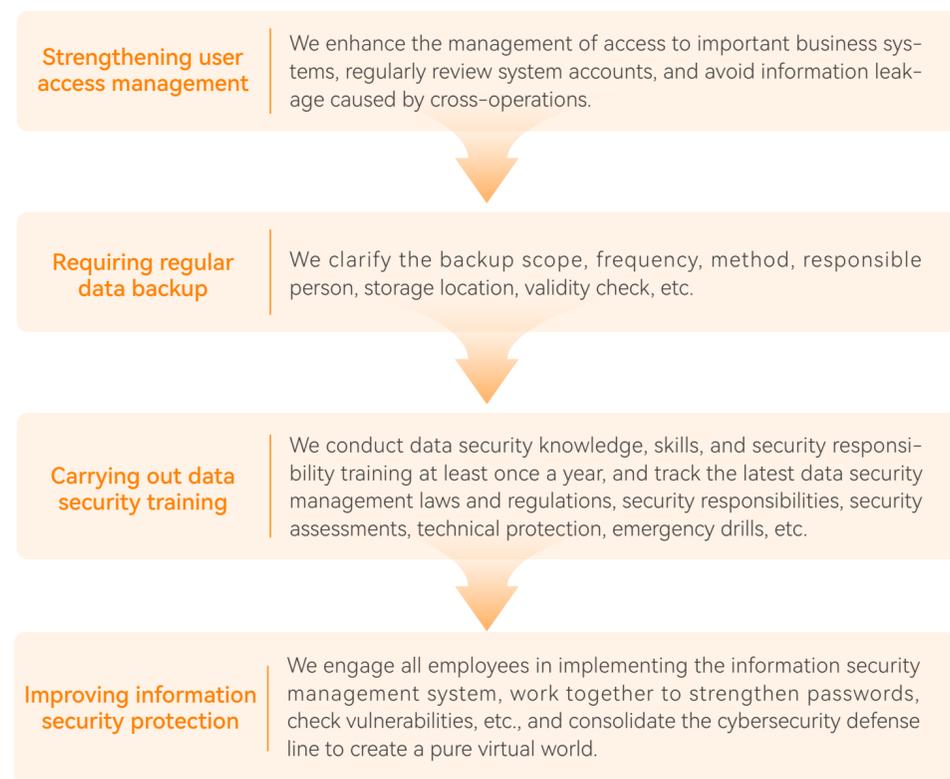
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Incidents of customer privacy leaks

Data and privacy security management system

We strictly comply with the *Data Security Law*, the *Cybersecurity Law*, and the *Personal Information Protection Law*. We have established a set of data security management policies, including the *Imeik User Data Security Management System*, *Imeik Information Security Management Policy*, and *Imeik Information System Access Management Procedures*. These policies clarify compliance procedures for all departments and employees. Meanwhile, our stringent confidentiality system outlines classified information, protective measures, security levels, and dissemination scope. Employees are required to sign the *Confidentiality Agreement* upon onboarding and the *Imeik Employee Data Security and Confidentiality Responsibility Statement* when applying for system access, ensuring robust end-to-end protection of customer data and privacy.

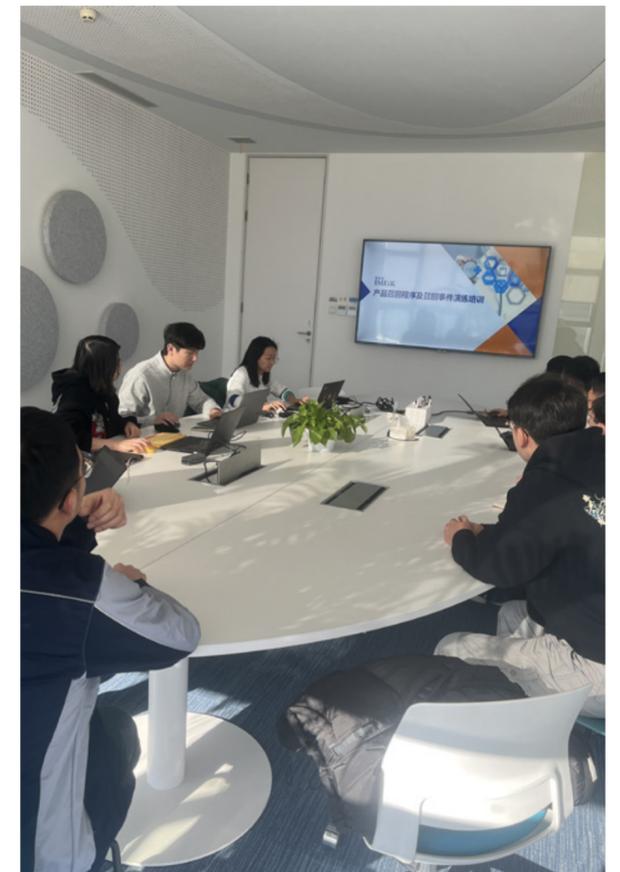
Data and privacy security measures



3.3.4 Higher Customer Satisfaction

We have established a robust after-sales service system to efficiently address customer complaints and service requests. For products with significant quality defects or potential safety risks, we promptly recall them or implement effective measures to resolve customer concerns. If safety risks are identified in marketed products, we proactively manage these risks by optimizing product manuals, strengthening product knowledge education, and improving standardized medical procedures for practitioners. In the event of adverse events that could pose risks to human health and safety, we take decisive action, including suspending sales and usage, initiating product recalls, issuing risk notifications, and re-evaluating medical devices. These measures ensure protection of customer rights and customer satisfaction on all fronts.

