



2025 Environmental , Social and Governance Report

INTCO Medical Technology Co., Ltd.

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About this Report

Introduction

This Report represents the fourth Environmental, Social, and Governance (ESG) Report issued by INTCO Medical Technology Co., Ltd. (hereinafter referred to as "INTCO Medical", "we", or "the Company"). It aims to provide an account of INTCO Medical's institutional development and performance across economic, environmental, social, and governance dimensions in 2025. The Report objectively discloses INTCO Medical's management initiatives and achievements in sustainable development, addressing the expectations of stakeholders and the general public.

Reporting Scope

This Report primarily covers INTCO Medical Technology Co., Ltd. and its subsidiaries. Entities outside this scope are explained separately. The report focuses on INTCO Medical's ESG management efforts and achievements from January 1, 2025, to December 31, 2025 (hereinafter referred to as the "reporting period" or "this year"). Certain information and data are also traced back to 2024 or earlier and may extend to 2026.

Basis of Reporting

This Report complies with the *Shenzhen Stock Exchange Social Responsibility Instructions to Listed Companies* and the *Self-Regulatory Guidelines No. 2 for Companies Listed on Shenzhen Stock Exchange – Standardized Operation of ChiNext-Listed Companies*. Additionally, this Report refers to the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report (For Trial Implementation)*, the *Self-Regulatory Guidelines No. 3 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange – Preparation of Sustainability Report*, as well as the *GRI Sustainability Reporting Standards (GRI Standards, 2021)* issued by the Global Reporting Initiative (GRI). This Report also considers key issues highlighted by the United Nations Sustainable Development Goals (SDGs) and mainstream ESG ratings both domestically and internationally.

Data Source and Reliability Statement

The information and data disclosed in this Report are derived from the Company's statistical reports and official documents and have been reviewed by relevant departments. INTCO Medical assures that this Report contains no false or misleading statements and takes full responsibility for the authenticity, accuracy, and completeness of its contents. The monetary amounts herein are denoted in RMB.

Process of Preparation

This Report is prepared in accordance with a set of established procedures, including the formation of working groups, identification of key stakeholders, stakeholder communication, identification and ranking of material ESG issues, establishment of the indicator system, determination of disclosure boundaries, data collection and analysis, framework determination, report preparation and designing, report review by relevant departments and the senior management, and so on.

Confirmation and Approval

This report was reviewed and approved by the 14th Meeting of the Fourth Board of Directors on April 23, 2026, after confirmation by the management.

Access

This independent ESG Report is available in both Simplified Chinese and English. To view online or download, please visit the official website of INTCO Medical <https://www.intcomedical.com.cn/>.

Contact Us

We highly value stakeholder and reader feedback, and welcome readers to feed back to us through the following contact information. Your suggestions and comments will help us further improve this Report and our ESG performance.

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Chairman's Message



Frank Liu
INTCO CHAIRMAN

2025 was a year of both challenges and opportunities. Against the backdrop of profound shifts in the global economic landscape and a growing consensus on sustainable development, INTCO Medical has remained true to its mission of “Global INTCO, Global Health” and its values of “Love, Kindness, Truth”. We have driven growth through innovation, led transformation with green practices, and built consensus by embracing responsibility. Amid change, we have remained true to our original aspiration and fulfilled our commitments every step of the way. On the journey toward sustainable development, we have taken a firm and resolute step forward.

This year, we championed innovation and intelligent manufacturing, pursuing excellence with dedication. We continued to enhance our product portfolio. During the reporting period, we launched new products including Syntex™ disposable synthetic latex protective gloves and ShinyGuard pearlescent nitrile gloves, achieving an annual output of 90.73 billion disposable nitrile and PVC gloves. We deepened lean production, advanced 5S management, accelerated digital transformation, and comprehensively improved operational efficiency and production management. As an industry leader, we actively participated in the development of four national standards during the reporting period, contributing to the standardization and high-quality development of the industry. We strictly adhered to product quality and safety standards, built a full-lifecycle quality assurance system, and continued to pursue REACH, RoHS, and other certifications for our rehabilitation and physiotherapy products. Our goal is to provide customers with safer and more reliable protective solutions, honoring every trust with professionalism and responsibility.

This year, we pursued green development, taking concrete actions to protect the environment. In the face of global climate challenges, we strengthened climate governance and actively drove the low-carbon transition. During the reporting period, both our disposable nitrile gloves (3.5g) and disposable PVC gloves (4.5g) received LCA certification and carbon footprint certification. We improved energy efficiency across multiple fronts, continued to reduce energy consumption, and successfully brought our wind power project online—further expanding the use of clean energy on top of existing solar photovoltaic capacity, thus injecting green momentum into the achievement of the “dual carbon” goals. We enhanced our environmental compliance management system to ensure that pollutants and waste meet discharge standards, deepened circular economy practices, and promoted source reduction and recycling. Moreover, we further reduced the ecological footprint of our products, actively advanced the development of degradable and recyclable eco-friendly materials, and steadily progressed toward FSC certification for packaging materials. Through these full-chain green practices, we have consolidated the Company’s foundation for sustainable development.

This year, we embraced win-win cooperation, working together to build a better life through responsibility. We served our customers with dedication, continuously improving service quality, efficiency, and satisfaction, so as to earn customer trust through excellent experiences. We actively promoted supply chain sustainability by strengthening supplier ESG risk management, deepening supplier capacity building, and working with upstream and downstream partners to build a responsible value chain. We consistently cared for our employees by establishing comprehensive training and career development systems, enhancing employee care mechanisms, and creating a warm, inclusive, and supportive work atmosphere where everyone feels a sense of belonging. To ensure occupational health and safety, we strengthened safety risk identification and closed-loop control, and implemented hazard inspection and prevention mechanisms, effectively safeguarding the physical and mental health of our employees. Moreover, we actively participated in social welfare and rural revitalization, giving back to society with tangible actions and doing our part for a better life.

This year, we adopted a long-term perspective, building an enduring business with steady progress. We improved our governance structure comprising the shareholders’ meeting, Board of Directors, Board of Supervisors, and senior management, and steadily advanced the standardized, professional, and efficient operation of the Board, thus effectively protecting shareholders’ rights while enhancing corporate governance transparency and decision-making quality. We consistently prioritized compliance and business ethics, taking active measures to strengthen risk identification and management mechanisms, deepen a culture of integrity, and promote the corporate values of transparency and honesty. We established a sound ESG management system to integrate ESG concepts into strategic planning and daily operations, shifting sustainable development from a responsibility-driven approach to a value-driven model.

Looking ahead, we will raise the bar on governance, accelerate transformation with tangible actions, and pursue win-win collaboration with a broader vision. With steady resolve, we will step firmly toward a greener, more inclusive, and more responsible future. We look forward to joining hands with all our partners to write a new chapter of responsible and sustainable development — together, on the journey toward a better life.

About Us

Company Profile

As a globally leading provider of medical protective equipment and China’s largest disposable glove manufacturer, INTCO Medical stands as a proud Chinese brand and one of the top 500 manufacturing enterprises in China. Listed on the Shenzhen Stock Exchange’s ChiNext Board under stock code 300677, the Company has continually demonstrated its commitment to adapting to the dynamic global environment and evolving market demands. Leveraging comprehensive production capabilities, superior-quality products, and dependable services, INTCO Medical employs a four-wheel drive strategy powered by capital, resources, technology, and marketing. Dedicated to practicing social responsibility, the Company delivers practical solutions and high-quality services to over 10,000 customers worldwide.

10+ R&D and production bases

150+ Countries

10,000+ Employees worldwide

15,000+ Customers worldwide

Our Purpose
Meet Human Health Needs by the Achievement of Human Wisdom

Our Mission
Global INTCO, Global Health

Our Values
Love, Kindness, Truth

Main Products

INTCO Medical specializes in the manufacturing and marketing of medical consumables, rehabilitation and physiotherapy equipment, and physiotherapy and care products. With a keen understanding of market trends, we are committed to continuously refining its products and services, anticipating and meeting customer needs, and driving steady growth in its core business areas. Our primary product offerings include disposable gloves, wheelchairs, hot and cold compresses, electrodes, and various other medical devices and consumables. In addition to strengthening existing product portfolio, we actively seek new growth opportunities across diverse channels. During the reporting period, we initiated several new product development projects, successfully rolled out Syntex Imitation Latex Gloves, and actively explored market demand. Quality and safety remain at the forefront of our priorities, with products meeting stringent access requirements and certifications in major global markets, including the **FDA 510(k) Premarket Notification**, **NSF food system certification**, **BRC consumer product system certification**, **Canadian CMDR certification**, and EU CE certification, among others.

Personal Protection

- Disposable nitrile gloves,
- Disposable PVC gloves
- Isolation gowns, face masks



Rehabilitation and Care

- Power wheelchairs, manual wheelchairs,
- Walkers, Gait Trainer, Electric mobility scooter
- Over bed tables

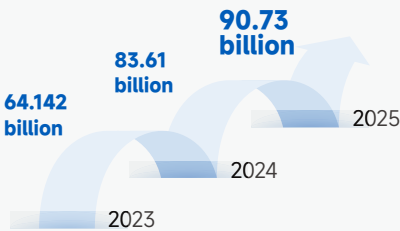


Other Products

- Cold/hot gel beads, instant cold/hot packs, cold mats
- ECG electrode
- Label electrode
- Steam eye mask



Disposable Nitrile and PVC Gloves Production Output



Highlights



Synguard G3 Household Nitrile Gloves

Designed for comfort, these gloves are packaged for easy access, making them highly convenient for use in complex household tasks such as cooking and cleaning in the kitchen.



Skincare Gloves

Infused with skincare ingredients like hyaluronic acid and silk protein, these nitrile gloves feature a refreshing marine fragrance. They meet food contact safety standards while providing a protective barrier for hands, alongside a soothing, moisturizing, and repairing effect on the skin.



Cleanroom Gloves

Specifically designed to meet stringent ISO Class 1000/Class 100 cleanroom requirements, these gloves are ideal for the manufacturing of electronics, PV products, chips, and drugs.



European Standard Low-Weight Nitrile Gloves

Through rigorous experiments and pilot plant tests, these lightweight nitrile gloves have been engineered to meet the European standard requirements for tensile strength.



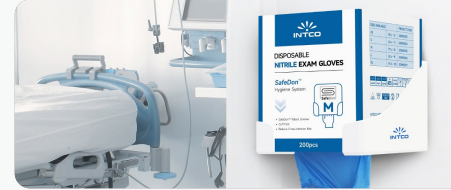
Biodegradable Nitrile Gloves

Formulated with catalytic agents to facilitate effective degradation in anaerobic biological environments, these nitrile gloves represent a sustainable breakthrough in disposables. The product has successfully obtained the Green Leaf certification and is steadily advancing toward pilot production.



Synmax Gloves for Wet Hands

These gloves ensure smooth donning with wet hands.



SafeDon™

The SafeDon™ sanitary system is the world's first disposable glove distribution system designed to dispense gloves individually from the bottom of the box. Compared to traditional systems, it offers significant advantages—being healthier, faster, more compact, eco-friendly, and cost-effective. During the reporting period, the Company actively promoted the application of the SafeDon™ patented product, achieving remarkable results: a 96% reduction in cross-contamination risk, a 10% decrease in glove waste, a 25% reduction in transportation and storage costs, and a 50% improvement in donning and preparation efficiency.



Syntex™

The Syntex™ series disposable gloves are made using the Company's proprietary patented synthetic latex technology, which effectively addresses the protein allergy issues associated with natural latex. These innovative products combine excellent performance with environmental benefits. They achieve an ultra-high elongation rate of over 650% and are resistant to oil, acids, alkalis, and puncture. This technology breaks free from reliance on natural rubber resources, reduces the felling of rubber trees, and helps protect ecosystems and biodiversity.



Sustainability Footprint in 2025

Environmental (E)

Carbon emissions
of 1pc glove

18.14 g

Decrease from
the last year

11.14 %

Water consumption
of 1pc glove

0.20 L

Decrease from
the last year

6.88 %

Renewable power generation
(solar and wind power)

12,537.23 MWh

Total carbon emissions from rehabilitation
and physiotherapy products

0.51 10,000 tons of carbon
dioxide equivalent

Social (S)

R&D investment

4.04 RMB 100 million

Percentage of female
management

35.00 %

Total number of employees
worldwide

12,941

Employee training
coverage

100 %

Percentage of female
employees

57.77 %

Average training hours
per employee

31.55 Hour

Governance (G)

Percentage of independent directors

33.33 %

Percentage of female directors

55.56 %

Attendance rate of board meetings

100 %

Total number of business ethics and
anti-corruption training sessions

8

SDG Efforts in 2025

INTCO Medical actively embraces its corporate citizenship responsibilities, aligning its efforts with the United Nations Sustainable Development Goals (SDGs) to enhance sustainable development practices and outcomes. We are committed to creating value for customers, shareholders, employees, society, and all stakeholders, while working tirelessly toward a shared vision of sustainable development for humanity.

SDGst	Related Chapters
	• Employees • Occupational Health and Safety • Social Contributions • Rural Revitalization
	• Social Contributions
	• Innovation • Product Quality and Safety • Employees • Occupational Health and Safety • Social Contributions • Rural Revitalization
	• Sustainable Supply Chain • Social Contributions • Rural Revitalization • Employees
	• Employees • Corporate Governance
	• Climate Responses • Energy and Water Resource Utilization • Sustainable Supply Chain
	• Employees • Occupational Health and Safety

SDGst	Related Chapters
	• Innovation
	• Employees • Social Contributions • Rural Revitalization
	• Social Contributions • Rural Revitalization
	• Environmental Compliance Management • Emissions and Waste Management • Ecosystem and Biodiversity Protection • Information Security Protection • Product Quality and Safety • Sustainable Supply Chain • Customer Service • Practicing Green Operations
	• Environmental Compliance Management • Emissions and Waste Management • Circular Economy • Ecosystem and Biodiversity Protection • Practicing Green Operations
	• Emissions and Waste Management • Ecosystem and Biodiversity Protection
	• Emissions and Waste Management • Ecosystem and Biodiversity Protection
	• Corporate Governance • Compliance and Business Ethics • Risk Management

Awards and Honors in 2025

Comprehensive Awards and Honors



2025 EcoVadis
“COMMITTED” Badge



WIND Ratings
2025: A

Industry Mover in the S&P Global Sustainability
Yearbook (China) 2025

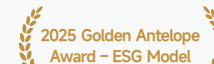
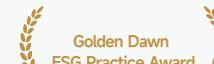
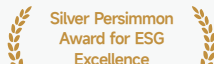
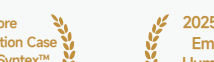
WRAP Certification

BSCI Certification

Comprehensive Awards and Honors

2025 China Top 500 Brands  Asiabrand, jointly with the China-Asia Economic Development Association, Hong Kong Belt and Road General Chamber of Commerce, etc.	Top 100 Enterprises by Operating Revenue in the Pharmaceutical Industry  Chamber of Commerce of Medical Industry, All-China Federation of Industry and Commerce	Top 50 Enterprises by Growth Rate in the Pharmaceutical Industry  Chamber of Commerce of Medical Industry, All-China Federation of Industry and Commerce	Outstanding Contributor in the Pharmaceutical Industry  Chamber of Commerce of Medical Industry, All-China Federation of Industry and Commerce	2025 Top 100 Private Manufacturing Enterprises in Anhui Province  Anhui Federation of Industry and Commerce, Anhui Provincial Department of Industry and Information Technology	2025 Top 200 Private Enterprises in Shandong Province  Shandong Federation of Industry and Commerce, Shandong Development and Reform Commission, Development of Science & Technology of Shandong Province, and 5 other provincial departments	2025 Top 200 Enterprises in Shandong Province  Shandong Enterprise Confederation, Shandong Association of Entrepreneurs	2025 Top 100 Enterprises in Zibo City  Bureau of Industry and Information Technology of Zibo, Zibo Municipal Development and Reform Commission, Zibo Enterprise Confederation
2025 Top 100 Manufacturing Enterprises in Zibo City  Bureau of Industry and Information Technology of Zibo, Zibo Municipal Development and Reform Commission, Zibo Enterprise Confederation	2024 Outstanding Enterprise for Stable Economic Growth in Zibo City  Zibo Municipal People's Government	2025 Leading Enterprise of the "Top 10 Industries" Wild Goose Flock Industrial Cluster - Healthcare Sector  Shandong Development and Reform Commission	Qingzhou Leading Enterprise in Open Development/Qingzhou Excellent Enterprise in High-Quality Development  CPC Qingzhou Municipal Committee, Qingzhou Municipal People's Government	Shaozhuang Town Leading Enterprise in Open Development/Shao zhuang Town Outstanding Contribution Enterprise/Shao zhuang Town Advanced Organization for Investment Attraction and Talent Introduction  CPC Shaozhuang Town Committee, Shaozhuang Town People's Government	Governance Model Among Shandong-based Listed Companies  Zibo Economic Development Promotion Association	Times Finance Golden Orange Award - 2025 High-Quality Development Listed Company  Times Media Group	Listed Company Golden Bull Award - 2024 Golden Information Disclosure Award  China Securities Journal

ESG Awards and Honors

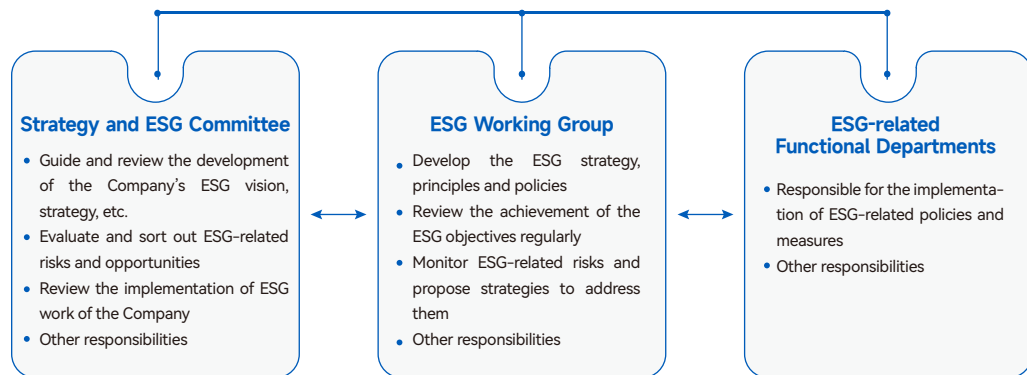
 2025 China Enterprise ESG 100 Index List People's Daily Overseas Edition, All-China Environment Federation, China Quality Certification Centre	 2026 Businessweek Bloomberg Green Watchlist – ESG Leading Enterprise Businessweek, Bloomberg Green	 2025 Cailianshe Zhiyuan Award – ESG Pioneer Enterprise Cailianshe	 2025 Golden Antelope Award – ESG Model Enterprise Time Weekly, Time Finance APP, Time Business Research Institute, Foreign Business	 Golden Dawn ESG Practice Award Securities Market Weekly	 2025 Shandong Enterprise ESG Excellence Case Hosted by Shandong Digital Culture Group, Co-organized by Qilu Evening News · q1d.com	 Silver Persimmon Award for ESG Excellence Performance Yinshi Finance
 2025 Shandong Top 100 Private Enterprises in Employment Shandong Federation of Industry and Commerce, Shandong Development and Reform Commission, Development of Science & Technology of Shandong Province, and 6 other provincial departments	 2025 China's Most Promising Employer for Development Zhaopin, Institute of Social Science Survey (ISSS) of Peking University, National School of Development at Peking University	 2025 Hardcore Technology Innovation Case (INTCO Medical Syntex™ Series Synthetic Latex Gloves) China Times	 2025 Outstanding Employer – Top Human Resources Management Award 51job	 Liepin 2025 Shandong Extraordinary Employer of the Year Liepin	 Enterprise-wide Innovation Enterprise in Qingzhou City Qingzhou Federation of Trade Unions	

Sustainable Development Management

ESG Governance Structure

INTCO Medical remains committed to integrating sustainable development principles into corporate governance, with a strong focus on ESG performance. We proactively assume social responsibility to address global challenges posed by climate change, health, and poverty. To strengthen our ESG efforts, we have established a comprehensive ESG governance framework in alignment with the *Working System of the Special Committees of the Board of Directors*. The framework includes a Strategy and ESG Committee (referred to as the “ESG Committee”) under the Board of Directors, tasked with embedding ESG principles into the management of business departments and core processes. Under the Board’s leadership, the ESG Committee regularly reviews and provides strategic direction on ESG initiatives and oversees their implementation. An ESG Working Group has been set up to develop ESG principles and policies, while relevant functional departments are responsible for enforcing these policies and executing associated measures. During the reporting period, the Strategy and ESG Committee reviewed and approved the *INTCO Medical 2024 Environmental, Social, and Governance Report*.

INTCO Medical Board of Directors



INTCO Medical ESG Governance Structure

Stakeholder Engagement and Due Diligence

INTCO Medical actively listens to and addresses the expectations and concerns of its stakeholder groups. We have put in place diverse communication channels and efficient feedback mechanisms, and we conduct due diligence on a regular or ad hoc basis through surveys, interviews, and other forms of engagement. This ensures constructive interaction with all stakeholders, enabling us to continuously improve our ESG governance and work hand in hand toward sustainable development. We have identified our key stakeholders as government and regulators, shareholders and investors, customers and consumers, employees, distributors and suppliers, the public and community, media, and other partners.

Stakeholder Groups	Issue of Concern	Way of Communication & Response
Government & Regulators	• Corporate governance • Business ethics and anti-corruption • Pollutant emission management • Community building and social welfare	• Information disclosure • Reception and research • Files exchanges • Policy enforcement
Shareholders & Investors	• Corporate governance • Sound operation • R&D and innovation	• Shareholders' meeting • Information disclosure • Investor Hotline • Institutional reverse roadshows, strategy meetings
Customers & Consumers	• Customer privacy and information security • Product safety and quality • Responsible marketing • Market expansion and development	• Customer service hotline • Online communication (App/Website) • Customer satisfaction surveys • Sales feedback • Exhibition promotion
Employees	• Staff training and development • Employee health and safety • Employee recruitment and rights protection • Employee compensation and benefits • Human rights respect	• Staff meeting • Employee activities • Employee training
Distributors & Suppliers	• Supply chain sustainability management • Business ethics and anti-corruption	• Distributors/suppliers conference • Distributors/suppliers training • Supplier due diligence • Supplier assessment
Public & Community	• Community building and social welfare • Environmental Protection	• Community activities • Welfare programs
Media	• Sound operation • Responsible marketing • Market expansion and development	• Conferences • Press releases • Interviews
Other Partners	• R&D innovation	• Industry forums • Communication and interactions

Materiality Assessment and Determination of Sustainability Issues

Step 1: Corporate Background Analysis and Stakeholder Mapping

Based on a systematically review of its strategic objectives, development stage, and sustainability vision, and an analysis of policy trends and regulatory priorities in its domestic and international operating locations, the Company created a double-materiality assessment framework. In parallel, we have identified eight stakeholder groups that are affected by our operations and development. Through stakeholder research, we have gained a clear understanding of their expectations and demands regarding the Company's sustainable development. For more details on stakeholder engagement, please refer to the "Stakeholder Engagement and Due Diligence" section above.

Step 2: Creating a List of Sustainability Issues

Drawing on the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report (For Trial Implementation)*, as well as international ESG disclosure standards, the Company's strategy and business model, industry peers' practices, stakeholder concerns, and the priorities of leading ESG rating agencies at home and abroad, we conducted a preliminary identification of sustainability issues. We also performed a comprehensive analysis of the impacts, risks, and opportunities associated with each issue. This analysis serves as the foundation for the subsequent materiality assessment. During the reporting period, we identified a total of 23 sustainability issues.

Material Issue	Time Horizon ¹	Impact Analysis	Summary of Risks and Opportunities ²
Climate Response	Medium/Long term	Positive: Reducing total carbon emissions by promoting energy conservation and emission reduction in production and using clean energy; building a green, low carbon brand image that aligns with global low carbon trends and enhances industry recognition. Negative: Dependence on fossil fuels in production may lead to higher carbon emissions; extreme weather events could disrupt production and logistics.	Risks: Increasingly stringent energy saving and emission reduction policies; long term climate change could threaten the stability of raw material supplies. Opportunities: Invest in energy efficient technologies and clean energy to reduce costs; develop low carbon, eco-friendly gloves to capture market share.
Environmental Compliance Management	Short/Medium /Long term	Positive: A sound environmental management system ensures lawful operation, avoids administrative penalties, and improves operational transparency and public trust. Negative: Insufficient investment in compliance management may lead to control gaps; outdated compliance upgrades at some older production lines may create regulatory loopholes.	Risks: Continuously tightening environmental policies; any environmental incident could harm the Company's reputation. Opportunities: Achieve industry leading compliance levels to gain policy support and market trust; optimize production processes through compliance management to reduce hidden environmental risks and improve operational efficiency.

¹ The Company takes into account national regulatory guidance and its own strategic planning cycle to define the time horizons for impacts as follows: Short-term: within one year (including one year) after the end of the reporting period; Medium-term: from one year to five years (including five years) after the end of the reporting period; Long-term: more than five years after the end of the reporting period.

² For a detailed analysis of the risks and opportunities related to each financially material issue, as well as the financial impact of these issues on the Company, please refer to the "Strategy" subsection under each financially material issue in this Report.

