

Section 5: Environmental, Social Responsibility and Governance

I. Carbon Emission Management

As a company committed to providing high-performance medical equipment to global customers, Shanghai United Imaging Healthcare Co., Ltd. (hereinafter referred to as United Imaging Healthcare, UIH, or the Company) fully recognizes its responsibility in promoting sustainable development. The company views sustainability as a core strategy in its corporate development and actively fulfills its corporate social responsibilities, striving to contribute to green and low-carbon development.

To strengthen its carbon emission management, UIH has established a specialized carbon management team that spans multiple departments, including R&D, Products, Supply Chain, Administration, Environment, Health, and Safety (EHS), and Human Resources. This team is dedicated to constructing a scientific, systematic, and efficient carbon management mechanism. This mechanism includes the full chain of carbon emission monitoring, reporting, and verification, along with multi-dimensional management measures such as the use of clean energy, energy conservation and emission reduction, efficiency improvement, and green technology innovation. Through comprehensive and in-depth management, UIH effectively promotes green and low-carbon development, ensuring the practice of sustainability across all business segments. Additionally, to ensure the efficient execution and continuous optimization of carbon management efforts, UIH has established a dedicated carbon management position responsible for implementing carbon management strategies, coordinating team efforts, and evaluating outcomes.

In response to market concerns regarding the company's carbon management, UIH actively participates in the Carbon Disclosure Project (CDP) questionnaire to fully demonstrate its commitment and actions in carbon management and sustainability to the global community.

1. Carbon Emission Reduction Targets

UIH has set reasonable and comprehensive greenhouse gas reduction targets based on its operational reality and business development. Using 2023 as the baseline year, the company aims to reduce carbon emission intensity per unit of revenue in Scope 1 and Scope 2 by 50% by 2035. To achieve this goal, UIH is implementing various carbon reduction actions in both its operations and value chain (detailed in "Section I-2: Carbon Reduction Actions"). These actions include continuous enhancement of energy-saving measures in operations and the promotion of clean energy usage, with collaboration among the company, employees, and suppliers to embed green and low-carbon development as a long-term goal.

2. Carbon Reduction Actions

To ensure the orderly achievement of carbon reduction targets, UIH is actively engaged in photovoltaic (PV) construction and has developed a comprehensive renewable electricity procurement plan. The company continuously expands the use of clean energy while developing a comprehensive emission reduction pathway and diversified measures within its operations and value chain. These efforts aim to enhance energy consumption management, operational efficiency, and overall carbon management optimization.

2.1 Clean Energy Application

- PV Construction:** UIH is actively promoting Photovoltaic (PV) construction to significantly increase the proportion of clean energy use, thereby achieving energy efficiency and carbon reduction goals. At the Shanghai site, a PV project with an installed capacity of 5,287.515 kW is planned, expected to commence power generation by early 2026. This project will produce over 5 million kWh of renewable electricity annually, equivalent to a reduction of 2,850 tons of CO₂ emissions per year. Additionally, a solar water heating system has been implemented at the Wuhan site for domestic hot water, saving 70,000 kWh of electricity and reducing CO₂ emissions by 39.9 tons since September 2020.
- Renewable Electricity Procurement:** To further increase the use of clean energy, UIH plans to purchase 3.68 million kWh of renewable electricity in 2024, expected to reduce CO₂ emissions by 2,098 tons. In 2025, the company plans to procure 3.8 million kWh of renewable electricity, reducing CO₂ emissions by 2,167 tons. As the company expands and electricity demand grows, UIH will gradually increase renewable electricity procurement to meet its 2035 carbon intensity reduction target and fulfill its carbon reduction commitments.

2.2 Energy Conservation and Emission Reduction Practices

1) Operational Management

UIH has established a comprehensive energy management system, organizing the compilation of the *Energy Management System Procedure Document*, which covers key aspects such as planning, support, operation, performance evaluation, and improvement. Supporting documents include the *Energy Planning and Review Control Procedure*, *Document Control Procedure*, *Record Control Procedure*, and *Energy Management Manual*. UIH has successfully obtained ISO 50001 certification, providing a clear framework and standards for energy management, supporting the effective implementation and continuous improvement of energy-saving measures.

Energy Consumption Management Platform	<ul style="list-style-type: none"> The Shanghai site established an energy management center platform in early 2024, replacing and adding a total of 351 smart meters for six user stations and key equipment. This platform enables real-time monitoring, alarm detection, and automatic meter reading for the park's electricity use, providing strong data support for formulating energy-saving solutions. In November 2023, the Wuhan site optimized and upgraded its intelligent distribution operation and maintenance management platform, enabling visual and controllable monitoring of electricity use in all areas of the park. This platform accurately monitors high-energy-consuming equipment and responds promptly to abnormal electricity usage. Since 2019, the Changzhou site has utilized the Suwen Power Management System, effectively monitoring electricity usage across various areas of the plant, identifying anomalies, and determining key areas and equipment for electricity consumption, providing a basis for targeted energy-saving measures.
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<p>Lighting Energy Optimization</p>	<ul style="list-style-type: none"> • In early 2024, the Shanghai site replaced standard lighting in basements, public areas, and production areas with high-efficiency, sensor-activated LED energy-saving lamps, saving 155,000 kWh of electricity annually and reducing CO2 emissions by 90 tons per year. As of the first half of 2024, the site had saved 50,000 kWh of electricity, reducing CO2 emissions by 28.5 tons. • In early 2024, the Wuhan site completed the replacement of stairwell and non-motorized parking shed sensor lights, using time-controlled switches, saving 5,000 kWh of electricity annually and reducing CO2 emissions by 3 tons per year. As of the first half of 2024 the site had saved 2,500 kWh of electricity, reducing CO2 emissions by 1.5 tons. • The Changzhou site converted standard lighting in basements and elevator halls to sensor-activated lights, saving 20,000 kWh of electricity annually and reducing CO₂ emissions by 10 tons per year. As of the first half of 2024, the site had saved 10,000 kWh of electricity, reducing CO₂ emissions by 5.7 tons.
<p>HVAC Optimization</p>	<ul style="list-style-type: none"> • In the first half of 2024, the Shanghai site upgraded its centralized air conditioning control system, implementing centralized control for office and production area air conditioning, including temperature, fan speed, and scheduled shutdowns. The system also shuts down air conditioning after working hours, reducing energy consumption, saving an estimated 200,000 kWh of electricity annually, and reducing CO₂ emissions by 115 tons per year. • Since 2020, the Wuhan site has used a VRV centralized air conditioning control system for office air conditioning, controlling temperature, fan speed, and scheduled shutdowns, with the system shutting down 30 minutes early. This approach saves 40,000 kWh of electricity annually, reducing CO₂ emissions by 20 tons per year. As of the first half of 2024, the site had saved a total of 160,000 kWh of electricity, reducing CO₂ emissions by 90 tons. • The US site uses a centralized air conditioning control system that switches to an unoccupied mode after 6:00 PM. This mode allows the temperature to exceed the current setpoint, reducing system operation frequency and potentially saving 10% to 30% of energy, equating to 50,000 kWh of electricity saved annually and a reduction of 28.5 tons of CO₂ emissions per year. As of the first half of 2024, the site had saved a total of 25,000 kWh of electricity, reducing CO₂ emissions by 14.3 tons.
<p>Innovation in Technology and System Application:</p>	<ul style="list-style-type: none"> • The Shanghai site replaced three old air compressors with new high-efficiency models, which, through real-time data collection from the air compressor, post-processing equipment, pressure sensors, dew point meters (humidity sensors), temperature sensors, and flow meters, combined with AI algorithms, ensure multi-unit and multi-site smart collaboration. This system automatically matches air compressor output with demand, achieving supply-demand balance, stable pressure, and

	<p>energy savings, with an estimated annual savings of 105,000 kWh of electricity, reducing CO₂ emissions by 60 tons per year. Additionally, the Shanghai site plans to complete the transformation of process cooling water pumps, air conditioning circulating water pumps, and geothermal water pumps to frequency conversion pumps by the end of 2024. Paired with sensors and configuration control software, the system will finely adjust pump operating frequency to reduce power consumption, with an estimated annual savings of 1,118,000 kWh of electricity, reducing CO₂ emissions by 650 tons per year.</p> <ul style="list-style-type: none"> • In May 2024, the Wuhan site completed an energy-saving renovation of the central air conditioning room, installing a high-efficiency chiller group control system, adding electric valves to smartly adjust valve settings and pump frequencies according to workshop load sizes, and improving the efficiency of air conditioning systems. The system is expected to save 430,000 kWh of electricity annually and reduce CO₂ emissions by 215 tons per year. • During the construction of Phase II of the Changzhou project, the plant adopted a new energy-saving insulation building plan (using 200mm insulation cotton and triple-pane insulated glass), reducing the HVAC load index. Traditional buildings generally design HVAC load at 300W/m²; by using energy-saving insulation, the HVAC load can be reduced to 100W/m². Additionally, in the first half of 2024, the Changzhou site completed the construction of a central control room for Phase II, using configuration software for intelligent centralized control of AHU HVAC and PCW process water. Through real-time monitoring of energy consumption, temperature, fan speed, and proportional valves in various areas, the system enables precise control of variable frequency units, achieving an estimated annual savings of 300,000 kWh of electricity, reducing CO₂ emissions by 150 tons per year. Furthermore, in the first half of 2024, the Changzhou site improved the MRI process cooling water system by using high-efficiency magnetic suspension chillers in summer and free cooling sources in winter, saving an estimated 1,050,000 kWh of electricity annually and reducing CO₂ emissions by 610 tons per year.
<p>Green Transportation Management</p>	<ul style="list-style-type: none"> • To enhance the company's emission reduction capability in transportation, the Wuhan site plans to convert 15 company shuttle buses from gasoline to electric power in the second half of 2024, achieving carbon reduction.
<p>Low-Carbon Training and Awareness</p>	<ul style="list-style-type: none"> • UIH continuously strengthens low-carbon awareness and employee training. In the first half of 2024, the company organized carbon inventory training for all employees and initiated a low-carbon action proposal internally, advocating for high-speed rail over air travel for journeys of four hours or less.

2) Value Chain Management

In upstream material sourcing, UIH collaborates with suppliers to enhance real-time information exchange through digital management systems, improving the efficiency of upstream carbon management. In the future, UIH will categorize suppliers into a "Four Quadrant" system based on "the company's influence on the supplier" and "the supplier's carbon reduction capability." Depending on the quadrant, UIH will employ different strategies, such as encouraging suppliers with both strong influence and high capability to adopt energy-saving renovations and use green electricity. UIH will also gradually raise carbon management requirements for suppliers, requiring them to disclose their greenhouse gas emissions to the company.

In downstream logistics, UIH optimizes logistics methods, carefully plans production and shipment schedules to reduce the proportion of high-carbon air transport, and increases the use of sea and land transport, thereby reducing carbon emissions in logistics. In the future, UIH will prioritize logistics companies capable of providing green logistics services and will require logistics partners to adopt low-carbon transportation methods and fuels.

In product carbon reduction, UIH is guided by its green technology strategy, integrating the new generation of SIC power devices into MRI systems. This initiative reduces the power consumption of GPA (Gradient Power Amplifiers) by 67%. Compared to previous MRI systems, the new generation is expected to save 39,000 kWh of electricity annually and reduce CO₂ emissions by 22.1 tons. Additionally, UIH is enhancing the identification of greenhouse gas emission sources during production, strictly controlling the auxiliary materials used in the production process, and actively investing in high-efficiency technological equipment to reduce the product's lifecycle carbon emissions.

II. Human Capital Development

United Imaging Healthcare (UIH) upholds core values centered on customer focus, innovation, and the importance of dedicated employees. Guided by the mission to "Bring the Equal Health to all," employees are regarded as the driving force behind the company's sustainable development. UIH is committed to safeguarding employees' fundamental rights, providing an equal, healthy, and safe workplace, and fostering a culture of diversity and inclusion. The company supports employees' professional growth and the realization of their personal goals, advancing together towards shared success.

1. Talent Development Strategy

1.1 Talent Recruitment Strategy

UIH strictly adheres to all relevant laws and regulations, and the company has established a *Recruitment Management Policy* to standardize recruitment processes, ensuring both legality and compliance. The company is dedicated to building a diverse talent pool through innovative recruitment strategies to attract global talent. Recruitment channels are kept open and varied, including university-industry collaborations, internship programs, campus recruitment, social recruitment, and employee referrals, to attract outstanding candidates.

A deep understanding and commitment to diversity and equality in talent management are recognized as core driving forces for the company's continuous advancement. The company respects individual differences and opposes any form of discrimination based on race, ethnicity, regional background, nationality, ancestry, religion, gender, age, or marital status. To create an inclusive

working environment, various initiatives have been implemented and continuously improved, such as the establishment of multilingual office signage and meeting systems, ensuring that employees from diverse backgrounds can work in a comfortable environment.

To better support the company's diversification and internationalization strategies, UIH continuously expands its professional talent pool through various channels, ensuring a robust reserve of talent to support rapid growth. The company has developed a diverse talent pool in key areas, including but not limited to:

1) R&D Core Positions: This talent pool targets experts and engineers with strong backgrounds in areas such as product marketing, project management, product management, and systems engineering. The goal is to drive product development and management, ensuring continued leadership in the medical technology field.

2) International Talent: This pool focuses on professionals with international perspectives and cross-cultural communication skills in marketing and business development, supporting the company's global strategy and driving product deployment and penetration in international markets.

3) Management Talent: The company actively reserves management personnel with outstanding leadership and management capabilities, ensuring a robust pipeline of leaders capable of supporting rapid expansion and transformation.

Under the *Recruitment Management Policy*, UIH develops an annual human resources budget and comprehensive human resources planning each year, based on an analysis of strategic and annual operational plans as well as the current team's talent effectiveness. The plan includes employee headcount by function and level, types of employment (full-time employees, interns, part-time employees, outsourced employees, and re-employed retirees), human resource cost ranges, and key position investments. This comprehensive plan is implemented after approval by the Executive Management Committee (EMC).

Additionally, quarterly human resources data analysis is conducted to support human capital allocation decisions. This analysis includes dimensions such as total talent pool, headcount fulfillment, talent acquisition (social recruitment, campus recruitment), and turnover rates, across R&D, marketing, operations, and functional domains.

The company adheres to a fair recruitment philosophy, providing equal employment opportunities for women, with female employees accounting for 26.8% of new hires. Furthermore, UIH actively upholds its commitment to fair employment practices for veterans and people with disabilities, having hired 32 employees with disabilities this year who meet the job requirements.

1.2 Talent Development Strategy

UIH places great emphasis on talent development and actively provides comprehensive support for employee growth, aiming to unlock employee potential and build a professional and excellent talent pipeline that fosters collaborative development and innovation. The employee training program covers modules such as leadership, professional skills, international talent development, and new employee onboarding. Through models like the "U-Change" Leadership Model and the "International Talent Competency Model," the company not only helps managers enhance their leadership skills but also assists employees in broadening their international perspectives and professional skills.