To standardize the handling of customer complaints, we implement the *Feedback and Complaint Handling and Control Procedure*, which was updated in 2024 to include new management requirements for adverse events and product recalls. The complaint resolution process is as follows:



Product recall and recall incident response training

3.3.5 Empowerment of Downstream Institutions

Leveraging the premium resources of Quanyuan Medical Academy, we empower downstream institutions and doctors through technical training, professional development, marketing support, branding, resource-sharing and collaboration projects, industry exchanges, and academic conferences. These efforts address gaps in medical education, enhance the expertise and competitiveness of downstream doctors, and ultimately enable healthcare institutions to better serve end consumers. Our goal is to foster a mutually beneficial and win-win medical aesthetics ecosystem.

In 2024, we hosted events such as the “Focus on Growth: 2024 Decision-Makers Forum”, “Style Aesthetics” and the “Trendsetters Program: Young Doctors Competition.” Combining online and offline formats, these activities provided hands-on training for doctors in techniques such as full-layer infusion, ligament nourishment, aesthetic consultation and assessment, and clinical applications of youth rejuvenation, ensuring the practical implementation of different technologies.



Academic exchange program for public hospital doctors



Youth rejuvenation forum for hospital directors



“All-New-Attitude” training camp



Quanyuan Medical Academy Style Aesthetics Conference

In 2024,

148

Academic exchanges and training sessions for downstream institution doctors held

29,956

Doctors participated

9,881

Medical aesthetic institutions involved

Case: Exploring British aesthetics – a journey into medical aesthetics wisdom

From April 20 to April 25, 2024, we invited nearly 30 medical aesthetics experts and professionals on an immersive journey to explore British regional culture and style aesthetics. This experience deepened their understanding of the scientific foundations and clinical applications of style aesthetics, inspiring new aesthetic perspectives and insights. Through on-site visits, aesthetics courses, and in-depth discussions, participants explored London—a city where history and modernity, technology and nature, and relaxation and refinement coexist in harmony. This journey allowed them to experience the essence of beauty and vitality, channeling these inspirations into their professional practice and bringing fresh perspectives and energy to the medical aesthetics market.



Tour group photo

Case: Expanding doctors' personal influence through the influential doctor social media workshop

On July 18, 2024, our social media workshop launched a new chapter in the influential doctor creation program. Since its inception, this program has engaged over 2,000 doctors in expert-led courses, 28-day small-class coaching sessions, and an intensive 90-day practical training camp. The workshop empowers doctors with professional skills and helps medical aesthetics professionals establish a unique social media presence to amplify their influence.



Influential doctor social media workshop



04

Building a Bright Future Together

Upholding the vision of “a better and more dignified life”, Imeik, together with our employees under shared development, promotes sustainable supply chain and engages in charitable initiatives to fulfill its corporate citizenship responsibilities.



4.1 Employee Care and Development

Committed to the “people-oriented” philosophy, we safeguard employees’ basic rights and interests, promote their growth, and prioritize their health and safety. Our goal is to cultivate an equal, diverse, inclusive, and supportive workplace, working hand in hand with our employees for a bright future.

4.1.1 Employee Rights

In strict accordance with relevant Chinese laws and regulations, such as the *Civil Code*, the *Labor Law*, the *Labor Contract Law*, and the *Social Insurance Law*, we continue to optimize the standardized human resources management system and policies. During the reporting period, we revised our current policies, such as the *Workplace Diversity Policy*, the *Employee Separation Management Measures*, and the *Salary and Assessment Incentive Management Policy*. Additionally, we introduced a new policy, the *Corporate Culture Policy*, to enhance team cohesion. Furthermore, we signed labor contracts with all employees and offered endowment insurance, medical insurance, employment injury insurance, maternity insurance, unemployment insurance and housing provident fund for them, protecting their rights and benefits. During the reporting period, there was no labor disputes.

Diversity and equity

In line with the principle of fairness and equity, we treat all employees regardless of nationality, race, ethnicity, gender, religious beliefs, or cultural background with equal respect. In the newly revised *Workplace Diversity Policy*, we have explicitly outlined key aspects, including “diversified talent management”, “diversity principles”, “diversified groups network support”, “diversified and inclusive measures”, and “diversified communication channels” to foster a culture of diversity, equity, and inclusion while preventing all forms of discrimination. Additionally, we have updated policies related to equal pay, anti-discrimination, anti-harassment, collective bargaining rights, freedom of association, human trafficking, forced labor, and child labor to enhance labor rights and human rights protections. Additionally, our human rights due diligence process regularly identifies and assesses potential human rights risks, affected groups, and mitigation measures across all business operations and the value chain to improve our overall complaints reporting procedures.