Material Issue	Time Horizon ¹	Impact Analysis	Summary of Risks and Opportunities ²
Emissions and Waste Management	Short/Medium /Long term	Positive: Implementing cleaner production processes to ensure pollutant emissions meet standards; sorting and harmlessly treating production waste and packaging waste to reduce environmental pollution. Negative: Production processes generate process wastewater, organic gases, dust, and industrial solid waste. If not thoroughly treated, these pollutants can contaminate the surrounding environment.	Risks: Penalties from environmental authorities for excessive pollutant emissions or improper solid waste disposal, leading to economic losses and reputational damage. Opportunities: Upgrade pollutant treatment and waste reduction technologies and develop low pollution production processes to reduce pollutants and waste at the source, lowering treatment costs.
Energy Utilization	Short/Medium /Long term	Positive: Optimizing the energy efficiency of production equipment and adopting energy efficient processes; promoting renewable energy sources such as solar and wind power to reduce dependence on conventional energy and achieve green energy use. Negative: Glove production is energy intensive, resulting in carbon emissions and energy cost pressures.	Risks: Rising energy prices could increase production costs; restrictions on normal production may occur during peak energy demand periods. Opportunities: Implement energy saving retrofits to obtain energy efficiency subsidies and carbon reduction benefits; use renewable energy to alleviate energy supply pressure.
Water Resources Utilization	Short/Medium /Long term	Positive: Building wastewater recycling systems to improve water reuse rates; optimizing production water processes to reduce water consumption. Negative: Some processes are highly water intensive; lax water management may lead to waste; untreated or non recycled wastewater may pollute local water resources.	Risks: Regional water shortages could lead to insufficient water supply, affecting normal operations; discharge indicators approach limits, forcing production cuts. Opportunities: Promote water saving technologies and equipment and improve water recycling systems to enhance water efficiency and reduce water costs.
Circular Economy	Medium/Long term	Positive: Building a closed loop industrial chain of "raw material – production – use – recycling – reuse" to reduce resource waste; promoting green design and green production to extend product life cycles and increase resource value.	Risks: Immature recycling technologies and high recycling costs could increase operational pressure. Opportunities: Develop recyclable and biodegradable glove products in line with circular economy trends; establish recycling networks to create a circular economy industrial chain and gain a differentiated competitive advantage.

Material Issue	Time Horizon ¹	Impact Analysis	Summary of Risks and Opportunities ²
Ecosystem and Biodiversity Protection	Medium/Long term	Positive: Greening and ecological restoration of plant sites to protect surrounding vegetation and the ecological environment; strictly controlling production pollution to avoid damage to soil, water bodies, and animal/plant habitats, thereby maintaining biodiversity stability. Negative: Encroaching on ecological red lines or releasing pollutants may damage the original ecological environment and affect wildlife habitats; improper management of raw and packaging materials may indirectly affect ecological balance.	Risks: Ecological damage could lead to environmental complaints and legal disputes, affecting normal operations; a damaged ecological image could harm corporate reputation. Opportunities: Use eco friendly raw materials and packaging materials to build an environmentally responsible supply chain, gaining customer recognition.
Innovation	Short/Medium /Long term	Positive: Upgrading production processes and intelligent production lines to enhance core product competitiveness and production efficiency; optimizing product structure in line with market consumption trends.	Risks: New technology R&D lagging behind market demand could lead to loss of market share. Opportunities: Seize the smart manufacturing trend by deploying automated production lines to improve efficiency and reduce energy and production costs; secure high end market orders with innovative products and increasing product premiums.
Ethics of Science and Technology	Short/Medium /Long term	Positive: Adhering to AI ethical standards, regulating the use of intelligent equipment and data management in production, and helping the Company build a compliant and responsible brand image. Negative: AI ethical governance increases management costs for smart transformation, adding some operational burden.	Risks: In AI implementation, ethical risks such as algorithmic bias and data leakage may arise; lack of ethical control could lead to data privacy abuse and production safety disorder. Opportunities: Leverage an AI ethics system to standardize and upgrade smart manufacturing, creating differentiation through responsible intelligent production.
Customer Service	Short/Medium /Long term	Positive: Establishing an efficient customer service system to improve customer satisfaction and loyalty. Negative: Inadequate service systems, untimely responses, or poor after sales handling may lead to customer complaints and churn.	Risks: Poor service quality could cause customer loss and damage brand reputation. Opportunities: Build a digital service platform for smarter, more efficient customer service; establish a closed loop feedback mechanism to continuously optimize products and services.

Material Issue	Time Horizon ¹	Impact Analysis	Summary of Risks and Opportunities ²
Product Quality and Safety	Short/Medium /Long term	Positive: Strictly implementing national and industry quality standards, controlling quality throughout the production process, and preventing substandard products from entering the market. All of this aims to safeguard user health and safety. Negative: Quality control gaps or lax raw material inspection may allow defective products to reach the market, leading to quality disputes; coarse quality control increases defect rates and wastes production resources.	Risks: Substandard product quality could lead to regulatory penalties, product recalls, economic losses, and a brand reputation crisis. Opportunities: Build a high quality, high safety product brand image, gain market and customer trust, and enhance product pricing power.
Employees	Medium/Long term	Positive: Improving compensation and benefits systems, creating fair promotion channels, enhancing employees' professional skills and overall competence, increasing cohesion and a sense of belonging, and reducing turnover of core employees. Negative: Inadequate protection of employee rights may lead to dissatisfaction and reduced motivation; irregular labor management may cause disputes, affecting normal production order.	Risks: Employee turnover may cause production disruptions, capacity decline, and increased recruitment and training costs; employee rights issues could generate negative public opinion and damage corporate reputation. Opportunities: Build a comprehensive employee development and training system to strengthen the talent base; fully protect employee rights and foster a fair and inclusive corporate environment to enhance employee well being.
Occupational Health and Safety	Short/Medium /Long term	Positive: Establishing a sound occupational health and safety management system to ensure production safety and reduce the incidence of occupational injuries and illnesses. Negative: Production workshops with safety hazards and inadequate protective measures may lead to workplace injuries and occupational diseases.	Risks: Safety accidents or occupational injuries could lead to compensation claims, regulatory penalties, and production delays; inadequate occupational health protection may cause employee complaints and turnover, increasing labor costs and the risk of talent loss. Opportunities: Create a safe and compliant working environment to reduce workplace accidents and occupational diseases, lower hidden costs and improving the labor environment.
Inclusive Healthcare	Short/Medium /Long term	Positive: Focusing on the mobility and rehabilitation needs of vulnerable groups through wheelchair donation programs, fulfilling social responsibility and demonstrating corporate compassion.	Risks: Substandard wheelchair quality may lead to complaints from beneficiaries and damage brand reputation. Opportunities: Develop distinctive inclusive healthcare initiatives to deepen the corporate social responsibility image, gaining recognition from governments, NGOs, and the public.

Material Issue	Time Horizon ¹	Impact Analysis	Summary of Risks and Opportunities ²
Sustainable Supply Chain	Short/Medium /Long term	Positive: Building a sustainable supply chain system, strictly selecting environmentally compliant raw material suppliers, and promoting green procurement and fair cooperation models to ensure stable supply and quality control. Negative: Supply chain issues such as supplier non compliance with environmental standards, labor irregularities, or unstable raw material supply may affect production continuity and product quality.	Risks: Supplier compliance problems could harm the Company's brand reputation and compliance standing, and lead to termination of cooperation. Opportunities: Cultivate sustainable high quality suppliers for long term stable cooperation; build a sustainable supply chain that meets international sustainable procurement standards, facilitating product exports.
Equal treatment to SMEs	Short/Medium /Long term	Positive: Protecting the survival and development space of SMEs, creating a fair market competition environment, and supporting healthy industry development.	Risks: Overdue payments to SMEs may lead to legal action and affect the Company's brand image. Opportunities: Strictly adhere to payment standards, avoiding overdue payments to SMEs; establish a credible and compliant corporate image and good industry reputation; deepen stable collaboration with suppliers.
Data Security and Customer Privacy Protection	Short/Medium /Long term	Positive: Establishing a comprehensive data security management system, standardizing data collection, storage, and usage processes, and protecting customer privacy rights, thereby building a strong data security defense line. Negative: Data management system vulnerabilities or improper internal operations may lead to leakage of customer private data.	Risks: Data breaches or privacy violations may lead to regulatory penalties, legal action, loss of customer trust and brand image; loss of core business data may affect operational decisions; violation of domestic and international data privacy laws may result in trade and cooperation restrictions. Opportunities: Obtain data security compliance certifications to enhance digital operational competitiveness; optimize data management systems to achieve robust data security.
Market Expansion and Development	Short/Medium /Long term	Positive: Deepening international market presence and expanding export channels to increase revenue growth potential. Negative: New market development requires investment in channels, marketing, and certification, putting short term profit pressure; cross border expansion may increase management complexity.	Risks: Intense international market competition could squeeze pricing space. Opportunities: Enter high value added markets with premium products; create differentiated products to drive long term growth.

Material Issue	Time Horizon ¹	Impact Analysis	Summary of Risks and Opportunities ²
Rural Revitalization	Short/Medium /Long term	Positive: Carrying out rural assistance programs to support basic rural livelihood security, fulfilling poverty alleviation responsibilities.	Risks: Poor matching of donated materials or lack of transparency in disclosure may lead to compliance and public opinion risks. Opportunities: Build a positive reputation through long term assistance projects, enhancing brand image, and gaining recognition from local governments and the public.
Social Contributions	Short/Medium /Long term	Positive: Leveraging the Company's business characteristics to carry out distinctive public welfare projects, and actively encouraging and mobilizing employees to participate in volunteer services, so as to improve social welfare, having a tangible positive impact on society.	Risks: Issues with material quality or public welfare project management processes may lead to compliance and public opinion risks. Opportunities: Establish the INTCO Public Welfare Foundation to coordinate and integrate charitable resources, creating a distinctive public welfare IP and enhancing brand reputation.
Compliance and Business Ethics	Short/Medium /Long term	Positive: Strictly abiding by laws and regulations, operating with integrity, and avoiding commercial bribery and unfair competition, helping maintain a fair industry order. Negative: Unfair competition, commercial bribery, or corruption may affect the industry competition environment.	Risks: Failure to comply with laws, regulations, or regulatory requirements may lead to litigation, administrative penalties, and damage to corporate image. Opportunities: Actively fulfill compliance obligations to attract more customers, investors, and partners, enhancing the Company's market competitiveness.
Corporate Governance	Short/Medium /Long term	Positive: A corporate governance mechanism with clear rights and responsibilities and efficient operation is the foundation for good business performance and sustained profitability. By strengthening board building, improving information disclosure quality and transparency, and promoting regular communication and positive interaction with various stakeholders, the Company creates greater value for shareholders and other stakeholders. Negative: Unclear rights and responsibilities or inefficient operation of the governance mechanism may reduce the scientific and effective nature of decision making, thereby diminishing the ability to create value for stakeholders.	Risks: Governance deficiencies may increase operational risks and affect profit generating capacity. Opportunities: Good corporate governance attracts trust and support from investors and other stakeholders, lowering financing costs.
Stakeholders Engagement	Short/Medium /Long term	Positive: Establishing regular communication mechanisms with stakeholders helps respond to their needs in a timely manner, build mutual trust and win win relationships, and create a harmonious and stable internal and external environment for the Company's development.	Risks: Untimely communication or information asymmetry may lead to public opinion issues or complaints. Opportunities: Build transparent communication and disclosure mechanisms to enhance information credibility; accurately understand stakeholder needs and optimize production and operation strategies.

Step 3: Materiality Assessment and Determination of Sustainability Issues

Impact Materiality Assessment

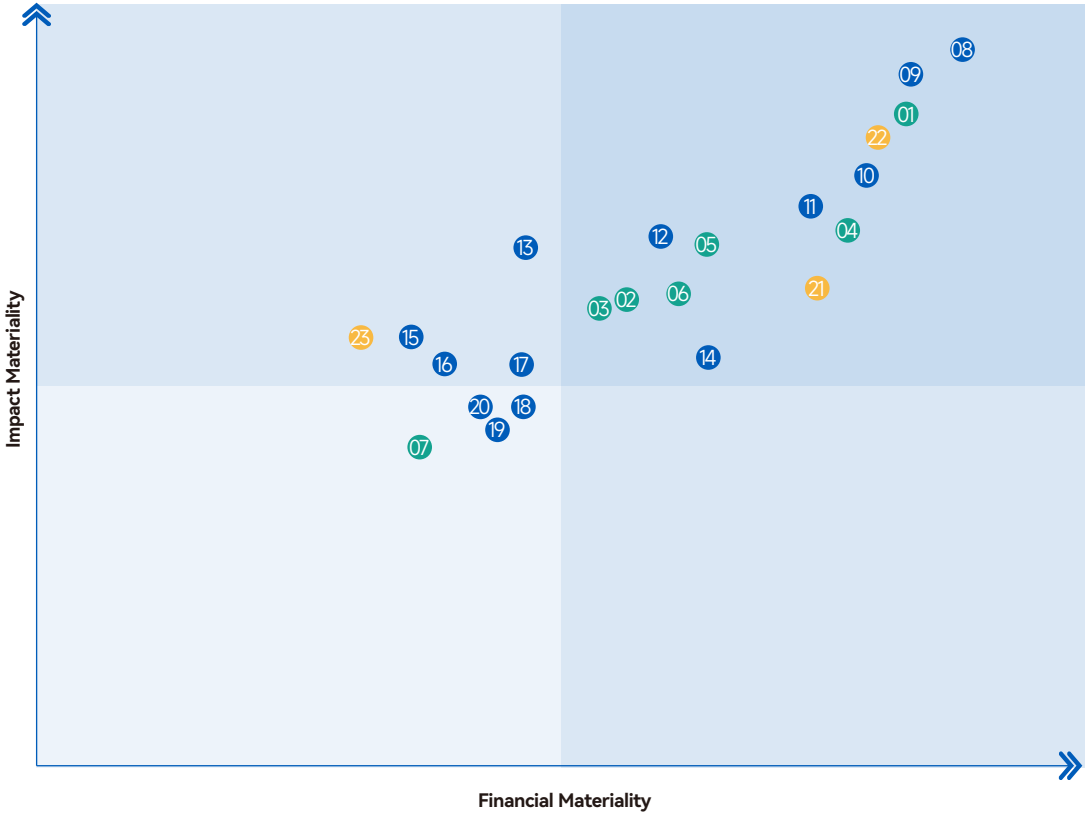
- Determination of impact materiality assessment factors:** Determine assessment factors, including the scale, scope, and probability of impact, and set scoring ranges.
- Stakeholder and expert engagement:** Conduct stakeholder surveys and internal/external expert scoring to evaluate the scale, scope, and probability of impact for each issue, and derive materiality scores.
- Formation of impact materiality conclusions:** Compare the impact materiality scores of each issue to determine which issues have impact materiality and prioritize them accordingly.

Financial Materiality Assessment

- Determination of financial materiality assessment factors:** Based on the likelihood of risks and opportunities, resource dependency (e.g., water, employees), and relationship influence (e.g., customers, suppliers), determine the assessment method and factors for financial materiality.
- Stakeholder and expert engagement:** Invite the Company's executives, financial experts, and other stakeholders to discuss the financial materiality assessment.
- Formation of financial materiality conclusions:** Based on stakeholder surveys, derive analytical results, and compare the financial materiality assessment results for specific issues to determine whether an issue has financial materiality.

Step 4: Determination of Material Issues

Based on the above assessment, among the 23 sustainability issues identified by INTCO Medical, 14 issues have both financial materiality and impact materiality, 5 issues have only impact materiality, and 4 issues have neither financial materiality nor impact materiality. The materiality matrix is presented below:



Environmental	Social	Governance
01.Climate Response 02.Environmental Compliance Management 03.Emissions and Waste Management 04.Circular Economy 05.Energy Utilization 06.Water Resources Utilization 07.Ecosystem and Biodiversity Protection	08.Product Quality and Safety 09.Customer Service 10.Innovation 11.Employees 12.Occupational Health and Safety 13.Inclusive Healthcare 14.Sustainable Supply Chain 15.Data Security and Customer Privacy Protection	16.Ethics of Science and Technology 17.Market Expansion and Development 18.Equal Treatment to SMEs 19.Rural Revitalization 20.Social Contributions 21.Corporate Governance 22.Compliance and Business Ethics 23.Stakeholder Engagement



Feature 1: Embracing the AI Wave – Writing a New Chapter in Digital and Intelligent Transformation

As artificial intelligence reshapes industries worldwide, INTCO Medical has taken a long term strategic view, making the development and integration of AI capabilities a key priority in its digital transformation. Focusing on four core areas – infrastructure, technology applications, security governance, and talent development – we are systematically embedding AI into our business operations, working to build an efficient, secure, and controllable AI application system. This system provides strategic support for continuously improving operational efficiency and strengthening our core competitiveness.

Strengthening Infrastructure

INTCO Medical has built an enterprise data center and deployed an on premises large language model (LLM), providing the computing resources and technical foundation needed for data analysis and intelligent applications. The LLM effectively enhances the Company’s AI capabilities while ensuring data security. Currently, the LLM supports multimodal input processing, including text, images, video, and speech, with an average of nearly 10 billion tokens processed annually.

Deepening Technology Applications

INTCO Medical is actively rolling out AI technologies across various business scenarios. The LLM intelligently analyzes and processes corporate business data, providing AI powered decision support and productivity tools for business management, data analysis, and operational support. This continuous effort improves overall operational performance and drives the deep integration of AI into our core business.

Marketing and Production Synergy	The system supports intelligent artwork comparison, automatically verifying artwork page by page, identifying discrepancies and potential issues, and generating comparison reports. The results are then sent to business personnel for review and approval.
Sales Support	- A business Q&A chatbot has been launched. Trained on the Company’s knowledge base and business data, it provides sales staff with real time information on product specifications, business processes, policies, and guidelines. - The bot currently handles over 90% of common business inquiries, significantly reducing the repetitive workload of operations personnel.



Governing Technology Ethics

INTCO Medical places a strong emphasis on the governance of technology ethics, implementing strict end to end controls over key processes such as data collection, storage, processing, and use. To manage content security risks, we use LLM based firewall technologies to conduct real time security inspection and filtering of both input and output content. For content that poses compliance risks, we have established security policies and blocking mechanisms to prevent information security hazards at the source, ensuring that all AI applications remain fully compliant with regulatory requirements.

Building AI Capabilities

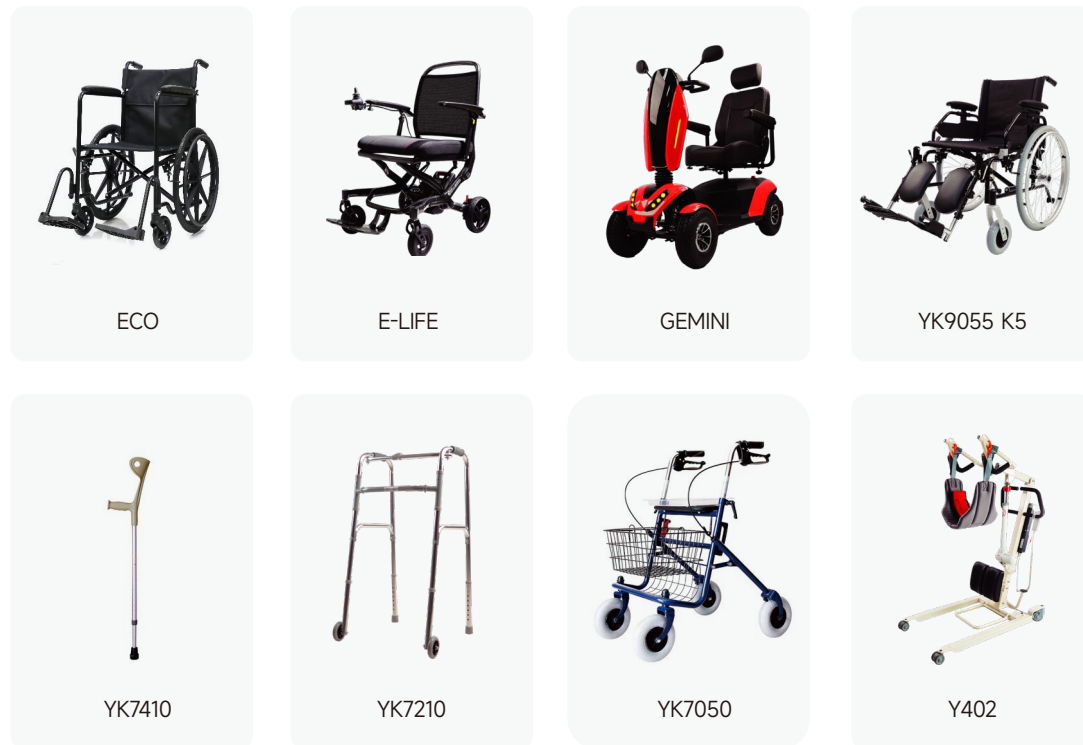
INTCO Medical is committed to enhancing employees’ AI literacy and practical skills through technical exchanges, specialized training, and hands on sharing. During the reporting period, we organized more than ten AI training sessions covering AI fundamentals, mainstream tool applications, and how to use internal intelligent systems. Combining case studies with practical exercises, these sessions help employees quickly master relevant tools, laying a solid talent foundation for digital transformation and innovation driven growth.





Feature 2: Deepening Expertise in Rehabilitation and Physiotherapy Equipment – Being a Caring Guardian of Health

In response to the national strategy of proactively addressing population aging, INTCO Medical has established Jiangsu INTCO Medical Products Co., Ltd. (Jiangsu INTCO), focusing on developing a comprehensive range of rehabilitation and physiotherapy equipment. Currently, Jiangsu INTCO's products mainly contain manual wheelchairs, electric wheelchairs, mobility scooters, and related assistive devices. The electric wheelchair and mobility scooter product lines offer a wide variety of models and types, with materials including steel, aluminum alloy, magnesium alloy, carbon fiber, and more. These products are exported to over 150 countries and regions, and are widely used in medical institutions, rehabilitation centers, and by individual users. As of the end of 2025, the Company's annual production capacity reached 1 million manual wheelchairs and 100,000 electric wheelchairs.



A diverse range of rehabilitation and nursing products

As of the end of 2025

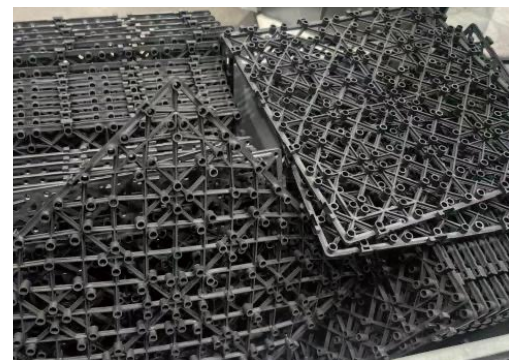
The company's annual production capacity reached **1 million** manual wheelchairs and **100,000** electric wheelchairs.

Promoting Green Production

Jiangsu INTCO adheres to an environmental management philosophy of “source reduction + circular utilization + efficient treatment”, integrating green and low-carbon principles into its overall business strategy. It has established a standardized management system covering all aspects such as energy conservation and utilization, pollutant emissions, solid waste disposal, and environmental compliance, supported by well-developed procedures and assessment mechanisms to strengthen closed-loop control. At the same time, it focuses on optimizing environmental facility operation and maintenance, improving pollution control efficiency, and expanding the circular economy, thereby promoting synergy between environmental protection and production operations.



Jiangsu INTCO has installed rooftop distributed photovoltaic (PV) panels. The project generates up to 653,000 kWh of electricity, which can be used to meet production needs, effectively reducing traditional energy consumption while advancing the low-carbon transformation of production processes. This demonstrates the company's active exploration in the field of green manufacturing.



A closed-loop recycling system has been established to reuse waste plastic products. Waste plastics are processed into high-quality recycled plastic pellets, which are then directed for use in the production of PE support brackets.

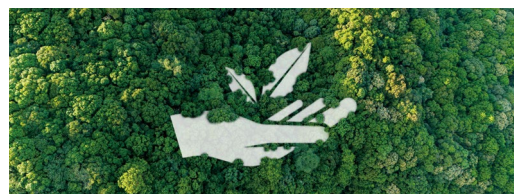


Jiangsu INTCO has upgraded traditional cutting equipment to laser cutting equipment. Leveraging the advantages of high accuracy, high efficiency, strong flexibility, and good material compatibility, laser cutting enables precise cutting to reduce material waste, while improving processing efficiency and shortening the operating time per machine, thereby reducing energy consumption per unit of output.



For waste packaging drums generated during production, Jiangsu INTCO has entered into long-term cooperation agreements with qualified downstream recycling and disposal vendors to uniformly collect, clean, refurbish, or reprocess the drums, achieving 100% compliant recycling and regeneration of waste packaging drums.

Key Performance Indicator (KPI)	Unit	2025
Greenhouse Gas Emissions		
Total GHG emissions	tCO ₂ e	5,072.73
Scope 1 GHG emissions	tCO ₂ e	686.77
Scope 2 GHG emissions	tCO ₂ e	4,385.96
Energy Use		
Purchased electricity	kWh	8,266,031.00
PV-generated electricity	kWh	1,001,449.00
Diesel	liters	25,000.00
Gasoline	liters	47,000.00
Natural gas	m ³	238,800.00
Total comprehensive energy consumption	tce	1,387.12



Supporting Inclusive Healthcare

Jiangsu INTCO actively promotes inclusive healthcare, focusing on the mobility needs of the elderly and people with disabilities by continuously carrying out wheelchair donation programs. By providing high-quality, well-adapted wheelchairs free of charge to communities and welfare institutions, it helps elderly and disabled individuals overcome mobility barriers, enabling them to leave their homes and integrate into society, thereby contributing to a more equal and caring community.

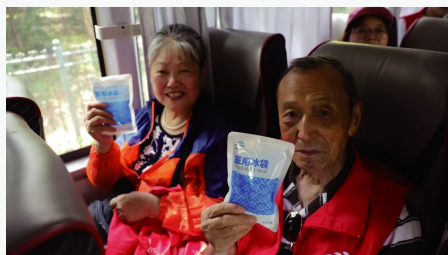
INTCO Medical Donates Wheelchairs to Support the “Care is Being There” Elderly Care Project

In October 2025, the INTCO Public Welfare Foundation actively participated in the “Care is Being There” elderly care initiative launched by the Shanghai Private Enterprises Foundation Alliance, donating a batch of elderly friendly wheelchairs. These wheelchairs provided tangible mobility support for seniors with limited mobility, carrying the deep care and best wishes of society for the elderly, quietly spreading warmth and love among the silver haired population.