1.3 Talent Retention Strategy

UIH is committed to enhancing employee satisfaction and engagement through short- and long-term

material incentive programs, the "U-Care" non-material incentive system, career development paths, comprehensive employee benefits, a diverse culture, and internal job transfer opportunities. These efforts promote the long-term stability and development of talent.

- 1) **Performance and Incentives:** UIH has established a scientific and effective performance management system under the *Performance Management Policy*. The company provides incentives based on employee performance, with special incentive plans for high-potential employees identified through talent assessments. Additionally, the company offers intellectual property awards and talent project prizes to encourage innovation and excellence. To promote long-term growth with the company, UIH implements long-term incentive plans, including equity and stock option programs, allowing employees to share in the company's growth benefits.
- 2) **Employee Development and Career Planning:** UIH provides clear career development paths and promotion opportunities for employees. Under the *Job Level System* and the *Job Qualification Management Policy*, employees can align their personal growth aspirations with the company, planning their career development to achieve self-value enhancement. The company encourages internal talent mobility, with a policy in place to support and safeguard employees' applications for internal transfers based on personal interests and career plans, enabling diversified career development.
- 3) **Employee Welfare and Care ("U-Care"):** UIH has established the "U-Care" non-material incentive system, which includes organizing recreational activities, distributing holiday gifts and welfare allowances, and more, to ensure employees' physical and mental well-being and improve their overall satisfaction and happiness. Additionally, the company provides dormitories, public rental housing, and other living accommodations for employees without private housing, ensuring their basic living needs are met.

2. Empowering Employee Growth

2.1 Graduate Training/Internship Programs

Developing new employees is a crucial component of United Imaging Healthcare's talent development strategy. The company has established a comprehensive "Newcomer Program," which includes training projects for fresh graduates, interns, and newly recruited employees. Each program is designed with tailored training courses and development paths aimed at fostering individuals with a strong sense of responsibility and professional competence.

1) New Employee Onboarding Program

UIH has developed a comprehensive onboarding plan to provide a positive experience for all new employees, helping them quickly establish emotional and intellectual connections with the organization and integrate smoothly into their roles. Given the importance placed on new employee training, the company organizes a unified onboarding day training and a cultural boot camp focused on collaborative learning, supplemented by a diverse range of training methods such as online E-learning platforms, department-specific professional training, and mentoring. These efforts ensure a thorough and in-depth training experience. In the first half of 2024, the company successfully provided comprehensive onboarding training for 566 new employees recruited through social channels, achieving 100% coverage of all new hires.

2) Graduate Training Program

As a key part of the talent pipeline, UIH places great emphasis on the training and development of

fresh graduates. Over the years, the company has consistently planned and implemented a comprehensive, forward-looking, and systematic graduate training program to accelerate the professional growth and cultural integration of new graduates. Additionally, a specialized marketing management trainee program has been tailored for the marketing sector, aiming to develop marketing talents with the unique characteristics of UIH.

The graduate training program covers four major functions: R&D, marketing, operations, and functional roles. It includes onboarding introductions, cultural values, workplace etiquette, and professional skills training, along with guidance from experienced mentors. In the first half of 2024, a total of 44 in-person training sessions were conducted, with 525 participants, covering 100% of the graduate cohort. The program has helped participants enhance their professional abilities, understand corporate culture, and improve their workplace etiquette, aiding in their swift adaptation to the professional environment.

Additionally, the company focuses on the marketing management trainee group, conducting job rotations and regional assignments to help trainees master product knowledge, enhance marketing skills, and develop a comprehensive perspective through cross-functional practice, laying a solid foundation for future marketing leadership. As of the first half of 2024, the marketing management trainee program has been in operation for 12 years. Through 8 days of intensive training (64 hours), 3 months of job rotation, and 15 months of regional assignments, trainees have been able to improve their professional skills and business knowledge through practical experience. Since its inception, the program has trained a total of 186 marketing management trainees.

3) Internship Program

UIH's internship program, in collaboration with academic institutions, is a strategic initiative aimed at nurturing future talent by providing in-depth workplace experiences and professional growth opportunities to students. This approach optimizes talent development models, leveraging the strengths of both the company and educational institutions to foster industry-academia collaboration. Each year, the company selects interns from partner universities to join UIH for a one-year internship, with the opportunity for permanent employment in the following year. In the first half of 2024, the retention rate of graduating interns exceeded 50%. Additionally, UIH has established internship programs in collaboration with the Department of Engineering Physics at Tsinghua University and the Biomedical Engineering program at Huazhong University of Science and Technology, offering students rich opportunities for social practice that combine theoretical knowledge with practical work, promoting their holistic development.

2.2 Job-specific Development Training

UIH closely aligns professional knowledge and skills with specific business roles by integrating internal and external training resources to conduct diversified specific training programs. These initiatives strongly support employees in enhancing their comprehension, adaptability, and job performance in specialized roles, demonstrating the company's firm commitment to assisting employees in their professional development. The company also actively engages in training feedback and interaction with trainees to ensure that training initiatives continuously and effectively promote both individual career growth and business outcomes.

1) Specific Marketing Training

To support the enhancement of marketing capabilities and deepen product knowledge and understanding among marketing personnel, UIH has continued to focus on "Marketing Professional Training" in the first half of 2024. A series of Biweekly Training sessions have been designed for

domestic marketing talents, utilizing a mix of online courses, regional training rotations, and external exchanges. The training sessions, delivered by senior executives, top salespeople, and internal and external product experts, cover over 1,400 marketing personnel, addressing strategic technologies, practical experience, and team management. Through systematic learning, employees are better equipped to stay updated with market dynamics and master the latest sales techniques. Nearly 800 sales personnel participated in these courses, significantly improving their sales skills and knowledge. The company's after-sales service team also participated in 37 internal and external training and exchange sessions, accumulating a total of 1,415.5 hours of learning, which greatly enhanced their understanding of clinical technical principles and equipment maintenance capabilities.

2) Specific R&D Training

To continuously enhance the advanced innovation capabilities of R&D personnel, UIH organizes a variety of learning methods, including specific boot camps, interactive learning sessions, and classroom training by inviting industry experts and external specialists in various subfields. Customization of professional courses is carried out according to the technical characteristics of each R&D business line, effectively promoting the skill enhancement and personal growth of R&D personnel. In the *Project Management Practical Training Camp*, the company invited professional lecturers from external institutions to help R&D personnel systematically build project management knowledge and logical thinking, improving their project-oriented thinking and technical methods for smoother project execution. Additionally, UIH strongly supports employees attending international academic exchange conferences and industry summits, providing travel subsidies and other financial support. Since 2023, 172 employees have participated in more than 40 major training conferences, including AAPM (American Association of Physicists in Medicine), ASTRO (American Society for Radiation Oncology), IEEE NSS MIC RTSD (International Conference on Nuclear Science and Medical Imaging), and ISMRM (International Society for Magnetic Resonance in Medicine), effectively broadening employees' perspectives and advancing overall industry academic standards. As of 2024, the average training time for key R&D personnel reached 16 hours, with 100% training coverage, significantly improving the professional level of R&D talent and contributing to the annual release of more than 20 new products over the past two years.

3) Specific Operations Training

To accelerate the enhancement of global operations capabilities among supply chain personnel, UIH invites external experts to conduct the "Six Sigma Project Application Training Camp" for supply chain professionals. The course covers project management, risk assessment, and system tool analysis, providing professional training for 45 relevant personnel, helping employees effectively enhance their job-specific skills and support transformation efforts. The company also conducts project management training for the Enterprise Information Technology and Security Management Department (EIM), utilizing interactive learning and practical exercises, such as work breakdown practices and EIM project risk analysis, to enhance the project risk management and quality assurance capabilities of 23 project managers within the operations team.

4) Specific Functional Training

In enhancing the capabilities of functional talent, UIH develops targeted development programs for specific functional roles, collaborating with external experts to tailor courses such as design thinking, information security, and intellectual property to the needs of the company. For example, for functional talents in headquarters departments such as Human Resources and Legal Compliance,

the company organized 19 sessions of quality regulatory training, covering 726 employees, with an average training duration of 1.5 hours per person, effectively improving employees' understanding of industry standards and boosting work efficiency.

5) Specific Overseas Training

UIH invites top external consultants to conduct training sessions focusing on product features, marketing techniques, and business regulations, tailored to the development of overseas markets and the characteristics of the personnel team. The mature specific competency training system from domestic operations is also extended to overseas regions, with "Triangular" training conducted for overseas marketing talent in regions such as Latin America and Central and Southern Africa. The training content includes strategic technologies, market analysis, and practical experience sharing, receiving unanimous praise from overseas employees.

2.3 Leadership Development and Succession Planning

1) On-the-Job Leadership Development/Training

UIH designs diversified capability development training programs for managers at various levels. Based on the company's U-Change Leadership Model, which covers three levels—L1 (senior management), L2 (mid-level management), and L3 (frontline management)—the company combines course learning, workshops, and case study discussions to help managers better enhance role cognition and management skills, fostering rapid personal career development.

a) L1 - Senior Management: UIH organized over 10 Top-team workshops for L1 senior management, involving more than 20 hours of in-depth co-creation, where they discussed and produced business strategies and talent development plans, effectively enhancing managers' global and strategic thinking and perspectives.

b) L2 - Mid-Level Management: For L2 mid-level managers, UIH implemented the "Explorer Program," which combines online courses and offline case study discussions to help managers quickly improve leadership skills. In the first half of 2024, the company organized 3 online courses (totaling 6 hours) and 8 hours of offline case study discussions for L2 managers, with an average training duration of 14 hours per person. These training sessions further strengthened L2 managers' cross-departmental collaboration and project management capabilities.

c) L3 - Frontline Management: For L3 frontline managers, UIH implemented the "Practitioner Program," focusing on enhancing team management and task execution capabilities. In the first half of 2024, the company provided 2 online courses (totaling 4 hours) and 8 hours of offline case study discussions for L3 managers, with an average training duration of 12 hours per person. These training sessions effectively helped L3 managers improve team management skills, ensuring the efficient operation of frontline teams.

Additionally, UIH expanded leadership training coverage through the online live broadcast course "Talent Club." From August 2023 to June 2024, the company organized 17 "Talent Club" live broadcast sessions, each lasting 1.5 hours, totaling 25.5 hours, covering all managers with 100% participation, providing convenient and widespread learning opportunities for all managers.

2) Succession Planning and Implementation

UIH has developed a special management succession plan called the "Climbers Program," which is an important initiative to ensure continuity in talent development. This program identifies, evaluates, develops, and selects high-potential talent to build a management talent pipeline, mitigating the risk of talent shortages in management positions.

In the first half of 2024, UIH identified and evaluated over 400 core management positions and

recognized more than 400 backup management talents at L1-L3 levels. Through the implementation of the succession plan, more than 130 backup talents were promoted in the first half of 2024, accounting for 33% of the total backup talents. This initiative has effectively ensured continuity in the company's talent development and has been widely recognized and valued.

a) High-Potential Backup Talent Development Plan

The "High-Potential Backup Talent Development Plan" aims to help these talents achieve career breakthroughs and prepare for future positions. In the first half of 2024, the company provided specific capability enhancement training for over 120 high-potential management backup talents at the L2-L3 levels, with an average training duration of over 16 hours per person. The training content included core courses such as *High-Quality Decision Making*, *Cross-Departmental Collaboration*, *Building High-Performance Teams*, *Task Planning and Execution*, and *Coaching and Mentoring*.

b) Individual Development Plans (IDP)

In terms of customized development, UIH creates an Individual Development Plan (IDP) for each successor backup talent, offering tailored practical and learning opportunities, such as participating in company strategic transformation projects, helping them clarify their career goals and development paths, and assisting them in adapting to new challenges and opportunities.

Moving forward, UIH will continue to deepen its leadership and management development strategy and continuously improve its succession planning to ensure a strong management talent pipeline as the company expands globally. The company will further expand training coverage and enhance training quality, enabling managers to achieve exceptional performance in their roles and driving continuous innovation and growth.

2.4 Professional Qualifications and Degree Support

UIH is committed to creating a diverse and inclusive work environment, offering a variety of flexible higher degree and certification policies for all employees, including full-time employees, interns, part-time employees, outsourced employees, and re-employed retirees. Employees can apply and enroll in these programs as needed, supporting their professional development and career growth, thereby promoting the sustainable growth of both the employees and the company.

The company recognizes that each employee has a unique career development path and learning needs. Therefore, regardless of position, work experience, or educational background, the company provides professional certification support and certification subsidies based on job application requirements. Employees are encouraged to choose the professional skill enhancement paths that best suit their interests and career goals.

The company encourages and sponsors employees who wish to pursue further education through part-time doctoral programs in collaboration with Shanghai Jiao Tong University and ShanghaiTech University. This initiative aims to help employees enhance their professional knowledge and skills while pursuing higher degrees, leading to career breakthroughs and promoting industry-academia collaboration. Since 2020, the program has trained four cohorts with a total of 12 in-service doctoral candidates, and candidates for the 2024 cohort are currently being evaluated. This initiative not only improves employees' professional capabilities but also strengthens the company's ties with higher education institutions, contributing to knowledge renewal and technological advancement.

UIH provides support for employees to obtain special operation certificates, such as the "Special Equipment Operator Certificate - Crane Safety Management" and the "Special Operation Certificate - Welding and Thermal Cutting Operations," among 20 other certificates, ensuring that employees acquire and enhance their job-specific professional skills. Since 2015, a total of 695 certificates have

been obtained, with 32 certificates awarded in the first half of 2024 alone.

Additionally, to support the professional skill enhancement of special production operators, the company implemented the *Skill Certificate Subsidy Pilot Program* in January 2022, offering monthly subsidies for certified employees (200 RMB/month per Level 1 certificate; 100 RMB/month per Level 2 certificate). This initiative not only increases employees' work motivation and drives career skill growth but also promotes the sustainable development of the company's technical capabilities.

The company also encourages all employees to actively pursue various professional certifications, such as Project Management Professional (PMP) certification, Six Sigma, and Good Clinical Practice (GCP) certificates. UIH provides financial support for professional certifications and continues to pay employees' normal salaries during training periods. During the reporting period, 44 employees participated in these certification programs, effectively supporting the development of employees' professional skills.

2.5 External Collaboration for Employee Development

UIH has actively broadened its collaboration with external educational institutions, steadily building cooperative training mechanisms and promoting professional academic research and exchanges. These initiatives provide employees with broader learning platforms and contribute to building a high-quality talent pool, ensuring the leadership and applicability of professional knowledge and skills.

1) Collaboration with Higher Education Institutions

UIH has established strategic partnerships with renowned universities such as Shanghai Jiao Tong University, ShanghaiTech University, Yale University, and the University of Utah to foster industry-academia collaboration and technological innovation in fields such as advanced medical imaging and radiotherapy equipment, and medical artificial intelligence.