In the 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. Meanwhile, we have established HRBP roles in each department to aid department heads in personnel management. Our Internal Audit Department consistently conducts supervision to realized tiered management and prevent any instances of forced labor or other irregularities across the board. The newly revised *Employee Separation Management Measures* have refined the resignation process by providing detailed guidance and ensuring the lawful termination procedures to safeguard employees’ rights.

During the reporting period		
Indicators	Unit	2024
Total number of employees	headcount	1,223
Number of employees from ethnic minorities	headcount	97
Number of disabled employees	headcount	6
By Gender	Male employees	headcount 655
	Female employees	headcount 568
By Age	Aged under 30	headcount 438
	Aged 30-50	headcount 765
	Aged over 50	headcount 20
By Educational Background	Bachelor’s degree or above	headcount 864
	College degree	headcount 233
	Technical secondary school or below	headcount 126
By Types of Jobs	Production personnel	headcount 226
	Sales personnel	headcount 542
	R&D personnel	headcount 293
	Functional personnel	headcount 162

Communication and complaint

The Company implements its *Workplace Diversity Policy* and recognizes the role of diversified communication and complaint mechanisms for employees. To ensure employees’ voices are heard, we provide four diversified communication and complaint channels, internal learning and exchange platforms, and flexible work schedules with welfare subsidies. Also, we implement employee well-being programs to address their concerns, and enforce confidentiality measures to protect against retaliation. We fully respect employees’ right to appeal, with clear complaint process and mechanisms outlined in the *Punishment Management System*. Furthermore, we emphasize democratic management and hold democratic elections every five years to form an employee representative assembly. This approach fosters broad participation in decision-making and incorporates employee feedback and suggestions.

Committed to creating a fulfilling and positive work environment for our employees, we conduct employee satisfaction surveys on an annual basis. During the reporting period, our satisfaction survey covered four key dimensions: basic needs, managerial support, teamwork, and collective growth, targeting all direct sales teams. The survey achieved a response rate of 96.8%, with an overall employee satisfaction rate of 88.6%.

Diversified communication channels

Regular communication

Employees can provide feedback to their immediate superior or their HRBP through various channels, including phone, email, or in-person meetings, ensuring smooth communication.

Anonymous complaint

Anonymous complaints can be submitted via the email (lianzheng@imeik.com). All complaints are handled in accordance with company policies, internal regulations, and legal requirements, and the results will be reported to the labor union and relevant stakeholders.

Rights appeal

Employees can seek assistance from the labor union to address concerns and resolve challenges.

Questionnaire

Imeik regularly conducts satisfaction and engagement questionnaires among all employees.

Compensation and benefits

We have revised the *Salary and Assessment Incentive Management Policy*, the *Regulations on Performance Bonus Assessment Management*, and other policies, to establish both annual and irregular salary adjustment mechanisms. These revisions enhance the structure of operational performance bonuses and department-specific performance assessments while further clarifying the performance appeal process and underperformance criteria. They showcase our commitment to providing a competitive and fair compensation system. In 2024, following the initial phase of our equity incentive program granted to over 140 core employees last year, we completed the first round of equity incentive vesting, achieving a 92% vesting rate. This enhances our long-term incentive mechanism and boosts employee engagement.

We continue to improve our performance assessment and appeal mechanisms by adjusting monthly assessment results with weighting factors. This ensures that departmental averages tend to the department heads' scores and that the assessment standards of each departments align with the general manager's standards, thereby enhancing fairness in the assessment. Monthly performance assessments are conducted through our EHR system, allowing employees to self-assess and view their final assessment results. If employees disagree with the assessment results, they can communicate with their supervisor. If no agreement is reached, they can escalate the issue to HR for further resolution, ensuring transparency in the performance assessment and appeal process.



International Children's Day celebration

Mid-Autumn Festival celebration

Visiting an employee's family

Visiting a sick employee in the hospital

We implement our *Welfare Management Policy* to enhance statutory benefits, general benefits, and guaranteed benefits, including paid leave, parental leave, and other national holidays. Additionally, we have enhanced welfare programs including talent settlement, supplemental medical care, health checkups, EAP, and subsidies for employees living near the Company, and recently launched a new benefit allowing employees to use our products. We give special attention to the physical and mental well-being of our employees. Our employee care mechanisms are upgraded to offer various activities, such as daily care, holiday celebrations, team-building activities, and psychological counseling. By enriching their cultural lives, we promote work-life balance and foster a sense of belonging and happiness within our workforce.

4.1.2 Employee Training and Development

Committed to the talent development concept of "open learning", we regard talents as a core competitiveness for the sustainable corporate growth. So we continue to refine our talent development strategy and enhance staff development pathways. Meanwhile, we work to build a diversified and effective talent development mechanism to offer employees a wide range of training resources and opportunities for growth.