INTCO Medical Joins Xingrui Nursing Home for a Summer Outing

In July 2025, INTCO Medical partnered with Zhenjiang Xingrui Nursing Home to organize a summer outdoor activity titled “Seeking Summer Peace, Savoring the Breeze” for more than 30 elderly residents. Each senior was provided with a wheelchair and summer protection supplies to ensure safety and comfort throughout the trip. Walking through natural scenic areas and interacting with volunteers, the seniors enjoyed the landscape and the refreshing summer air in a relaxed and joyful atmosphere.



Actively Engaging in Public Welfare

Jiangsu INTCO actively participates in social welfare activities, including community services and visits, to convey care through tangible actions and continuously contribute strength to social development.

“Eternal Embrace” Lights Up Precious Moments for the Elderly

In October 2025, INTCO Medical co hosted a Double Ninth Festival event with Zhenjiang Xingrui Nursing Home under the theme “Eternal Embrace”. During the event, the elderly, their family members, nursing home staff, and INTCO Medical volunteers all put on INTCO Medical’s disposable gloves and dipped their hands in bright, eco friendly paint. Amid laughter and joy, they gave each other warm and firm hugs, leaving colorful handprints on each other’s white T shirts.



The overlapping handprints, like closely linked hearts, formed a unique “emotional map”

Promoting Employee Care

Jiangsu INTCO has always regarded employees as the foundation of its development. In areas such as compensation and incentives, career development, and performance management, the company strictly follows its human capital development system to ensure that every employee can achieve personal growth in a fair, transparent, and competitive environment. Jiangsu INTCO places great emphasis on creating a supportive, inclusive, and welcoming organizational atmosphere, continuously carrying out diverse activities such as holiday greetings and family open days to embed care into daily life. During the reporting period, Jiangsu INTCO facilitated democratic communication channels for employees, established a labor union, and held its first union member representative assembly. Through democratic elections, the

union chairman, union committee, funds review committee, and women’s committee were elected, promoting a standardized, orderly, and effective employee democratic participation mechanism.



Christmas activities arranged for employees



Reading sessions are held regularly to broaden employees’ horizons, inspire intellectual exchange, and empower both individual and team growth

01 Environmental

INTCO Medical continuously strengthens its environmental management with a sharp focus on the “dual carbon” goals. We made solid progress in energy conservation and carbon reduction, comprehensively improving energy and water efficiency, and reinforcing environmental compliance to ensure stable, compliant pollutant discharge. Through concrete actions, we are making green the defining feature of our sustainable development.



Climate Response

INTCO Medical actively addresses the global challenge of climate change by deeply integrating climate actions into corporate strategy and daily operations, driving a comprehensive green and low carbon transition.

Governance

INTCO Medical has established a clear, multi level ESG governance structure in which climate governance is embedded as a core function. The Board of Directors has formed a Strategy and ESG Committee, which serves as the highest oversight body for climate governance and is responsible for reviewing climate related strategies and targets. Through Board meetings and special committee meetings, the Committee regularly receives management reports on the identification and management of climate risks and opportunities, as well as progress on climate transition. This ensures that climate issues are fully considered and effectively addressed in major corporate decisions. For further details on the governance structure, please refer to the “Sustainable Development Management” section of this Report. In addition, we place a strong emphasis on building the climate governance capacity of the Board, actively enhancing Board members’ climate related skills and strengthening the Board’s leadership in driving sustainable development and long term value creation.

Strategy

During the reporting period, we identified and assessed climate related risks and opportunities, conducting a comprehensive review of physical and transition risks. At the same time, we proactively seized opportunities arising from the green and low carbon transition, explored new business growth points, and continuously promoted product innovation and upgrading.

Climate Risk Type		Description of Climate Risks and Opportunities	Time Horizon	Financial Impact	Response Measures & Resource Support
Physical Risks	Acute Risks	- Extreme weather events (e.g., floods, typhoons) disrupt production facilities, reducing capacity utilization and creating order default risk. - Reduced raw material output and transportation disruptions increase supply chain interruption risk.	Short/Medium term	- Production interruption leads to capacity loss and delivery delays, potentially reducing revenue and incurring default costs. - Supply chain instability may increase raw material procurement costs. - Higher maintenance and protection expenditures for plants and equipment.	- Deploy extreme weather early warning and emergency response mechanisms. - Raise plant disaster resistance standards. - Establish a multi region raw material procurement system.
	Chronic Risks	- Extreme heat or drought leads to water scarcity, affecting production. - Long term price increases for chemical raw materials such as butadiene due to climate change, resource access difficulties, wars, etc. - Global warming and frequent high temperatures may negatively affect employee health.	Medium/Long term	- Rising energy costs and raw material procurement costs. - Increased operating costs due to water saving and energy efficient equipment upgrades and additional energy input.	- Implement water recycling and energy saving retrofits, and conduct energy audits. - Perform supplier ESG audits, and strengthen climate resilience management of key raw material suppliers. - Develop captive upstream supply chains to enhance supply chain resilience. - Focus on employee occupational health, including reducing workload during high temperature periods.

Climate Risk Type		Description of Climate Risks and Opportunities	Time Horizon	Financial Impact	Response Measures & Resource Support
Transition Risks	Policy and Legal Risks	- National and local governments have recently issued policies on "dual carbon" and green manufacturing. The Company must incorporate these into strategic decisions to meet policy direction and compliance requirements. - As major global markets accelerate the construction of green trade barriers, the compliance threshold for the Company's international market access has risen.	Medium/Long term	- Need to invest capital and operating costs to meet requirements such as carbon emission monitoring, green certification, and cleaner production retrofits. - Higher compliance costs for international markets. - High carbon production equipment may become stranded if it cannot be retrofitted or upgraded.	- Continuously track international and domestic regulatory changes, and strengthen compliance monitoring. - Carry out green factory certification, product carbon footprint calculation, etc. - Upgrade wastewater and exhaust gas treatment systems to reduce pollution emissions.
	Technology Risks	- The Company needs to continuously increase R&D investment in low carbon products and technologies. - New technologies may experience fluctuating yield rates during the introduction phase, leading to slow capacity ramp up.	Medium/Long term	Higher R&D and capital expenditures for developing low carbon products and processes.	- Increase R&D investment in automation and energy saving technologies. - Promote intelligent upgrades of production lines.
	Market Risks	Global market attention to low carbon products and technologies is growing. Failure to meet market demand may weaken product competitiveness and reduce market share.	Medium/Long term	Inability to meet green procurement requirements may lead to loss of customer orders and lower operating revenue.	- Launch low carbon product series. - Strengthen collaboration with customers in the sustainability field.
	Reputation Risks	Public, investor, and customer attention to the Company's green development and environmental responsibility continues to rise. Inadequate management could trigger public opinion concerns.	Medium/Long term	Failure to communicate climate change response progress to stakeholders in a timely manner may weaken the Company's credibility in sustainable development, reduce brand appeal, and affect customer cooperation and market competitiveness.	- Strengthen environmental issue monitoring and rapid response. - Enhance external communication and information transparency.
	Resource Efficiency	The Company actively optimizes production processes and improves equipment automation to enhance energy efficiency and overall manufacturing efficiency.	Short/Medium term	- Lower consumption of energy, water, and raw materials, reducing manufacturing costs. - Higher capacity utilization, and greater output per unit of capacity.	- Strengthen resource recycling and waste reduction. - Establish a "Lean Improvement and Innovation" award to recognize employees who propose effective innovation suggestions for improving resource and production efficiency.

Climate Risk Type		Description of Climate Risks and Opportunities	Time Horizon	Financial Impact	Response Measures & Resource Support
Opportunities	Energy Sources	By applying clean technologies and energy, the Company reduces costs, improves efficiency, achieves energy savings and carbon reduction, and lowers its carbon footprint.	Short/Medium term	- Introducing clean energy lowers energy costs. - Reducing dependence on fossil fuels reduces operational risks.	- Increase the share of clean energy such as solar and wind power. - Purchase green electricity and green power certificates to drive energy structure transformation.
	Markets	- Develop low carbon products to meet market demand for eco-friendly products and enhance corporate competitiveness. - In green trade markets such as the EU and North America, take the lead in deploying green products to gain first mover advantages.	Medium/Long term	- Under the trend of green procurement, growth in new customers and orders increases operating revenue. - Increase the share of green products in high compliance markets such as Europe and the US, expanding market share.	Develop eco-friendly, low carbon products, expanding market share in high compliance markets.
	Resilience (Adaptability)	- Enhance the disaster resistance of plants, warehouses, and power systems to reduce the impact of extreme weather. - Diversify raw material supply to avoid supply disruptions from climate shocks in any single region.	Short/Medium/Long term	- Reduce production losses from extreme weather through disaster resistant retrofits and emergency systems. - Diversified supply and local stockpiling can reduce procurement delays and premiums caused by climate events, saving procurement costs.	- Upgrade the resilience of plant infrastructure. - Develop diversified supply chains and alternative raw material mechanisms to improve impact resistance. - Strengthen emergency management and drills to enhance incident response capabilities.

Management of Impacts, Risks, and Opportunities

The Company has developed a series of measures to address climate risks and opportunities, continuously advancing climate resilience building to enhance long term competitiveness.

Climate Related Risk Management Process	
Identification of Climate Risks and Opportunities	Conduct industry research and peer benchmarking, combined with internal and external stakeholder surveys, to identify climate related risks and opportunities across the value chain.
Financial Impact Assessment	Assess the potential business and financial impacts of each climate risk and opportunity on the Company.
Climate Risk Response	Develop targeted response measures for climate related risks and opportunities and implement them.
Climate Risk Integration and Monitoring	- Set climate related indicators and targets, monitor progress annually. - Integrate climate risks into the Company's overall risk management system.

Reducing Product Carbon Footprint

The Company continuously reduces the carbon footprint of its products through various measures, including optimizing production processes, improving energy efficiency, applying renewable energy, and enhancing waste resource utilization. These efforts help lower greenhouse gas emissions across the product life cycle.

During the reporting period

The Company conducted product life cycle assessments and product carbon footprint certifications.

The carbon footprint of a single disposable 4.5g PVC glove was

0.03174 kg CO₂e

That of a single disposable 3.5g nitrile glove was

0.0504 kg CO₂e,

providing a scientific basis for green product transformation and low carbon management.



Energy Saving and Carbon Reduction Management

The Company continuously advances energy saving and carbon reduction initiatives. By introducing intelligent energy monitoring systems, implementing lean production process improvements, phasing out high energy consumption equipment, and expanding the share of renewable energy such as solar and wind power, the Company has significantly reduced energy consumption and carbon emission intensity per unit of product. For related practices and achievements, please refer to the “Environmental Performance — Energy and Water Resource Utilization” section of this Report.

Green Factory Construction

The Company has actively transformed the traditional development model featuring high input, high consumption, and high emissions, striving to build a green manufacturing system and drive a comprehensive green transition. By fully implementing green production methods, the Company deeply integrates green development concepts into all aspects of production and operations, achieving sustainable development. During the reporting period, Anhui INTCO Medical Products Co., Ltd. (Anhui INTCO) won the title of “Green Factory in Huaibei City”, marking an important milestone in the Company’s progress in green manufacturing and low carbon development.

Indicators and Targets

During the reporting period, the Company continued to research and plan its carbon neutrality pathway and timeline, formulating scientific emission reduction roadmaps and implementing a carbon neutrality action plan. The Company has committed to reducing carbon emissions of 1pc glove by 25% by 2030 (2022 as the base year) and achieving carbon neutrality across its own operations by 2050.

Target	2025 Achievement
Reduce carbon emissions of 1pc glove by 25% by 2030 (2022 base year)	Carbon emissions of 1pc glove decreased by 32.50% compared to 2022, achieving the interim 2030 target.
Achieve carbon neutrality across its own operations by 2050	

Indicator ¹	Unit	2025	2024	2023
Total GHG emissions	10,000 tCO ₂ e	187.25	171.30	170.01
Scope 1 GHG emissions	10,000 tCO ₂ e	152.94	136.67	140.93
Scope 2 GHG emissions	10,000 tCO ₂ e	34.31	34.63	29.08
GHG emission intensity	tCO ₂ e/RMB 10,000 revenue	1.89	1.80	2.46

Note 1: The Company uses the operational control approach to define the organizational boundary for GHG accounting, calculating GHG emissions from businesses and operations under its control.

Note 2: GHG emissions are calculated in accordance with the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Other Industrial Enterprises (Trial)* and the *Notice on Effective Management of Greenhouse Gas Emission Reports of Power Generation Enterprises in 2023–2025* issued by the National Development and Reform Commission, and the *Announcement on the Release of Electricity Carbon Dioxide Emission Factors in 2023* issued by the Ministry of Ecology and Environment and the National Bureau of Statistics.

Energy and Water Resource Utilization

INTCO Medical is committed to building an efficient and sustainable system for energy and water resource utilization. Through technological innovation and systematic optimization, the Company actively promotes cascading energy use and water recycling, reducing resource consumption and environmental impact at the source, and embedding green development as the foundation of its operations.

Governance

The Company has established Equipment Automation and Resource Management Departments at each production base. These departments are responsible for end-to-end monitoring and refined management of energy and water resources, systematically developing differentiated strategies for energy and water savings, promoting the implementation of sustainable operation action plans, and comprehensively improving resource utilization efficiency.

Strategy

The Company identifies and assesses risks and opportunities related to energy and water resource utilization, systematically analyzes trends, costs, and fluctuation factors in energy and water demand, and evaluates their impact on the Company’s production operations and long-term development.

Description of Risks and Opportunities		Time Horizon	Financial Impact	Response Measures & Resource Support
Energy Usage	Risks	Medium/Long term	Energy price fluctuations may impact cost control.	Increase the share of renewable energy to reduce dependence on fossil fuels.
	Opportunities	Short/Medium/Long term	- Improved energy efficiency reduces operating costs. - The construction and operation of renewable energy may lead to higher short term capital expenditures, but result in long term electricity cost savings.	- Promote equipment upgrades and process optimization to improve energy efficiency. - Enhance employee awareness of energy conservation.
Water Use	Risks	Short/Medium/Long term	Water scarcity and usage restrictions may affect certain production processes.	- Strengthen whole process water consumption monitoring. - Apply high efficiency water saving equipment and advanced low water consumption processes.
	Opportunities	Short/Medium/Long term	Reclaimed water reuse and source water saving reduce water bills and production costs.	Build a water recycling system to increase the reuse rate of reclaimed water.

Management of Impacts, Risks and Opportunities

Energy Management Strategy

Guided by continuously improving energy management strategy, the Company defines clear energy management objectives, establishes a cross departmental systematic improvement mechanism, and fosters competition through a workshop “Racing” mechanism, driving continuous improvement in overall energy management.

Energy Management Strategy	
Set energy efficiency targets	The Company sets annual and quarterly energy efficiency targets and tracks their achievement on a daily and monthly basis.
Cross departmental collaboration to improve energy efficiency	Multiple departments work together to develop an energy improvement logic diagram, identify key improvement nodes, and continuously optimize energy management, equipment energy efficiency, and production processes.
Energy improvement “Racing” mechanism	The Company has established an energy monitoring system to conduct energy data analysis, and develops differentiated energy reduction plans based on the energy consumption of different workshops.



Promoting Energy Conservation and Consumption Reduction

The Company strictly complies with the *Law of the People's Republic of China on Energy Conservation* and applicable local laws and regulations, and has established a robust energy management system to deepen energy conservation and consumption reduction efforts. Through measures such as efficient energy use, production process optimization, and equipment upgrades, it continuously maximizes energy efficiency.

Energy monitoring	Deploying an energy management system (EMS): By deploying an EMS, the Company has built an energy consumption monitoring network covering the entire plant, driving the digital and intelligent transformation of energy management. The energy consumption data of Jiangxi INTCO Medical Co., Ltd. (Jiangxi INTCO) is uploaded to the Jiangxi Provincial Energy Online Monitoring Platform for real time monitoring.
Efficient energy use	- Optimizing heating structure: Through boiler equipment upgrades and full utilization of boiler waste heat, energy cost savings in 2025 reached RMB 5.81 million. - Reducing air to nitrogen ratio: While meeting production requirements, the Company reduced nitrogen purity and lowered the air to nitrogen ratio of nitrogen generators, saving approximately RMB 223,000 in electricity annually. - Implementing insulation measures: Workshop hot water tanks and key parts of production lines have been insulated to reduce heat leakage and improve energy efficiency. - Implementing load shifting: Company wide load shifting was implemented to reduce electricity consumption. Electricity consumption and prices across peak, mid-peak, and off-peak periods were compared daily, and electricity price comparison charts were developed to cultivate employee awareness of energy conservation. - Waste heat utilization system: INTCO Medical (Linzi Production Base) designed a waste heat utilization system that uses part of the condensate water to heat the plant area via a water heat exchanger. The remaining condensate is sent to a flash tank, where high temperature steam is separated and then supplied to the VOCs system for nitrogen heating and workshop heat makeup air, thereby improving steam heat utilization efficiency through multiple pathways. This system saves 4,614 kg of steam per hour.
Production process optimization	- Promoting process integration: The Company streamlined redundant production steps, and reduced equipment idle time, minimizing energy waste. - Introducing electrochemical equipment: Electrochemical equipment has been introduced into the chiller circulating water system to replace softened water and chemical agents, improving chiller efficiency while reducing the use of industrial salt and chemical agents, and decreasing cooling tower discharge. Annual comprehensive cost savings amount to approximately RMB 525,000.
Equipment upgrades	- Laser equipment upgrades: The rehabilitation and physiotherapy equipment production workshop upgraded traditional cutting equipment to laser cutting equipment. Leveraging its high precision, high efficiency, strong flexibility, and good material compatibility, it achieves precise cutting, reduces material waste, shortens single equipment operation time, and lowers energy consumption per unit of output. - Fan upgrades: Desulfurization tower slurry circulation pumps and sewage treatment lifting pumps were retrofitted with synchronous reluctance motors; cooling tower fans were upgraded to more efficient EC fans.

Utilization of Clean Energy

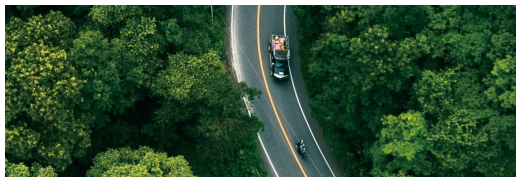
The Company actively explores the use of clean energy and continuously increases the proportion of renewable energy. Through the deployment of distributed photovoltaic and wind power projects, it is advancing a low carbon energy transition in an orderly manner.

11.2 MW Self Consumption Wind Power Project Successfully Connected to the Grid

In July 2025, Anhui INTCO's self consumption wind power project was successfully connected to the grid and began generating electricity, marking a solid step forward in promoting green and low carbon transformation and building a sustainable demonstration factory. The project uses two wind turbine generators featuring a single unit capacity of 5.6 MW and a hub height of 140 meters, with an estimated annual on grid power generation of approximately 20,718 MWh. After operation, the project saves about 6,246.5 tons of standard coal annually, reduces CO₂ emissions by approximately 17,154.5 tons, SO₂ emissions by about 2.1 tons, and NO_x emissions by about 3.1 tons. It effectively alleviates the environmental pressure caused by fossil fuel use and significantly improves the company's overall performance in clean production, energy conservation, and emission reduction.



Anhui INTCO's wind power project officially put into operation, achieving on site conversion and utilization of green energy.



Water Resource Management

The Company attaches great importance to the sustainable use of water resources. It strictly complies with the *Water Law of the People's Republic of China* and relevant local laws and regulations, and has established a sound water resource management system. The Company's water sources are mainly municipal water, groundwater, and surface water. Water consumption is concentrated in the production of its core product – nitrile gloves – involving processes such as hand mold cleaning and raw material mixing.

Improve water efficiency	- Strengthening water resource monitoring: An intelligent water consumption monitoring system has been deployed to achieve real time data collection, analysis, and optimization, ensuring precise management of water usage. - Selecting low water consumption equipment: In the planning phase of new production lines, priority was given to low water consumption process equipment to reduce production water demand at the source. - Reducing water evaporation: Circulating water fans automatically adjust frequency according to temperature, reducing circulating water evaporation and blowdown water discharge. - Improving membrane system efficiency: Dispersant membrane cleaning and waste heat recovery technologies are applied to improve membrane system efficiency and increase raw water temperature, thereby improving water production efficiency and reducing water consumption.
Water recycling	- Reusing reclaimed water: Pre treatment and advanced treatment of roller brush water, post rinse water, and leaching water discharged from production lines enable reclaimed water reuse, with a maximum daily reuse volume of 6,000 m³. - Recycling cooling water: Testing water returns to the cooling tower for recycling, and condensate water returns to the raw water tank for recycling.

Indicators and Targets

The Company quantifies energy management, sets energy management targets, and further breaks down these targets to each production base, defining clear energy saving and consumption reduction plans to ensure the achievement of energy efficiency improvement and energy saving goals.

Indicator	Target	2025 Achievement
Energy consumption per carton (mainly coal and electricity)	5% reduction compared to 2024	10.79% reduction compared to 2024 – Achieved
Water consumption per carton	5% reduction compared to 2024	6.88% reduction compared to 2024 – Achieved

The Company continuously strengthens refined and quantitative energy management and increases the proportion of renewable energy. During the reporting period, photovoltaic and wind power generation reached 12,537.23 MWh. In terms of water resource utilization, the Company further increases the volume of reclaimed water reuse, effectively supporting green and low carbon development.

Energy Utilization ¹				
Indicator	Unit	2025	2024	2023
Purchased electricity	MWh	549,487.69	547,494.17	482,831.97
Renewable energy generation	MWh	12,537.23	3,538.60	1,210.00
Purchased heat	GJ	438,762.10	477,753.00	140,222.83
Coal	10,000 tons	73.57	65.59	67.58
Diesel	10,000 liters	130.14	141.08	80.78
Gasoline	10,000 liters	31.31	20.89	166.51
Natural gas	10,000 m ³	57.34	176.44	161.09
Total comprehensive energy consumption ²	10,000 tce	61.06	55.62	55.97
Comprehensive energy consumption intensity	tce/RMB 10,000 revenue	0.62	0.58	0.81

Water Resource Utilization				
Indicator	Unit	2025	2024	2023
Municipal water supply	10,000 m ³	1,241.25	1,029.93	847.47
Groundwater	10,000 m ³	59.26	193.43	102.23
Surface water	10,000 m ³	571.31	562.60	624.44
Total water consumption	10,000 m ³	1,871.83	1,785.96	1,574.14
Water consumption intensity	m ³ /RMB 10,000 revenue	18.86	18.75	22.75
Reclaimed water reuse volume	10,000 m ³	96.39	23.49	43.73
Reclaimed water reuse rate	%	5.15	1.32	2.78

Notes:

1: Energy utilization includes both direct and indirect energy. Direct energy includes coal, diesel, gasoline, and natural gas; indirect energy includes purchased electricity and purchased heat.

2: Total comprehensive energy consumption is calculated using the conversion factors specified in the national standard *General Rules for Calculation of Comprehensive Energy Consumption (GB/T 2589—2020)*.



Environmental Compliance Management

INTCO Medical consistently follows an eco-friendly development philosophy and strictly complies with all applicable laws and regulations in the regions where it operates. The Company continuously raises its cleaner production standards, striving to achieve a harmonious balance between economic performance and environmental protection, setting a benchmark for the green transformation of the industry.

Governance

INTCO Medical has established a comprehensive environmental management framework. The General Manager, as the primary person responsible for environmental management, bears overall responsibility for environmental protection. An Environmental Protection Leadership Group has been established under the General Manager to provide leadership, oversight, and management of all environmental protection activities. At each production base, the Safety and Environmental Protection Department serves as the operational arm of the Environmental Protection Leadership Group and is responsible for the centralized management of environmental protection work at the respective site. All other departments are responsible for environmental protection matters under the principle that “Whoever is in Charge is Responsible”.



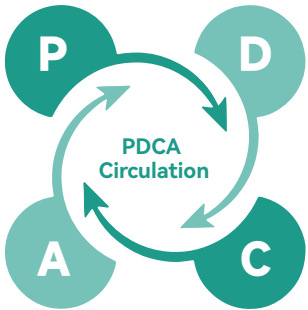
Strategy

The Company implements the environmental policy of “Safety First, Prevention Foremost, Comprehensive Management” and the supervision principle of “Full Participation, Whole Process, All Aspects, and Around the Clock”. Environmental management is integrated into the Company’s corporate development strategy, with continuous efforts to optimize and enhance environmental management standards, thereby ensuring the long term achievement of environmental protection, pollution prevention, and sustained improvement in environmental performance.

Description of Risks and Opportunities	Time Horizon	Financial Impact	Response Measures & Resource Support
Risks - Stricter environmental regulatory requirements at national and local levels, which may increase the cost of environmental compliance management. - An environmental incident could lead to significant fines, production suspension for rectification, and reputational damage. - Export products encounter trade barriers due to non-compliance.	Short/ Medium/ Long term	- Increased investment in the operation and maintenance of pollution prevention facilities, procurement of environmental equipment, and environmental monitoring. - Failure to respond to policy changes in a timely manner or the occurrence of an environmental incident could result in direct economic losses, including fines, production restrictions, or even shutdowns.	- Establish a comprehensive environmental compliance management system with regular policy reviews and updates. - Improve the graded early warning and emergency response mechanisms for environmental risks, and enhance employees’ emergency response capabilities.
Opportunities Proactively respond to environmental regulations, enhance compliance management, and publicly disclose environmental performance to build a responsible brand image.	Short/ Medium term	Environmental compliance performance has become an important indicator for financial institutions in assessing corporate sustainability risks. Robust environmental compliance management can provide access to green credit, green bonds, and other low cost financing.	