Domestically, UIH has partnered with Shanghai Jiao Tong University on the "Engineering Master's and Doctoral Training Reform Pilot Project," focusing on the cultivation of high-level talent. Continuous interaction and exchange between corporate and academic mentors are based on practical projects. For example, Professor Jin Cheng from the School of Biomedical Engineering at Shanghai Jiao Tong University delivered academic lectures at UIH, helping employees expand their forward-looking research perspectives and enhance their professional capabilities. In collaboration with ShanghaiTech University, UIH engages in joint graduate student training and diverse learning activities. In the first half of 2024, several professors from the Information School and the School of Biomedical Engineering at ShanghaiTech University collaborated with UIH to conduct various exchange and training activities, such as a series of lectures and academic seminars. A total of 16 events were held, with over 200 participants, further helping R&D personnel unleash their innovative potential and expand their creative thinking. In 2025, UIH plans to further introduce expert professors from Tongji University and Huazhong University of Science and Technology to deliver lectures, bringing a continuous stream of innovative ideas to the company.

Internationally, UIH collaborates with Yale University and the University of Utah, establishing a mutual visitation mechanism anchored in research projects to drive innovation. For example, in the Neuro Explorer project in collaboration with the Yale University PET Center, a scientist visitation mechanism allows Yale professors to visit UIH 2-3 times per year to deliver lectures and share cutting-edge insights in PET technology, providing employees with valuable opportunities for professional knowledge updates and skill enhancement, which helps generate new ideas and

solutions during the R&D process.

In 2025, UIH will continue to focus on collaborative projects, increasing the frequency of scientist visits, refining procedural mechanisms, and promoting deeper knowledge exchange and technical cooperation to further enhance employees' technological innovation and R&D capabilities.

2) Collaboration with Professional Training Institutions

UIH also values collaboration with professional training institutions to enhance employees' leadership and professional abilities. The company partnered with Boston Consulting Group (BCG) to provide leadership development programs for UIH's core team members, completing 183 leadership assessments, 10 report debriefings, and workshops covering 10 organizations, improving managers' strategic insight. Additionally, UIH collaborated with Huixiang Tiandi (a PMP professional training institution) to conduct *Project Management Practical Training Camp* for R&D project management personnel, covering 65 employees over 16 hours, with a 95% satisfaction rate. The training effectively helped employees enhance project thinking and management awareness, enabling them to better apply management skills in business scenarios.

The company also collaborated with TÜV SÜD to provide Six Sigma tools training for process engineers, production supervisors, and quality engineers, helping employees master problem-solving methods and contribute to achieving annual targets. The joint training covered 35 employees, with 5 sessions totaling 120 hours.

3. Strengthening Democratic Governance

3.1 Employee Feedback and Grievance Channels

United Imaging Healthcare (UIH) values and welcomes employee input, providing various open communication channels and implementing a transparent and secure grievance and whistleblowing mechanism. The company has issued the *Whistleblower Protection Policy* and the *Internal Investigation Policy* to clarify the channels for employee feedback and the complaint mechanisms in place, ensuring the protection of employees' legal rights. All employees globally (including full-time employees, interns, part-time employees, outsourced employees, and re-employed retirees) can use the company's various publicly available complaint channels, such as the uTalk UIH Circle, online consultation service desks, the compliance hotline email (UIH_Compliance@united-imaging.com), and the employee feedback email (Ourvoice@united-imaging.com) to report issues such as forced labor, harassment, discrimination, and employee well-being, either under their name or anonymously. For example, in the first half of 2024, the company launched an internal BBS platform called uTalk UIH Circle, which is open to all employees to freely express their opinions and provide feedback. The "Voice of UIH" section is dedicated to gathering employee feedback, with staff assigned to collect and respond to relevant issues, addressing employees' concerns.

When handling real-name grievances or reports submitted by employees through public channels like the uTalk UIH Circle or the online consultation service desk, relevant departments such as Human Resources and Legal Compliance will contact the employee within 24 hours to understand the nature and validity of the complaint. The HRBP (Human Resources Business Partner) and other relevant departments will then conduct investigations, handle the issues, provide feedback, and archive the results.

For real-name or anonymous grievances submitted via specialized channels like the compliance hotline email or the employee feedback email, the following process is followed to ensure that every grievance is treated fairly and justly:

- **Submission of Complaint:** Employees submit grievances through designated channels.
- **Preliminary Review:** Upon receiving a complaint, the relevant department quickly assesses its validity and urgency, prioritizing the handling of critical issues.
- **In-Depth Investigation:** A designated team conducts a confidential investigation, including interviews and document reviews.
- **Decision Making:** Based on the investigation findings, the team formulates handling recommendations, which are then submitted to the relevant management for decision-making. For more complex issues or those involving significant interests, higher-level management will collectively discuss and vote on the matter.
- **Feedback of Results:** The outcome is communicated directly to the complainant. If the complainant is dissatisfied with the result, they may appeal, prompting a secondary review and decision-making process.
- **Archiving of Results:** Records of all grievances and their handling processes are archived to ensure traceability in future management activities.

During the grievance handling process, the company commits to strictly protecting the identities of complainants or whistleblowers, maintaining confidentiality throughout the investigation and resolution stages, and prohibiting any retaliatory actions against complainants, whistleblowers, or investigation participants.

Additionally, UIH has established an employee union, through which employees can delegate representatives to engage in collective negotiations with the company on matters related to wages, working hours, rest and leave, insurance benefits, occupational safety and health, and professional training—issues that directly affect employees' interests.

In the first half of 2024, the company received 14 employee complaints through the aforementioned public channels, such as the online service desk and feedback email, primarily concerning performance management, promotions, and disciplinary violations. Of these, 13 complaints were resolved at the initial handling stage, achieving a resolution rate of 93%, with one remaining under further investigation.

By continuously optimizing and promoting its employee feedback and complaint mechanisms, UIH effectively safeguards employees' democratic rights, further promoting the company's continuous improvement and healthy development. In the future, the company will continue to refine these mechanisms, regularly update and disclose relevant data, and ensure that employee feedback is promptly addressed and their rights effectively protected.

3.2 Performance Appraisal and Feedback

UIH adheres to a performance management philosophy that aims to "drive value creation, empower organizational capability enhancement, and stimulate employee motivation." The company conducts annual performance appraisals and feedback sessions for all employees, ensuring the alignment of strategic objectives with the actions of headquarters departments, business units, and individual employees. This process includes tracking progress, evaluating outcomes, and providing continuous feedback to empower employees, achieving a win-win situation in terms of personal development and organizational goals.

1) Performance Goal Setting

Each year, the company engages in in-depth communication with employees to set goals that align with their individual development stages and job responsibilities. This ensures that personal performance goals meet employees' career aspirations and development needs while aligning with

organizational objectives. Goal setting follows the SMART principles, ensuring that goals are Specific, Measurable, Achievable, Relevant, and Time-bound. Employees are encouraged to actively participate in goal setting, enhancing their motivation and sense of responsibility through open communication platforms.

Additionally, the company implements dynamic goal management, with quarterly reviews of employees' progress towards their goals and the provision of corrective guidance as necessary. During strategic reviews, if external changes or other factors necessitate adjustments to the organization's strategy or key tasks, corresponding employee goals may be updated to adapt to these changes or to accommodate personal development needs.

2) Performance Feedback and Coaching

UIH is committed to supporting the development of each employee, addressing challenges encountered during goal pursuit and providing timely coaching assistance. Performance coaching is a continuous process embedded in daily work and career development. Beyond the formal annual performance feedback discussions (typically conducted by supervisors, supplemented by system and email notifications), the company has established an open and timely feedback mechanism. Managers regularly provide feedback through work review meetings and daily communication, ensuring that employees are kept informed of their performance and areas for improvement. The company also encourages employees to share insights and suggestions during routine coaching sessions, fostering personal growth and organizational progress.

To ensure managers are proficient in delivering effective performance feedback, all new managers are required to undergo performance feedback interview skills training. The HR department provides a *Performance Feedback Interview Manual* for quick reference and continuous learning. Additionally, HRBPs conduct annual training sessions on performance goal setting and feedback coaching for all managers, achieving 100% training coverage. These training sessions combine coursework with role-playing, transitioning from theoretical knowledge to practical scenario simulations, thereby accelerating managers' acquisition of performance feedback and coaching skills.

3) Performance Appraisal

The company's performance appraisal cycle is set between December and January of the following year, covering all employees and assessing both work results and behavior. The evaluation process includes self-assessments, manager evaluations, TOC (Talent Organization Committee) resolutions, performance result announcements and applications, and performance appeals, ensuring transparency and fairness throughout the process.

4) Application of Performance Results

Performance results are applied across various employee incentive scenarios, including salary adjustments, year-end bonuses, promotions, and non-material incentives. For employees needing improvement, the company formulates detailed, customized Performance Improvement Plans (PIPs). Managers are required to analyze each employee's areas for improvement and develop targeted plans accordingly.

3.3 Employee Satisfaction Surveys

UIH places great importance on the employee work experience and is dedicated to improving employee satisfaction. The company conducts comprehensive and multi-dimensional employee satisfaction surveys annually covering all employees, with results segmented by function and hierarchy to accurately gather employee feedback. This approach enables a scientific evaluation of

the company's operational and management effectiveness, and the results are used to optimize strategies continuously, thereby improving the employee experience.

1) 2024 Employee Satisfaction Survey 2024

In August 2024, the company conducted an anonymous satisfaction survey covering aspects such as company integration, job content, team collaboration, compensation and benefits, and personal development, seeking genuine feedback from all employees. The goal was to identify areas for management improvement from the employee experience, creating a more excellent and harmonious work environment. A total of 5,891 questionnaires were collected, with 90.4% of employees expressing satisfaction with their work at UIH (rating 4 or 5 out of 5). Key issues identified through employee feedback included cross-BU collaboration efficiency and comprehensive benefits, which will be continuously monitored and addressed. The company plans to optimize the responsibility matrix, refine department roles, and enhance the U-Care non-material incentive system, among other initiatives.

2) Annual "Organizational Strength Survey" Project

Since 2022, UIH has implemented the "Organizational Strength Survey" project annually to comprehensively understand employee perceptions and suggestions regarding the organization. This survey comprises 66 questions, covering multiple dimensions such as strategic transformation, organizational structure, and job responsibilities, providing decision support for action improvements in the following year. Based on survey results, the company conducts analysis and continuously implements improvements. For example, in the organizational transformation dimension, the company organized company-wide strategic transformation briefings to better communicate transformation concepts; in the process and systems dimension, the company launched an HR data dashboard; in the leadership dimension, the company expanded leadership training coverage. The implementation of these measures led to a 5.3% improvement in the overall score of the 2023 Organizational Strength Survey compared to 2022, reflecting a comprehensive enhancement.

3) IT Service Satisfaction Survey IT

UIH is committed to improving the IT work experience for all employees. Through annual surveys and assessments, the company thoroughly reviews the response speed, attitude, problem-solving effectiveness, and product experience of IT services. By monitoring IT service desk satisfaction in real-time, the company ensures that employee issues are promptly identified and resolved. For instance, in response to issues with meeting room equipment, a dedicated inspection team was quickly established to ensure timely resolutions. Between 2022 and 2023, the company's continuous efforts resulted in a 4.6% increase in IT service satisfaction. In the first half of 2024, the company continued optimizing IT services to enhance employee satisfaction and overall work experience.

4) Administrative Services Satisfaction Survey

The company conducts quarterly satisfaction surveys covering all employees, addressing aspects such as the office environment, dormitory services, shuttle bus operations, cleaning and sanitation, and property maintenance services. Based on survey results, the company identifies key action points for optimization, particularly in areas highly relevant to employees. For example, in response to feedback from employees in different office areas, the company implemented intelligent automation to set air conditioning temperatures and operation ranges, achieving both energy savings and improved employee comfort. The company also expanded the variety of food offerings, enhanced chef training in different cuisines, and continuously optimized cafeteria management

SOPs to better meet the diverse dietary needs of employees from various regions while ensuring food safety. Survey results over the years have shown an upward trend in satisfaction (83.66% for the full year of 2022, 87.9% for 2023, and 88.76% for Q1 2024), reflecting the company's ongoing efforts to optimize administrative services and actively respond to employee needs.

Additionally, following the implementation of key management actions such as bonus distribution, salary adjustments, and performance reviews, the company launches follow-up employee feedback collection initiatives. These efforts help create more channels for positive employee feedback and encourage their active participation in the company's development.

4. Employee Equity Incentive Programs

The company firmly believes that talent is the core of its success. To this end, it has continuously introduced a diverse range of equity incentive plans at various stages of development. These include the Employee Stock Ownership Plan (ESOP), the Second Type of Restricted Stock Plan, and the Employee Strategic Allotment Stock Plan. A total of 78.526 million shares have been allocated across these incentive plans, with over 4,000 grants made to employees across different countries and levels, ensuring that all eligible employees can share in the company's growth and success.

4.1 Employee Stock Ownership Plan (ESOP)

The Employee Stock Ownership Plan (ESOP) was derived from virtual shares prior to the company's public listing, with a total of 62.0559 million shares granted, covering over 800 high-performing employees. Through transparent vesting rules and flexible share reduction mechanisms, the company has published relevant regulations to all holders and, in a democratic manner, co-decides on the revision of management methods and share reduction policies. This approach enhances the sense of responsibility and belonging among employees as shareholders, fully reflecting the company's respect and trust in its employees.

4.2 Second Type of Restricted Stock Plan

To further expand the scope of incentives, the company has designed the Second Type of Restricted Stock Plan specifically for high-performing core employees worldwide. A total of 2,439 eligible employees participated in this incentive plan, with 6.1129 million shares granted. This includes 3.7419 million shares granted to 1,594 core employees in August 2023 and 2.371 million shares allocated to 845 employees in 2024. Additionally, 509,000 shares have been reserved for subsequent grants to more outstanding employees. The implementation of this equity incentive plan is closely tied to the company's operational results, with some shares vested based on the company's market performance. This aligns employee incentives with the goal of enhancing the company's market value, jointly striving for optimal market performance and financial returns.

4.3 Employee Strategic Allotment Stock Plan

To reward employees for their contributions, the company introduced the Employee Strategic Allotment Stock Plan prior to its public listing. This incentive plan attracted broad participation from UIH's global senior management and core employees, with 754 participants subscribing to 9,848,191 shares, representing 19.7% of the 50 million shares initially issued under the strategic allotment, with subscription funds totaling 1.133 billion RMB. This demonstrated the strong confidence that senior management and core employees have in the company's development.

The equity incentive plans reflect the company's deep commitment to its talent, viewing employees as key partners in the company's success. By closely aligning employee growth with the company's

long-term goals and fostering a culture of democratic participation and transparent management, a deep trust has been established between employees and the company. UIH will continue to optimize and expand its equity incentive plans to attract, motivate, and retain the key talents driving the company's development, thereby building a more cohesive and competitive team.

5. Non-pay Benefits

United Imaging Healthcare (UIH) strongly believes that focusing on non-material incentives for employees helps to boost their confidence and sense of achievement, supporting their long-term career development. To this end, the company has established a comprehensive non-pay benefits system covering all employees (including full-time employees, contractors, interns, and part-time employees). The system is designed to address both employees and their families, with diverse non-pay benefits initiatives. UIH consistently focuses on enhancing employees' understanding of the benefits policy and on providing a wider range of benefits programs. This has resulted in the creation of four major non-material incentive systems: "Health Care," "Career Accompaniment," "Recognition and Awards," and "Communication and Connectivity." Additionally, the company designs and updates the overall benefits strategy annually for all employees and their families, carefully considering the diverse needs of different regions and employee categories as well as external best practices, ensuring that its non-pay benefits remain industry-leading.