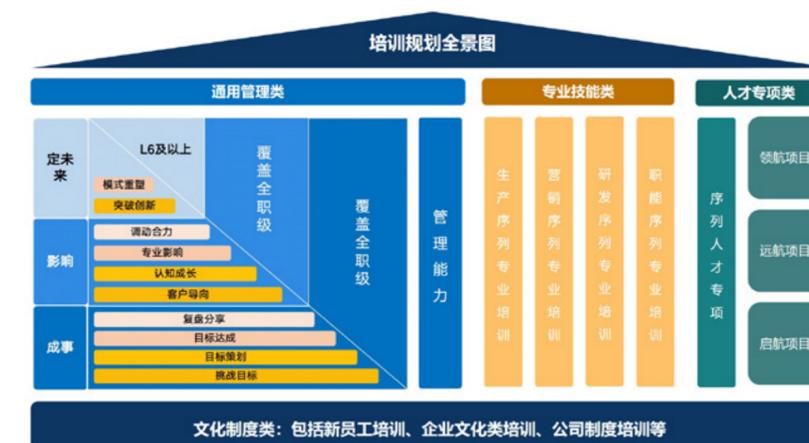
Talent development

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. According to our *Talent Management Manual*, we streamline the management of employee promotions and demotions. We also advance the promotion mechanism that separates salary consideration from the level of positions. In our "dual-channel" talent promotion system, we expand the rank ranges and growth opportunities for both managerial and professional positions. Internal transfer channels are expanded to offer employee more development opportunities, and promote internal talent mobility and rational talent allocation. Based on unified talent standards, we have established an evaluation system for the quality of key talent teams. To further improve our talent development plan, we advance company-wide and specialized talent programs. Moreover, we tighten our external recruitment of Top talent by enhancing diverse talent acquisition channels. Through internal development and external recruitment, we ensure a sustainable flow of high-quality talent and maintain corporate vitality.

Training system

The Company has introduced the *Training Management Measures* to optimize the allocation of training resources and realize a closed-loop management system encompassing demand analysis, resource provision, program execution, and performance assessment. We have also developed an all-round training system covering cultural aspects, professional skills training, general management training, and talent specialization. During the reporting period, we organized 610 training sessions, with a total of 28,504 participants.

To strengthen job-specific competencies, we design a structured learning framework from basic knowledge to advanced skills to meet the unique requirements of various roles. By leveraging a blend of online learning platforms, in-person training workshops, and practical simulation exercises, we ensure that employees can effectively master the professional skills essential to their roles. During the reporting period, we developed detailed learning maps for 184 critical positions, benefiting 1,263 employees.



Imeik talent development program

Program	Object	Results
Orientation training	Experienced recruits	This training program aims to help all experienced recruits understand our culture and business processes. In 2024, we achieved a 100% completion rate for online self-learning programs with 287 participants. We also held 5 offline training sessions in which 228 new hires participated. Furthermore, 4 “Shining Star” new hire empowerment sessions were hosted, featuring 8 guest speakers who shared valuable insights and experiences, with a total of 643 participants.
Specialized talent program	Specialized talents	We provide tailored and individualized training sessions to foster employee growth and career advancement. The program strengthens our talent pipeline and thus supports our sustainable long-term development. In 2024, we introduced a specialized talent program, engaging 90 employees.
Starter training program	Recruits from campus recruitment	We scout and nurture our future management backbone and culture inheritors and implement a two-year development program. We also address 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. In 2024, we implemented the first three sessions of the program concurrently, cultivating a total of 74 employees.
Advanced training program	Middle managers	The program seeks to develop mid-level reserve talent equipped with both professional expertise and managerial competencies. Through a variety of training formats, such as centralized training, workshops, book clubs, open lectures, and action learning, the program aims to comprehensively strengthen employees’ integrated management capabilities. In 2024, we launched the first two phases of the middle managers program concurrently, cultivating a total of 97 employees.
Leadership training program	Senior managers	Through seminars, leadership workshops, and other activities, we bolster the leadership skills of senior managers, promote alignment among executives, nurture strategic consensus and cultivate leaders essential for company development to better guide teams in achieving strategic goals.



Orientation training



The third session of starter training program



The second session of advanced training



Specialized talent program (R&D)



Specialized talent program (production)



Leadership development program for middle managers

Online platform

We continue to innovate in training methods by incorporating interactive, situational, and co-creative approaches. In addition to traditional classroom lectures, we have adopted 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. Leveraging a digital talent program management system, we monitor the growth trajectories of participants, enabling efficient and transparent training management. During the reporting period, we further enhanced the online “Enjoy Learning” platform, achieving a coverage rate of 93.24%, a 3.5% year-on-year increase. Throughout the year, the online platform garnered 81,205 learners, reflecting a 31.8% year-on-year growth; total learning hours reached 30,911, marking a 67% year-on-year rise; the average monthly learning time per employee rose to 2.2 hours, a 40.9% year-on-year increase; live-streamed sessions were held 74 times, a 73.0% year-on-year rise.