Management of Impacts, Risks and Opportunities

The Company follows the Plan Do Check Act (PDCA) management process. Through regular assessments and closed loop feedback mechanisms, it continuously identifies shortcomings in environmental management, improves management mechanisms, and steadily enhances the effectiveness of environmental governance.



Plan
Analyze the Company’s dynamics and formulate annual environmental plans through environmental meetings.

Do
Implement environmental activities and measures based on the environmental plans.

Check
Conduct inspections from time to time.
Conduct regular meetings to hear reports on environmental work and study on major issues.

Action
Evaluate and assess the fulfillment of environmental objectives.
Make proposals for improvement and implement preventive measures.

Environmental Management System and Certifications

The Company strictly complies with relevant national and local environmental regulatory requirements, including the *Environmental Protection Law of the People's Republic of China*, the *Environmental Impact Assessment Law of the People's Republic of China*, and the *Energy Conservation Law of the People's Republic of China*. It has developed internal policies such as the *Environmental Protection Management System* and the *Environmental Protection Facilities Operation Management System*. In addition, the Company has established the *Environmental Protection Target Assessment System*, which links environmental management to employee performance appraisals. For business divisions that cause major or particularly serious liability accidents related to environmental protection, the Company applies a one-vote veto: the division and its head are disqualified from the year end excellence awards, and the responsible leaders are subject to accountability.

Production bases that have obtained ISO 14001 environmental management system certification:

- Anhui INTCO
- Shandong INTCO
- Anhui Kaize
- Jiangxi INTCO



ISO 14001 certificate

Environmental Risk Management

The Company attaches great importance to environmental risk management and has established an “Assessment-Prevention-Emergency” environmental risk management mechanism.

Environmental risk identification and assessment	• Comprehensively identified various environmental risk factors arising from production and operation activities, and clearly identified major hazards, environmental risk sources, and environmentally hazardous substances. • Conducted periodic special assessments to analyze risk levels and potential impacts, focusing on risks such as wastewater leakage, excessive air pollutant emissions, and improper hazardous waste disposal, and identify key control points. • Developed scenario analyses for sudden environmental incidents to provide a scientific basis for improving emergency response plans, ensuring that environmental risks are properly managed.
Environmental risk hazard identification	• Established and implemented the <i>Environmental Inspection Management System</i> and the <i>Environmental Hazard Management System</i>, established a long term mechanism for identifying and rectifying environmental safety hazards, and conducted regular comprehensive inspections and remediation of environmental hazards throughout production and operation processes. • Adopted a graded hazard management model, formulating differentiated rectification plans with specified timelines and responsible parties based on hazard severity. Conducted timely follow-ups and validation of rectification results to ensure closed loop hazard management and remediation, thereby preventing environmental risks at the source and ensuring environmental safety and stability.
Environmental emergency management	• Prepared the <i>Emergency Plan for Sudden Environmental Events</i> in accordance with the <i>Administrative Measures for the Recording of Emergency Plans for Sudden Environmental Events in Enterprises and Institutions</i>. This plan defines the composition and responsibilities of the emergency response organization. Emergency response levels are classified into three tiers: general, major, and serious sudden environmental events. The plan establishes prevention, early warning, information reporting and notification mechanisms, and corresponding emergency response measures tailored to each level. • For specific emergency scenarios, detailed incident specific response plans have been developed, covering hazardous chemical spills, fires, loss of hazardous waste, abnormal wastewater discharge, and soil and groundwater contamination accidents. • Conducted regular emergency drills simulating unexpected accident scenarios to equip employees with necessary emergency response skills, ensuring that the Company can respond quickly, effectively, and scientifically to sudden environmental incidents and minimize accident impacts.

Indicators and Targets

The Company continuously improves its environmental risk early warning system, shifting environmental management from reactive response to proactive prevention, thereby providing robust support for ensuring operational safety and safeguarding the ecosystem and corporate reputation.

During the reporting period

The Company experienced no major sudden environmental incidents and received no administrative penalties related to environmental issues.

24 environmental emergency drills were organized, covering multiple scenarios and job functions, effectively enhancing emergency response capabilities and company wide risk awareness.



Emissions and Waste Management

INTCO Medical continuously improves its pollutant emissions and waste management system to achieve source reduction, process control, and end of pipe compliance, steadily promoting refined and standardized environmental management.

Governance

The Company has established a comprehensive environmental compliance management framework in which responsibilities related to pollutant emissions and waste management are integrated into a systematic management approach, ensuring effective implementation of compliance controls. For details on the management framework, please refer to “Environmental Compliance Management – Governance” in this Report.

Strategy

The Company strictly implements emissions management requirements by establishing and improving a comprehensive end to end management mechanism, and strengthening source control and process monitoring, thus continuously enhancing pollution prevention and control capabilities.

Description of Risks and Opportunities		Time Horizon	Financial Impact	Response Measures & Resource Support
Risk	Administrative penalties due to excessive pollutant emissions or improper waste disposal, which may also affect corporate reputation.	Short/ Medium term	- Fines imposed by the competent ecology and environment authorities for excessive pollutant emissions or improper waste disposal, rectification costs, and possible production suspension losses. - Public scrutiny of environmental incidents could negatively impact the corporate brand.	- Establish real time emission monitoring and early warning systems. - Timely and transparent disclosure of environmental information to enhance public trust. - Develop efficient, low cost pollution control and resource recovery technologies. - Prioritize green technology retrofits that are aligned with policy orientation and apply for funding support.
	- The government may provide subsidies, tax incentives, or low interest loans to encourage corporate environmental transformation. - Pollution and waste management drives the development of new technologies, potentially reducing pollution and waste abatement costs or helping build core competitiveness.		- Innovate and develop clean technologies to promote source waste reduction. - Pursue subsidies, tax incentives, or low interest loans from governments and financial institutions.	



Management of Impacts, Risks and Opportunities

The Company strictly complies with relevant laws and regulations, including the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, and the *Law of the People's Republic of China on the Prevention and Control of Noise Pollution*; national and industry standards such as the *Emission Standard for Industrial Enterprises Noise at Boundary* (GB 12348—2008); and other relevant regulations and standards applicable in its operating locations. Additionally, it has systematically established a comprehensive pollutant emission management mechanism. During the reporting period, the Company conducted regular monitoring of wastewater, exhaust gas, and noise, and all monitoring results met compliance requirements.

Wastewater Discharge Management

The Company has developed the *Water Pollution Management System*, the *Wastewater Treatment Facility Operation Management System*, and the *Online Monitoring Equipment Management System* to comprehensively standardize wastewater management procedures. Adhering to the drainage principles of “separating rainwater from sewage, separating clean water from wastewater, and treating different wastewater streams by quality”, the Company treats wastewater by quality, category, and grade, and strictly monitors wastewater discharge to ensure stable compliance of all water quality parameters before lawful discharge. During the reporting period, the Company further optimized its wastewater treatment processes, reducing operating costs and increasing treatment capacity.

Primary Pollutants	Pollutant Sources	Treatment Method	Treatment Effectiveness
- COD - Ammonia nitrogen	Wastewater from hand mold production processes	Equalization basin, high efficiency denitrification reactor, post oxidation tank, sedimentation tank	During the reporting period 776.58 tons of COD and 8.02 tons of ammonia nitrogen were treated. Annual COD and ammonia nitrogen discharge concentrations met compliance requirements.
	Equipment and workshop cleaning wastewater, recirculating cooling water, initial rainwater	Flocculation sedimentation	
	Wastewater from exhaust gas treatment	Integrated dechlorination reactor for chlorine scrubbing wastewater absorption	
	Mixed wastewater in equalization basin	Equalization tank, high efficiency denitrification reactor, contact oxidation tank, sedimentation tank	



Exhaust Gas Emission Management

The Company has developed the *Exhaust Gas Treatment Management System* and established a comprehensive, end to end exhaust gas management system. The use of closed, integrated production equipment helps control fugitive emissions at the source, effectively reducing pollutant escape. The Company continued to promote the construction of high efficiency pollution control facilities, implementing segregated collection and centralized treatment of exhaust gases generated during production to ensure full compliance with emission standards.

Primary Pollutants	Pollutant Sources	Treatment Method	Treatment Effectiveness
• Particulate matter • Sulfur dioxide • Nitrogen oxides • Non-methane total hydrocarbons (NMTHC)	• Exhaust gas from nitrile glove production	• Baghouse filter • Two stage alkali spray scrubber • Two stage water scrubber • Alkali scrubbing + zeolite rotor concentrator	During the reporting period 36.75 tons of particulate matter, 179.50 tons of SO₂, 442.79 tons of NO_x, and 4.27 tons of NMTHC were treated. Annual emission concentrations for all relevant pollutants met compliance requirements
	• Exhaust gas from PVC glove production	• Baghouse filter • Condensation + electrostatic precipitator • Cooling + electrostatic precipitator • Vacuum distillation • Condensation recovery	
	• Boiler exhaust gas	• Low NO_x combustion • SCR denitrification • Baghouse filter • Limestone gypsum flue gas desulfurization	
	• Exhaust gas from ash silos and lime powder silos	• Baghouse filter	
	• Exhaust gas from wastewater treatment	• Negative pressure collection by induced draft • Alkali adsorption • Bio trickling filter	

Noise Management

The Company has developed the *Noise Management System* and established a long term mechanism for noise pollution prevention and control. Noise generation is controlled at the source through scientific facility layout, optimized equipment selection, and the installation of noise reduction devices. The Company has strengthened boundary noise monitoring and routine inspections to stay informed about noise emission levels, ensuring that boundary noise meets applicable standards. During the reporting period, the Company systematically advanced noise pollution prevention, formulated and implemented noise prevention and maintenance plans, conducted comprehensive inspections of high noise sources, and systematically replaced aged, high noise equipment, effectively improving noise levels in the work environment.

Primary Pollutants	Treatment Method	Treatment Effectiveness
• Boundary environmental noise	• Conduct regular boundary noise monitoring to ensure compliance with industry or local noise standards. • In the event of abnormal noise detection, promptly analyze the cause and take appropriate measures to eliminate the abnormality. • Conduct regular in workshop noise testing. Employees working in high noise environments (≥65 dB) are required to use protective earplugs.	During the reporting period average boundary noise levels were stably controlled below 55 dB. No noise related complaints from surrounding residents were received, and noise levels in employee work areas significantly improved.

Waste Management

The Company strictly complies with relevant laws, regulations, and standards, including the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes* and the *National Hazardous Waste List*. It has developed internal management policies, including the *General Solid Waste Temporary Storage Facility Management System*, the *Hazardous Waste Pollution Prevention Responsibility System*, the *Hazardous Waste Management Responsibility System*, the *Hazardous Waste Labeling Management System*, and the *Hazardous Waste Storage and Transportation Management System*. Guided by the principle of "source reduction, resource recovery, and harmless treatment," the Company has established a comprehensive solid waste lifecycle management system covering generation, segregation, storage, transportation, and disposal. Priority is given to resource recovery to minimize environmental impact. The Company places strong emphasis on employee competency development and regularly organizes specialized waste management training to raise environmental awareness and strengthen accountability. During the reporting period, Anhui Kaize conducted a training session on *Hazardous Waste Management Knowledge*, further strengthening the Company's environmental governance capabilities.

Waste Type	Primary Sources	Primary Pollutants	Treatment Method	Treatment Effectiveness
General solid waste management	• Glove production lines	• Collected dust, coalslag, discarded hand molds, non-conforming products, latex tank sediment, and wastewater treatment sludge	• General solid waste is segregated and stored by category. Unauthorized dumping, stacking, discarding, or spilling is strictly prohibited. • Licensed third party entities are engaged for treatment, recycling, and reprocessing.	During the reporting period 125,720.04 tons of general solid waste and 1,452.66 tons of hazardous waste were treated. All waste disposal activities met compliance requirements.
Hazardous waste management	• Glove production lines	• Inner packaging of raw and auxiliary materials, waste oil, waste denitrification catalysts, etc.	• Hazardous waste is managed by category based on its characteristics and hazardous factors, with full process supervision of collection, storage, transfer, utilization, and disposal. • Dedicated hazardous waste storage facilities are in place to prevent leakage and diffusion during storage. • For transportation, licensed third party entities are engaged, and transport vehicles are regularly inspected to ensure packaging and sealing compliance. • Licensed third party entities are engaged for the environmentally sound disposal of hazardous waste to protect ecological safety.	

Indicators and Targets

The Company has established a robust environmental management mechanism and taken multiple measures to mitigate the environmental impact of its own operations, ensuring that all types of pollutants, including exhaust gas, wastewater, and solid waste, are effectively controlled and that all emission indicators meet the environmental standards applicable in its operating locations. For pollutant emission data, please refer to "ESG Data Sheets and Notes –Pollutant Discharge Status of Key Environmental Supervision Entities in 2025" in this Report.

Indicator	Target	2025 Achievement
"Three wastes" (wastewater, exhaust gas, solid waste) treatment compliance rate	100%	Achieved
Average boundary noise level	Below 60 dB	Average boundary noise level stably controlled below 55 dB — Achieved

Circular Economy

INTCO Medical attaches great importance to the development of the circular economy. The Company continuously promotes source reduction and resource recycling, striving to build a resource conserving and eco-friendly model of sustainable development.

Governance

The Company has established a robust environmental compliance management framework, integrating circular economy responsibilities into its systematic management. At the decision making level, the General Manager leads the effort, supported by an Environmental Protection Leadership Group. At the execution level, the Safety and Environmental Protection Departments at each production base are responsible for improving resource utilization efficiency and managing waste recycling. For further details on the management framework, please refer to the “Environmental Compliance Management – Governance” section of this report.

Strategy

The Company places a high priority on the circular economy. It assesses circular economy related opportunities and analyzes the potential and value of resource recycling across the upstream and downstream industrial chain.

Description of Risks and Opportunities		Time Horizon	Financial Impact	Response Measures & Resource Support
Risks	- A lagging circular economy layout that fails to establish an effective closed loop mechanism for resource recovery and reuse, resulting in a single source of resource acquisition and high vulnerability to supply demand fluctuations of raw materials. - High upfront investment required for technological transformation, equipment procurement, process commissioning, and recycling network construction.	Short/Medium/Long term	- Lack of recycled material sources and reliance on virgin materials; price volatility caused by reduced resource supply will increase procurement costs. - Large upfront investment with a relatively long payback period.	- Promote R&D of eco-friendly materials, increasing the use of recyclable and degradable materials in products. - Optimize production processes to reduce resource waste.
	- Build a closed loop recycling system and promote material recycling to lower raw material procurement costs. - Develop recyclable and degradable glove products to help expand the green market.			

The Company has defined clear directions for the circular economy in terms of business models, product design, and waste reuse. It actively explores innovative pathways for resource circulation and efficient utilization, driving a more sustainable operating model.

INTCO Medical's Circular Economy Strategy	
Production	- Promote source reduction: fully consider the recyclability of solid waste during product design, designing products that are easy to disassemble and recycle, thereby reducing solid waste generation. - Waste recycling: improve waste sorting and recovery rates to facilitate resource recycling. Reprocess production offcuts and recycled waste into regenerated raw materials, achieving the substitution of virgin materials with recycled materials.
Packaging Recycling & Comprehensive Utilization	- Substitute eco-friendly materials: replace conventional packaging with degradable, renewable, low impact materials. - Lightweight design: reduce material usage through structural optimization while maintaining packaging functionality. - Build a reusable packaging system for the internal supply chain: replace single-use packaging with reusable alternatives, enabling efficient circulation of packaging resources within the Company's production and logistics processes. - Develop recycling channels: establish internal packaging recovery channels and collaborate with third party partners to promote packaging recycling.

Management of Impacts, Risks and Opportunities

The Company fully implements a closed loop management mechanism of “Source Reduction, Process Optimization, and Closed-Loop Recycling”, covering the entire value chain from production and logistics to final packaging. This systematically improves resource utilization efficiency and promotes sustainable development.

Internal Production and Logistics Processes	
- Replace paper crates with plastic returnable crates, significantly extending packaging service life. - Use tank containers instead of single use liquid bags to enable packaging circulation in production and logistics. - Repurpose cancelled orders and recovered outer boxes for semi finished product storage.	

Final Packaging Processes	
Actively promote the use of degradable materials and eco-friendly product packaging. Through measures such as packaging design optimization, selection of green materials, and reduction of excessive packaging, the Company drives source reduction and material substitution in packaging.	
Eco-friendly Bagged Degradable Gloves	
The Company has developed eco-friendly bagged degradable gloves. By using a water-based emulsion coating instead of plastic film lamination, the product is plastic-film-free and heat-sealable. These gloves demonstrate significant advantages in degradability, recyclability, and renewability, fully embodying the circular economy concept. At the MEDICA fair in Germany, the product received high praise from customers, offering an innovative solution for the green transformation of the medical consumables sector.	
	
Eco-friendly bagged degradable gloves	
Eco-friendly Kraft Watermarked Packaging	
In 2025, the Company actively promoted the use of eco-friendly packaging materials, upgrading the whiteboard outer boxes for its own brand products in the Greater China region to more eco-friendly kraft watermarked material. As of the end of 2025, outer boxes for 2,714 products had been optimized, with over 37 million such boxes put into use, saving more than RMB 2 million in costs.	
	
Replacement of whiteboard outer boxes with more eco-friendly kraft watermarked material	

Indicators and Targets

The Company has set differentiated circular economy indicators and targets for different materials used across the production stage, promoting a green transformation of the entire production chain.

Target:				
Improve the recycling and reuse level of general industrial solid waste, maximizing the recycling and reuse of waste plastic products.				

Indicator	Unit	2025	2024	2023
Recyclable waste generation ¹	ton	125,497.06	74,557.33	1,440.21
Office paper consumption	10,000 sheets	144.68	87.19	65.7
Plastic consumption	ton	468.85	4,634.60	187.39
Carton consumption	ton	76,550.90	58,844.00	27,203.25
Total packaging material used for finished products	ton	76,980.23	63,478.60	27,390.64
Packaging material intensity for finished products	ton/RMB 10,000 revenue	0.08	0.07	0.04

Note 1:
Recyclable waste includes recyclable general solid waste such as packaging boxes, paper bags, etc.

Ecosystem and Biodiversity Protection

INTCO Medical adheres to a development philosophy of harmonious coexistence with nature, placing great importance on ecosystem and biodiversity conservation and integrating it into all stages of site selection, operation, and production. During the reporting period, all of the Company’s production bases were located in industrial zones approved by local governments, all of which are outside ecological conservation redlines.

Product ecological footprint impact

In line with the global trend of biodiversity governance, the Company has innovatively developed the Syntex™ series of gloves. This series uses proprietary patented synthetic latex technology, fundamentally avoiding rubber plantation deforestation. The products are free from sulfur residues and natural latex allergens, with an elongation exceeding 650%, and are more resistant to oils, acids, alkalis, and punctures than traditional latex gloves. These gloves meet the requirements of the *EU Deforestation Regulation* (EUDR) for natural latex and related derivatives, address supply chain stability issues associated with natural rubber, and provide a transformation example that combines high performance with eco-friendly attributes.



Syntex™ disposable synthetic latex protective gloves



Intertek Leaf Mark Certificate

In addition, the Company has innovatively developed disposable nitrile gloves that can effectively degrade in anaerobic landfill environments by adding a food grade specific inducer. These gloves have obtained the Intertek Leaf Mark Certification and passed biodegradability performance verification, overturning the conventional perception that nitrile gloves are difficult to degrade and offering an innovative approach for the green treatment of medical waste.



During the reporting period

the number of packaging products using FSC certified materials reached **28.3411** million, an increase of **154.82%** year on year.



Jiangxi Yingcai's FSC Certificate



Anhui Yingcai's FSC Certificate

Practicing Green Operations

INTCO Medical deeply integrates green and low carbon concepts into the planning and operation of each production base. By promoting green operating models and actively applying energy saving and consumption reduction technologies, it has built a comprehensive low carbon operation system to support the Company's green development.

Paperless Office	• The Company fully implements a paperless office system. Offline printing requires the presentation of an employee IC card, effectively controlling print frequency and volume to eliminate paper waste.
Green Travel	• The Company actively promotes new energy commuting tools, effectively reducing greenhouse gas emissions from operational transportation. Also, shuttle bus routes have been further optimized to reduce empty running costs and lower vehicle exhaust emissions. • The Company provides shared electric vehicles and bicycles for departments with frequent cross area travel, and scientifically plans non motor vehicle parking areas at major building nodes to ensure convenience and safety. • All operational vehicles meet the China VI A/B emission standards.
Smart Canteen	• The Company has built intelligent canteens and introduced food weighing devices for meal selection, significantly reducing food waste.



Smart canteen



EV charging station



Electric shuttle bus



Shared electric vehicles and bicycles

02 Social

Driven by the principle of innovation-led development, INTCO Medical continuously enhances the competitiveness of its products and technologies, strictly upholds product quality and safety standards, and maintains a full-process quality management system. The Company is committed to building a sustainable and responsible supply chain by strengthening supplier ESG management and fostering collaborative empowerment. It remains dedicated to deepening customer service, earning trust through professional and responsive support. Furthermore, the Company strives to cultivate a respectful, inclusive, and supportive workplace where every employee can grow personally and share in the value created.



Innovation

With the mission of leading “Intelligent Manufacturing in China”, INTCO Medical embeds innovation into its organizational DNA. By continuously breaking through technological barriers, it has built a globally competitive product portfolio, responding to global needs with Chinese solutions, and securing new competitive advantages through its innovation strength.

Governance

The Company places a high priority on innovation and R&D. Each production base has established a Technology R&D Department, managed by the base head, which is fully responsible for organizing and implementing product R&D. The Technology R&D Department carries out daily R&D activities such as product design, process optimization, and technological breakthroughs, actively collaborates with other business units, and facilitates the effective commercialization and application of innovation outcomes, thereby continuously strengthening the Company’s core competitiveness.

Strategy

With the development goal of “Meeting Human Health Needs by the Achievement of Human Wisdom”, the Company regards continuous improvement and innovation as its development strategy. It promotes the deeper application of automation and artificial intelligence in manufacturing to continuously improve production efficiency and product quality, driving high quality development through technology.

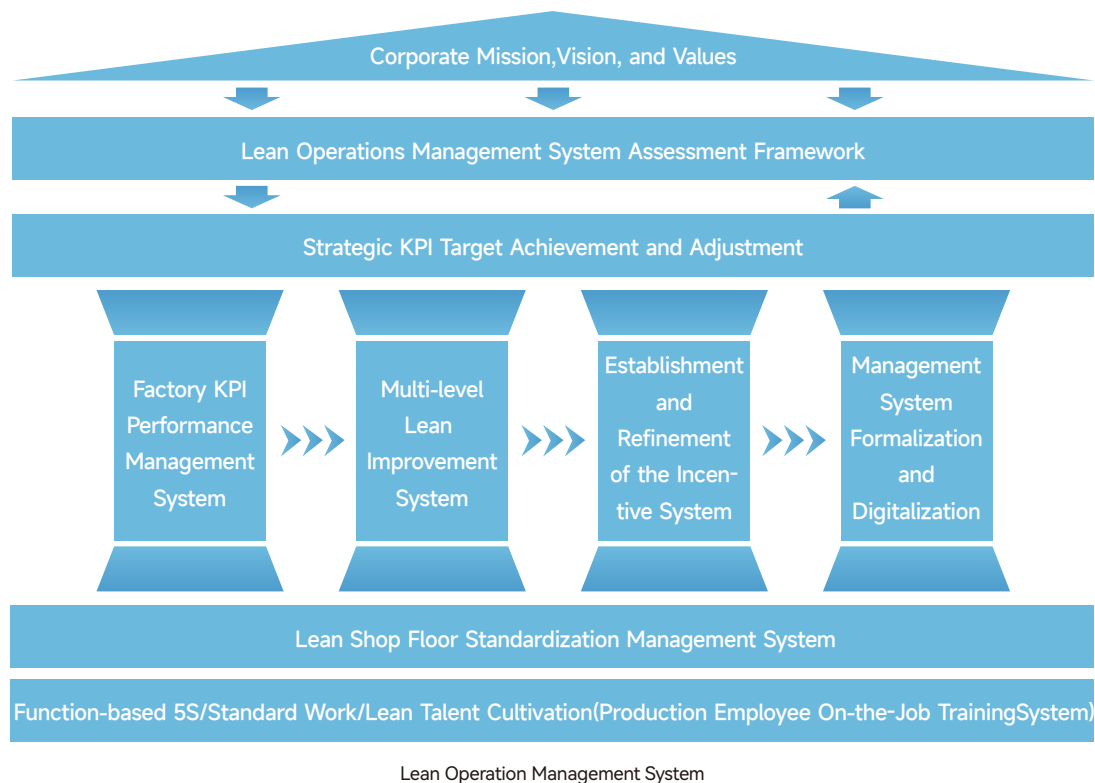
Description of Risks and Opportunities		Time Horizon	Financial Impact	Response Measures & Resource Support
Risks	If technology R&D and product iteration fail to keep pace with market changes, the Company may lose its competitive edge.	Short/ Medium / Long term	Customers may shift to competitors, leading to a gradual erosion of market share.	- Strengthen cooperation with research institutions, universities, and industry partners to build open innovation platforms and promote the commercialization of R&D outcomes. - Enhance the digital transformation team and progressively advance equipment automation and industrial internet platform construction.
	- Build an innovative product system, strengthen technological barriers, and create long term competitive advantages to support entry into new markets. - Continuously improve automation and AI capabilities, enhance overall operational efficiency, and drive the transformation toward intelligent manufacturing.	Short/ Medium / Long term	- An innovative product system helps develop differentiated products, becoming a new revenue growth engine. - Increased IT investment in the short term leads to improved operational efficiency and lower unit costs over the long term, steadily enhancing profitability.	