5.1 Diverse Benefits System

- To better meet employees' work-life balance needs, the company offers additional leave benefits, including extra vacation days and paid sick leave, beyond the statutory annual leave, supporting employees in taking adequate rest.
- The company actively provides meal subsidies to ensure the quality of employee meals. In the first half of 2024, UIH invested 9.9455 million RMB in meal subsidies.
- Free shuttle bus services are provided for employees, covering work locations in Shanghai, Wuhan, and other areas.
- The company offers a range of allowances, including holiday bonuses, birthday gifts, marriage and childbirth allowances, and more.
- Various public non-material incentive awards, such as Quarterly Stars, High-End Product Challenges, and Marketing Achievements, are established to ensure that every employee feels recognized.

5.2 Physical and Mental Health Assurance

- UIH provides all employees with free gym access, supplementary medical insurance, and regularly organizes dental clinics and traditional Chinese medicine consultations to ensure employees are aware of their health status in a timely manner.
- The company prioritizes employee safety, ensuring a work environment free from harm and health risks. UIH offers occupational health check-ups for all employees, helping them monitor their health and prevent occupational diseases. In the first half of 2024, the company invested 4.3657 million RMB in commercial insurance and health check-ups.
- UIH places significant emphasis on employees' mental health, regularly conducting one-on-one conversations with employees to address any concerns seriously.
- The company organizes various clubs and activities, including badminton, table tennis, football, basketball tournaments, and more, catering to diverse employee interests,

enriching their leisure time, and helping them expand their social circles.

5.3 Family Welfare and Care

- Recognizing the importance of family care and warmth, the company offers discounted commercial insurance for employees' families, summer camps for employees' children, and assistance with schooling for employees' children, enhancing employees' sense of belonging and happiness.

5.4 Intern and Outsourced Employee Benefits

- UIH extends comprehensive benefits coverage to interns and outsourced employees, including participation in commercial insurance plans, team-building activities, meal subsidies, and free shuttle services. Interns and outsourced employees also receive holiday gifts from the company on traditional holidays.

5.5 Protection of Female Employees' Rights

- UIH is firmly committed to protecting the rights of female employees. The company strictly adheres to the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, ensuring no discrimination against female employees in career development based on age, pregnancy, or childbirth, and eliminating any form of workplace gender discrimination. To further enhance the workplace experience for female employees, the company provides special leave, including maternity leave, nursing leave, and pregnancy-related leave. UIH has also set up nursing rooms in the workplace and designated special dining tables for pregnant employees. Additionally, the company distributes care packages and organizes events for all female employees on International Women's Day to strengthen the focus on female employees' well-being. As of the end of the reporting period, female employees accounted for 26.14% of the company's total workforce.

III. Product Safety and Quality Management

United Imaging Healthcare is consistently committed to enhancing product safety and quality management by continuously improving its product safety and quality certifications, testing capabilities and scope, and training capacity building. The company also actively promotes supplier certification and training to foster collaborative development, adhering to responsible marketing management and audits, all in an effort to contribute high-quality medical devices and cutting-edge solutions to the healthcare industry, thereby advancing societal medical standards.

1. Product Safety and Quality Management Certifications

In the highly regulated global medical device industry, ensuring the quality, safety, and environmental friendliness of products and services is a key factor in the sustainable development of enterprises. United Imaging Healthcare upholds high standards in quality management and environmental health and safety management, striving to enhance product quality and operational compliance through widely accepted system certifications and rigorous audits, thereby maintaining the company's competitiveness in the global market.

1.1 Quality System Certifications and Audits

Each of United Imaging Healthcare's manufacturing facilities has established a quality management

system for the entire lifecycle of medical devices in compliance with applicable regulations and standards. This ensures the safety and effectiveness of its marketed products, adhering to regulations and standards such as China's medical device regulations (including the Medical Device Supervision and Administration Regulation, Medical Device Production Supervision and Administration Measures, Good Manufacturing Practice for Medical Devices, etc.), national standard GB/T 42061-2022, international standards ISO 9001:2015 & ISO 13485:2016, U.S. medical device regulations (such as 21 CFR 820), Japan's medical device regulations (such as MHLW Ministerial Ordinance No. 169), Brazil's medical device regulations (such as RDC ANVISA n. 665/2022), South Korea's medical device regulations, EU Directive 93/42/EEC (MDD), EU Regulation 2017/745 (MDR), Canada's medical device regulations (SOR 98/282), Australia's medical device regulations, among others.

As of the end of the reporting period, the quality management system certification coverage has reached 100% across all facilities. United Imaging Healthcare has also obtained ISO 9001:2015, ISO 13485:2016, and MDSAP (covering the United States, Canada, Japan, Brazil, and Australia) quality management system certificates for all marketed products, including MR, PET/MR, CT, PET/CT, RT, DR, DSA, and medical image post-processing software.

Audits play a crucial role in evaluating the effectiveness of management processes within United Imaging Healthcare's product quality and safety management. As of the end of the reporting period, the company's headquarters and its subsidiaries in Wuhan and Changzhou, as well as its U.S. production base, underwent 31 audits conducted by domestic regulatory bodies and third-party certification agencies, with a 100% pass rate. These audits included Good Manufacturing Practice for Medical Devices system registration inspections, ISO 13485:2016 surveillance inspections, ISO 9001:2015 surveillance inspections, MDSAP surveillance inspections, EU Directive 93/42/EEC (MDD) surveillance inspections and EU Directive 93/42/EEC (MDD) unannounced inspection, EU Regulation 2017/745 (MDR) surveillance inspections, INMETRO factory inspections, NRTL factory inspections, and CTF inspections.

1.2 Environmental and Occupational Health and Safety Management

Building on its quality management system, United Imaging Healthcare places great importance on environmental and occupational health and safety management. The company has established and implemented an environmental and occupational health and safety management system in accordance with the international standards ISO 14001:2015 and ISO 45001:2018, ensuring that business activities minimize environmental impact and prevent injuries and diseases.

As of the end of the reporting period, the company's headquarters obtained ISO 14001:2015 and ISO 45001:2018 certifications covering all research, production, and testing sites. Additionally, the company completed the safety production standardization assessment in 2024, earning a secondary safety production standardization certification from the Shanghai Municipal Bureau of Emergency Management. Wuhan United Imaging similarly obtained ISO 14001:2015 and ISO 45001:2018 certifications for all its R&D, production, and testing sites, and was recognized as a healthy enterprise by the Wuhan Patriotic Health Movement Committee in 2024.

To further ensure the effectiveness of the EHS management system, the company actively undergoes supervision and inspections by regulatory bodies at various levels. As of the end of the reporting period, the company's headquarters and Wuhan United Imaging had undergone 22 inspections by provincial, municipal, and district-level authorities, focusing on areas such as explosive hazardous chemical safety, fire safety, canteen safety, hazardous chemical safety, radiation safety annual

inspections, pollution discharge permit post-regulation inspections, occupational health prevention work inspections, pollution discharge environmental monitoring, hazardous waste environmental audits, gas safety inspections, healthy enterprise site assessments, and expansion projects. The company achieved a 100% pass rate in these inspections, supported by its robust EHS system.

1.3 Product Registration and Certification Management

In the fiercely competitive global medical device market, United Imaging Healthcare believes that comprehensive product registration and certification coverage is fundamental to expanding into international markets. As of the end of the reporting period, the company had introduced over 120 products to the market. Among them, 121 products obtained Chinese medical device registration/filing certificates, 40 products were awarded CE certification in the European Union, 47 products were granted FDA 510(k) clearance in the United States, and 67 products were certified in other overseas markets, covering 59 countries and regions globally. The company continues to accelerate innovation iteration and key technological breakthroughs; as of the end of the reporting period, seven products had entered China's Innovative Medical Device Review Channel and were eventually approved for market release.

Furthermore, as of the end of the reporting period, 34 product models obtained Nationally Recognized Testing Laboratory (NRTL) certification, 40 product models received safety certification under the IEC CB scheme, and 38 product models earned electromagnetic compatibility(EMC) certification under the IEC CB scheme.

To adapt to and implement the new version GB 9706.1 standard, the company proactively undertook comprehensive preparations to ensure a smooth transition. The company conducted type testing on 69 product models and 111 configurations, obtaining 222 test reports. These certifications and test results ensure the company's products' compliance and competitiveness in domestic and international markets.

2. Product Testing Scope and Capability

United Imaging Healthcare recognizes the critical importance of ensuring product quality and safety for patient health, considering product quality as a core priority for the company's robust development. The company adheres to applicable national and regional laws and regulations, emphasizing product design and testing throughout the entire lifecycle, including project initiation, R&D, incoming materials, production, and market launch. The company conducts comprehensive proactive and precautionary tests across various dimensions such as quality management system, test execution and risk management, product interaction, image quality and workflow optimization, product reliability laboratory and testing, environmental and product environmental regulation testing, production testing and quality control processes, and final product testing and inspection. These efforts reinforce the company's responsibility for product safety, enhance risk prevention capabilities, and ensure product safety, effectiveness, and high quality.

2.1 Testing Management and Quality Management System

The company implements quality control at every stage of product development, ensuring product quality and safety through stable and effective management. As of the end of the reporting period, the company had established over 100 product design and testing guidelines based on relevant international standards, including *the Product Development Process*, *Product Risk Management*, *Reliability Testing Standards*, *Packaging Reliability Testing Standards*, *Signal Integrity Testing*

Standards, HALT Testing Standards, Environmental Climate Testing Standards, EMC Testing Standards, ESS Testing Standards, Environmental Mechanical Testing Standards, Component Accelerated Life Testing Standards, Cable Purchase Design Verification Guidelines, among others. The company integrates testing into the quality system management, equipping testing facilities and dedicated testing teams with capabilities that meet product testing requirements. The testing process is strictly controlled to ensure that test results are accurate, complete, and traceable. As of the end of the reporting period, each product line within the company had comprehensive and professional testing capabilities to ensure product quality and safety. During product development, comprehensive testing is conducted from material selection to structural and performance research, and from safety, efficacy, and quality evaluations to cover aspects such as functional testing, material performance testing, mechanical performance testing, biocompatibility testing, electrical safety testing, and environmental adaptability testing. These thorough unit-level and system-level tests ensure the company meets all needs, from preclinical research to diagnosis and treatment.

2.2 Product Testing and Risk Management

During test execution, the company combines automated testing tools and methods to achieve high efficiency and coverage. On one hand, the *Risk Management Procedure* is followed throughout the product lifecycle, using adverse events, recalls, warning letters, and other data from regulatory authorities worldwide to identify potential hazards and hazardous situations early. Risk control measures, including design, protection, safety information provision, and user training, are implemented and verified to minimize and manage residual risks to an acceptable level, preventing potential quality and safety issues. On the other hand, the company designs diverse testing scenarios based on a comprehensive analysis of the product's usage environment and key characteristics, covering common and extreme conditions. Key areas undergo deep testing through repetitive tests and temperature cycles to identify and resolve potential design issues and defects. Any problems or defects identified during testing are effectively addressed and resolved, ensuring that each product meets or exceeds relevant laws, regulatory, and standard requirements before market launch.

United Imaging Healthcare places great emphasis on the quality and safety testing environment for its products. The safety and electromagnetic compatibility laboratories for all product lines are recognized as customer testing facilities (CTF-1) by TÜV SÜD and TÜV Rheinland, and as CTF-2 by SGS. These laboratories undergo annual audits by TÜV SÜD, TÜV Rheinland, and SGS, with accreditation covering all product lines related to IEC safety and electromagnetic compatibility standards, meeting all on-site testing requirements.

2.3 Design Verification and Clinical Evaluation

For the design aspects of product interaction, image quality, and workflow, experts with clinical medical backgrounds evaluate the products and continuously optimize them to ensure the functionalities are more professional, precise, and intelligent, better meeting the clinical needs of users. The company requires design validation units to be initial production units or equivalents, and any issues or defects identified during the design verification process must be resolved before release. The execution rate and pass rate for these tests are expected to reach 100%.

Moreover, during product development and before commercial launch, external customer evaluations are conducted on systems, software, or specific functions or applications to supplement customer input and evaluate whether the product meets customer expectations in terms of user experience, workflow, interface interaction, customer preferences, functionality presets, labeling,

and other usability-related characteristics. For products using new technologies, the company selects qualified clinical trial institutions as required by the *Medical Device Clinical Trial Quality Management Standards* to test or validate the products under normal usage conditions, assessing whether they meet the expected safety and effectiveness. The company consistently prioritizes clinical needs and actively seeks ways to address clinical challenges by providing high-quality medical services.

In the first half of 2024, the company conducted 7.92 million tests, covering 110,000 test cases, involving over 1,100 components and 150 systems, with a test coverage rate of 100%. Additionally, to meet the requirements for product registration and safety admission in multiple regions, the company has obtained third-party test reports for all marketed products, including MR, CT, XR, PET/CT, PET/MR, RT, and software post-processing applications, based on GB 9706.1 and series standards, IEC 60601 series standards, and other domestic and international standards.

2.4 Product Reliability Laboratory and Testing

The company has established a dedicated laboratory for testing, verifying, and evaluating product reliability. This laboratory is primarily verify validate product performance and durability under various environmental conditions, ensuring product reliability and stability, thereby enhancing user satisfaction and trust.

The reliability laboratory is equipped with a variety of testing equipment and technologies, capable of conducting various environmental tests, vibration/shock tests, drop tests, mechanical durability/life tests, road tests, reliability growth tests, HALT tests, ESS tests, and more. According to the *Reliability Testing Standards* and other related testing protocols, United Imaging Healthcare's reliability laboratory conducts comprehensive evaluations and in-house tests on product quality and reliability across all stages of design development, verification, validation, and manufacturing processes, ensuring product quality and reliability.

In the first half of 2024, the company conducted 7.91 million reliability tests, covering 4,600 test cases with a coverage rate of 100%. The tests included environmental tests, environmental reinforcement, storage and transportation tests, durability, and reliability growth tests on products and components such as PET/CT, CT, DSA, mobile C-arm X-ray machines, physiological signal gating units, compliance control circuit boards, control boxes, digital intercom units, bedside controllers, circuit boards, human-machine interaction control components, PET/CT detectors, and MR spectrometers. The reliability laboratory plays a crucial role in optimizing product design and enhancing the reliability of components and systems.

2.5 Environmental Protection and Product Environmental Regulation Testing

The company in the product project, research and development, incoming materials, production, listing and other aspects, in strict accordance with the system document "product environmental regulations requirements" implementation, to ensure that each material of all products in the entire life cycle of the continuous compliance with environmental regulations. In response to the European RAPEX (Rapid Alert system for dangerous products) notifications, the company not only tests incoming materials for hazardous substances but also commissions third-party laboratories to test for harmful substance content in materials, covering all products. In the first half of 2024, the company tested 23,057 homogeneous materials, ensuring compliance with environmental and safety standards.