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. As of the end of 2024, we have created a total of 761 courses, with 381 new courses created during the reporting year, marking a 22.6% year-on-year increase. Among these courses, 63 quality articles and 58 courses were rated at level three and above.

External training

We tighten collaboration with external organizations to engage employee in external training, broadening the channels for employee development. During the reporting period, we invested over RMB 1.6 million in employee education, supporting over 130 external training sessions. These sessions covered continuing education, educational level improvement and professional qualifications in areas such as accounting, internal auditing, GCP, firefighting equipment operations, and European Union Medical Device Regulation. Meanwhile, industry events like the 12th Toxicology Annual Conference, the Academic Conference on Laboratory Animal Science and Technology, and the Biopharmaceutical Polymer Materials Conference were also included.

To enrich and upgrade employees’ learning resources, we continue to introduce high-quality external courses. For offline courses, we, working with leading external training institutions, have selected 7 high-quality courses in areas like general skill development and leadership, with a focus on practical operations and case studies. For online courses, we have selected 2,700 courses from external platforms and integrated them to our e-learning platform. These courses cover a wide range of Topics, addressing the diverse learning needs of employees at different career stages and across various roles and providing them with a more convenient, efficient, and personalized learning experience.

4.1.3 Employee Health and Safety

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* to safeguard the health and safety of our employees. We consistently raise our investment in health and safety and 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. The safety director is assigned in each relevant functional department to ensure the accountability at all levels. We continue to strengthen our occupational health and safety management system. Imeik has obtained the certification of ISO 45001 Occupational Health and Safety Management Systems and passed the second audit for the certification in November 2024. The certification covers occupational health and safety management activities in the design, development, and production of III-13-09 plastic and general surgical implants, further standardizing our occupational health and safety management.

During the reporting period

RMB 2.524 million
Investment in work safety and occupational health

RMB 558,500
Investment in occupational injury insurance

100 %
Coverage rate of employee medical examination



Imeik passed the annual audit for ISO 45001 Occupational Health and Safety Management Systems in November 2024.

Safety management

We keep improving our hazard identification management system, equipment and facility safety management system, safety protection device management, and dust and toxic substance prevention facility management system. Besides annual hazard identification and risk assessments, we implement a tiered risk control strategy and map safety risk distributions. Our facilities undergo regular maintenance, with specialized ones such as boilers, elevators, forklifts, and pressure vessels inspected in compliance with regulatory requirements. Furthermore, we perform periodic inspections of safety facilities, including lightning protection, combustible and toxic gas alarms, and safety valves, to ensure the safe operation of all facilities.

We have implemented a safety hazard risk inspection system with the gridded minimum unit, and developed procedures for identifying risky positions and standards for detecting hidden dangers by minimum unit. Employees are responsible for daily safety inspections, with departmental managers overseeing weekly inspections and the EHS Management Department conducting monthly inspections. Through on-site inspections, we identify risky positions and sources of risks. In response, we implement tailored protective measures to prevent accidents.

During the reporting period, our health and safety initiatives achieved significant recognition. Imeik was among the “Collection of Excellent Cases” in the development of healthy enterprises by the National Health Commission and was selected by Beijing Municipal Work Safety Committee as an “Exemplary Enterprise in Work Safety Standardization”. Additionally, we were invited by Beijing Municipal Health Commission and the Pinggu District Health Commission to share our practices in building a healthy workplace and preventing occupational diseases.



Imeik was included in “Collection of Excellent Cases” in the development of healthy enterprises.

Emergency management

We implement contingency plans for work safety accidents to better respond to emergencies. To improve our emergency management system, we have issued one 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 have 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. The Company conducts emergency drills at least once a month, simulating a range of scenarios including electric shock, fire incident, gas leak, fire evacuation, and confined space rescue to effectively enhance employees’ emergency response capabilities.

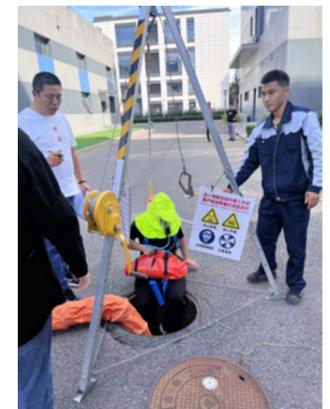
During the reporting period

15
Safety emergency drills conducted

491
Employees participated in emergency drills



Fire evacuation emergency drill



Confined space rescue emergency drill

Safety culture

We provide employees with training on work safety and occupational disease prevention to strengthen their safety awareness, thus preventing safety accidents. We have established a safety experience center, offering hands-on programs such as CPR training, electronic fire simulation, electric shock response, and emergency fire handling. Furthermore, we have organized fire safety activities, such as the Second Safety Competition and “One Officer, Six Staff” assessment covering the related responsibilities of community police officers, grassroots staff from sub-district offices and below, occupational safety inspectors, staff of property management companies, security personnel, staff from key fire safety units, and firefighters. These activities, delivered through competitions and assessments, aim to enhance employees’ safety awareness and practical skills. Additionally, we conduct safety education sessions at least once a month, covering legal and regulatory compliance, Imeik’s policies, safety knowledge, occupational disease prevention, and case studies.