Management of Impacts, Risks and Opportunities

The Company strictly complies with national laws and regulations such as the *Regulations on the Supervision and Administration of Medical Devices*, and has established standard R&D project procedures and related management systems to promote the standardized management of R&D activities. In addition, the Company has built a multi-dimensional R&D system covering incentive mechanisms, digital transformation, and innovation resource management, providing solid support for continuous innovation.

Lean Production and Intelligent Manufacturing

The Company has established a lean operation management system, fully implementing 5S management and visual management. It strives to achieve standardized, visualized, and normalized lean production, continuously improving production efficiency and management levels.



Ful-process Lean Improvement System

- The Company focuses on lean practices, improvement, and innovation across the entire production and operation process. It has established a lean performance management system at the "Group – Department – Team – Individual" levels. Through a "Racing Mechanism" (internal competition), it fully stimulates lean innovation, driving improvement and optimization of key production indicators, effectively enhancing production efficiency and quality.

Lean Management Incentive System

- A monthly "Improvement Star" selection is conducted to recognize and reward employees who propose effective innovation suggestions, creating an atmosphere of full participation in innovation.

Digital & Intelligent Empowerment of Lean Management

- The Company drives digital, IT, and intelligent transformation across all dimensions, striving to build a modern, efficient, and lean production system. By continuously increasing the automation level of core equipment, it significantly reduces resource and energy consumption, lowers costs, and improves product yield. During the reporting period, the yield of the Company's glove products remained above **99%**.
- The Company has built a dual-former fully automatic nitrile glove production line with proprietary intellectual property. This line features higher production efficiency and lower energy consumption, with a length of 1.6 km.
- The Company's precision Distributed Control System (DCS) has achieved automatic temperature control and liquid level control in the production process, significantly improving production efficiency and product quality.
- An automated batching system that precisely controls the weight of material ingredients and glove thickness greatly enhances product quality consistency and stability.

Building an Innovation Ecosystem

The Company is committed to building an open, inclusive, symbiotic, and mutually beneficial innovation ecosystem. It collaborates deeply with research institutions, universities, and upstream and downstream partners to drive industry innovation. At the same time, the Company actively engages in patent cooperation with domestic and international peers to create a more dynamic innovation alliance, contributing significantly to technological progress and industrial upgrading.

University-Industry Collaborative Innovation

The Company actively promotes the deep integration of industry, academia, and research. It has established extensive cooperation with higher education institutions such as Hefei University of Technology, Anhui University of Technology, Anhui Normal University, and Xuzhou College of Industrial Technology, jointly building platforms for industry-academia-research collaboration. Through joint R&D, technical problem-solving, and talent cultivation, the Company strives to translate cutting-edge research outcomes into practical productivity.



"Exploring the Future of Intelligent Manufacturing" INTCO Open Day for Students from Tsinghua University and Peking University

In June 2025, 16 outstanding students from Tsinghua University and Peking University visited INTCO for an Open Day themed "Exploring the Future of Intelligent Manufacturing". During the two-day event, the Company arranged immersive site tours and face-to-face exchanges with senior management. The students not only witnessed the entire production process of disposable gloves – from raw material proportioning and mixing, through dipping and forming, to finished product packaging – but also learned how industrial automation technologies significantly enhance production efficiency and product quality. This Open Day was not only a powerful connection between technology and industry, but also a practical initiative by INTCO to help young talents understand the manufacturing industry and engage in intelligent manufacturing.

Participation in Industry Standard Setting

During the reporting period, the Company participated in the development of the following standards: *Natural Rubber Latex Cleanroom Gloves*(GB/T 46166—2025), *Nitrile Cleanroom Gloves*(GB/T 46165—2025), *Single-use Medical Poly(Vinyl Chloride) Examination Gloves*(GB/T 24786—2025). These efforts promote the standardization and normalization of industry practices.



Deepening Industry Cooperation for Mutual Benefit

The Company deepens collaboration along the industrial chain and actively establishes innovation alliances with partners. It continues to explore innovation models across the entire value chain—from product R&D to customer service—injecting new momentum into the high-quality development of the industry.



INTCO Medical and JD Health Form Strategic Partnership to Build a New Medical Protection Ecosystem

In April 2025, during the 91st China International Medical Equipment Fair (CMEF Spring), INTCO Medical signed a strategic cooperation agreement with JD Health International Inc. The two parties agreed to fully leverage their respective R&D strengths and platforms to develop high-end customized products through the C2M (Customer to Manufacturer) model, explore innovative “Internet+Healthcare” service models, build a new ecosystem for medical protection, and enhance users’ health protection experience. This strategic partnership marks a new starting point for deeper collaboration. Going forward, the two parties will continue to work hand in hand—strengthening product competitiveness through technological innovation, enhancing service capabilities through an open ecosystem, and together building a reliable line of defense for consumer health.

Protecting Intellectual Property

INTCO Medical strictly complies with the *Patent Law of the People’s Republic of China*, the *Trademark Law of the People’s Republic of China*, the *Copyright Law of the People’s Republic of China*, the *Anti-Unfair Competition Law of the People’s Republic of China*, and other relevant laws and regulations, and has established a comprehensive intellectual property (IP) management system to ensure formalized and standardized IP operations. During the reporting period, the Company carried out targeted IP training covering topics such as patent and trademark basics, trademark use guidelines, IP related risk awareness, and compliant IP use, effectively enhancing employees’ understanding of intellectual property.



Knowledge exchange sessions on medical consumables IP



Training on patent reading and information extraction skills

The Company places a high priority on protecting trade secrets and intellectual property, safeguarding its legitimate rights and interests, and continuously driving the standardization and institutionalization of confidentiality management. Through specialized training, the Company systematically explains relevant laws, regulations, and internal policies, introduces common confidentiality measures and technical tools, clarifies the legal consequences and accountability mechanisms for violations, and further strengthens company-wide confidentiality awareness.

Indicators and Targets

The Company is committed to enhancing its innovation and R&D capabilities by continuously increasing R&D investment, effectively integrating internal and external innovation resources, and steadily driving the commercialization of innovation outcomes—thereby significantly strengthening its independent innovation capacity.

During the reporting period

R&D investment reached **RMB 404 million**
R&D personnel stood at **1,141**
representing **8.82%** of the total workforce

During the reporting period

Over **20,000** employee-driven improvement proposals and departmental innovation suggestions were received, total rewards issued exceeded **RMB 10 million** and cumulative project benefits from improvements and innovations surpassed **RMB 280 million**

As of the end of the reporting period

The Company held **365** granted patents in total of which **298** were valid
The Company held **169** registered trademarks.

During the reporting period

New patents were granted **30** Including invention patents **10**
Utility model patents **18** Design patents **2**
40 patent applications were filed



Product Quality and Safety

INTCO Medical regards product safety and quality as its lifeblood. Adhering to the principle of “Quality First, Safety Foremost” , it integrates product safety and quality into every link of the value chain – from R&D and production to delivery.

Governance

INTCO Medical has established a sound quality management structure. The General Manager bears overall responsibility for the final product quality of each subsidiary, as well as for the establishment and operation of the quality system. The General Manager sets the quality policy and quality objectives, ensuring that the quality system operates effectively and continuously. The Management Representative assists the General Manager in establishing and maintaining an effective quality system, and coordinates and resolves major quality-related events and issues. The Quality Management Department is responsible for compiling the Company’ s quality system documentation and for inspecting incoming raw materials, in-process products, and finished goods (including warehousing and outgoing shipments). Each functional department participates in quality control across all stages, from R&D to production and sales.

Strategy

With the quality management policy of “Safeguarding Health with Superior Products and Services”, the Company sets annual quality objectives, continuously improves quality management effectiveness, and comprehensively enhances product quality, service, and value, steadily strengthening its market competitiveness.

During the reporting period, the Company identified risks and opportunities related to product quality and safety, conducted financial impact analyses, and developed targeted response measures to effectively address challenges.

Description of Risks and Opportunities		Time Horizon	Financial Impact	Response Measures & Resource Support
Risks	Product quality issues may lead to product recalls, legal action, brand reputational damage, and loss of market share.	Short / Medium term	- Non-conforming products cannot be sold normally or can only be sold at a discount, requiring a provision for inventory write-downs, thereby reducing the carrying amount of inventory. - Quality incidents may incur additional costs such as customer compensation, rework and rectification, and product recalls.	- Strictly implement international quality management system standards, strengthening quality control across the entire process from raw material procurement to shipment. - Establish a robust product traceability and recall mechanism to ensure rapid response to quality issues.
	Establish a full-lifecycle quality management system, improve product quality and safety, enhance customer trust, and increase product repurchase rates.	Short / Medium term	High-quality products are more likely to secure long-term, large-volume orders, driving sustainable revenue growth and brand value enhancement.	

Management of Impacts, Risks and Opportunities

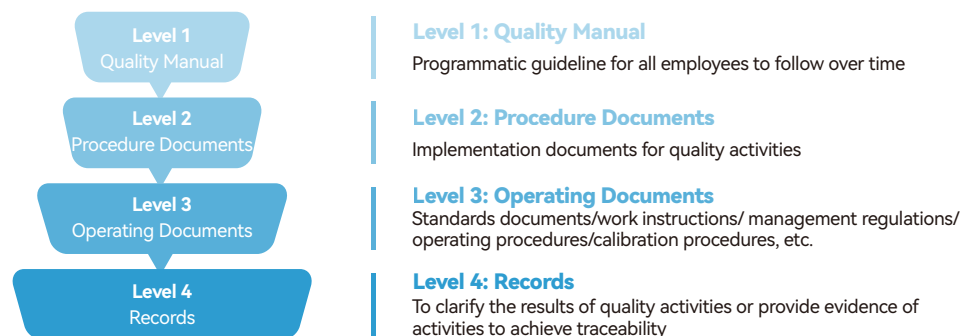
Quality Management System and Institutional Development

During production and operations, the Company strictly complies with applicable laws and regulations, including the *Product Quality Law of the People’s Republic of China*, the *Regulation on the Supervision and Administration of Medical Devices*, the *EU Medical Device Regulation (MDR)*, the *US Federal Food, Drug, and Cosmetic Act (FD&C Act)*, and the *Canadian Medical Devices Regulations (SOR-98-282, CMDR)*. It has also obtained quality management system certifications such as ISO 9001 and ISO 13485.

Quality Management System Certification	Production Bases
ISO 13485 Medical Devices Quality Management System	Shandong INTCO / INTCO Medical (Linzi Base) / Anhui INTCO Anhui Kaize / Jiangxi INTCO / Anqing INTCO INTCO Quang Ninh, Vietnam
ISO 9001 Quality Management System	Shandong INTCO / INTCO Medical (Linzi Base) / Anhui INTCO / Anhui Kaize Jiangxi INTCO / Jiangsu INTCO / Anqing INTCO / INTCO Quang Ninh, Vietnam Shanghai Fengxian ECG Electrodes production base
Medical Device Single Audit Program (MDSAP)	Shandong INTCO Anhui INTCO Shanghai Fengxian ECG Electrodes production base
British Retail Consortium (BRC) Global Standard for Consumer Products	Shandong INTCO Anhui INTCO Jiangxi INTCO

Product Certification	Production Bases
FDA 510(k) (US Food and Drug Administration)	Shandong INTCO / INTCO Medical (Linzi Base) Anhui INTCO / Jiangsu INTCO
EU CE certification	Shandong INTCO / Anhui INTCO / Jiangsu INTCO / Jiangxi INTCO Shanghai Fengxian ECG Electrodes production base

The Company has established a systematic product quality management system covering the entire process of raw material procurement, storage, production, inspection, release, and customer feedback. It has built a four-level quality system documentation structure, with the *Quality Manual* as the overarching guideline, supported by core procedures such as the *Procurement Control Procedure*, the *Product Monitoring and Measurement Control Procedure*, the *Non-conforming Product Control Procedure*, *Customer Complaint Control Procedure*, and the *Customer Satisfaction and Feedback Control Procedure*, ensuring product quality controllability and traceability. During the reporting period, the Company continuously optimized its quality management system with a focus on hazardous chemical raw materials and critical product quality risks, including raising internal control standards for key raw materials to further improve product quality stability and safety.



Strengthening Full-Process Quality Management

The Company has built a quality management system that spans the entire product lifecycle, achieving closed-loop management from incoming raw material inspection, production process control, finished product outgoing inspection, to after-sales quality traceability, ensuring that quality control at each stage meets standards.

Raw Material Quality Management	Developed the <i>Raw Material Inspection Work Instructions</i> which specifies inspection items and frequency, sampling plans, acceptance criteria, and other requirements. Based on these, developed special inspection standards for various raw materials, such as the <i>Nitrile Raw Material Inspection Standard</i> and the <i>PVC Powder Inspection Work Instruction</i>, laying the foundation for ensuring the quality stability of raw materials.
Production Process Quality Management	Developed quality management documents such as the <i>Physical Property Inspection Work Instruction</i>, <i>Pinhole Test Work Instruction</i>, and <i>In-process Inspection Work Instruction</i>, systematically defining inspection standards and test methods for key indicators such as product physical properties and appearance quality. At the same time, established a robust feedback mechanism to promptly report quality anomalies to the production department, driving root cause analysis and continuous improvement.
Product Packaging and Delivery Quality Management	- Implemented strict product packaging and delivery quality control, and developed the <i>Packaging Inspection Work Instruction</i> and the <i>Outgoing Inspection Work Instruction</i>. All finished products must undergo batch inspection before shipment; medical-grade products are subject to random re-inspection to ensure compliance. - Developed the <i>Identification and Traceability Control Procedure</i> to build a complete traceability chain from raw materials to finished products. The procedure requires that key information such as production date, production line, material batch number, and quality inspection records must be traceable, and the traceability test per product type shall be conducted at least once a year to verify traceability effectiveness.
Product Traceability Management	Established a full-process product traceability system, which operated stably during the reporting period. The system records production process batches, finished product batch numbers, and customer delivery information, achieving end-to-end traceability and effectively improving quality management and risk control.
Product Recall Management	- Developed the <i>Medical Device Recall Management Measures</i> and established a product recall team headed by a Deputy General Manager, responsible for leading, organizing, and managing recall investigations and assessments. - Established robust procedures for monitoring and reporting adverse events, enabling early warning and rapid response to product quality issues. At the same time, defined advisory notice and product recall process specifications to ensure timely mitigation or elimination of adverse product impacts. Conducted annual simulated recall drills to ensure rapid and efficient recall activation in emergency situations.

Intelligent Quality Management

INTCO Medical has applied digital technologies to achieve quality control across the entire production process, significantly improving the real time, comprehensive, and accurate nature of digital quality management.

Quality Management System (QMS)	- The QMS fully covers production modules such as incoming inspection, in-process inspection, finished product inspection, and non-conforming product handling, achieving full-process data collection for quality inspection and ensuring accuracy, timeliness, and traceability. - A new quality inspection visual dashboard has been added, with real-time data updates and timely response to quality anomalies, enabling full-lifecycle product quality management with traceable sources and trackable destinations. - Optimized incoming and in-process inspection processes, enabling data entry and export/query functions, and improving report accuracy. Added Out-of-Box Audit (OBA) inspection to complete the quality inspection process. - Achieved integration with third-party systems, enabling real-time push of inspection results.
Manufacturing Execution System (MES)	- MES covers modules such as raw materials, finished products, production batching, workshop planning, and anomaly management at production bases. - MES interacts with Advanced Planning and Scheduling (APS) for workshop planning, guiding the execution of production tasks. - MES interacts with the Distributed Control System (DCS) to link production process parameter data; it also interacts with the QMS to link quality inspection data, achieving a full-lifecycle product traceability system.  Vision monitoring equipment achieves 100% fully automatic quality inspection of gloves on the production line. Intelligent imaging technology automatically identifies and rejects defective products, ensuring product quality.  Automatic checkweigher for each box of finished gloves, detecting issues such as insufficient counting by the counting machine or missing gloves from the packaging machine, ensuring accurate piece counts.  Automated glove sampling machines replace manual removal, achieving fixed interval sampling with broader and more representative coverage, further improving inspection efficiency and accuracy.

Product Safety Management

The Company places a high priority on product safety management. It regularly tests its products against the EU *Registration, Evaluation, Authorization and Restriction of Chemicals* (REACH) and the *Restriction of Hazardous Substances* (RoHS) Directive. It also conducts product microbiological testing based on the *Hygienic Requirements for Disposable Sanitary Products* (GB 15979—2024), plastic safety testing based on the *National Food Safety Standard – Food Contact Plastic Materials and Articles* (GB 4806.7—2023), and biocompatibility testing based on *Biological Evaluation of Medical Devices* (ISO 10993—1:2018), including in vitro cytotoxicity tests, skin sensitization tests, and irritation tests. All tests have obtained qualified reports.

The Company proactively provides customers with *Material Safety Data Sheets* (MSDS). It also labels product packaging (inner boxes) with information such as product properties, main ingredients, scope of application, contraindications, precautions, warnings and cautions, and usage instructions, clearly communicating these to consumers. In addition, the Company prints a “Single-use Only” icon on both inner boxes and outer cartons to prevent health hazards that may arise from repeated use of the product.

Indicators and Targets

The Company integrates product quality and safety into its strategic management system by establishing a scientific target system and a set of performance indicators. This further strengthens its risk prevention capabilities, effectively supporting sustainable development and high-quality growth.

Indicator	Target	2025 Performance
Major customer complaints related to product quality and safety	0	Achieved
Product outgoing quality and safety pass rate	100%	Achieved

Sustainable Supply Chain

INTCO Medical continuously advances its sustainable supply chain, steadily improving the supplier management system, strengthening supplier qualification evaluation and dynamic monitoring, regulating supplier conduct, and promoting the fulfillment of suppliers’ social responsibilities. At the same time, it actively empowers partners to jointly build a transparent, fair, and sustainable industrial ecosystem, fostering high-quality development.

Governance

The Company has established a top-down, tiered procurement management structure consisting of the “Deputy General Manager (Head of Supply Chain)-Supply Chain Management Department-Supply Chain Procurement Teams at each production base” . The Deputy General Manager is responsible for procurement strategy formulation and major decision-making. The Supply Chain Management Department is responsible for policy development, supplier management, centralized procurement, and the advancement of sustainable supply chain practices. The local procurement teams at each production base handle day-to-day procurement execution and routine supplier management. The Head of Supply Chain regularly reviews procurement plans, supplier access and evaluation, major procurement matters, and supply chain risks, and integrates sustainable supply chain issues-such as green procurement and supplier environmental and social performance-into management and decision-making.

Strategy

The Company fully recognizes the strategic value of supply chain development in enhancing operational efficiency and ensuring business continuity, and is committed to building a resilient and secure sustainable supply chain. On one hand, through a combination of global footprint and localized procurement, it continuously optimizes supplier resources and strengthens supply chain coordination, effectively improving responsiveness and stability to underpin high-quality corporate development. On the other hand, based on a comprehensive supplier management system, it promotes supplier capacity building and sustainable transformation, and works with upstream and downstream partners to enhance the overall competitiveness of the industry, achieving ecosystem-wide mutual benefit.

Description of Risks and Opportunities		Time Horizon	Financial Impact	Response Measures & Resource Support
Risks	Failure to promptly identify suppliers’ ESG risks and assist them in improvement may cause suppliers to miss cooperation opportunities due to insufficient ESG capabilities.	Short/ Medium term	Replacing suppliers may entail higher procurement costs and could impact business continuity.	- Strengthen supplier ESG risk management. - Assist suppliers in improving their ESG management level.
	- Real-time monitoring and early warning of supplier risks through digital systems help improve supply chain transparency and risk response capabilities. - Strengthening supplier ESG risk management, cooperating with high-performing suppliers, and continuously optimizing the supplier structure can avoid supplier operational risks arising from environmental or labor law violations, thereby enhancing supply chain resilience and reducing procurement costs. - Meeting downstream customers’ requirements for a sustainable supply chain expands market opportunities.	Short/ Medium term	- High-quality suppliers have greater operational stability, helping to maintain production continuity. - When participating in multinational supply chains or entering compliant international markets, the Company enjoys stronger access advantages, helping secure new orders and expand market share. - Increased short-term investment in digital information systems leads to long-term improvements in procurement management efficiency and transparency, reducing operational risks.	

Management of Impacts, Risks and Opportunities

Supplier Management Process

The Company has established a comprehensive end-to-end supplier management procedure, including internal policies such as the *Supplier Management System*, the *Supplier Management Procedure*, and the *Process for Formulating and Managing Procurement Strategies*. These define requirements for supplier selection and audit, supplier performance evaluation, supplier retention and elimination, and supplier communication and capacity building. The Company prohibits any form of discrimination against suppliers and prohibits the inclusion of discriminatory terms, ensuring equal access for local and global suppliers. In addition, the Company has formulated a *Sustainable Procurement Policy*, integrating environmental and social factors into the entire supplier management process to promote sustainable procurement.

Supplier Selection and Audit	- Conduct risk assessment and qualification evaluation of suppliers through due diligence and on-site surveys, based on the <i>Corporate Risk Assessment Form</i>. - Carry out written and on-site investigations to comprehensively assess supplier information in terms of qualifications, capabilities, and quality. Require suppliers to meet medical device-related standards such as ISO 9001, ISO 13485, and 21 CFR Part 820 (QSR). Conduct system audits. For key suppliers (e.g., critical raw materials, hand forms, boxes and cartons), require them to sign a <i>Quality Agreement</i> and include a self-declaration ensuring that raw materials comply with relevant regulatory requirements. Qualified suppliers are added to the <i>Approved Supplier List</i>. - Evaluate suppliers' ESG performance in areas such as environmental management and employee rights protection. All other factors being equal, give preference to suppliers with strong ESG performance.
Supplier Performance Evaluation	- Establish a supplier performance evaluation system that assesses suppliers across multiple dimensions: delivery performance, quality performance, quality management system operation, price, service, environmental performance, and social responsibility. Relevant departments conduct quarterly scoring, and an annual supplier performance assessment is completed, resulting in the <i>Supplier Annual Evaluation Form</i>. Evaluation results determine how and to what extent products, services, and suppliers are managed. - Introduce multi-dimensional data analysis tools within the BI platform to gain scientific, comprehensive insights into key supplier indicators, significantly improving the accuracy and efficiency of supplier evaluations.  TQRDCES performance evaluation
Supplier Retention and Elimination	- Suppliers are classified into three grades: A, B, and C. For B-grade suppliers, develop targeted improvement plans. For C-grade suppliers, require corrective action within a specified period and take measures such as reducing or stopping purchases, or disqualifying them as approved suppliers. - A Supplier Improvement Report is issued to track and verify supplier improvement results. Suppliers consistently failing to meet standards are disqualified, ensuring overall supply chain quality.
Supplier Communication and Capacity Building	- Continuously strengthen communication with suppliers, maintaining diverse communication channels to promptly identify, coordinate, and resolve issues and difficulties during procurement, thereby building multi-field, deep-level collaborative relationships, exploring cooperation potential, and achieving sustainable win-win outcomes.  Supplier communication methods - Regularly conduct customized training, technical guidance, and on-site exchanges covering key areas such as production safety assurance, process optimization, and quality management upgrades. Through technical empowerment and resource collaboration, comprehensively enhance supply chain capabilities.

Supplier ESG Risk Management

Based on the *Sustainable Procurement Policy*, the Company continuously strengthens supplier ESG risk management, identifies supply chain ESG risks, and integrates relevant factors into supply chain management, ensuring that suppliers meet the Company's requirements in environmental protection, employee rights, and business ethics. At the same time, the Company regularly monitors and evaluates the environmental and social impacts of its procurement activities, striving to reduce negative externalities. In addition, the Company provides regular sustainable procurement training to employees, continuously enhancing their understanding of environmental and social issues in the supply chain and encouraging employee participation in sustainable procurement decision-making.

Supplier ESG Risk Category		Response Measures
Business-related	- Quality risk - Safety risk - Business continuity risk	- Conduct quality system audits. - Sign the <i>Quality Agreement</i>. - Implement localized procurement and optimize procurement footprint. - Implement a diversified sourcing strategy.
Environment-related	Environmental compliance risk	- Assess suppliers' ISO 14000 environmental management system certifications and give priority to qualified suppliers. - Require suppliers to comply with applicable environmental laws and regulations at each of INTCO Medical's operating locations. - For key electronic component suppliers, require third-party RoHS test reports. Regularly conduct RoHS reviews of partner suppliers; if RoHS compliance issues are found, require corrective action within a specified period.
Social-related	- Employee rights risk - Occupational health and safety risk	- Require suppliers to comply with internationally recognized social responsibility principles regarding child labor, forced labor, working hours, equality, freedom of association, and collective bargaining. - Require suppliers to establish occupational health and safety management systems, and audit plant fire safety, emergency management, and employee occupational health. Take corrective actions for non-compliant suppliers. - Suppliers must sign employment contracts with all employees that comply with applicable local laws.
Governance-related	Business ethics risk	Implement an <i>Anti-Bribery Management System</i>, requiring suppliers, service providers, and contractors with business dealings to standardize their business conduct and sign an <i>Anti-Bribery Commitment Letter</i>.



Supply Chain Resilience

Supply chain security is a cornerstone of stable corporate development. The Company continuously strengthens its supply chain security management capabilities, effectively identifying and mitigating potential risks related to supply stability and quality consistency, thereby ensuring reliable resource supply and operational resilience, and providing strong support for long-term sustainable development.