2.6 Production Testing and Quality Control Processes

The company has established systematic processes such as *Design Transfer*, *Process Development*, *Production Control*, *Incoming Inspection Control*, *In-process and Final Quality Control*, *Equipment Management*, and *Environment Control* to ensure that design outputs are accurately translated into production specifications, covering the entire quality control process from incoming, process development, and production to final inspection.

In terms of raw materials, the company has established a strict incoming material inspection control process. According to the *Incoming Inspection Control Procedure*, the company assesses material risks and implements control measures based on the assessment results. The incoming quality control process includes compliance documentation from suppliers, packaging, appearance, labeling, material versions, power-up tests, dimensional checks, and material composition, covering all raw materials to ensure that they meet production and usage requirements and do not adversely impact the environment.

In process development and validation, the company strictly adheres to the *Process Development Procedure*, using a series of tools and frameworks to identify potential risks, assess the likelihood and severity of risks using quantitative and qualitative methods, and develop corresponding control measures to predict and prevent potential quality issues. The company employs systematic FMEA analysis to identify and assess potential failure modes and their impacts during production, implementing effective control measures such as process improvements and enhanced quality inspections to minimize risks in functionality, performance, safety, and regulatory compliance. The company also identifies different process characteristics (critical processes and special processes) and completes process validation and verification to ensure the manufacturability of key process parameters, thereby ensuring product quality stability and consistency.

In production process control, the company implements a series of comprehensive control measures, including personnel qualification, real-time environmental monitoring, regular calibration of measuring instruments, daily inspections and regular maintenance of equipment, and product spot check. These measures enable the company to promptly identify deviations in the production process and take corrective actions accordingly. Additionally, the company employs advanced monitoring equipment and technologies such as automated testing systems and data analysis software to enhance the accuracy and efficiency of the production process.

2.7 Final Product Testing and Inspection

The company conducts testing and inspection on all products during the production process, including product assembly, system integration, calibration and debugging, system testing, image testing, final inspection and other process. Testing and inspection involve over 15,000 items covering technical indicators such as product functionality, performance, and safety, ensuring that each product undergoes rigorous factory quality testing and inspection, thereby guaranteeing product safety and efficacy.

3. Product Safety and Quality Training

United Imaging Healthcare places great emphasis on employee quality and safety training. Through comprehensive and systematic training plans and courses, the company ensures that all employees thoroughly understand regulatory and standard requirements, consistently implement corporate procedures, and continuously enhance their skill levels and quality and safety awareness, thereby ensuring high product quality and production safety.

To ensure that employees fully understand and fulfill their job responsibilities, United Imaging Healthcare conducts comprehensive quality and safety training for all employees, including interns and outsourced personnel. As of the end of the reporting period, the company had conducted a total of 282,182 hours of product quality and safety-related training, covering 340,045 employee participations.

The company designs diverse training themes based on different training targets and levels, such as new employee onboarding and quality and safety awareness training, employee retrospective training and advanced training, quality and safety awareness enhancement training, and quality and safety habit cultivation training. Additionally, the company offers a variety of training formats, including traditional text or video classroom training, self-study training, periodic remote online courses, electronic system online training, and self-media subscription training.

3.1 Quality and Safety Awareness Training

To enhance the quality and safety awareness of all employees, increase their sense of responsibility, and improve product and service quality, and to ensure operational safety, the company conducts quality and safety awareness training for all employees. Specifically, new employees receive introductory training on quality and safety awareness, including training on the *Quality Management System* and *EHS (Environment, Health, and Safety) principles*. For existing employees, quality and safety awareness enhancement training is provided, covering topics such as the *Quality Policy*, *Quality Manual*, and *EHS Management Manual*. The company also organizes “Quality Month” and “Safety Production Month” activities and publishes “Quality and Regulation Journal” and “EHS Journal” through the “QM Broadcasting Station” to raise quality and safety awareness of all employees.

3.2 Regulatory Standards Training

To strengthen employees’ compliance awareness, and maintain high standards of quality management in the global market, United Imaging Healthcare conducts regulatory standards training for managers, R&D personnel, and quality management staff. The training covers regulatory standards such as *China’s Medical Device Usability Engineering Review Guidelines*, the *EU’s 2017/745 MDR Regulation*, the *United States’ 21 CFR 820*, and international standards such as *ISO 14064-1:2018 Greenhouse gases -Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals*. This ensures that employees thoroughly understand and implement regulatory requirements, guaranteeing product quality and safety in their work.

3.3 Control Procedures and Standardized Process Training

To prevent non-conformance, improve work efficiency, promote teamwork, and enhance quality awareness, United Imaging Healthcare conducts process and standardized procedure training for all employees involved in quality and safety (including top management, R&D personnel, process engineers, production staff, salespeople, installation technicians, service personnel, quality management staff, administrative personnel, HR, IT staff, etc.). Training covers topics such as the *Quality Manual*, *Product Development Process*, *Production Control Process*, *Label Control Procedure*, *Service Management Procedure*, *Complaint Handling Procedure*, *Customer Satisfaction Procedure*, etc., ensuring that every employee strictly adheres to company procedures and standards in their roles.

3.4 Product Knowledge and Technical Training

To ensure that products designed and developed by the company are safe and effective, and to improve communication efficiency across departments, and to enhance customer satisfaction, United Imaging Healthcare provides product knowledge training for R&D personnel, process engineers, salespeople, installation technicians, service personnel, and quality management staff. The training covers the basic knowledge of *MR products, CT products, PET/CT products, RT products, XR products, Software Products* and etc., ensuring that every employee has a deep understanding of product characteristics and applications, enabling them to better serve customers in their work.

Additionally, theoretical knowledge training is provided to R&D personnel, covering topics such as the *Basic Principles of MR Sequences, PET/CT Principles, Monte Carlo Method & Alias Method Sampling Algorithms, AI Development History and Large Model Introduction, CT Spectral Technology, and Automated Testing Theories and Methods*. These trainings aim to strengthen employees' professional knowledge to ensure that the company maintains a leading position in the technical field.

3.5 Practical Operation Training

To ensure that employees perform their duties effectively and responsibly, United Imaging Healthcare provides practical operation training for R&D personnel, process engineers, production staff, salespeople, installation technicians, service personnel, and quality management staff. Training covers topics such as *Software Development Skills, Interface Testing, After-sales Product Knowledge, Welding Fixture Design, Six Sigma Training and Guidance Camp, Work Instructions, and Inspection Skills*. These trainings aim to improve employees' operational skills and job adaptability, ensuring efficient and high-quality work outcomes.

3.6 Environmental and Occupational Health and Safety Training

To ensure that employees understand and comply with laws, policies, and procedures related to environmental protection, employee health, and production safety, the company conducts environmental and occupational health and safety training for all employees. Training topics include *7S Campaign Promotion, United Imaging Energy Conservation and Carbon Reduction Video Promotion, First Aid Knowledge Training, Occupational Disease Prevention Week Training, Special Equipment Safety Training, Traffic Safety Training* and etc., aiming to enhance employees' awareness of environmental protection and occupational health and safety knowledge.

4. Supply Chain Management

In the global supply chain system, the management and audit of suppliers is crucial to ensuring product quality and safety. United Imaging Healthcare rigorously follows supplier management procedures to ensure product quality and compliance while also promoting collaborative development with suppliers, thereby driving the entire industry chain's upgrade. During the reporting period, through systematic supplier certification, auditing, and training management, United Imaging Healthcare is committed to building a high-quality, sustainable ecosystem to jointly create a world-class quality brand.

4.1 Supplier Certification and Audit Management

United Imaging Healthcare strictly adheres to the *Medical Device Manufacturing Enterprise*

Supplier Audit Guidelines, along with its own *Supplier Management Procedure* and *Supplier Audit Procedure Requirements*. The Supplier Quality Management Department and Procurement Department conduct annual audit, certification, evaluations, and re-evaluations of all suppliers.

The company conducts regular evaluations and check of the business performance of tier 1, tier 2, and tier 3 suppliers. tier 1 and tier 2 suppliers undergo annual evaluations, while tier 3 suppliers undergo evaluations every two years. Evaluation criteria cover technical support, business support, quality status, environmental hazardous substance control, employee occupational health, among others. Suppliers not meet requirements are required to do improvement, and if necessary, they may be phased out. Additionally, the company conducts biennial audits and inspections of tier 1 and tier 2 suppliers, including quality system audit, product audit, and environmental requirement audit, requiring suppliers to address issues identified during audit to ensure continuous compliance with quality and environmental systems. The company also conducts comprehensive certification and review audit for all tier 3 suppliers, including agency qualifications and quality system certifications, ensuring that all certifications remain valid.

In the first quarter of 2024, the company completed annual evaluations of 304 tier 1, tier 2, and tier 3 suppliers, all of them passed the evaluations, with the proportion of suppliers holding third-party quality system certifications reaching 98.2%, further ensuring supply chain stability and product quality reliability. Additionally, during the reporting period, United Imaging Healthcare conducted annual audit of tier 1 and tier 2 suppliers according to the 2024 supplier audit plan. As of the end of the reporting period, the company completed audit of all 50 suppliers planned for the first half, achieving a 100% audit completion rate. The 33 non-conformance items identified during the audit were all rectified by the suppliers. Moreover, the company completed the audit and update of the system or agency certificates for 111 tier 3 suppliers.

4.2 Supplier Product and Quality Training

United Imaging Healthcare emphasizes supplier capability-building and continuously drives supplier quality improvement. Based on the *Supplier Training System*, the company annually plans and implements routine training for all tier 1, tier 2, and tier 3 suppliers, offering flexible specialized training through online knowledge sharing, public account promotion, quality meetings, procurement technical exchange meetings, and individual training. Supplier training covers topics such as quality system standards and requirements, United Imaging Healthcare quality standards, applicable quality regulations and environmental regulations, as well as labor, safety, and environmental ESG-related management requirements. Additionally, after annual training, the company evaluates the quality representatives of suppliers through examinations, covering quality requirements and relevant compliance requirements. Qualified examinees receive Joint Quality Engineer (JQE) certification, continuously promoting suppliers to enhance their own quality and compliance management.

Case: “Building a High-Quality Ecosystem Together, Creating a World-Class Quality Brand” - United Imaging Healthcare 2024 Supplier Annual Training

On June 13-14, 2024, United Imaging Healthcare held its annual supplier training for all suppliers under the theme "Building a High-Quality Ecosystem Together, Creating a World-Class Quality Brand." The training was conducted through a combination of online and offline formats, covering topics such as customer asset management, environmental hazardous substance management, material approval requirements, change control, non-conformance control, quality
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issue handling methods, appearance quality control, among others. Relevant quality regulations, quality standards, and environmental regulation requirements were also referenced. During the training, United Imaging Healthcare invited three suppliers to share best practices, and the company shared its own practices on after-sales quality management, process quality management, quality system, and quality culture construction.

After the annual training, United Imaging Healthcare evaluated all supplier quality representatives, and those who passed the exams received United Imaging Healthcare JQE certification. These JQEs represent the company in promoting quality improvement within their organizations, fostering integration between their companies and United Imaging Healthcare's quality system and culture.

Furthermore, after conducting the training, United Imaging Healthcare carried out a survey to assess its effectiveness. A total of 149 supplier questionnaires were collected, with a 100% satisfaction rate regarding the training and best practice sharing content. The suppliers also provided valuable suggestions for future training sessions, such as increasing focus on process control, ESD (Electrostatic Discharge) control, and other related training or practice-sharing activities.

In addition to the annual training, United Imaging Healthcare held over 100 specific topic-focused trainings through quality meetings, technical exchange meetings, and United Imaging Healthcare JQE Club. For instance, in the JQE Club, the company shared insights on typical packaging issues with 60 supplier quality representatives, who then implemented preventive measures internally. For suppliers showing trends of exceeding quality targets in Q1 and Q2, United Imaging Healthcare conducted QBR, developed improvement measures, and provided guidance to 11 suppliers with the help of the R&D team, enhancing their quality management and process control capabilities. Additionally, the company conducted 20 online GPM training sessions for 20 suppliers, educating them on environmental regulation requirements and assisting them in managing environmental hazardous substances.

Through systematic supplier audits and training plans, United Imaging Healthcare not only ensures product quality safety and stability but also drives the entire supply chain's upgrade through collaborative development. The company will continue to deepen cooperation with suppliers through rigorous certification, evaluation, audits, and professional training, jointly enhancing the overall competitiveness of the supply chain and achieving sustainable high-quality development.

4.3 Supply Chain Collaborative Development

United Imaging Healthcare actively participates in industry supply chain associations and related activities, strengthening industry exchanges and promoting collaborative efforts to build a sustainable ecosystem and continuously improve its supply chain risk management capabilities. The company has participated in organizations and activities such as the China Medical Device Equipment Association, the China Federation of Logistics & Purchasing Medical Enterprise Supply Chain Association, the Ninth Medical Device Supply Chain Annual Conference, and the China International Import Expo, among others. By analyzing and discussing industry best practices, the company continually optimizes upstream and downstream partnerships, achieving collaborative development across the industry chain.

5. Responsible Marketing Management

5.1 Responsible Marketing Policy

In the global medical device industry, responsible marketing practices are not only a core requirement for compliant operations but also a critical measure for protecting patient rights and maintaining market integrity. United Imaging Healthcare recognizes the significant impact that marketing activities have on society, the environment, and stakeholders. In the first half of 2024, the company revised and enhanced its *Responsible Marketing Policy*, publishing it on the company's official website to ensure that all marketing activities conducted by the company, its subsidiaries, and branches worldwide are always legitimate, compliant, honest, and ethical.

In terms of applicability, United Imaging Healthcare's *Responsible Marketing Policy* applies to the company, its subsidiaries, and branches. Additionally, third-party organizations (collectively referred to as "third parties") representing or participating in activities related to the company's business, such as distributors and service providers, must also adhere to this policy. All marketing personnel, including but not limited to directors, supervisors, senior executives, full-time employees, dispatched workers, part-time workers, temporary workers, and consultants, must strictly comply with this policy.

1) Basic Principles

The company further mandates that all marketing activities must be legal, legitimate, honest, and truthful. In all marketing processes, the company strictly adheres to the widely accepted principles of fair competition in the commercial sector. Marketing activities must not contain any content that offends public morals or violates social norms in the relevant countries and cultures, nor should they exploit customer trust or take advantage of patient inexperience. Factors that may affect patient interests must be carefully considered and appropriately addressed at the right time. All marketing content must be truthful and accurate, without misleading customers or patients in any way.

Furthermore, the company upholds high ethical standards, focusing on value creation and delivery, and strictly prohibits any form of corruption or bribery in marketing activities. All marketing activities must comply with the laws and regulations, industry guidelines, and regulatory requirements of the respective jurisdictions, including but not limited to medical device regulatory laws, anti-unfair competition laws, advertising laws, antitrust laws. The company also ensures compliance with data security, cybersecurity, and personal information protection laws and regulations in marketing activities, safeguarding the trade secrets and information security of partners and customers.