During the reporting period

3	100%	68 hours
Specialized training sessions on occupational health and safety conducted	Coverage rate of training sessions on occupational health and safety	Employee safety education training hours



Safety experience center



First-aid training



“One Officer, Six Staff” fire safety assessment



Fire safety training

4.2 Responsible Procurement for Win-win Cooperation

We continue to regulate procurement and advance sustainable supply chain management to ensure the security and stability of the supply chain. In collaboration with upstream and downstream partners, we fulfill responsibilities for win-win cooperation.

4.2.1 Responsible Procurement

In strict accordance with Chinese laws, including the *Law on Bid Invitation and Bidding* and relevant regulations, we rigorously enforce internal policies such as the *Supplier Selection and Procurement Control Procedures*, *Procurement Management Measures*, and *Bid Invitation and Bidding Measures*, while continuously refining the *Equipment Procurement Management Measures* and *Procurement Contract Management Measures*. Additionally, we provide training for internal procurement teams and help them identify and assess supply chain risks and implement countermeasures, thereby enhancing the standardization of procurement processes and ensuring the security and stability of the supply chain.

To standardize transparency and fairness in procurement, we continuously strengthen education and training on transparent procurement practices to deepen their understanding of company policies and procedures. All procurement employees are required to sign confidentiality and integrity agreements to raise their responsible procurement awareness, ensuring ethical conduct is embedded throughout the procurement process. We also promote a culture of responsible procurement through activities such as integrity reminders during holidays and awareness campaigns, like posters, fostering a procurement environment grounded in integrity, transparency, and responsibility.



Internal procurement staff training



Integrity-based procurement promotion

During the reporting period

8	45 hours	100%
Training sessions for procurement personnel	Training hours in total	Coverage rate of procurement personnel attending and passing the related evaluation
100%		100%
Coverage rate of procurement personnel signing the <i>Employee Integrity Commitment</i>		Proportion of suppliers signing the Supplier Code of Conduct to qualified suppliers

To enhance the risk control over suppliers, we have introduced a risk control matrix methodology to regularly assess the capabilities and supply risks of our tier-1 suppliers across various dimensions such as quality, operations, supply, production capability, 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. During the reporting period, 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 the countermeasures to reinforce supply chain security.

Type of risks	Assessment criteria
Quality	Number of quality issues reported in the past year, comprehensiveness of the quality management system, and overall quality management
Operations	Financial statements and industry-related information
Supply	Stability of upstream supply chains, coordination of supply chain planning, and competition among downstream products.
Production capacity	Projected demand over the next two years and its alignment with supplier production capacity.
Exclusivity	Dependence on a single-source supplier
EHS	Compliance with EHS system

Supplier risk assessment and countermeasures

Type of risks	Results	Countermeasures
Exclusivity	A stockout and shutdown from the sole supplier could directly lead to disrupted production.	<p>We set up a dedicated group for the introduction of alternative suppliers and ensure there is always a backup option for our exclusive suppliers.</p> <p>We establish an exclusivity risk early warning mechanism to strengthen information sharing and monitor changes in suppliers' production capacity and delivery capabilities in a timely manner.</p> <p>We strengthen our contractual agreements by specifying key elements such as supply guarantee, quality standards and penalties for disruptions and by entering into long-term framework agreements.</p>
Supply	If the upstream supply chain is monopolistic and the supply is tight, when the raw materials are cut off in the upstream supply chain, it could lead to disrupted production.	<p>We strengthen the supply chain research work and organizational security mechanism;</p> <p>We improve supply chain planning and management, establish an early warning system for inventory, and implement system monitoring.</p> <p>We create a regular communication mechanism with suppliers and dynamically monitor their production capacity, delivery capacity, and inventory information.</p>
Quality	Some suppliers are at risk of quality problems. A high frequency of quality issues in the supply chain poses a significant quality and safety risks to our products.	<p>We rigorously oversee the quality of incoming materials by adjusting the sampling ratio, conducting regular assessments, and making dynamic adjustments of sampling in response to frequent quality issues from suppliers.</p> <p>We create a database dedicated to managing quality problems, refine quality control methods, and establish key quality assessment standards to control supplier access and enhance supply quality.</p> <p>We enhance supplier management and performance assessment and engage in regular quality discussions with suppliers to improve their quality standards and delivery capabilities.</p>

4.2.2 Sustainable Supply Chain Development

Placing great emphasis on the responsibility of a sustainable supply chain, 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. The use of digital information technology helps us integrate 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.

Adhering to policies such as the *Supplier Code of Conduct* and the *Green Supply Chain Management Guidelines*, Imeik has strengthened daily supervision of suppliers' social responsibility compliance across all stages, including access, production, sales, and recycling. The supervision is achieved through regular communication, on-site inspections, sample surveys, verification of reports and documents, and monitoring of relevant news reports. We have thoroughly assessed EHS-related risks associated with toxic substances and waste emissions in the supply chain. We integrate green supply chain practices into the supplier management policy and operational guidelines and have introduced a supplier training program to facilitate regular technical exchanges and training sessions to promote their sustainable development. Through the SRM system, we have established digital collaboration with upstream suppliers in areas such as order processing, delivery tracking, and quality management to ensure real-time information sharing and supply chain security.