Raw Material Self-Supply	Strengthen self-supply of raw materials to enhance control over critical raw materials and reduce dependence on external supply fluctuations, improving supply chain stability.
Localized Procurement	Adopt a procurement model combining local and global sourcing based on operational needs. For certain raw materials, priority is given to local supply to effectively shorten lead times, reduce logistics risks, and enhance agility and resilience in responding to unexpected situations.
Diversified Sourcing	Actively pursue a diversified sourcing strategy by expanding supplier resources and developing multiple material sources, thereby building a more robust and resilient supply network.

Green Logistics

For import/export operations, the Company fully leverages the geographical advantages of its domestic production bases, optimizes port selection, prioritizes nearby ports for outbound shipments, and reduces the proportion of land transport, significantly lowering carbon emissions.

For domestic sales, the Company actively promotes the development of a regional distribution system, reducing the number of trips and transport distances through load optimization and consolidated shipping of small orders.

Regarding transport modes, the Company implements multiple measures such as using clean-energy vehicles and optimizing logistics methods to effectively reduce greenhouse gas emissions during transportation.

Road Transport	- Strictly prohibit the use of China-IV and older heavy-duty trucks for transport activities. - Actively promote the use of clean-energy vehicles; for example, electric trucks are used for transport from the Qingzhou Gangtian Railway Yard to the Qingzhou plant.
Inland Waterway Transport	Certain goods are transported via inland waterways to export ports, where they are then transferred to ocean freight. Inland waterway transport effectively alleviates road traffic pressure and reduces greenhouse gas emissions.
Sea-Rail Combined Transport	Factory stuffing → Changzhou Station → Luchao Station → Yangshan Port → Ocean export - Sea-rail combined transport reduces transport costs while also helping to reduce the carbon footprint and greenhouse gas emissions of the transport process. - For export shipments, priority is given to LNG-powered cargo vessels, further reducing the carbon intensity of the Company's value chain.

Equal Treatment to SMEs

The Company strictly complies with relevant laws and regulations such as the *Law of the People's Republic of China on the Promotion of Small and Medium-sized Enterprises* and the *Regulation on Ensuring Payment of Sums Owed to Small and Medium-sized Enterprises*. It has established a sound payment management mechanism for SMEs, taking measures such as standardizing contract management, optimizing payment processes, and strengthening performance supervision to effectively protect the legitimate rights and interests of SMEs and prevent payment delays. During the reporting period, the Company had no overdue payments to SMEs.

Indicators and Targets

The Company continuously improves its supplier lifecycle management system by actively expanding supplier resources, strengthening supplier management, and promoting supplier capacity building, striving to build a mutually beneficial sustainable supply ecosystem. In addition, the Company vigorously promotes the development of a green logistics system, and has established green and low-carbon performance indicators, comprehensively driving the green transformation and sustainable development of the supply chain.

Supplier Management KPIs

As of the end of the reporting period

the Company had a total of **8,845** suppliers, of which **7,686** were domestic and **1,159** were overseas.

Among these, there were approximately **4,438** Tier 1 suppliers involved in product manufacturing,

including **3,900** Grade A suppliers,

529 Grade B suppliers, and **9** Grade C suppliers.

During the reporting period

the Company supported approximately **1,800** Tier 1 suppliers (**40.55%** of Tier 1 suppliers)

in implementing improvement plans. Comprehensive assessments and ratings covering business qualifications, production capacity,

and actual performance were conducted for **3,750** important suppliers related to raw materials,

infrastructure, and production line equipment, representing a coverage rate of **84.50%**.

During the reporting period

the Company held **225** training sessions and technical seminars, with the active participation of **2,600** suppliers.

Green Logistics KPIs

During the reporting period

the proportion of LNG-powered trucks among supplier fleets increased to **70%**.

The share of inland waterway transport reached **96%** for Anhui INTCO and **69%** for Jiangxi INTCO.

The share of sea-rail combined transport reached **30%** for Anhui INTCO, **20%** for Jiangxi INTCO, and **30%** for Shandong INTCO.



Customer Service

INTCO Medical is always committed to building long term, mutually trusting, and win-win relationships with its customers. By continuously optimizing service experience, and improving response efficiency and service quality, it deepens customer trust and has earned broad recognition.

Governance

The Company has established a robust customer relationship management (CRM) governance system, ensuring end-to-end customer service quality through cross-departmental collaboration mechanisms. The Marketing Department is responsible for customer demand analysis, market strategy formulation, and brand image management. The E-commerce Department, Export Sales Department, and Domestic Sales Department are responsible for customer development, sales services, and relationship maintenance in their respective regions and channels. The Quality Management Department is responsible for setting service quality standards and supervising implementation. Other departments, such as the Manufacturing Department and Operations Management Department, provide coordinated support, together forming a full-process customer service mechanism covering demand insight, product delivery, and after-sales service, continuously optimizing the customer experience.

Strategy

The Company adheres to a “customer-centric” philosophy, taking “Understanding Customers’ Vision and Strategy to Continuously Improving Products, Services and Value” as its development path. It has established a sound customer relationship management system to ensure timely response to customer needs and provide efficient after-sales service, thereby continuously improving customer satisfaction and promoting long-term stable business development.

Description of Risks and Opportunities		Time Horizon	Financial Impact	Response Measures & Resource Support
Risks	Failure to respond promptly to customer needs, handle complaints, or provide high quality after-sales support may lead to decreased customer satisfaction.	Short/ Medium term	Declining customer satisfaction may lead to brand reputation damage and loss of market share, resulting in lower revenue and profit from product sales.	Establish sound customer communication channels and feedback mechanisms, regularly collect customer opinions and suggestions, and continuously improve products and services.
	- Build a digital customer service platform to improve response efficiency and service quality, strengthening customer relationship management capabilities. - Enhance customer satisfaction, increase product repurchase rates, and promote word-of mouth. - Use customer feedback to optimize products and services, forming core competitiveness in products and service and expanding market share. - Responsible marketing helps build a corporate image of integrity and reliability, earning consumer trust.	Short/ Medium term	Responsible marketing effectively avoids compliance risks such as false advertising, reducing financial losses from legal disputes and regulatory penalties.	

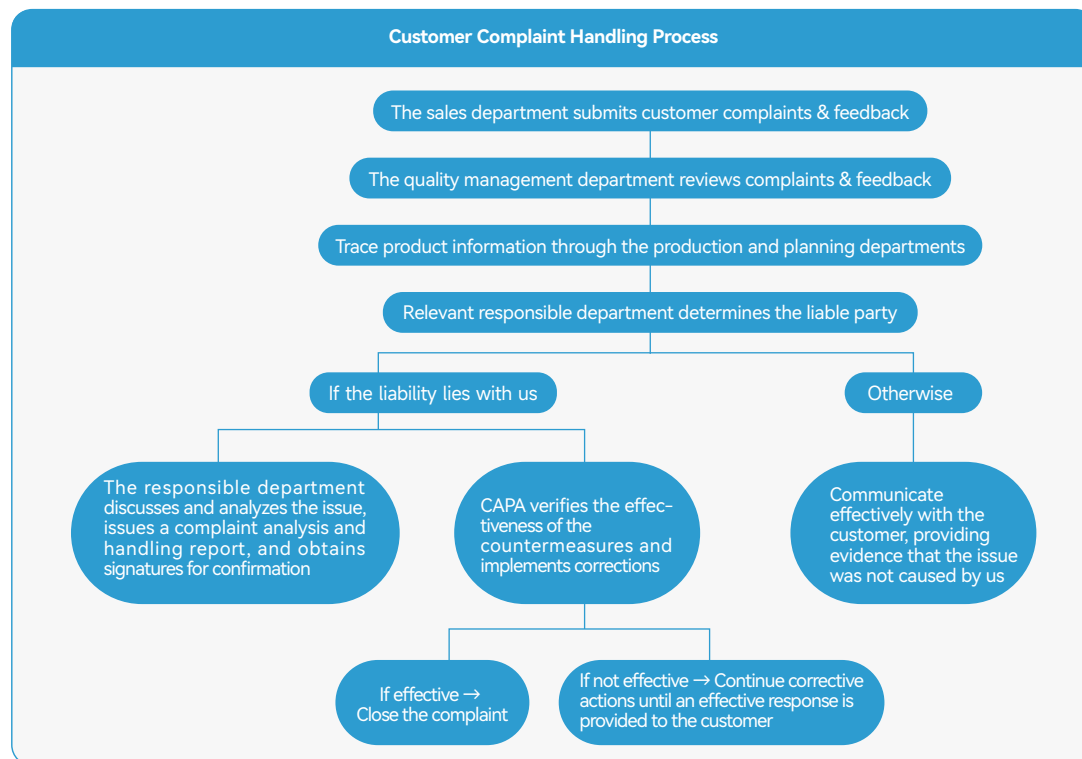
Management of Impacts, Risks and Opportunities

The Company has built an integrated “online + offline” customer service communication channel, using a 400 Customer Service Hotline, dedicated service email, video conferencing, on-site visits, and factory tours to deepen communication and collaboration with customers. It also implements a customer follow-up mechanism, ensuring that customer service spans the entire lifecycle, comprehensively improving customer experience and satisfaction. In addition, the Company has developed policies such as the *Customer Service Centre Standards and Procedures*, standardizing customer demand response mechanisms to achieve standardized and professional customer service, providing assurance for improving customer satisfaction.



Customer Complaint Management

The Company has formulated and implemented the *Customer Service Control Procedure*, which clarifies the responsible departments and their boundaries for customer complaints and standardizes the complaint handling process. At the same time, it provides easy access to complaint channels both online and offline, with clear notification on the Company website, product packaging boxes, and other prominent locations, ensuring transparent, timely, and efficient handling of customer complaints.



Customer Satisfaction

The Company attaches great importance to customer satisfaction management and has established a multi-dimensional, full-process customer experience monitoring system. Through the implementation of the *Customer Satisfaction and Feedback Control Procedure*, it systematically conducts multi-channel customer satisfaction surveys covering key dimensions such as delivered product quality, delivery timeliness, and customer service. Relying on a closed-loop management mechanism of “collection-analysis-improvement-feedback”, it accurately identifies customer pain points, responds quickly to service shortcomings, and continuously optimizes service measures, effectively enhancing customer experience value.

Responsible Marketing

Management policies:The Company strictly complies with national laws and regulations of its operating locations, including the *Advertising Law of the People’s Republic of China*, the *US Federal Trade Commission Act*, the *US Truth in Advertising Act*, and the *EU General Data Protection Regulation (GDPR)*. Internally, it has developed policies such as the *Marketing Management System* and *Sales Conduct Management System*, regulating the Company’s marketing order on e-commerce platforms, and explicitly incorporating key indicators such as compliance conduct and work discipline of individuals and teams into the performance appraisal system. These long-term mechanisms effectively guide employees to practice responsible marketing in their daily work.

Review mechanism:The Company has established a *three-tier* review mechanism to evaluate text, images, videos, and other content for authenticity, language compliance, and promotional legality, focusing on preventing false advertising, exaggerated claims, and potentially misleading statements. For major marketing campaigns, the Company also engages third-party professional teams to identify potential risks from a professional perspective, further enhancing the compliance and rigor of marketing content. Through the combination of multi-level review and professional oversight, it continuously strengthens the risk management capabilities of its marketing team, ensuring that all marketing communications are truthful, accurate, and compliant.

Capacity building:The Company values the implementation of responsible marketing principles. It regularly conducts training related to marketing compliance and advertising practices through various formats such as industry training seminars, internal sharing sessions, and online marketing courses, continuously improving employees’ compliance awareness and professional capabilities. Training content covers interpretation of the *Advertising Law* and relevant regulations, platform marketing rules and compliance requirements, risk identification and prevention in marketing communications, avoidance of false or exaggerated claims, standardization of product efficacy descriptions, prevention of consumer misleading. It also includes analysis of typical industry cases to help employees enhance practical application skills, further reinforcing the implementation of responsible marketing practices.

Indicators and Targets

The Company has incorporated key indicators such as customer complaints into its performance appraisal management, strengthening full-process control. It plans to reduce the number of customer complaints by **50%** in 2026 compared with the current year, continuously improving service quality.

Customer Service KPIs

During the reporting period

The Company received **1,491** product complaints.

The complaint resolution rate was **90.7%**.

Customer satisfaction for domestic sales channels was **86.3%**.

Customer satisfaction for export sales channels was **80.2%**.



Information Security Protection

INTCO Medical has established policies including the *Information Security Management System*, *Data Security Management System*, and *Backup and Recovery Management System*. These policies govern information system access control, data use and management, system backup and recovery, security auditing, and security incident handling. They define relevant roles and responsibilities, and establish a clear, process-driven information security management framework, providing institutional assurance for the ongoing operation of the Company's information security system.

Enhancing Information Security Measures

The Company continuously strengthens its information security system, systematically advancing network security protection, access control, and identity management. It conducts information security risk assessments, vulnerability monitoring, and network behavior auditing, building a security mechanism that features proactive defense and dynamic control. At the same time, it has established a robust disaster recovery system and a data breach emergency response mechanism, enabling rapid recovery of critical systems and data as well as efficient incident handling, thereby significantly enhancing information security resilience and business continuity.

Network Security Protection	Deploy network security devices and endpoint security systems to secure and monitor network access, endpoint devices, and system operations.
Access Control and Identity Management	- Implement permission-based access control for customer information, assigning system permissions according to the principle of least privilege, and maintain logs and audits of access to critical systems. - Regulate employee use and protection of customer information through policies and internal management requirements to prevent data leakage and improper use.
Information Security Risk Assessment	- Establish a mechanism for identifying, assessing, and remediating information security risks. The IT department conducts risk assessments and security inspections at least annually (or more frequently as business needs require), focusing on network security device configurations, system access permissions, endpoint security, log auditing, data backup, and system operation status. - Responsible departments implement remediation measures for identified issues-such as strengthening account permission management, optimizing system security configurations, improving data backup mechanisms, and enhancing endpoint security-with the IT department conducting follow-up validation.
Security Vulnerability Monitoring	Use professional vulnerability scanning tools to regularly scan network devices, servers, and information systems for security vulnerabilities, promptly identify potential risks, and perform remediation and security hardening based on scan results, reducing the risk of system attack or exploitation.
Network Behavior Auditing	Deploy an Internet behavior management system to control and audit employee network access, maintaining logs and policy controls for Internet usage to prevent unauthorized access, malicious downloads, or potential data leakage.
Disaster Recovery System Development	Establish a backup mechanism covering both intra-city and off-site locations, implementing regular, automated backups of critical business systems and core data. This ensures rapid data recovery in the event of system failure, equipment damage, or unexpected incidents, effectively safeguarding business continuity and operational stability.
Data Security Emergency Management	- Establish an information security incident reporting and handling mechanism. When potential information security issues or anomalies are detected, relevant personnel can report them to the IT department or management through internal channels. The relevant departments then analyze, handle, and track the incident, ensuring timely response and resolution. - In the event of a data breach, activate the data breach emergency response plan to promptly detect and report the leakage risk; assess the scope and impact of the breach; take immediate measures to isolate the source and remediate vulnerabilities; and develop data recovery procedures to ensure timely restoration of systems and data in emergency situations. Notify relevant parties as required by law, and document the entire process in a final report.

Strengthening Third-Party Management

The Company strengthens third-party information security management. When entering into business cooperation with third party service providers or partners, it evaluates their information security capabilities based on the business context. Through contract terms or relevant agreements, it defines the scope of data use, confidentiality obligations, and responsibility boundaries, requiring third parties to strictly comply with information security and confidentiality requirements. In addition, it imposes necessary access controls and security management on third parties that require access to information systems or data, thereby reducing information security risks.

Protecting Customer Privacy

The Company consistently upholds the highest standards of customer privacy protection, strictly following robust privacy management requirements. It has formulated and implemented the *Customer Privacy Protection System*. In processing, sharing, and storing customer information, business data, and other sensitive information, it adheres to the "minimum necessary" principle, ensuring that data is used only within the scope required for business needs. It continuously optimizes data encryption technologies, improves permission management and backup strategies, regularly performs off site data backups, deploys advanced intrusion prevention systems, and maintains a refined permission management system of "User-specific Account, Account-specific Permissions" . These measures comprehensively strengthen the defense line for customer privacy and information data security. At the same time, through information monitoring systems and employee feedback mechanisms, the Company promptly identifies potential leakage risks, accurately assesses the scope of impact, and quickly takes isolation, remediation, and data recovery measures to efficiently respond to privacy breach incidents.

Information Security Capability Building

The Company places a high priority on information security and customer privacy protection, continuously raising information security awareness among all employees. During the reporting period, the Company organized nine specialized training sessions on information security and data protection through internal training and promotional activities. The training covered topics such as basic information security requirements, customer information and sensitive data protection, account and password security management, phishing and malware prevention, information system usage standards, and common information security risk prevention. The training effectively enhanced employees' awareness and ability to prevent information security risks, further strengthening the Company's information security defense line.

During the reporting period

the Company organized **9** specialized training sessions on information security and data protection through internal training and promotional activities.



Employees

INTCO Medical regards its employees as its most valuable asset. It provides equal employment opportunities, establishes open and transparent communication mechanisms, and has built a comprehensive training and development system, striving to offer an inclusive and fulfilling workplace for all employees.

Governance

The Company has established a Human Resources Department that comprehensively manages people related matters, primarily responsible for recruitment and compliant employment management, diversity and inclusion culture development, compensation and benefits management, performance appraisal and promotion, training and development support, and employee communication and care. The Human Resources Department reports directly to the senior management responsible for HR work, who periodically reports progress to the Board of Directors, ensuring that the HR strategy aligns with the Company's overall development objectives.

Strategy

The Company systematically builds its talent management philosophy, defines corporate recruitment standards, and focuses on the core values of "Honesty, Integrity, Diligence, Professionalism, Teamwork, and Customer Success" for recruitment and talent development. It has established promotion criteria centered on "Enabling Others, Driving Improvement and Innovation, and Continuously Enhancing Learning Agility", aiming to build an organization with a high density of high performing talent.

Description of Risks and Opportunities	Time Horizon	Financial Impact	Response Measures & Resource Support
Risks • Career development paths, incentive mechanisms, and employee care that fail to keep pace with change may lead to talent drain. • An ageing workforce and reduced entry of young people into manufacturing may cause a long term shortage of skilled talent, potentially impacting the Company's sustainable manufacturing capabilities. • Cultural differences and legal variations across operating locations may create compliance risks in labor management.	Short/ Medium term	• Talent drain may increase recruitment and training costs. • Shortage of skilled talent will raise labor costs, reduce production efficiency, and increase manufacturing costs. • Compliance risks may lead to labor disputes, fines, increased legal costs, and even reputational risks and business interruption.	• Identify critical talent gaps in advance, build a forward looking talent pipeline, and precisely match talent needs in emerging areas. • Improve talent development and training mechanisms. • Provide a diverse, equitable, and inclusive workplace that fully protects employee rights. • Accelerate digital transformation of HR to improve management efficiency and decision making support. • Strengthen labor compliance governance to build a robust risk defense line for global operations.
Opportunities • Drive full process AI implementation and establish cross regional standardized talent assessment systems. • Optimize training and promotion mechanisms to precisely match talent needs in industrial upgrading. • Deepen integration of expatriate and local talent to promote global talent mobility and collaboration. • Strengthen employee care and support systems to continuously enhance employer brand influence.	Short/ Medium term	• Reduce subjectivity and time costs of manual assessments, lowering HR management expenses. • Building a global talent force helps increase revenue from overseas operations. • Robust promotion, training, and employee care systems create a stable workforce, facilitate stable operations, and improve overall production efficiency.	

Management of Impacts, Risks and Opportunities

Compliant and Equal Employment

The Company strictly complies with the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China*, and applicable laws and regulations in its operating locations. It adheres to compliant and equal employment, prohibiting any form of discrimination based on gender, age, skin color, race, family origin, religious belief, physical condition, or other factors in recruitment, remuneration, training opportunities, and promotion. For special groups such as persons with disabilities, the Company provides adaptive positions to effectively ensure their equal employment rights. In addition, the Company strictly prohibits forced labor and child labor, has established a special supervision team, and regularly conducts labor compliance reviews to promptly identify and resolve potential issues.

Anti-discrimination Measures

- Regularly provide compliance and anti-discrimination training for HR recruiters and department heads involved in recruitment to strengthen awareness of fair hiring.
- Standardize job advertisement content, explicitly prohibiting discriminatory language, with a focus on preventing implicit discrimination risks.
- Monitor and correct improper conduct during recruitment through internal audits and employee feedback channels, continuously improving recruitment management.
- Require all new hires to sign an anti-discrimination commitment letter, clarifying the Company's fundamental stance on equal employment, respect for diversity, and anti-discrimination, thereby reinforcing employee compliance awareness and value alignment.
- Incorporate "anti-discrimination" into the *Employee Career Development Management Policy* and the *Internal Promotion and Competitive Selection System*.

In response to accelerating globalization, the Company has developed Diversity, Equity, and Inclusion (DEI) policies, building a diverse talent force with cross cultural management capabilities and an international perspective. It uses multi-channel recruitment, optimizes talent selection mechanisms, promotes career development for employees from diverse backgrounds, and fosters an open, collaborative corporate culture.

Diverse Recruitment Channels

Internal Competition	• Implement the "Competitive Selection" and "Racing" mechanisms to select talent for mid to senior management and key technical positions. Following the principles of openness, fairness, impartiality, competition, and merit, combine competitive proposals, capability assessments, comprehensive performance reviews, and presentations and interviews to build a talent pool of ethical, highly skilled, high potential individuals.
Social Recruitment	• Publish recruitment information through the Company website, major job portals, and social media platforms, providing detailed job descriptions, responsibilities, qualifications, compensation and benefits, and other key information to help candidates fully understand the positions and increase the alignment between candidates and positions.
Campus Recruitment	• Elite Program: A talent development program for graduates of top global universities – "INTCO Medical & INTCO Recycling Elite Program" – designed to identify and develop outstanding graduates who will become future leaders in technology or management. • Continuously strengthen university industry collaboration through co-built training bases, joint education programs, and other models, cultivating highly skilled, high quality emerging talent and providing a solid professional foundation for their career development.

Diverse Recruitment Channels	
New Media Channels	During the reporting period, following the trend of younger, digital talent acquisition, the Company deepened its construction of new media recruitment channels, gradually forming a multi-platform recruitment matrix centered on short video platforms, social media, and internal collaboration tools. Through content rich, contextual, and interactive communication, it effectively increased job exposure and employer brand influence.
AI Driven Recruitment Innovation Strategy	- During the reporting period, the Company launched an AI recruitment innovation strategy, building an AI competency model closely aligned with corporate needs. Based on the Company's core recruitment criteria, the model precisely benchmarks talent profiles, professional capabilities, and overall competencies, achieving a more scientific and objective candidate assessment. - Integrate resume parsing, AI interviews, second round interviews, and data consolidation, creating a full chain, full scenario digital recruitment closed loop, significantly enriching HR's capabilities in talent identification, interview management, and team collaboration.  INTCO Medical receives the "2025 NFUTURE AI Recruitment Excellence Leadership Award"


INTCO Global Talent Strategy Upgrade – 2025 Elite Program Launches at Tsinghua University

In March 2025, the INTCO Medical & INTCO Recycling Elite Program successfully launched at Tsinghua University. The Elite Program is a talent development initiative for graduates of top global universities, designed to provide young people with a career development path that is fast-growing, highly challenging, and highly rewarding, enabling them to rapidly grow into leaders in fields such as technological innovation, intelligent manufacturing, and global market expansion. In the future, the Elite Program will continue to visit world class universities, offering a stage for more young people with dreams to shine.



Mr. Fangyi Liu, Founder and Chairman of INTCO, personally visited the event and engaged in in depth dialogue with Tsinghua students, sharing his entrepreneurial journey and discussing the future of the industry.

Employee Compensation and Benefits

In line with national laws and regulations, as well as market dynamics and industry trends, the Company has built a differentiated "Position-based Pay" compensation management system. Total annual employee compensation includes base salary, performance pay, improvement and innovation bonuses, benefits, and year end bonus. The Company communicates its compensation and benefits policies to employees through labor contracts, the *Employee Handbook*, and new hire orientation, ensuring

compensation transparency. In addition, the Company regularly reviews and adjusts its compensation system to ensure it remains in line with or above market levels.

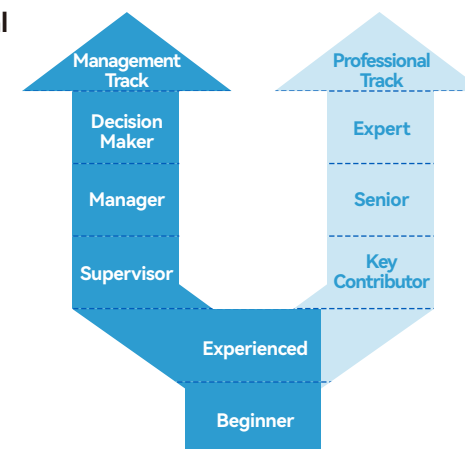
The Company always prioritizes employee wellbeing, striving to create a more supportive, fulfilling work environment for all employees. It has built a comprehensive welfare and protection system covering working hours, leave, and benefits, providing employees with substantial care. During the reporting period, the Company paid salaries and social insurance contributions in full and on time.

Welfare Protection System	
Benefits and Allowances	- Contribute to the statutory "five social insurances and one housing fund" (pension, medical, unemployment, work related injury, maternity insurance, and housing provident fund) for all employees in full and on time, fully protecting their basic rights. - Distribute generous holiday gifts, and provide birthday wishes and birthday cakes. - Organize weekly employee activities and provide various afternoon tea snacks. - Continuously improve dormitories, canteens, shuttle buses, and other facilities, offering personalized accommodation options and commuting services to strongly support employees' work and life. - Arrange domestic and international travel every year.
Leave	- In addition to statutory public holidays, provide paid annual leave, paid maternity leave, antenatal check-up leave, breastfeeding leave, and parental leave. - Provide home leave for employees working abroad.
Working Hours	- Employees who work overtime may claim overtime pay or compensatory time off. - Implement a flexible working system.