2) Promotion and Advertising Process Management

The company strictly adheres to laws and regulations regarding the promotion and advertising of medical devices, ensuring that all promotional content clearly, accurately, objectively, and truthfully describes the functions, quality, and uses of products and services. This content is consistent with the latest and most effective scientific research, experimental data, and clinical practices. The company requires that marketing materials (including but not limited to product data sheets, brochures, website information, etc.) must align with the product registration certificate or filing materials and must not contain or imply features or performance parameters that the equipment does not possess. The company does not promote the safety and efficacy of products or features that have not been approved for marketing or registration and marks their approval or registration status in marketing materials. Promotional content that involves scientific achievements, statistical data, survey results, abstracts, data, quotations, etc., must be truthful, accurate, and fully cited, with

sources and relevant timeframes indicated. If promotional activities require approval under local advertising laws and regulations, the company ensures that the necessary administrative approvals are obtained.

3) Review and Control of Promotional Materials

The company has established and continuously improved a strict review mechanism for promotional materials and a control procedure for marketing documents to ensure that all external promotional materials are prepared, reviewed, released, and archived in compliance with regulations. According to the company's *Marketing Document Control Process*, all marketing documents intended for external promotion (including product data sheets, brochures, website information, etc.) must go through preparation, review, release, and archiving processes. The business department must first conduct a self-check according to the *United Imaging Compliance Self-Checklist* to identify and control compliance risks in promotions. The self-checklist includes common compliance review opinions, and the business department should confirm or adjust in advance based on the "judgment points" and "handling opinions" in the checklist. All promotional materials must be reviewed and confirmed by relevant departments before release to ensure compliance.

The company has also established a series of compliance policies such as the *Code of Business Conduct*, *Supplier Code of Conduct*, and *Distributor Code of Conduct*, which clearly define the business conduct guidelines for all employees, marketing personnel, and related partners in activities such as sales, promotion, and supply chain management. These policies provide clear behavioral guidelines for employees and partners and lay a solid foundation for the company's overall compliance management system. To ensure compliance by distributors in selling United Imaging Healthcare equipment, software, and providing maintenance services, the company requires all first- and second-tier distributors to strictly adhere to the *Distributor Code of Conduct*, sign a compliance commitment, and fulfill their obligations to ensure that all sales and promotional activities comply with laws, regulations, and internal company policies.

5.2 Responsible Marketing Training

United Imaging Healthcare consistently practices its mission of "To Bring Equal Healthcare for All," committing to strictly manage promotional content, channel networks, market, and bidding activities, and actively conducts responsible marketing training for all employees. This ensures that the information conveyed by employees and received by customers accurately reflects the company's products and services, and that sales information is transparent, accurate, understandable, and achieving fair and just transactions.

United Imaging Healthcare has developed the *Responsible Marketing Policy*, which clarifies the regulations to be followed in marketing, advertising, and sales activities and outlines the requirements for responsible marketing training. The company continues to provide employee education and training, disseminating responsible marketing awareness to all marketing-related employees, key employees involved in external communication, and third-party personnel. United Imaging Healthcare employees and third-party personnel are expected to implement the specific requirements of responsible marketing in all business activities, enhancing employees' awareness of responsible marketing comprehensively and ensuring compliance and transparent marketing.

United Imaging Healthcare continuously conducts responsible marketing training for all employees to enhance their awareness of responsible marketing, help them better understand company policies, fully grasp and familiarize themselves with responsible marketing requirements, and ensure that the characteristics of the company's products and services are accurately reflected to customers.

- In 2024, the company organized responsible marketing policy and practical training for marketing personnel in China (including sales, branding, marketing, and other employees). The training detailed and assessed the "3R External Principles" (Do Right Things, Do Things Right, Write Right), ensuring that every employee operates compliantly, with United Imaging Healthcare's product marketing being truthful, accurate, legitimate, and transparent. Over 3,000 employees participated in this training, achieving 100% coverage of relevant marketing personnel.
- In 2024, the company launched the *Marketing Document Control Process* training course on the E-learning platform. All employees involved in product quality management, business management, product management, project management, and marketing were required to participate in online document learning and assessment. A total of 355 employees participated and passed the exam, with a training coverage rate of 100%.
- For specialized marketing activities (such as RSNA in November 2023, SNMMI in February 2024, CMEF in April 2024, AHRA in July 2024, etc.), the company organized responsible marketing training for more than 1,000 employees across branding, sales, marketing, product management, and other departments, emphasizing the necessity of compliance, truthful promotion, and marketing.
- In August 2024, United Imaging Healthcare organized "Business Ethics Compliance Training", specifically strengthening compliance training regarding interactions between employees and Healthcare organizations and healthcare professionals, enhancing employees' compliance awareness and business ethics in various business scenarios.

5.3 Responsible Marketing Audit

United Imaging Healthcare continuously strengthens the supervision and management of responsible marketing, conducting annual responsible marketing audits and compliance reviews to ensure that the company's global marketing activities comply with legal and regulatory requirements, effectively implementing responsible marketing measures, and fulfilling its social responsibility commitments. During the reporting period, the company formulated and implemented the *Responsible Marketing Audit Guide*, clearly defining the responsibilities of various functional institutions in responsible marketing review and supervision and promoting the implementation of systematic audit activities to ensure the legality and compliance of marketing activities.

1) Functional Institutions and Responsibilities in Responsible Marketing

United Imaging Healthcare's responsible marketing audit work is jointly promoted by multiple functional institutions, forming a three-tier defense that covers the entire process:

a) First Line of Defense: Business Departments

The business departments are the first line of defense in responsible marketing compliance management, primarily responsible for identifying and controlling marketing compliance risks in daily business operations. United Imaging Healthcare's business departments include, but are not limited to, the Sales and Marketing Department, Business Operations Department, Product Development Department, and Customer Service Department. These departments bear direct compliance management responsibilities within their respective business areas, ensuring that all employees understand and strictly adhere to the company's responsible marketing policies and related compliance requirements.

Business departments establish clear operating procedures and internal control mechanisms in various marketing activities, such as advertising promotion, customer relationship management,

contract management, etc. Department heads regularly organize self-checks, identify and report potential compliance risks, and take necessary preventive measures based on the evaluation results. These measures may include process adjustments, enhanced training, or the introduction of new control methods to ensure the legality and transparency of marketing activities.

b) Second Line of Defense: Legal Compliance Department, Financial Control Department, and Various Business Compliance Committees

The Legal Compliance Department and the Financial Control Department serve as the company's second line of defense, responsible for formulating, implementing, and supervising the execution of responsible marketing policies across the company. The Financial Control Department particularly focuses on financial compliance and internal control management within marketing activities, ensuring that all financial processes comply with company policies and relevant regulations to avoid financial risks in marketing activities.

The Financial Control Department plays a key role in budget management, financial management, and cash flow within marketing activities, identifying and assessing potential financial compliance risks through regular financial analysis and reporting. Additionally, the Financial Control Department closely collaborates with business departments to ensure the lawful and compliant use of marketing expenses and supports major financial decisions.

The Legal Compliance Department and Financial Control Department also coordinate with various business compliance committees to ensure consistent implementation of policies across the company. The company has established several specialized business compliance committees responsible for supervising and guiding the execution of responsible marketing matters within their respective fields, including:

- i. Marketing Compliance Committee: Oversees the compliance of the company's marketing and sales activities, ensuring that advertising, promotion, and customer relationship management comply with company policies and legal regulations. The committee reviews the compliance reports of marketing activities, assesses potential risks, and proposes improvement suggestions.
- ii. Information Security and Privacy Protection Committee: Responsible for formulating and supervising the company's compliance policies in information security and privacy protection, ensuring that data processing, storage, and transmission comply with relevant legal requirements. The committee regularly reviews data privacy risk reports and promptly responds to and handles information security incidents.
- iii. Quality and Compliance Management Committee: Oversees the quality and compliance management of the company's products, ensuring that all products meet industry standards and regulatory requirements. The committee pre-reviews the compliance of new products, ensuring that they meet all regulatory requirements before market entry.
- iv. Anti-Corruption and Data Compliance Task Force: Reviews the company's internal and external data transactions and financial records, ensuring no violations of anti-bribery, anti-corruption, and other compliance requirements. The task force holds regular meetings to conduct in-depth supervision and review of relevant areas of compliance.

c) Third Line of Defense: Audit Department

The Audit Department serves as the third line of defense in risk management, responsible for independently auditing responsible marketing activities. The Audit Department's work includes reviewing marketing activities' risk assessments, compliance with laws and regulations, implementation of business ethics standards, accuracy of information disclosure, privacy protection

measures, compliance with promotional regulations, and the training and supervision of employees and third parties.

2) Audit Procedure and Implementation of Responsible Marketing Activities

United Imaging Healthcare's responsible marketing audit work covers employees and business partners across all global operations, ensuring the comprehensive implementation of responsible marketing policies in actual work. The audit focuses include:

a) Risk Assessment of Marketing Activities

The audit department conducts systematic risk assessments to identify and analyze various risks that may affect the achievement of marketing goals, ensuring effective implementation of risk mitigation measures. The audit pays special attention to the compliance of key areas such as sales strategies, market forecasts, and channel management.

b) Compliance with Laws, Regulations, and Internal Policies

The audit department reviews whether the company's marketing activities comply with relevant laws, regulations, and internal policies, particularly in areas such as anti-unfair competition, advertising compliance, data security, and privacy protection.

c) Information Disclosure and Business Ethics

It ensures that the information disclosed in marketing activities is truthful and accurate, preventing false or misleading advertisements. Additionally, the audit checks for any violations of business ethics, such as improper transfer of benefits.

d) Internal Supervision and Rectification Tracking

The audit department works closely with the Compliance Committee, the Discipline Committee, and the Marketing Committee to supervise and inspect the compliance of marketing activities. Regular rectification tracking is conducted to ensure timely and effective resolution of any identified issues.

3) Review and Corrective Measures

To ensure the effective execution of responsible marketing policies, United Imaging Healthcare has implemented comprehensive review and corrective measures. The company conducts annual risk assessments and audits of responsible marketing activities across all business units globally, identifying and addressing potential compliance risks. Based on the assessment results, the company develops an annual monitoring plan, conducts sample reviews of marketing activities targeted at end-users and customers, and examines supporting documents related to the sales process. This process assesses and reviews the compliance of business personnel and third-party representatives with company policies. In the first half of 2024, the company conducted process audits of several global sales and marketing activities, focusing on evaluating the effectiveness of compliance control procedures. These audits included projects such as audits of overseas subsidiaries, sales expenses, conference management, and product lifecycle management, all of which are related to responsible marketing. The company plans to complete a comprehensive audit within 2024.

Additionally, following internal supervision and audit procedures, the Audit Department conducts annual compliance audits of sales and marketing expenses across global operations. The audit scope includes the expenditure of marketing expenses, management of conference activities, compliance review in product lifecycle management, and more, ensuring that marketing activities comply with laws, regulations, and company policies while preventing corruption and unethical business practices.

4) Employee Responsibility and Whistleblower Protection Mechanism

United Imaging Healthcare emphasizes the responsibility of employees to report non-compliant behavior in marketing processes and provides clear channels and processes for employees to raise concerns or report suspected or actual violations of the company's *Code of Conduct*, policies, or procedures. This includes tools such as a whistleblower email (UIH_Compliance@united-imaging.com), a whistleblower hotline (021-67076619), and a compliance supervision and reporting platform (Feishu-Workplace). These tools are open 24/7, ensuring that employees can provide feedback or report at any time. The whistleblower channels and handling processes strictly implement privacy protection measures, allowing employees and external parties to report potential misconduct confidentially and anonymously (if they choose to). United Imaging Healthcare has established strict whistleblower protection policies to ensure that whistleblowers are not subjected to any form of retaliation for reporting issues.

5) Results of Responsible Marketing Audits

Through comprehensive risk assessments and compliance reviews, United Imaging Healthcare conducted systematic audits of certain marketing activities globally during the first half of 2024. The audit results indicate that the company's marketing activities in these markets complied with established laws, regulations, and internal compliance policies, with no major violations detected. The company plans to complete a comprehensive audit within this year.

Moreover, minor non-conformance issues identified in previous years' internal audits have been promptly corrected, with relevant internal employees taking appropriate corrective and improvement measures to ensure that future marketing activities align more closely with the company's responsible marketing standards.

As United Imaging Healthcare continues to deepen its responsible marketing practices, it will continue to improve audit and supervision mechanisms, enhance employee compliance awareness, and strive to achieve legal compliance in marketing activities. This effort ensures the protection of consumer rights, maintains the company's competitiveness and reputation in global markets, and promotes long-term, stable, high-quality, and sustainable development.

IV. ESG Governance

United Imaging Healthcare continuously strengthens its corporate ESG governance, aiming to enhance the management capacity of ESG-related matters, closely monitoring key factors in corporate sustainability such as diversity, independence, equality, and inclusion. The company has improved its executive pay management mechanism, reinforcing the constraints on the performance of duties related to sustainable development. The company has specifically identified matters related to corporate business ethics, improved the business ethics management system, conducted extensive training and capacity building, and established a comprehensive business ethics audit and oversight mechanism to fully implement ESG governance initiatives and improve quality and effectiveness.

1. Board Diversity

In today's complex and rapidly changing global business environment, the sustainable development and sound governance structure of enterprises increasingly rely on the diversity and professionalism of the board of directors. United Imaging Healthcare understands that board diversity can bring multidimensional perspectives and rich experiences, providing more comprehensive considerations in complex decision-making scenarios and strategic formulation. Therefore, the company is committed to building a diverse and inclusive board in terms of gender, age, cultural background, and professional experience, to drive sustainable development on a global scale.

1.1 Importance and Current Status of Board Diversity

United Imaging Healthcare's board members not only exhibit diversity in background and nationality but also possess extensive industry and academic experience. The current board members come from various disciplinary fields, including biomedical engineering, physics, law, financial management, etc., enabling the board to make more comprehensive and in-depth decisions when addressing complex issues.

Additionally, the professional experiences of board members cover globally leading enterprises and academic institutions such as Siemens, General Electric, Yale University, and MIT. This diverse professional background ensures that United Imaging Healthcare's board can fully consider global market demands and trends when formulating strategies and policies, thereby enhancing the company's competitiveness.

1.2 Impact of Diversity on Corporate Governance

The diversity of United Imaging Healthcare's board has effectively promoted the quality and transparency of corporate governance. A diverse board can more effectively supervise and guide the company's management, ensuring that the company actively fulfills its social responsibilities while complying with laws and regulations. The board regularly reviews and revises corporate governance policies to ensure they meet international standards and best practices.

To further enhance governance, the current board includes three independent directors, accounting for one-third of the total board members. These independent directors not only have deep expertise in their respective fields but can also participate in major corporate decisions and supervision independently from the company's management.