Imeik's key initiatives to build a green supply chain

Access

Environmental performance is a key evaluation criterion for supplier access. We prioritize suppliers with environmental certifications to ensure sustainability in raw material procurement.

Production

We adopt green production processes and technologies to improve resource efficiency. By optimizing production processes, we aim to reduce energy consumption and emissions and enhance our overall green production.

Sales

We use eco-friendly packaging materials to minimize excessive packaging. Our logistics strategies are optimized to reduce energy consumption and emissions during transportation. Additionally, we have established a green marketing system to promote green products and brands.

Recycling

We develop effective recycling channels to ensure proper waste management and resource recovery. Collaborating with recycling companies, we facilitate the reuse of waste materials. Non-recyclable waste is processed through environmentally friendly methods to minimize environmental impact.

During the reporting period

2557
Suppliers in total

100%
Signed the *Supplier Code of Conduct*

1,496
New supplier qualification assessments conducted

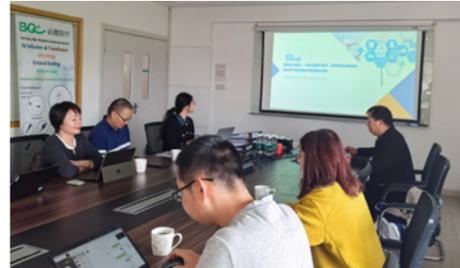
48
Site audits of key supplier conducted

1,496
Training sessions on suppliers' sustainability management organized

498 hours
Total hours of the training sessions

100%
Sustainability management training coverage for key suppliers

The Company continues 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 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.



ESG-related training conducted by Imeik at a supplier site

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 child labor.

Health and safety

Suppliers should establish a safe and healthy working environment to 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 eco-friendly 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.

4.3 Engagement in Charity Cause

Committed to public welfare undertakings, Imeik leverages its strengths to make contributions to society. We fulfill our corporate social responsibility with concrete actions through signature public service programs such as “Career Talk” program for career empowerment and “BloomMoms” program for childbearing-age women.

4.3.1 “Career Talk” Program for Career Empowerment

To support graduates and professionals in navigating career transitions and growth, we leverage our expertise in human resource management and update the “Career Talk” program for career empowerment. We have developed special job-hunting courses to address common challenges for them. From the perspective of both new and experienced job seekers, we provide authentic and practical insights into and guidance on job search techniques, including industry and company selection, interview skills, resume polishing, and workplace etiquette, to support job seekers’ transition. In 2024, we conducted seven on-campus events of “Career Talk” program and one multi-platform live session, reaching over a thousand students from universities including Beijing University of Chemical Technology, Peking University Health Science Center, and Beijing Technology and Business University. Additionally, we extended our efforts to the broader society through public career consulting activity, bringing together more than 20 internal and external career consultants to provide professional guidance and help dozens of job seekers overcome career uncertainties and workplace challenges.



4.3.2 “BloomMoms” Childbearing-Age Women's Empowerment Program

In 2024, Imeik donated RMB 5 million to China Population Welfare Foundation to jointly launch the “Happy Tomorrow – BloomMoms” public welfare program for women of childbearing age who are currently raising or preparing to raise infants. The program aims to foster a childbirth-supportive society by providing a comprehensive range of resources, including research funding, curriculum development, psychological counseling, skills training, and aesthetic education through online and offline channels.





Appendix

Key Performance Indicators

Environmental

Indicator	Unit	2024	2023	2022
Environmental protection investment	RMB million	1.40	2.48	/
Greenhouse gas emissions				
Direct (Scope 1) greenhouse gas emissions	ton	1,251.54	1,069.85	846.06
Indirect (Scope 2) greenhouse gas emissions	ton	3,609.92	2,958.12	2,484.80
Direct (Scope 1) greenhouse gas emission intensity	ton/RMB 10,000	0.0041	0.0037	0.0044
Indirect (Scope 2) greenhouse gas emission intensity	ton/RMB 10,000	0.012	0.010	0.013
Waste discharge				
Total amount of hazardous waste	ton	8.37	6.77	8.97
Intensity of hazardous waste discharged	ton/RMB 10,000	0.000028	0.000024	0.000046
Total non-hazardous waste	ton	49.28	51.36	55.51
Intensity of non-hazardous waste discharged	ton/RMB 10,000	0.00016	0.00018	0.00029
Total emissions of air pollutants	Kg	128.23	104.67	79.34
Nitrogen oxides (NOx)	Kg	115.93	97.10	63.27
Sulfur oxides (SOx)	Kg	0	0	6.30
Particle matter (PM)	Kg	12.30	7.57	9.77
Total wastewater discharged	m3	35,883.00	24,559.00	/
Chemical oxygen demand (COD)	mg/L	48.88	53.28	42
Five-day biochemical oxygen demand (BOD5)	mg/L	19.17	15.00	16.90
Suspended solids	mg/L	23.00	14.75	50.00
Ammonia nitrogen	mg/L	1.96	0.96	5.25