Employee Promotion and Performance Appraisal

The Company has established a robust talent development system, offering employees broad career development space. It has formulated the *Job Promotion Management Process* and the *Internal Transfer Management Process*, creating dual career paths: a management track and a professional track. The professional track covers five areas – technical, R&D, production, marketing, and specialist – enabling vertical advancement and horizontal cross area mobility, fully unlocking talent potential and supporting employee growth through diverse pathways.

The Company has established scientific, objective, and quantifiable promotion criteria, continuously improving promotion process transparency. It provides career development assessments for all employees and has introduced a mentorship program, offering targeted, one-on-one coaching to help employees clearly plan their career paths, fully supporting their professional development and value realization.



Employee growth "Y shaped" dual career track

The Company has established a fair, just, and open employee performance appraisal system, with monthly and annual performance reviews covering all employees. It conducts talent reviews every six months to accurately identify high potential talent, providing an objective basis for employee promotion and incentives. At the same time, the Company strictly standardizes appraisal criteria and processes, ensuring transparency throughout, and has established a transparent and efficient performance feedback and appeal mechanism to fully protect employee rights.

Performance Appraisal Process	
Appraisal Plan Development	Develop targeted appraisal plans and indicators based on job requirements, role characteristics, and actual work conditions.
Appraisal Process Implementation	- Monthly performance assessment: Conduct monthly assessments focusing on performance and core competencies. - Annual performance assessment: Comprehensively consider employees' work plans for the assessment period, clarifying tasks, business priorities, goal completion, etc. Carry out both self assessment and 360 degree evaluation based on appraisal criteria. - Self assessment: Evaluate personal potential and work performance. 360 degree evaluation: comprehensive ratings are collected from supervisors, peers, and subordinates to ensure objective, reasonable, and effective performance assessment.
Appraisal Result Feedback	- Direct supervisors provide face-to-face feedback to their direct reports, reviewing goal completion and performance during the assessment period, and clarifying future areas for improvement and work priorities. - Based on the Performance Improvement Plan, match training resources for employees and track training effectiveness.
Appraisal Appeal Mechanism	If employees dispute their performance results, they may provide feedback or file an appeal through their direct supervisor or the HR department. The HR department will promptly investigate the appeal and ensure that the employee being appraised receives a response within the stipulated timeframe.

In addition, the Company has established a sound long term incentive mechanism. During the reporting period, it launched a restricted stock incentive plan covering senior management and core personnel, deeply integrating individual value creation with the Company's long term development, enabling mutual growth of employees and the Company.

Employee Training Support

The Company values the development of its employee training system. It has formulated the *Training Management System* and the *Departmental Training Plans*, defining diverse needs across different scenarios, departments, and positions, and enriching specialized course resources. Training is delivered through various formats, including on site classroom instruction, hands on practical training, online courses, thematic seminars, and external instructor facilitation, effectively improving employees' overall professional competence.

The Company has built a comprehensive, multi-dimensional curriculum covering leadership development, professional skills enhancement, and new employee cultivation. At the same time, it encourages employees to obtain professional certifications for self improvement.

Leadership Training	- The Company has built a full leadership development system covering senior, middle, and front line management, enhancing management capabilities at each level. - For senior management, the training focuses on strategic leadership, combining strategy deployment with business decision making and organizational coordination capacities. - Middle management are trained through a "Theory Lectures + Case Studies + Action Learning" model, strengthening their core capabilities such as team management, cross departmental collaboration, and subordinate development. - Front line management receive targeted training in team management, on site execution, and problem solving, consolidating frontline management foundations and building a clear talent pipeline.
Professional Skills Training	- Production & management training: Anhui INTCO, Jiangxi INTCO, Jiangsu INTCO, and other bases have built a rapid, large scale, standardized training system for frontline employees, covering lean workshop standardization, production KPI performance management, 5S on site management, and product quality management, effectively enhancing frontline employees' professional skills. - Sales elite training: Professional trainers are invited to deliver practical courses on business negotiation scenarios, effectively improving the sales team's negotiation skills and insight into customer needs.
New Employee Onboarding Training	"INTCO YOUNG" Training Program: It is a comprehensive training program designed for fresh graduates, including Group training, base level training, cross departmental rotations, and one-on-one mentoring. A dedicated learning platform and resource library are provided to help new hires improve professional skills and workplace readiness, smoothly transitioning from campus to career. - Elite Program: It's a high potential talent program for top domestic and international graduates, with personal coaching by the Company's technical experts or senior management to accelerate the growth of outstanding talent. - Training on corporate integration, basic compliance, job fundamentals, and special adaptation is offered to help employees quickly transition from "newcomers" to "qualified employees".
ESG Training	During the reporting period, the Company conducted a series of ESG themed training activities, including human rights training, anti-discrimination training, safety training, business ethics training, and social responsibility



"INTCO YOUNG" Training Program



Professional skills training for employees



Building an internal knowledge sharing platform – "INTCO Academy Classroom"

Enhancing Employee Communication

The Company has established a social dialogue mechanism centered on “Consultation, Collaboration, and Sharing”. Through multi-level platforms such as the staff congress, trade union, employee forums, and employee suggestion channels, it has formed a three-party communication mechanism between management, the trade union, and employee representatives, regularly consulting on labor contracts, compensation and benefits, occupational health, and workplace safety. The Company adheres to transparency in corporate affair disclosure, ensuring that employees have the right to know, participate, and supervise in corporate management and decision making, thus achieving democratic consultation and balanced interests. In addition, the Company has established a sound employee appeal mechanism and operates a 24/7 online acceptance channel. Employees can submit appeals through the Company website or official App and upload relevant evidence. All appeals are processed within one working day, with a deadline for resolution and timely feedback, ensuring that all requests receive prompt attention and resolution. The Company strictly follows confidentiality principles throughout the process, protecting the privacy of appellants and creating a fair, just, secure, and free environment for expression.

Employee Communication Channels			
Formal channels		Informal channels	
Management employee dialogue	Internal email	Team meals and activities	Internal social platforms
Employee suggestion boxes	Employee representatives	Regular discussion meetings	Face-to-face communication
Staff congress	Appeals to the internal control department	Telephone and video conferences	Written communication

Employee Care and Support

The Company consistently cares for its employees and actively supports female employees in balancing career development and personal life. For employees facing special difficulties, the Company has established an Employee Mutual Aid Foundation to provide timely and effective assistance, enhancing employee sense of belonging and cohesion.

For female employees	For employees in difficulty
- Strictly stipulate equal pay for equal work in the <i>Employee Handbook</i>, and provide paid maternity leave, antenatal check-up leave, breastfeeding leave, parental leave, and other benefits. - Organize regular screenings for breast and cervical cancer for female employees throughout the year. - Set up lactation rooms to create a supportive and caring work environment. - Regularly hold health knowledge lectures for female employees, inviting medical experts to explain gynaecological disease prevention, pregnancy and postpartum care, mental health regulation, and other topics, raising female employees' health awareness. - On International Women's Day (March 8), distribute holiday gifts, give flowers, and organize various fun activities to enrich the after work lives of female employees.	The Company adopts a “people oriented, inclusive, and targeted” approach in employee care. It has established a long term mechanism for assisting employees in difficulty, with the Employee Mutual Aid Foundation as its core. This mechanism specifically helps employees affected by disasters, serious illness, or financial hardship, following a standard process of “self application – on site verification – graded assessment – special fund distribution”, providing support to employees and making them feel at home.

The Company places a high priority on work life balance and continuously organizes a variety of employee care activities, including sports events, cultural performances, domestic and international travel, and festive theme activities, creating a positive, energetic organizational atmosphere where employees find happiness in both work and life.



“INTCO Cup” basketball tournament in 2025



Autumn outing

Indicators and Targets

The Company has established comprehensive employee performance indicators in areas such as compliant and equal employment, diversity and inclusion, and employee development and training, as detailed in the table below. For other KPIs on employee issues, please refer to the “ESG Data Sheets and Notes – Key Social Performance Indicators” in this report.

Issue	KPI
Employee Employment	During the reporting period, the labor contract signing rate was 100%, the social insurance coverage rate was 100%, and there were no incidents of child labor or forced labor.
Workplace Diversity, Equity and Inclusion	- The Company actively promotes the development of a diverse workforce. As of the end of the reporting period, the Company had 12,941 regular employees, of whom 7,476 were female, accounting for 57.76% of the total. - Female employees in STEM related positions³ accounted for 7.50% of total employees. 86 employees with disabilities; 148 employees from ethnic minorities. - Women in management positions (including junior, middle, and senior management) accounted for 35.00%; among senior management positions, women accounted for 30.00%; women in revenue generating management positions (e.g., sales) accounted for 53.80%. - Collective bargaining coverage rate: 100%.
Employee Development	During the reporting period, 100% of employees received regular performance and career development reviews.

³ STEM (Science, Technology, Engineering, and Mathematics) related positions refer to jobs that require the application of knowledge in science, technology, engineering, or mathematics in daily work.

Issue	KPI
Employee Training	- During the reporting period, the Company conducted 6,423 training sessions, with a training coverage rate of 100%, an average of 31.55 training hours per employee, and total training expenditure of RMB 9.45 million. - Coverage of employees receiving regular performance and career development reviews: 100%. - Coverage of employees receiving skills related training: 100%. - Coverage of employees receiving training on diversity, discrimination and harassment: 100%.

Occupational Health and Safety

INTCO Medical places a high priority on employee occupational health and safety. It systematically advances the development of an occupational health and safety management system, ensuring safety management coverage for all employees, all processes, and the entire lifecycle. This guarantees that safety responsibilities are fulfilled, measures are in place, risks are under control, and a solid line of defense for safe production is established.

Governance

The Company has designated the General Manager as the Chief Safety Office, responsible for overall workplace safety. A Workplace Safety Leadership Group has been established, chaired by the Manager and composed of the Deputy Manager, the Safety and Environmental Protection Department, and other department heads. The Leadership Group serves as the decision making body for workplace safety, providing comprehensive leadership, management, and supervision. The Safety and Environmental Protection Department is responsible for developing workplace safety rules and regulations, operating procedures, and emergency response plans; implementing safety risk control measures; and organizing workplace safety education and training, ensuring that workplace safety efforts are carried out efficiently and in an orderly manner.

Strategy

The Company implements the policy of “Safety First, Prevention Foremost, Comprehensive Management”, adheres to the principle of “Whoever is in Charge is Responsible”, and follows the safety supervision and management principle of “Full Participation, Whole Process, All Aspects, and Around the Clock”. It has established a robust occupational health and safety management system and a layered, collaborative responsibility implementation mechanism, ensuring the smooth achievement of workplace safety targets.

Description of Risks and Opportunities	Time Horizon	Financial Impact	Response Measures & Resource Support
Risks Failure to effectively manage safety risks may lead to workplace injuries and legal proceedings.	Short/ Medium term	- Increased direct costs such as compensation for workplace injuries - Incidents may attract media attention and public scrutiny, damaging brand image and customer trust.	- Develop and implement comprehensive occupational health and safety policies. - Regularly conduct risk assessments, inspections, and management to ensure a safe working environment. - Establish robust emergency response plans and enhance employee emergency response capabilities.
Opportunities A safe and healthy working environment helps improve employee physical and mental wellbeing, enhancing operational efficiency and productivity.	Short/ Medium term	Reduce the incidence of workplace injuries and occupational diseases, lowering costs such as compensation and injury benefits.	

Management of Impacts, Risks and Opportunities

Safety System Development

The Company strictly complies with laws and regulations such as the *Work safety Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China*, and the *Regulation on the Emergency Response to Work safety Accidents*. It has established and continuously optimizes internal policies including the *Workplace safety Management System*, the *Safety Risk Assessment Management System*, the *Production Facility and Equipment Safety Management System*, and the *External Contractor Safety Management Agreement*. These provide solid assurance for the effective operation and continuous improvement of the safety management system, fulfilling the Company's primary responsibility for workplace safety and promoting the deep integration of safety management with sustainable development.

Certification Category	Certified Production Bases	Authentication Image
ISO 45001 Occupational Health and Safety Management System	Shandong INTCO, Anhui INTCO, Anhui Kaize, Jiangxi INTCO	

Safety Risk Management

Improving closed loop risk management. The Company has established a dual prevention mechanism combining hierarchical risk management with hazard identification and rectification, implementing a closed-loop management process covering “risk identification – risk assessment – risk inspection – hazard rectification”. Focusing on core risk sources for each position, the Company maintains a dynamic risk control list, evaluates risk levels, and clarifies control priorities for high-risk hazards. Through a three-tier inspection mechanism comprising “daily self-inspection, special inspections, and quarterly audits”, it achieves coverage of all workshops and all positions. The Company ensures that rectification measures for identified hazards are fully implemented, effectively reducing occupational safety risks and improving safety levels.

Strengthening safety emergency management. The Company has formulated the *Emergency Rescue Management System* and developed specific emergency plans for potential risk types such as natural disasters, accidents, and public health events. The emergency plans cover key processes and response measures for risk identification, accident prevention, emergency response, rescue operations, and information release, clarifying organizational roles and resource allocation mechanisms to ensure rapid response and orderly handling in emergencies. The Company has established a professional emergency rescue team and regularly organizes training and drills, effectively improving the team's emergency response and coordinated operation capabilities.

Standardizing equipment and operation management. The Company has developed detailed standard operating procedures (SOPs) for various types of equipment, specifying safe operating steps, preventive measures, and emergency response requirements. Through theoretical training, hands-on drills, and regular refresher training, the Company ensures that employees master these procedures. The Company has established a preventive maintenance system, combining routine inspections with technical reviews by professional teams to strengthen internal checks and protection. At the same time, external inspections are regularly conducted for specific equipment types, comprehensively building a strong line of defense for workplace safety.

Occupational Health Management

Conducting occupational hazard factor analysis. The Company has developed detailed measures for preventing and controlling occupational hazards. Through regular and ad-hoc testing and analysis of occupational hazard factors, it has identified the main hazards as: airborne dust, oxygen deficiency and carbon monoxide, organic solvents, welding metal fumes, high temperature, noise, and heavy metals. For each hazard, the Company has developed corresponding prevention and control measures. Conspicuous warning signs and emergency rescue measures are placed in work areas to effectively remind and guide employees to use personal protective equipment, ensuring occupational health and safety.

Strengthening occupational health examination management. The Company provides employees with occupational health examinations covering the entire employment cycle – pre employment, during employment, and post employment. The examination items include tests related to occupational hazard factors, ensuring timely monitoring and intervention of employee health status. In addition, the Company has established comprehensive employee health files, fully recording employees’ occupational history, exposure to occupational hazard factors, examination results, and other information, enabling dynamic tracking of health information. For personal protection, based on job-related risks, the Company provides protective equipment such as dust masks, gas masks, earplugs, safety glasses, hard hats, and protective suits, and has developed multilingual personal protective equipment (PPE) use guidelines and operating procedures, ensuring that employees can correctly and effectively use protective equipment, safeguarding their physical health.

Protecting employee mental health. The Company cooperates with professional psychological counseling institutions to conduct mental health screening and diagnosis for employees, establishing mental health files. It regularly holds mental health lectures and counseling activities to help employees acquire skills and methods for coping with psychological difficulties. A crisis intervention hotline has been established to provide timely psychological support and assistance to employees.

Hazardous Chemicals Management

The Company complies with laws and regulations such as the *Work safety Law of the People’s Republic of China* and the *Regulations on the Safety Management of Hazardous Chemicals*. It has formulated management documents including the *Safety Management System for Hazardous Chemicals* and the *Safety Management System for Highly Toxic Chemicals*, covering the entire lifecycle of chemical procurement, storage, use, and disposal, supported by emergency plans and training mechanisms.

Hazardous Chemicals Management System	
Storage	Labeling: Label hazardous materials to ensure each container has a compliant label containing full information, including hazard pictograms and precautionary statements. Dedicated storage: Hazardous chemicals must be stored strictly in dedicated warehouses or areas, with identification signs or information boards indicating their physical and chemical properties, fire and explosion prevention, firefighting, storage and transport, and emergency response precautions. Routine maintenance: Hazardous chemical managers must conduct comprehensive inspections at least once a month, strictly record inspection results, and arrange timely repairs.
Handling	Chemical information management: Maintain a chemical inventory and Material Safety Data Sheet (MSDS) database, allowing employees to easily access chemical properties and safety information. Standardized operating procedures: Develop chemical handling SOPs covering pre-operation preparation, handling processes, and waste disposal, ensuring employees can safely handle chemicals and avoid exposure to hazardous substances. Personnel training: Conduct training on basic knowledge of hazardous materials, safety operating procedures, and emergency response methods through various formats such as classroom instruction, on site demonstrations, and simulation drills.

Hazardous Chemicals Management System	
Transport	Qualification certification: Transport of hazardous chemicals must be carried out by qualified carriers; unqualified individuals or entities are strictly prohibited from transporting them. Safety markings: Transport vehicles must display information boards, hazard labels, and be equipped with satellite positioning devices.
Disposal	Strict management: All types of hazardous waste residue and pollutants generated during production must be strictly managed and must not be disposed of with general waste or mixed with household waste. It is strictly forbidden to discharge leaked or contaminated hazardous chemicals on site. Compliant disposal: Hazardous waste such as waste acids, waste alkalis, and waste batteries must be entrusted to qualified professional treatment institutions for disposal.

Contractor Safety

The Company has developed and optimized policies such as the *Contractor Safety Management System* and the *Site Construction Management Regulations*, clarifying contractor workplace safety management requirements and standardized operating procedures, effectively preventing and reducing various safety incidents. The Company requires suppliers to participate in internal safety training covering basic safety knowledge, risk identification, and emergency response drills.

Safety Culture Development

The Company continuously promotes the development of a safety culture. Through diverse formats such as safety knowledge lectures, emergency drills, and digital platforms, it regularly conducts comprehensive, multi level safety training covering topics such as safety operating procedures, accident prevention and response capabilities, and equipment maintenance and repair, effectively enhancing employee safety literacy and practical skills. During the reporting period, the Company fully implemented Kiken Yochi Training (KYT), focusing on improving frontline employees’ risk identification and prevention capabilities, consolidating the foundation of workplace safety at the source.

Indicators and Targets

The Company always places employee life safety and health above all else. It has set a safety target of “zero work related fatalities”, maintaining the most stringent standards to build a strong safety defense, and fulfills its responsibility and commitment to every employee through action. During the reporting period, the Company’s work injury insurance expenditure was RMB 4.5589 million.

Indicator	Target	2025 Performance
Employee health examination coverage	100%	Achieved
Employee work related fatalities	0	Achieved
Contractor work related fatalities	0	Achieved
Work injury insurance coverage	100%	Achieved
KYT safety training coverage	100%	Achieved

Social Contributions

INTCO Medical consistently upholds the philanthropic philosophy of “Goodness Lights Up Hope”, with the mission of pursuing “Love, Kindness, Truth”. It focuses on key areas such as poverty alleviation, education support, and community development, continuously carrying out warm and meaningful charitable activities, gathering the power of kindness, and spreading social warmth. In 2020, the Company, together with INTCO Recycling Resources Co., Ltd., jointly established the INTCO Public Welfare Foundation, dedicated to promoting the development of philanthropy. During the reporting period, the Company, together with the INTCO Public Welfare Foundation, donated a total of RMB 1.0389 million to society, fulfilling corporate social responsibility through concrete actions.

“Gaokao Support Stations” Supports Students During the National College Entrance Exam

During the 2025 Gaokao (national college entrance examination) period, the Company set up Gaokao Support Stations at multiple exam sites across the country, distributing free bottled water, steam eye masks, masks, and other supplies, providing thoughtful support to examinees and accompanying parents. These small acts of caring brought warmth and helped students take the exam with peace of mind as they pursued their dreams.



Volunteers arrive early at exam sites, setting up tents and arranging water and protective supplies to promptly support examinees and their parents.

Anhui INTCO Organizes a Blood Donation Campaign

In March 2025, Anhui INTCO, together with the Huaibei Blood Donation Center, organized a blood donation campaign. Many INTCO associates actively participated, demonstrating the Company’s core values of “Love, Kindness” through their actions, passing on support and hope with their blood.



The picture shows the voluntary blood donation event at Anhui Intco Medical. The event site was well-organized, with promotional boards and supplies neatly arranged next to the blood donation bus. Intco employees actively responded to the call, spreading love with their warm blood and demonstrating corporate responsibility and commitment through concrete actions.

INTCO Medical Helps Students in Nanjian Pursue Their Dreams

In September 2025, the INTCO Public Welfare Foundation visited Nanjian Yi Autonomous County to provide targeted support for students from financially disadvantaged families. The foundation distributed a total of RMB 50,000 in educational grants to help cover tuition and living expenses. Additionally, it carefully prepared a full set of back-to-school supplies, including backpacks, stationery, and books, ensuring that every student assisted could begin the new semester with fresh learning materials and a positive outlook.



Jiangxi INTCO Conducts Spring Festival Poverty Alleviation Visits

As the 2025 Spring Festival approached, Jiangxi INTCO, in partnership with the Red Cross of Pengze County, Jiujiang City, Jiangxi Province, conducted poverty alleviation visits targeting 60 local families in need. During this initiative, the company donated RMB 20,000 and thoughtfully prepared 60 care packages containing daily necessities such as rice, flour, cooking oil, and condiments. These efforts brought warmth and care to the families, demonstrating the Company’s commitment to fulfilling its corporate social responsibility through concrete actions.



Rural Revitalization

In line with the national rural revitalization strategy, INTCO Medical actively fulfills its social responsibility in empowering rural development through concrete actions, contributing to the vision of common prosperity. During the reporting period, the Company’s total investment in rural revitalization was RMB 225,200, benefiting over a hundred people.



03 Governance

INTCO Medical continuously modernizes its corporate governance system, refines its governance mechanisms, strengthens its compliance management foundation, and upholds its business ethics bottom line. It firmly opposes unfair competition and advocates fair, transparent, and honest market conduct. Moreover, it continuously enhances its comprehensive risk management framework and strengthens its capabilities in risk identification, early warning, and response, building a robust foundation for sustainable development.



Corporate Governance

INTCO Medical is committed to establishing a scientific, transparent, and efficient corporate governance system. It promotes the standardized operation of the Board of Directors, enhances its scientific decision-making capacity, fully safeguards the rights and interests of investors, and continuously elevates its corporate governance standards.

Governance

The Company strictly complies with relevant laws, regulations, and requirements, including the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, and the *Rules Governing the Listing of Stocks on the ChiNext market of the Shenzhen Stock Exchange*. It has established a governance structure composed of the shareholders' meeting, Board of Directors, and senior management, and has put in place a corporate governance mechanism featuring a clear division of powers and responsibilities, coordinated operation, and effective checks and balances. During the reporting period, the Company further enhanced its governance efficiency. It convened a total of seven shareholders' meetings, which approved 26 proposals. As part of its transition toward a leaner, more efficient, and more centralized governance structure, the Company integrated the functions of the Board of Supervisors into the Board's Audit Committee.



INTCO Medical's Corporate Governance Structure

Strategy

The Company has strengthened the Board's strategic leadership and oversight functions and has continuously optimized its governance and decision-making mechanisms to improve governance efficiency. By refining its rules of procedure and strengthening the work of its Special Committees, the Company promotes scientific, standardized, and forward-looking decision-making, fully supporting the implementation of its strategic plans.

Description of Risks and Opportunities		Time Horizon	Financial Impact	Response Measures & Resource Support
Risks	Deficiencies in the governance mechanism may lead to strategic decision-making errors, weakened internal controls, and opaque information disclosure, resulting in decision-making biases that harm the Company's overall interests.	Short / Medium / Long term	Misallocation of assets and resources, reducing capital efficiency.	- Establish a corporate governance mechanism featuring clearly defined powers and responsibilities and effective checks and balances. - Build transparent communication mechanisms, improve stakeholder feedback mechanisms, and proactively disclose corporate governance progress.
Opportunities	- Sound corporate governance facilitates scientific decision-making and risk prevention, ensures stable operations, enhances the trust of external stakeholders, and fosters long term and deeper relationships with customers and investors, - Create favorable conditions for the Company to secure lower cost and more stable capital support.	Short / Medium / Long term	- Increased trust helps improve revenue stability and market competitiveness - Lower financing costs, higher capital access efficiency, and an optimized financial structure.	

Management of Impacts, Risks and Opportunities

Board Effectiveness

The Company strictly complies with the director appointment procedures stipulated in its *Articles of Association*. Directors serve a term of three years and are eligible for re-election upon expiration. As of the end of the reporting period, the Company had a total of nine directors, comprising three Executive Directors, three Independent Directors, one Non Executive Director, and two Employee Directors. The Company has established a director performance evaluation mechanism, under which the Board's Audit Committee regularly assesses director performance to ensure Board effectiveness. During the reporting period, all directors actively attended meetings and performed their duties diligently. The Board held 15 meetings and considered 53 proposals. The Board's Special Committees held 20 meetings and considered 39 proposals. The attendance rate at both Board and Special Committee meetings was 100%.

Special Committee	Performance
Strategy and ESG Committee	Held 2 meetings and approved 2 proposals.
Nomination Committee	Held 2 meetings and approved 1 proposal.
Audit Committee	Held 9 meetings and approved 24 proposals.
Remuneration and Appraisal Committee	Held 7 meetings and approved 12 proposals.

Board Independence and Diversity

When nominating and appointing Board members, the Company takes full account of factors such as gender, age, cultural background, expertise, and professional experience to promote diversity of perspectives in decision-making. As of the end of the reporting period, the Company had five female directors, accounting for 55.56% of the Board. The incumbent directors possess in depth knowledge and professional competence in areas including the disposable glove industry, medical devices, business, law, finance, and risk management.