1.3 Close Integration of Diversity and Sustainable Development

United Imaging Healthcare understands that diversity is not only a key factor in corporate governance but also an important driver of sustainable development. The Board's Strategy and Social Responsibility Committee conducts in-depth research on ESG trends and promotes the integration of relevant trends into the company's long-term strategic planning. This committee, composed of board members with extensive ESG knowledge and practical experience, is responsible for researching, advising, supervising, and inspecting the company's ESG policies.

By building a diverse board, United Imaging Healthcare has laid a solid foundation for achieving sustainable development on a global scale, effectively enhancing the company's governance level and increasing its resilience and flexibility in facing future challenges. In the future, United Imaging Healthcare will continue to adhere to the governance concept of diversity, promoting the company's long-term and stable development.

2. Board Independence

United Imaging Healthcare places great emphasis on board independence, striving to safeguard and continually improve decision-making quality and supervision effectiveness. To fully leverage the positive role of independent directors in corporate governance, United Imaging Healthcare has continuously refined the independent director work mechanism, promoting the establishment of an Independent Lead Director role. This role organizes, coordinates, and leads independent directors in fully performing their functions in decision-making, checks and balances, and professional consulting. It also standardizes the behavior of independent directors, safeguards the overall interests of listed companies, and protects the legitimate rights and interests of shareholders.

On August 29, 2024, the 11th meeting of United Imaging Healthcare's second board of directors approved the *Proposal on Amending Certain Corporate Governance Systems*. The company revised four systems: the *Board Audit Committee Work Rules*, *Board Strategy and Social Responsibility Committee Work Rules*, *Independent Director Work System*, and *Independent Director Special Meeting System*. Among these, the *Independent Director Work System* and *Independent Director Special Meeting System* clarified the establishment and duties of the Chief Independent Director, with Mr. Wang Shaofei serving as the Independent Lead Director of the second board of directors of United Imaging Healthcare. The system stipulates that each special meeting of independent directors should be convened and chaired by an independent director jointly elected by more than half of the independent directors, with the convenor of the independent directors' special meeting being the Independent Lead Director.

In addition to fulfilling the powers of an independent director, the Independent Lead Director is also required to perform the following duties:

- Convene and preside over independent directors' special meetings;
- Gather suggestions from all independent directors regarding board deliberation matters and meeting agendas and communicate with the board secretary and other senior management;
- Propose suggestions to the convenors of the board's specialized committees regarding the preparation of committee agendas;
- Organize research on relevant independent director systems and propose revisions, convening independent directors for on-site work at the company.

For specific content, please refer to the *Independent Director Work System* disclosed on the Shanghai Stock Exchange website (www.sse.com.cn) on August 31, 2024.

3. Pay Management

3.1 Pay Linked to Sustainability

The company recognizes the intrinsic link between corporate success and social responsibility and sustainable development. As an industry leader, the company is committed not only to commercial excellence but also to actively seeking effective solutions to social and environmental issues through innovation and professional services. The company's ESG strategy is the core driving force behind long-term sustainable development, profoundly influencing the company's decision-making and daily operational practices.

To ensure that the company's leadership team is closely aligned with the company's sustainable development vision and strategic goals, the company has placed particular emphasis on the importance of sustainability in its pay policy. Starting from the 2024 fiscal year, the company formally incorporated sustainable development goals into the personal assessment system for members of the Management Committee. Specifically, 5% of the assessment weight for Executive Management Committee members is directly linked to "ESG performance improvement". This not only reinforces the company's commitment to ESG performance but also incentivizes the company to continuously optimize and enhance its efforts in the ESG field, ensuring the creation and maintenance of long-term value for all stakeholders. Through this innovative incentive mechanism, the company aims to promote positive changes in key areas such as the environment, society, and governance, achieving harmonious coexistence between corporate value and social value.

3.2 Board of Directors' Pay for the First Half of 2024

Unit: CNY

Name	Allowance	Paid Compensation	Company Contributions to Various Insurances and Housing Provident Fund	Pre-tax Total
QIANG ZHANG	-	1,568,268	123,560	1,691,828
GUOSHENG TAN	-	1,306,859	49,671	1,356,530
JUN BAO	-	1,273,449	65,652	1,339,101
TAO CAI	-	939,099	44,524	983,623
JUN DING	-	-	-	-
SI YU SHEN	-	-	-	-
LEI MING SHENG	100,000	-	-	100,000
SHAO FEI WANG	100,000	-	-	100,000
JIA HONG GAO	100,000	-	-	100,000

4. Business Ethics

4.1 Business Ethics Management System

1) Overview of Compliance Governance System: Comprehensive Business Compliance Under the Leadership of the Board of Directors

As a leading global medical technology company, United Imaging Healthcare views business ethics and compliance management as the cornerstone of its operations. By establishing a rigorous compliance system, the company ensures that the highest standards of business ethics are practiced in all business activities. The company firmly opposes any form of corruption and bribery, viewing any such behavior as a deviation from the company's corporate culture that undermines the company's commercial value and harms United Imaging Healthcare and its stakeholders. Therefore, the company maintains a zero-tolerance policy toward corruption and bribery.

a) Business Ethics Management System

The company is committed to building and continuously maintaining a comprehensive business ethics compliance system, ensuring that all business activities strictly adhere to relevant laws, regulations, and the highest ethical standards.

United Imaging Healthcare's business ethics compliance system is directly managed by the company's Board of Directors, with the Board's Strategy and Social Responsibility Committee and Audit Committee ensuring the effective implementation of high standards in business ethics. The Legal Compliance Department, Financial Control Department, Internal Audit, and various specialized committees are responsible for executing and implementing this system. The system covers several key areas, including anti-bribery and anti-corruption (ABAC), conflict of interest management, code of business conduct, information security and privacy protection, data compliance, responsible marketing, anti-monopoly, anti-unfair competition, data security, and trade compliance.

i. Responsibilities of the Audit Committee: According to the *United Imaging Healthcare Audit Committee Work Rules*, the Board Audit Committee is mainly responsible for supervising and

reviewing the company's financial information and its disclosure, ensuring the authenticity, accuracy, and completeness of financial reports, and preventing any behavior that may damage the company's business ethics. The Audit Committee regularly evaluates the effectiveness of the company's internal audit procedures and the independence of external audit institutions, ensuring that audit reports objectively and impartially reflect the company's financial status. Through the supervision of internal controls and external audits, the Audit Committee ensures that the company adheres to high standards of business ethics in all operations.

ii. Responsibilities of the Strategy and Social Responsibility Committee: According to the *United Imaging Healthcare Strategy and Social Responsibility Committee Work Rules*, the Board's Strategy and Social Responsibility Committee plays a crucial role in managing business ethics. This committee is responsible for setting the company's long-term goals in business ethics and ensuring that these goals are fully reflected in the company's daily operations and strategic planning. The committee regularly supervises the implementation of the company's anti-corruption and anti-fraud policies, ensuring that all business activities comply with the company's ethical standards. Additionally, the committee is responsible for assessing business ethics risks, proposing improvement suggestions, and promoting the company's progress in areas such as social responsibility and environmental protection. Through these efforts, the Strategy and Social Responsibility Committee ensures that every step the company takes in the market is based on a solid ethical foundation, further enhancing the company's social responsibility and industry reputation.

b) Implementation of Business Ethics

The Board's Audit Committee regularly conducts strict reviews of the company's financial reports and periodic reports to ensure the authenticity, accuracy, and completeness of information disclosure, avoiding financial fraud or misconduct that could affect the company's business ethics. This robust oversight ensures the transparency and compliance of the company's financial information. In addition, the Audit Committee supervises and evaluates the work of the company's Internal Audit Department, ensuring the effectiveness and independence of its procedures, while also reviewing the independence and professionalism of external audit institutions, ensuring that their reports objectively and impartially reflect the company's financial status and operational results.

The Audit Committee will continue to hold regular meetings, focusing on reviewing and voting on matters related to business ethics audits to ensure that relevant work is fully implemented. Committee members prepare thoroughly, rigorously review proposals, and ensure that each agenda item is fully discussed. During the audit process, the committee particularly focuses on the implementation of business ethics audits, supervising key areas of concern to ensure that all issues are promptly addressed and reported to the Board, providing a solid foundation for the company's continued healthy development.

The Strategy and Social Responsibility Committee, meanwhile, plays a key role in the strategic planning and execution of business ethics. The Strategy and Social Responsibility Committee sets and supervises the company's business ethics goals, ensuring that these goals are implemented in daily operations and long-term strategies. The committee also regularly reviews the company's measures in areas such as anti-corruption and anti-fraud to ensure their effective implementation and assesses potential business ethics risks to address them accordingly.

On August 29, 2024, the second meeting of the Strategy and Social Responsibility Committee of the second Board of Directors approved the *Anti-Bribery and Anti-Corruption Policy*,

Whistleblower Protection Policy, and *Responsible Marketing Policy*. The eleventh meeting of the second Board of Directors heard the content of this decision. For specific details, please refer to the *Resolution Announcement of the 11th Meeting of the 2nd Board of Directors (Announcement No.: 2024-051)*, disclosed by the company on August 31, 2024, on the Shanghai Stock Exchange website (www.sse.com.cn). The company's business ethics compliance system applies to all employees and global business partners.

As of the report disclosure date, the Chinese and English versions of the above three policies have been published on the corporate governance page of United Imaging Healthcare's official website. For detailed information, please visit the Chinese or English websites(<https://www.united-imaging.com/zh-cn/investor-relations/corporate-governance>, <https://www.united-imaging.com/en/investor-relations/corporate-governance>).

c) Business Ethics System and Training

During the reporting period, the company continued to improve the construction of the business ethics system, revised and published the *Anti-Bribery and Anti-Corruption Policy*. This policy applies to all employees of United Imaging Healthcare and explicitly outlines the Board's guidance and management of matters related to anti-bribery and anti-corruption, identifying applicable anti-corruption and anti-bribery laws in China and globally, including but not limited to the *Anti-Unfair Competition Law of the People's Republic of China (AUCL)*, the *U.S. Foreign Corrupt Practices Act (FCPA)*, and the *UK Bribery Act (UKBA)*. The policy defines the principles of integrity, transparency, compliance, and accountability, as well as the definitions and scope of bribery and corruption behaviors, and specifically regulates anti-bribery and anti-corruption compliance requirements for United Imaging Healthcare employees, customers, suppliers, distributors, and other related parties.

The policy also specifies the scope, frequency, and topics of anti-bribery and anti-corruption training for United Imaging Healthcare employees and business partners. For all employees, the company provides anti-bribery and anti-corruption training at the time of hire and thereafter annually. For employees in key positions, the company regularly and irregularly conducts multi-themed training each year. For business partners, the company requires distributors in each region to participate in at least one United Imaging Healthcare compliance training annually and obliges them to sign the necessary documents to commit to anti-bribery and anti-corruption compliance. Additionally, the policy clearly defines the reporting channels and disciplinary clauses for anti-bribery and anti-corruption matters.

2) Three Lines of Defense Control Procedure: Building a Robust Compliance Management and Control Mechanism :

To ensure the comprehensiveness and effectiveness of the business ethics compliance system, United Imaging Healthcare has established a three-line defense control procedure to strengthen internal management and risk prevention, ensuring the legal compliance of business operations and protecting the interests of the company and all stakeholders.

a) First Line of Defense: Business Departments :

Each business department serves as the first line of defense in business ethics compliance management, primarily responsible for identifying and controlling compliance risks in daily business operations. United Imaging Healthcare's business departments include but are not limited to the Sales and Marketing Department, Procurement Department, Supply Chain Management Department, R&D Department, and Customer Service Department. These departments bear direct

compliance management responsibilities within their respective business areas, ensuring that all employees understand and strictly adhere to the company's business ethics compliance policies and other related compliance requirements.

Each business department must establish clear operating procedures and internal control mechanisms in high-risk areas such as contract management, procurement processes, product development, supply chain management, and customer interactions. Department heads must regularly organize self-checks, identify and report potential compliance risks, and take necessary preventive measures based on the assessment results. These preventive measures may include process adjustments, enhanced training, or the introduction of new control methods to ensure the legality and transparency of business activities.

b) Second Line of Defense: Legal Compliance Department, Financial Control Department, and Various Business Compliance Committees

The Legal Compliance Department and Financial Control Department, as the company's second line of defense, bear significant responsibilities in formulating, implementing, and supervising the execution of business ethics compliance policies across the company.

The Legal Compliance Department plays an important supervisory role within the company, and is primarily responsible for drafting and updating compliance policies to ensure that the company's business activities comply with legal and regulatory requirements. By collaborating closely with other business departments, the department identifies and prevents potential legal risks, provides compliance guidance and supervises and corrects behavior that may violate laws and regulations. The Legal Compliance Department is also responsible for providing regular compliance training to all employees, to ensure that they understand and adhere to the company's compliance policies.

The Financial Control Department's duties include strictly supervising and managing the company's financial processes, especially in high-risk areas such as contract management, procurement, sales, and cash flow, ensuring that all financial operations comply with laws, regulations, and company policies, and preventing potential financial risks. The Financial Control Department also coordinates with other functional departments to ensure the transparency and accuracy of financial reporting and supports business departments in ensuring compliance in financial decision-making.

Additionally, the Financial Control Department regularly audits and assesses the compliance risks of each business department's financial activities, identifying and responding to potential risks, and proposing improvement suggestions and preventive measures based on audit results.

In addition to the Legal Compliance Department and Financial Control Department, United Imaging Healthcare has established several specialized business compliance committees, which are responsible for supervising and guiding the execution of compliance matters within their respective fields, including:

- i. Marketing Compliance Committee: Oversees the compliance of the company's marketing and sales activities, ensuring that advertising, promotion, and customer relationship management comply with company policies and legal regulations. The committee also reviews the compliance reports of marketing activities, assesses potential risks, and proposes improvement suggestions.
- ii. Information Security and Privacy Protection Committee: Responsible for formulating and supervising the company's compliance policies in information security and privacy protection, ensuring that data processing, storage, and transmission comply with relevant legal requirements. The committee regularly reviews data privacy risk reports and promptly responds to and handles information security incidents. During the reporting period, the committee confirmed that the

company's data privacy protection measures were adequate, with no information leakage incidents found.

iii. Quality and Compliance Management Committee: Oversees the quality and compliance management of the company's products, ensuring that all products meet industry standards and regulatory requirements. The committee also pre-reviews the compliance of new products, ensuring that they meet all regulatory requirements before market entry. As of the end of the reporting period, no non-compliance with quality standards was found.

iv. Anti-Corruption and Data Compliance Task Force: Reviews the company's internal and external data transactions and financial records, ensuring no violations of the ABAC policy or other compliance requirements. Regular meetings are held to conduct in-depth supervision and review of relevant compliance areas. During the reporting period, the company did not find any bribery or corruption incidents.

Simultaneously, relevant meetings implement document archiving and management mechanisms, including but not limited to the following: reviewing the minutes of the previous meeting, examining the latest compliance reports, evaluating newly identified risks, discussing and approving policy changes, and formulating improvement measures. The decisions and suggestions of each committee are formally recorded after each meeting and submitted to the Legal Compliance Department and senior management for further review and implementation.

c) Third Line of Defense: Audit Department

The Audit Department, as the company's third line of defense, operates independently of the business departments, Legal Compliance Department, and Financial Control Department, focusing on evaluating the overall effectiveness of the company's compliance management system. The Audit Department conducts independent audits of the company's business activities annually, particularly focusing on high-risk areas such as bribery, corruption, conflict of interest, and improper marketing practices.