Indicators	Unit	2024	2023	2022
Total phosphorus	mg/L	1.37	0.29	2.61
Animal and vegetable oils	mg/L	1.87	0.87	0.64
Anionic surfactants	mg/L	0.52	0.17	0.66
PH value	-	7.35	7.32	7.10
Resource and energy use				
Comprehensive energy consumption	ton of standard coal(tce)	1,196.62	1,005.69	1,258.21
Comprehensive energy consumption per RMB 10,000 of revenue	ton of standard coal /RMB 10,000	0.0039	0.0035	0.0065
Power consumption	kWh	3,729,666.70	3,056,240.00	2,566,950.00
Electricity consumption per RMB 10,000 of revenue	ton of standard coal /RMB 10,000	0.0015	0.0013	0.0038
Total natural gas usage	m³	598,369.53	511,500.31	404,506.40
Natural gas consumption per RMB 10,000 of revenue	ton of standard coal /RMB 10,000	0.0024	0.0022	0.0026
Total water consumption	m³	55,311.00	44,618.00	37,241.00
Water resource utilization: municipal water purchase volume	m³	53,811.00	43,418.00	37,241.00
Water resource utilization: the amount of rainwater collected	m³	1500.00	1200.00	/
Water consumption per RMB 10,000 of revenue	ton of standard coal /RMB 10,000	0.000046	0.000039	0.000049
Water saved	m³	1,500.00	1,200.00	/
Renewable energy usage	kWh	255,921.70	220,000.00	80,000.00
Total usage of packaging materials	ton	513.04	380.96	187.00
Packaging material use: plastic	ton	69.50	43.27	/
Packaging material use: paper	ton	281.59	238.51	/
Packaging material usage: other	ton	161.95	99.18	/
Packaging material usage intensity	ton/RMB 10,000	0.0017	0.0013	0.0010

Social

Indicators	Unit	2024	2023	2022
Human resources				
Total number of employees	headcount	1223	910	713
Employee turnover rate	%	14.42	16.56	16.80
Male employee turnover rate	%	13.93	17.37	15.70
Female employee turnover rate	%	14.97	15.45	18.30
Total number of new employees	headcount	361	415	/
Average length of employment for female employees	year	2.15	1.27	/
Average length of employment for male employees	year	2.08	1.35	/
Employee training				
Number of employees trained	headcount	1041	812	456
Proportion of employees trained	%	90.76	89.10	63.96
Number of male employees trained	headcount	559	474	269
Number of female employees trained	headcount	482	338	187
Number of production personnel trained	headcount	111	73	63
Number of sales personnel trained	headcount	517	435	181
Number of R&D personnel trained	headcount	273	224	104
Number of functional personnel trained	headcount	140	80	108
Number of senior management trained	headcount	12	19	/
Number of mid-level management trained	headcount	130	92	/
Number of primary-level employees trained	headcount	899	487	/
Average training hours for employees	hour	50.05	32.37	12

Indicators	Unit	2024	2023	2022
Average training hours for male employees	hour	53.34	30.30	12
Average training hours for female employees	hour	44.11	34.86	12
Average training hours for production personnel	hour	50.09	30.76	9
Average training hours for sales personnel	hour	52.62	30.40	10
Average training hours for R&D personnel	hour	45.11	36.12	23
Average training hours for functional personnel	hour	39.84	34.68	9
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	252.40	231.00	293.66
Product research and innovation				
Number of R&D personnel	headcount	293	243	181
Proportion of R&D personnel with a master's degree or above	%	55.97	48.97	47.5
Number of talents newly introduced	headcount	22	5	8
Number of graduates newly introduced	headcount	48	10	9
R&D investment	RMB million	304	250	173
Ratio of R&D investment to revenue	%	10.04	8.72	8.93
Accumulated number of patents obtained	-	163	74	49
Number of invention patents obtained	-	49	35	25
Number of product recall events	time	0	0	0
Number of customer complaints	-	236	354	218

Indicators	Unit	2024	2023	2022
Customer complaint handling rate	%	100%	100%	8100%
Customer satisfaction	%	97.3%	97.6%	4.9%
Supply chain management				
Total number of suppliers (including potential suppliers)	-	2557	1697	673
Number of suppliers in Chinese mainland	-	2543	1686	666
Number of suppliers outside Chinese mainland	-	14	11	7
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	-	2557	1105	273
Number of qualification reviews for new suppliers	time	1496	1105	273
Number of supplier ESG reviews	time	1496	1024	273
Supplier ESG review coverage rate	%	100	100	100
Number of supplier on-site audits	time	48	24	2
Number of green supply chain audits	time	48	24	2

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Feedback

Thank you very much for reading the *2024 Sustainability Report*. In order to provide you and other stakeholders with more valuable information and further improve our social responsibility performance, we sincerely invite you to leave your comments and suggestions on the report.



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