Audit activities extend beyond the company's internal business processes to include interactions with external partners, such as suppliers and distributors' compliance status. Audit results are directly reported to the Board and provide crucial decision-making support to senior management. Through audit results, the company can identify potential compliance gaps, take corrective measures, and continuously optimize and improve its compliance management system.

During the reporting period, the Audit Department completed a comprehensive review of the company's major business areas and conducted compliance assessments of key external partners. The audit report indicated that all audited businesses and partners complied with the company's compliance policies and legal requirements, with no significant violations detected. Additionally, internal audits collaborate with external audit institutions, conducting regular independent reviews to ensure that United Imaging Healthcare's compliance management system meets not only internal standards but also international best practices and legal requirements.

The company also expects all its business partners (including customers, suppliers, agents, and distributors) to uphold high business ethics and work with United Imaging Healthcare to create an honest and compliant business environment.

4.2 Business Ethics Training

United Imaging Healthcare is committed to strengthening compliance culture and deepening business ethics education and training. Following the requirements of the *Anti-Bribery and Anti-Corruption Policy* and *Code of Business Conduct*, the company has established a comprehensive,

multi-channel, diverse, and multi-level training system. Each year, the company regularly conducts business ethics compliance training for all employees (including full-time employees, interns, part-time employees, outsourced employees, and labor-dispatched personnel). The training content covers key areas such as the code of business conduct, bribery, corruption, internal fraud, and conflict of interest, aiming to enhance all employees' awareness of business ethics compliance. United Imaging Healthcare conducts business ethics compliance training widely through various training forms, combining online and offline methods, and using slides, video teaching, case discussions, and other forms to ensure that all employees can participate in the training in the most suitable way. To further consolidate training effects, the company has established a strict evaluation mechanism to assess and provide feedback on employees' learning outcomes.

1) Annually General Business Ethics Training for all employees

United Imaging Healthcare provides systematic business ethics and compliance training for all employees annually, covering basic regulatory documents such as the *Anti-Bribery and Anti-Corruption Policy*, *Whistleblower Protection Policy*, *Code of Business Conduct*, and *Conflict of Interest Policy*. Through multi-channel training methods, both online and offline, the company ensures that all employees comprehensively understand and adhere to the company's required business ethics standards. These general training sessions aim to lay a solid compliance foundation for every employee and enhance their ability to identify and prevent risks in their work.

United Imaging Healthcare continues to advance business ethics compliance training. In August 2024, the company's Legal Compliance Department organized a special training session titled "Business Ethics Compliance Training - Anti-Corruption and Anti-Fraud", aiming to comprehensively strengthen the compliance awareness of employees and related parties. This training covered all full-time employees, interns, part-time employees, outsourced employees, and labor-dispatched personnel, with 14,596 participations and a total training duration of 7,298 hours. This training covered several key content areas:

- Detailed interpretation of laws and regulations, including important clauses in the *Criminal Law of the People's Republic of China*, the *Criminal Law Amendment (XII) of the People's Republic of China*, and the *Anti-Unfair Competition Law of the People's Republic of China*, to enhance employees' understanding and awareness of anti-corruption and anti-fraud.
- Interpretation of United Imaging Healthcare's internal business ethics compliance policies, such as the *Anti-Bribery and Anti-Corruption Policy*, *Code of Business Conduct*, *Conflict of Interest Policy*, *Whistleblower Protection Policy*, *Internal Investigation Policy*, and the *Employee Handbook*. Through case analysis and simulated scenario exercises, employees are trained to effectively apply these policies in their daily work.
- Emphasis on the importance of anti-fraud, with detailed explanations of various specific cases of prohibited fraudulent behavior, such as contract forgery and fictitious expense claims, warning employees to remain vigilant against potential violations in their daily work. By combining actual legal provisions, such as crimes of embezzlement and fraud, the company helps employees understand the legal consequences of violating business ethics, further enhancing compliance awareness.

2) Specialized Training for Key Positions

In addition to general business ethics compliance training for all employees, the company also provides specialized targeted training for key positions in marketing and market departments.

For key positions in marketing and market departments that involve external communication and business development, the company has designed more in-depth and professional training modules. These specialized training sessions cover basic business ethics content and delve into how to effectively prevent corruption and fraud risks in specific business scenarios such as market promotion, advertising placement, and customer relationship management. The training guides employees through case analysis and simulated scenario exercises, helping them develop the ability to make compliant decisions in high-risk environments.

In market marketing activities, the training explains in detail how to follow company policies in business etiquette, customer reception, and organizing market events to avoid legal and reputational risks due to improper behavior. The professional training for market departments focuses on the compliance of advertising content, the authenticity of product promotion, and the transparency of communication with customers and partners.

By combining general and specialized training, United Imaging Healthcare continues to optimize a multi-level, diversified training system, ensuring that employees at every level and in every department receive training content tailored to their job requirements, effectively promoting the recognition of the importance of business ethics compliance at the conceptual level and further strengthening the ability to implement compliance requirements in business practices.

In the future, the company will continue to deepen business ethics and compliance management and strengthen company-wide compliance awareness. United Imaging Healthcare's Legal Compliance Department and Compliance Committee will further optimize and expand the multi-level training system, utilizing innovative learning methods and more personalized training content to ensure that every employee maintains high standards of professional ethics and compliant behavior in an ever-changing industry environment. Simultaneously, the company plans to increase its training and supervision efforts for business partners, establishing a more transparent and fair cooperative mechanism to promote the joint growth and long-term development of the company and its partners. The company remains steadfast in fulfilling its social responsibilities and setting a good example of business ethics in the industry.

4.3 Business Ethics Audit

1) Comprehensive Business Ethics Audit System Led by the Board of Directors

The company's Board of Directors places great emphasis on business ethics compliance management. United Imaging Healthcare has established a comprehensive business ethics audit system led directly by the Board of Directors, forming effective oversight of the company's business ethics behavior standards through a three-line defense control mechanism, ensuring the legality and compliance of company operations. The company is capable of conducting a comprehensive business ethics audit of all operating entities within three years.

As of the report disclosure date, United Imaging Healthcare has published and implemented 20 internal audit practice guidelines and the *Internal Audit System*, establishing a comprehensive and systematic internal audit management system covering all aspects of the company's business and financial activities, including but not limited to financial reporting audits, expense reimbursement audits, logistics expense audits, procurement bidding audits, supplier management audits, and distributor management audits.

The *Internal Audit Practice Guideline - Business Ethics Audit* and the *Internal Audit Practice Guideline - Responsible Marketing Audit* further clarify the company's audit scope and operational procedures in the field of business ethics compliance, ensuring compliance in key areas such as anti-

corruption, anti-fraud, employee behavior management, and responsible marketing, guiding the conduct of various audit activities, and ensuring comprehensive coverage and effective execution of internal audit activities. According to relevant requirements, the company can complete a comprehensive business ethics audit of all operation entities within three years.

2) Business Ethics Audit Matters and Coverage

United Imaging Healthcare's business ethics audit covers key areas such as anti-corruption, anti-fraud, employee behavior management, and responsible marketing. The company has detailed the various audit matters in the *Internal Audit Practice Guideline - Business Ethics Audit*:

i. Anti-Corruption Audit: The company assesses bribery risks by analyzing historical cases and Transparency International's Corruption Perceptions Index and formulates an audit plan targeting high-risk areas. Each year, based on comprehensive risk ratings, the company selects specific subsidiaries and business areas for audit, with a three-year rotation plan to ensure comprehensive coverage of all areas.

ii. Anti-Fraud Audit: The Audit Department focuses on detecting potential internal fraud, including fictitious expense claims, inflated costs, and forged contracts. The company has established comprehensive procedures to ensure that all financial operations and contract executions comply with laws and company policies.

iii. Employee Behavior Management: The audit also includes employee behavior norms, particularly managing conflicts of interest and enforcing confidentiality agreements for key position employees. The company regularly conducts compliance training to ensure that all employees understand and adhere to the company's code of conduct.

iv. Responsible Marketing Audit: The audit reviews the company and its agents' market activities to ensure that their content meets responsible marketing requirements and avoids misleading or false advertising.

Additionally, the concurrently released *Audit Practice Guideline - Responsible Marketing Audit* clarifies the responsibilities of various functional institutions and systematically guides responsible marketing audits and areas of concern to ensure compliance in the company's market, advertising, and marketing activities, preventing misleading or false advertising.

3) Business Ethics Audit Procedures and Mechanisms

In terms of audit procedures and mechanisms, United Imaging Healthcare dynamically identifies and focuses on audit areas based on risk assessment results. The audit process begins with a comprehensive assessment of potential risks, using methods such as "compliance testing" to evaluate the effectiveness of control measures. The Audit Department regularly collaborates closely with various business departments and functional departments such as the Legal Compliance Department and Financial Control Department to ensure that all policies and procedures are fully implemented. The audit report is directly submitted to the Audit Committee, and corrective action plans are formulated based on audit results to ensure the company's compliance with ethical standards and continuous improvement. Additionally, the Audit Department has a dedicated whistleblower email: internalaudit@united-imaging.com, allowing all employees and related parties to anonymously report potential misconduct, further strengthening the company's internal supervision mechanism.

Specific audit procedures include:

a) Preliminary Preparation and Risk Assessment: Collecting relevant laws, regulations, institutional processes, and historical audit records, conducting a preliminary assessment of the

compliance of business activities, and formulating a detailed audit plan.

b) **Audit Execution:** The Audit Department conducts focused audits based on risk assessment results, including in-depth audits of key areas such as anti-bribery, anti-fraud, conflict of interest, and responsible marketing. The audit process includes a detailed examination of relevant documents, financial records, contracts, and transaction processes to ensure that all operations comply with the company's compliance standards.

c) **Preliminary Audit Results and Verification:** After conducting the audit, the Audit Department verifies the preliminary audit results with the audited department through on-site interviews and document verification, ensuring that all identified issues are fully explained and resolved.

d) **Audit Report and Follow-up on Corrective Actions:** After completing the verification stage, the Audit Department prepares a detailed audit report listing the identified issues and suggestions. The report is submitted to the Audit Committee for review, and corrective measures are formulated based on the audit results. The Audit Department continues to monitor the progress of corrective actions to ensure that all issues are effectively resolved.

4) "Three-Year Coverage" Plan for Business Ethics Audit

Regarding the "Three-Year Coverage" plan for business ethics audits, the United Imaging Healthcare Audit Department annually formulates a detailed audit plan and implements an institutional rotation arrangement to ensure that all operation entities are covered within three years. As of the first half of 2024, the company has completed audits of several key business areas and plans to continue expanding audit coverage in the second half of the year to ensure comprehensive risk management and ethical compliance. The specific work progress is as follows:

a) **First Half of 2024:** Focused on auditing the anti-bribery and anti-fraud compliance of domestic business departments, covering high-risk areas such as contract management, procurement processes, and expense reimbursement.

b) **Second Half of 2024:** Plans to cover the business ethics audit of international business departments and their partners, with particular attention to the operational compliance of high-risk markets.

c) **Institutional Rotation Arrangement:** The company's annual audit plan includes a rotation audit of different institutions and business departments to ensure the independence and comprehensiveness of the audit. The overall rotation arrangement for the "Three-Year Coverage" business ethics audit is: the first year focuses on headquarters, the second year focuses on domestic subsidiaries, and the third year focuses on overseas subsidiaries. High-risk areas are subject to more frequent reviews to respond to market changes and new compliance challenges dynamically.

5) Risk Assessment and Summary of Audit Results

During the reporting period, United Imaging Healthcare identified and summarized several key focus areas based on risk assessment and audit results and implemented a series of improvement measures based on audit findings.

For example, during the implementation of business conduct compliance audits, the company identified and resolved potential risk points through on-site interviews, contract inspections, and reviewing compliance training records. In high-risk markets identified, the company has implemented stricter control measures and increased audit intensity to ensure that the company's employees and business partners do not engage in any corruption or bribery behavior. In conflict of interest management, the audit revealed that some employees failed to update their conflict of interest information in a timely manner. The company has initiated a re-examination and established

a regular inspection mechanism for key positions to ensure that all employees' conflict of interest information is accurately updated.

Through the audit work in the first half of 2024, the company has completed the first phase of audit tasks and effectively implemented corrections and improvements in relevant areas, ensuring that future business cooperation is more compliant and transparent.

6) Outlook and Planning

United Imaging Healthcare will continue to practice a "preventive governance" risk-oriented internal audit strategy, further strengthening internal controls and compliance management. For internal control issues and deficiencies discovered during the audit process, the Audit Department will promptly propose improvement suggestions to relevant management and follow up on the implementation of corrective actions. Through these measures, United Imaging Healthcare is committed to continuously improving the efficiency and effectiveness of its internal controls, ensuring the legality and compliance of its business operations, and maintaining and enhancing its good reputation in the industry.

The company is committed to optimizing the complaint and whistleblower investigation mechanism, combining daily internal supervision and inspection, and continuously conducting systematic evaluations and supervision of the integrity and effectiveness of the internal control system. The company will also focus on the accuracy and completeness of financial information, ensuring the authenticity and reliability of financial reports.

The company is dedicated to continuously improving the whistleblower management system, encouraging all employees to actively participate in supervising and providing feedback on inappropriate behavior, and building a more open and transparent compliance supervision platform. The company will take reported clues seriously, conduct investigations at the first opportunity, and ensure that the handling of violations and related personnel is compliant and reasonable. During the reporting period, the company further improved and published the Chinese and English versions of the *Whistleblower Protection Policy*, clarifying the requirements for whistleblower protection and strictly prohibiting any form of retaliation. The company strives to create a safe and reliable environment for whistleblowers.

The company has public reporting channels, including email and hotline, through internal systems and emails to allow whistleblowers to effectively raise concerns. United Imaging Healthcare encourages whistleblowers to provide valid contact information whenever possible, so the company can better understand, verify, and investigate the reported issues. At the same time, the company respects and protects the right of whistleblowers to remain anonymous if they choose to do so for their safety. The specific reporting channels are as follows:

Reporting Email: UIH_Compliance@united-imaging.com

Reporting Hotline: 021-67076619

Looking ahead, United Imaging Healthcare's internal audit work will continue to be risk-oriented, aiming to enhance the depth and breadth of internal audits on business ethics. The company plans to introduce more advanced auditing technologies and tools to further strengthen the identification and monitoring of risks in key business areas, ensuring the continuous optimization and improvement of its internal control system.

In addition, the company will work on enhancing the professionalism of its audit team. Through systematic training and practical experience, the team's audit capabilities and sensitivity to risks will be improved, enabling them to address the challenges posed by the complex and evolving

market environment and regulatory requirements. By maintaining efficient and independent internal audits, the company will ensure the compliance and effectiveness of all business activities, safeguarding the company's sustainable development.