Investor Protection

The Company strictly complies with relevant laws and regulations, including the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Self-Regulatory Guidelines No. 2 for Companies Listed on Shenzhen Stock Exchange – Standardized Operation of ChiNext-Listed Companies*, and the *Guidelines for Investor Relations Management by Listed Companies*, fully respecting and protecting the lawful rights and interests of investors. Internally, it has formulated a *Market Value Management System* and continuously improves its investor relations management, fully safeguarding investors' rights to information and participation.

The Company actively implements investors' right to participate by providing diverse communication channels, including institutional investor briefings, results briefings, the "Interaction Easy" platform, dedicated telephone hotlines, and dedicated email addresses, to gather investor input from all fronts. During the reporting period, the Company held one results briefing, received two rounds of institutional investor visits, responded to 85 investor inquiries on the "Interaction Easy" platform, and answered over 1,700 investor hotline calls.

The Company fully safeguards investors' right to information by performing its information disclosure obligations in accordance with the law, disclosing all information truthfully, accurately, completely, timely, and fairly. The Company has designated the *Securities Times*, *Securities Daily*, *China Securities Journal*, *Shanghai Securities News*, and the *cninfo.com.cn* website as its information disclosure channels. Shareholders may obtain relevant information from the Company's periodic reports and interim announcements, providing an important basis for investment decisions.

Indicators and Targets

KPIs

The Company continuously promotes diversity on the Board and incorporates gender equality into director nomination and talent development considerations.

During the reporting period

the proportion of female directors reached

55.56%



Compliance and Business Ethics

INTCO Medical consistently adheres to relevant compliance and business ethics standards. By continuously refining its business ethics management system, promoting an integrity culture, and enhancing employees' integrity awareness and professional conduct, the Company strives to build a solid foundation for the Company's sustainable development.

Governance

The Board of Directors is the highest decision-making body for compliance and business ethics. The Audit Committee under the Board is responsible for guiding, supervising and evaluating the effectiveness of related initiatives. The Internal Control Department coordinates and drives day to day anti-commercial bribery and anti-corruption work, including policy development, risk identification, employee training, operation of reporting mechanisms, and investigation and handling of violations. The Internal Control Department regularly reports to the Board's Audit Committee, submitting the *Internal Audit Report*, rectification plans, and rectification progress, thereby ensuring closed loop management of issues and strengthening the Company's defenses against integrity related risks.

Strategy

The Company pursues a zero tolerance policy and takes comprehensive measures to prevent commercial bribery and corruption. Guided by the overarching principle of "Proactive Prevention + Ongoing Control + Severe Penalties", it has built a compliance governance system covering all employees, all processes, and the entire ecosystem. By focusing on policy development and culture cultivation, the Company continuously optimizes internal control processes, upgrades risk control systems, strengthen accountability mechanisms, and embed compliance management deep into the foundation of its operations, thereby building core competitiveness and ensuring solid support for the Company's long-term healthy operation.

Description of Risks and Opportunities		Time Horizon	Financial Impact	Response Measures & Resource Support
Risks	Corruption and fraud may lead to direct economic losses as well as a loss of public and consumer trust, damaging the Company's brand image.	Short/ Medium term	- Corruption and fraud may result in administrative penalties and direct economic losses. - The exposure of fraud incidents may trigger public concern and loss of trust, harming the Company's brand image and market reputation.	- Establish a robust compliance and internal control system and an effective integrity risk prevention mechanism. - Maintain open reporting channels and enhance whistleblower protection. - Strengthen integrity training. - Deepen supplier screening and conduct periodic assessments.
	Effective compliance and business ethics management helps strengthen the Company's resilience to risk and enhance its reputation.	Short/ Medium term	A strong compliance record helps boost investor confidence, improve the Company's credit rating, and lower financing costs.	

Management of Impacts, Risks and Opportunities

The Company has developed and implemented policies such as the *Anti-Fraud and Whistleblowing Management System*, the *Anti-Money Laundering and Counter-Terrorist Financing Management System*, the *Anti-Bribery Management System*, the *Gift and*

and Entertainment Declaration System, and the *Conflict of Interest Declaration and Management System*. It continuously strengthens policy enforcement, advances institutional anti corruption efforts, and enhances oversight of employees in high risk positions and key processes. On this basis, the Company requires all employees to sign the *Commitment Letter on Integrity and Self-Discipline* and a *Confidentiality Agreement*, which explicitly prohibit the acceptance of cash or gifts, the acceptance of entertainment, the solicitation of kickbacks, preferential treatment in business dealings, and the disclosure of Company secrets. Employees are also required to proactively declare any conflicts of interest and the acceptance of gifts or entertainment, thereby enhancing their sense of integrity and self-discipline. In its dealings with suppliers, the Company requires all suppliers to sign an *Anti-Commercial Bribery Agreement*, which clearly defines various prohibited acts and improper exchanges of benefits, mitigating commercial bribery risks at the source and building clean, honest business relationships.

Business Ethics Risk Management

The Company conducts regular anti-corruption risk assessments covering all business processes, all employees, and business partners, focusing on high risk areas such as procurement, bidding, and conflicts of interest. Through process monitoring and employee feedback, it identifies issues such as conflicts of interest and data falsification. It then refines its policies and processes, upgrades its risk control systems, and strengthens accountability and deterrence, continuously raising its levels of integrity, compliance, and risk prevention.

Whistleblowing and Whistleblower Protection

The Company has established the *Anti-Fraud and Whistleblowing Management System* to govern the procedures for whistleblowing, investigating, handling, reporting, and holding accountable violations of business ethics. It has set up whistleblowing channels that include a hotline, an email address, and a postal address to receive reasonable complaints from all employees and to conduct timely investigations and resolutions, ensuring that matters are properly handled and resolved. Upon substantiation of a fraud case, the Company grants awards to employees who have made significant contributions.

The Company places high importance on whistleblower protection. It strictly prohibits any form of illegal discrimination, retaliation, or hostile acts against whistleblowers. It has strengthened whistleblower protection measures, maintains strict confidentiality regarding whistleblowers' identities and personal information, and ensures that such information is not disclosed during the verification process.

Building a Business Ethics Culture

The Company continuously provides regular compliance training to all employees and Board members and conducts periodic business ethics assessments. In 2025, special prevention through education initiatives were carried out focusing on anti corruption and disciplinary violations, using real cases to explain the law and drive improvement, thereby strengthening employees' awareness of professional integrity and building a strong psychological defense against corruption.



Special prevention-through-education initiatives

Indicators and Targets

KPIs

During the reporting period

the Company had **NO** corruption related lawsuits
100% of employees signed the *Commitment Letter on Integrity and Self Discipline*

8 anti-commercial bribery and anti-corruption training sessions were conducted, covering **100%** of employees, management, and directors.



Anti-Unfair Competition

INTCO Medical strictly complies with relevant laws and regulations, including the *Anti-Unfair Competition Law of the People's Republic of China* and the *Anti-Monopoly Law of the People's Republic of China*, and has established management systems such as the *Anti-Money Laundering and Counter-Terrorist Financing Management System* and the *Anti-Fraud and Whistleblowing Management System* to govern its internal anti-unfair competition management and ensure the legality and compliance of the Company's operations. During the reporting period, the Company was not subject to any administrative penalties or litigation arising from unfair competition practices, including false advertising, monopolistic conduct, or the infringement of trade secrets.

Protecting trade secrets	Strictly enforce employee confidentiality obligations and require all employees to sign <i>Confidentiality Agreements</i> , which clearly define confidentiality obligations and legal responsibilities, building a strong front for information security management at the source.
Preventing false advertising	Strictly regulate the content creation and dissemination process of promotional materials, taking comprehensive measures to prevent false advertising, exaggerations, and misleading information, ensuring the authenticity, compliance, and consistency of all external communications.

Risk Management

INTCO Medical has continuously improved its multi-tiered, comprehensive, top-down risk management organizational structure, establishing a closed loop management system under which the Board of Directors provides strategic oversight, management bears responsibility for implementing risk management, and various functional departments coordinate in implementation.

Risk Management Structure	
Board of Directors	- Review risk assessment reports submitted by the management. - Make major decisions relating to risk management.
Management	- Approve the work responsibilities of each functional department relating to risk management. - Approve risk response plans. - Review risk management reports and submit them to the Board of Directors for approval.
Internal Control Department	- Responsible for policy development, risk assessment, process optimization, and audit oversight. - Form a risk assessment team, develop risk assessment plans, and prepare risk assessment reports. - Review risk lists and contingency plans.
Functional Departments	Serve as the primary bodies for risk prevention and control, responsible for day-to-day process execution, self-risk inspections, front line risk management, and implementing position specific compliance responsibilities.

The Company has established a sound risk management policy system. It has developed a set of policies, including the *Risk Assessment Management System*, the *Internal Audit Management System*, and the *Internal Control Evaluation Management System*, in light of regulatory requirements and the Company's actual needs. These documents promote the implementation of end-to-end risk management and a comprehensive, risk penetrating prevention and control system. The Company continuously deepens its comprehensive risk management mechanism. It conducts at least one risk assessment every year across the Group, defines risk control objectives, and identifies and analyzes potential risks in core areas such as strategy, finance, market, operations, and legal affairs. Based on assessment results, it scientifically develops risk response plans and targeted preventive measures. Relevant functional departments conduct periodic or ad-hoc oversight inspections and track the implementation and progress of risk control measures. By embedding risk management deeply into the entire process of corporate governance and daily operations, the Company substantially strengthens its capabilities in risk early warning, response, and handling.



Appendixes 1: ESG Data Sheets and Notes

Key Economic Performance Indicators

Key Performance Indicators	2025	2024	2023	Unit
Main Products' Production Volume				
Disposable nitrile and PVC gloves	907.30	836.10	641.52	100 million
Wheelchairs	75.37	83.99	62.28	10,000 units
Cold/Hot pads	1,843.42	1,568.67	1,419.25	10,000 pieces
TAB Electrodes	23,235.81	13,071.45	14,470.42	10,000 pieces

Key Environmental Performance Indicators¹

Key Performance Indicators	2025	2024	2023	Unit
Energy Use				
Purchased electricity	549,487.69	547,494.17	482,831.97	MWh
Generation of renewable energy	12,537.23	3,538.60	1,210.00	MWh
Purchased heat	438,762.10	477,753.00	140,222.83	GJ
Coal	73.57	65.59	67.58	10,000 tons
Diesel	130.14	141.08	80.78	10,000 liters
Gasoline	31.31	20.89	166.51	10,000 liters
Natural gas	57.34	176.44	161.09	10,000 cubic meters
Total energy consumption ²	61.06	55.62	55.97	10,000 tons of standard coal equivalent
Energy consumption intensity	0.62	0.58	0.81	Ton of standard coal equivalent /RMB 10,000 revenue

Key Performance Indicators	2025	2024	2023	Unit
GHG Emissions ³				
Total GHG emissions	187.25	171.30	170.01	10,000 tons of carbon dioxide equivalent
Among which: Personal protective products	164.55	170.70	/	10,000 tons of carbon dioxide equivalent
Rehabilitation and physiotherapy care products	0.51	0.58	/	10,000 tons of carbon dioxide equivalent
Others	22.19	0.02	/	10,000 tons of carbon dioxide equivalent
Scope 1 emissions	152.94	136.67	140.93	10,000 tons of carbon dioxide equivalent
Scope 2 emissions	34.31	34.63	29.08	10,000 tons of carbon dioxide equivalent
GHG emission intensity	1.89	1.80	2.46	Tons of carbon dioxide equivalent/RMB 10,000 revenue
Water Resources				
Municipal water	1,241.25	1,029.93	847.47	10,000 cubic meters
Underground water	59.26	193.43	102.23	10,000 cubic meters
Surface water	571.31	562.60	624.44	10,000 cubic meters
Total water consumption	1,871.83	1,785.96	1,574.14	10,000 cubic meters
Water consumption intensity	18.86	18.75	22.75	Cubic meters/RMB 10,000 revenue
Water recycled	96.39	23.49	43.73	10,000 cubic meters
Water recycling rate	5.15	1.32	2.78	%
Wastewater treatment	1,472.09	1,441.18	1,240.95	10,000 cubic meters
COD	776.58	697.42	1,986.81	Ton
NH ₃ -N	8.02	32.15	57.07	Ton
Gaseous pollutants				
Particulate	36.75	22.35	27.15	Ton
SO ₂	179.50	160.14	100.86	Ton
Nitrogen oxide	442.79	468.01	386.09	Ton
Nonmethane hydrocarbon (NMHC)	4.27	12.41	2.48	Ton

Key Performance Indicators	2025	2024	2023	Unit
Waste				
General solid waste	125,720.04	114,454.98	116,175.18	Ton
General solid waste intensity	0.13	0.12	0.17	Tons/ RMB 10,000 revenue
Recyclable waste	125,497.06	74,557.33	1,440.21	Ton
Office paper	144.68	87.19	65.7	10,000 papers
Hazardous waste	1,452.66	3,806.15	1,547.12	Ton
Hazardous waste intensity	0.0015	0.0040	0.0022	Ton/RMB 10,000 revenue
Packaging Materials				
Plastics	468.85	4,634.60	187.39	Ton
Cartons	76,550.90	58,844.00	27,203.25	Ton
Packaging materials use	76,980.23	63,478.60	27,390.64	Ton
Packaging materials use intensity	0.08	0.07	0.04	Ton/RMB 10,000 revenue

Notes:

1. During the reporting period, due to expanded production scale, the Company's energy, water and packaging material consumption in the production process all increased over the previous year;
2. The methodology for calculating total energy consumption is detailed in the chapter "Energy and Water Resource Utilization — Indicators and Targets" of this report.
3. The methodology for calculating greenhouse gas emissions is detailed in the chapter "Climate Response— Indicators and Targets" of this report.

Key Social Performance Indicators

Indicator	2025	2024	2023	Unit
Employee Profile				
Total employees	12,941	10,982	10,939	Person

Indicator	2025	2024	2023	Unit
By employment type				
Full-time employees	12,941	10,982	10,939	Person
Employees in other employment forms	0	0	0	Person
By gender				
Male	5,465	4,368	3,850	Person
Female	7,476	6,614	7,089	Person
By age				
29 and below	4,093	2,932	2,763	Person
30-39	3,885	3,387	3,310	Person
40-49	3,018	2,877	3,010	Person
50 and above	1,945	1,786	1,856	Person
By management level				
General employees	12,587	10,637	10,403	Person
Junior management	208	225	343	Person
Middle management	125	98	180	Person
Senior management	21	22	9	Person
By educational				
Master's degree	202	125	85	Person
Bachelor's degree	1,746	1,085	1,332	Person
Other degrees	10,993	9,772	9,522	Person
By work area				
In China	10,749	10,651	10,870	Person
In other Asian countries	2,176	317	50	Person

Indicator	2025	2024	2023	Unit
In North America	14	12	17	Person
In Europe	2	2	2	Person
Employee Diversity				
Employees with disabilities	86	120	87	Person
Minority employees	148	162	100	Person
Hispanic or Latino employees	2	2	4	Person
White employees	3	3	3	Person
Women in senior management positions	6	5	4	Person
Percentage of women in senior management positions	30.00	22.70	44.40	%
Percentage of women in junior management positions	40.00	36.40	33.82	%
Percentage of women in all management positions	35.00	33.60	32.89	%
Percentage of female employees in management positions in revenue-generating functions	53.80	35.30	52.13	%
Percentage of female employees in STEM-related positions	7.50	11.21	12.18	%
Number of new employees				
Total new employees	927	644	2,115	Person
Male	434	321	725	Person
Female	493	323	1,390	Person
29 and below	870	563	700	Person
30-39	51	68	575	Person
40-49	6	7	525	Person
50 and above	0	6	315	Person
Employee training (training hours)				
Average training hours per employee	31.55	36.02	22.48	Hour

Indicator	2025	2024	2023	Unit
By gender				
Male	35.82	40.64	27.28	Hour
Female	27.97	32.81	19.91	Hour
By management level				
General employees	29.76	35.10	20.57	Hour
Junior management	146.90	75.19	53.54	Hour
Middle management	115.02	92.33	76.83	Hour
Senior management	168.80	63.51	86.06	Hour
By age				
29 and below	38.87	39.61	27.37	Hour
30-39	30.60	39.08	24.48	Hour
40-49	23.49	33.73	19.24	Hour
50 and above	24.09	25.87	17.31	Hour
Employee training (training expenses)				
Average expenditure per employee	408.85	135.80	717.39	RMB
By gender				
Male	582.85	230.04	770.75	RMB
Female	263.51	70.27	688.41	RMB
By job level				
General employees	281.12	108.56	110.30	RMB
Junior management	5,488.37	1,191.55	3,262.37	RMB
Middle management	3,659.33	2,115.31	27,471.03	RMB
Senior management	59,925.60	386.96	83,388.01	RMB

Indicator	2025	2024	2023	Unit
By age				
29 and below	525.57	39.61	464.74	RMB
30-39	556.48	39.08	1,487.57	RMB
40-49	162.18	33.73	479.65	RMB
50 and above	121.47	25.87	73.21	RMB
Occupational Health and Safety				
Number of work-related accidents	62	59	122	Event
Number of work-related fatalities	0	0	0	Person
Lost time injury	45,735.50	42,480.00	36,166.90	Hour
Absenteeism	0.15	0.13	0.15	%
Lost time injury rate	0.41	3.87	1.12	Every 200,000 working hours
Performance and Career Development				
Percentage of employees receiving performance evaluation and career development assessment for the first time	100	100	100	%
Percentage of employees receiving performance evaluation and career development assessment for the second time	100	100	100	%
Percentage of job vacancies filled by internal competition	11	22.48	1.07	%
Average employee recruitment cost	1,101.32	1,008.82	836.23	RMB

Indicator	2025	2024	2023	Unit
Supplier Management				
Number of suppliers	8,845	3,939	1,917	No.
Chinese mainland	7,686	3,747	1,866	No.
Overseas area	1,159	192	51	No.

Key Governance Performance Indicators

Indicator	2025	2024	2023	Unit
Corporate Governance				
Number of directors	9	7	7	Person
Male directors	4	4	4	Person
Female directors	5	3	3	Person
Executive directors	3	3	3	Person
Non-executive directors	1	1	1	Person
Independent non-executive directors	3	3	3	Person
Employee directors	2	-	-	Person

Indicator	2025	2024	2023	Unit
Number of anti-commercial bribery and anti-corruption training sessions	8	5	5	No.
Number of corruption lawsuits	0	0	0	No.

Pollutant Discharge Status of Key Environmental Supervision Entities in 2025

Company or Subsidiary Name	Types of Major Pollutants and Characteristic Pollutants	Names of Major Pollutants and Characteristic Pollutants	Emission Concentration / Intensity	Applicable Pollutant Discharge Standards	Annual Total Discharge (tons)	Whether Approved Annual Total Discharge Exists	Approved Annual Total Discharge (tons)	Exceedance Discharge Status
Intco Medical Technology Co., Ltd.	Atmospheric Pollutants	Sulfur Dioxide (SO ₂)	50 mg/m ³	Compliant discharge	0	Yes	15.76	None
		Nitrogen Oxides (NO _x)	100 mg/m ³	Compliant discharge	0	Yes	31.51	None
		Particulate Matter (PM)	10 mg/m ³	Compliant discharge	0.014	No	/	None
Shandong Intco Medical Products Co., Ltd.	Water Pollutants	Chemical Oxygen Demand (COD)	300 mg/L	Compliant discharge	450.80	Yes	780.82	None
		Ammonia Nitrogen (NH ₃ -N)	30 mg/L	Compliant discharge	3.02	Yes	78.91	None
	Atmospheric Pollutants	Sulfur Dioxide (SO ₂)	50 mg/m ³	Compliant discharge	40.25	Yes	47.38	None
		Nitrogen Oxides (NO _x)	100 mg/m ³	Compliant discharge	100.58	Yes	106.53	None
		Particulate Matter (PM)	10 mg/m ³	Compliant discharge	1.59	Yes	8.83	None
Anhui Intco Medical Products Co., Ltd.	Water Pollutants	Chemical Oxygen Demand (COD)	50 mg/L	Compliant discharge	146.92	Yes	244.53	None
		Ammonia Nitrogen (NH ₃ -N)	5 mg/L	Compliant discharge	2.22	Yes	24.45	None
	Atmospheric Pollutants	Sulfur Dioxide (SO ₂)	35 mg/m ³	Compliant discharge	33.73	Yes	145.47	None
		Nitrogen Oxides (NO _x)	50 mg/m ³	Compliant discharge	141.54	Yes	189.32	None
		Particulate Matter (PM)	10 mg/m ³	Compliant discharge	11.72	Yes	32.93	None
		Non-Methane Total Hydrocarbons (NMTHC)	10 mg/m ³	Compliant discharge	0.33	Yes	/	None
Jiangxi Intco Medical Co., Ltd.	Water Pollutants	Chemical Oxygen Demand (COD)	300 mg/L	Compliant discharge	132.47	Yes	1658.88	None
		Ammonia Nitrogen (NH ₃ -N)	25 mg/L	Compliant discharge	0.50	Yes	138.24	None
	Atmospheric Pollutants	Sulfur Dioxide (SO ₂)	300 mg/m ³	Compliant discharge	89.47	Yes	160.15	None
		Nitrogen Oxides (NO _x)	300 mg/m ³	Compliant discharge	138.05	Yes	213.25	None
		Particulate Matter (PM)	50 mg/m ³	Compliant discharge	20.93	Yes	83.60	None
Anhui Kaize New Materials Co., Ltd.	Water Pollutants	Ammonia Nitrogen (NH ₃ -N)	35 mg/L	Compliant discharge	0.92	Yes	3.30	None
		Chemical Oxygen Demand (COD)	500 mg/L	Compliant discharge	2.87	Yes	110	None
	Atmospheric Pollutants	Non-Methane Total Hydrocarbons (NMTHC)	120 mg/m ³	Compliant discharge	3.33	Yes	8	None
		Ammonia Nitrogen (NH ₃ -N)	100 mg/m ³	Compliant discharge	34.71	Yes	45	None
		Particulate Matter (PM)	20 mg/m ³	Compliant discharge	0.55	Yes	2.80	None
Anqing Intco Medical Co., Ltd.	Water Pollutants	Ammonia Nitrogen (NH ₃ -N)	30 mg/L	Compliant discharge	0.75	Yes	0.76	None
		Chemical Oxygen Demand (COD)	300 mg/L	Compliant discharge	38.52	Yes	88.91	None
Anhui Yingyi Thermal Power Co., Ltd.	Atmospheric Pollutants	Sulfur Dioxide (SO ₂)	35 mg/m ³	Compliant discharge	16.05	Yes	59.78	None
		Nitrogen Oxides (NO _x)	50 mg/m ³	Compliant discharge	27.47	Yes	85.40	None
		Particulate Matter (PM)	10 mg/m ³	Compliant discharge	1.77	Yes	17	None

Table of Definitions

In this Report, unless the context otherwise requires, the following terms shall have the meanings set forth below:

Term	Definition
Intco Medical, Intco, the Company	Intco Medical Technology Co., Ltd.
Shandong Intco	Shandong Intco Medical Products Co., Ltd.
Shanghai Intco	Shanghai INTCO Import & Export Co., Ltd.
Jiangsu Intco	Jiangsu Intco Medical Products Co., Ltd.
Anhui Intco	Anhui Intco Medical Products Co., Ltd.
Jiangxi Intco	Jiangxi Intco Medical Co., Ltd.
Anqing Intco	Anqing Intco Medical Co., Ltd.
Jiangxi Yingcai	Jiangxi Yingcai Technology Co., Ltd.
Anhui Yingcai	Anhui Yingcai Printing Technology Co., Ltd.
Anhui Kaize	Anhui Kaize New Materials Co., Ltd.
Shanghai Electrode Manufacturing Base	Shanghai Intco ECG Medical Products Co., Ltd.

Benchmarking Index Table

Shenzhen Stock Exchange " Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)" Index

Disclosure Content	Report Chapter	Index
Shenzhen Stock Exchange Issues		
Climate Response	Climate Response Energy and Water Resource Utilization Feature 2: Deepening Expertise in Rehabilitation and Physiotherapy Equipment – Being a Caring Guardian of Health	16-24
Pollutant Discharge	Environmental Compliance Management Emissions and Waste Management	25-28
Waste Disposal	Environmental Compliance Management Emissions and Waste Management Feature 2: Deepening Expertise in Rehabilitation and Physiotherapy Equipment – Being a Caring Guardian of Health	16-18 25-28
Ecosystem and Biodiversity Protection	Ecosystem and Biodiversity Protection	30
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Energy Utilization	Energy and Water Resource Utilization Feature 2: Deepening Expertise in Rehabilitation and Physiotherapy Equipment – Being a Caring Guardian of Health	16-18 22-24
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Equal Treatment to SMEs	Sustainable Supply Chain	37-40
Safety and Quality of Products and Services	Product Quality and Safety	35-37
Data Security and Customer Privacy	Information Security Protection	42
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Stakeholder Engagement	Stakeholder Engagement and Due Diligence	9
Anti-commercial Bribery and Anti-corruption	Compliance and Business Ethics	52-53
Anti-unfair Competition	Anti-Unfair Competition	53
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Inclusive Healthcare	Feature 2: Deepening Expertise in Rehabilitation and Physiotherapy Equipment – Being a Caring Guardian of Health	16-18
Customer Service	Customer Service	40-41
Market Expansion and Development	About Us Feature 2: Deepening Expertise in Rehabilitation and Physiotherapy Equipment – Being a Caring Guardian of Health Customer Service	4-5 16-18 40-41

Global Reporting Initiative (GRI) Standards Index

Statement of Use	INTCO Medical has reported in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025
GRI 1	GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

GRI Standards	Disclosure	Chapter	Page
Organization and Its Reporting Practices			
2-1	Organization details	About Us	4-5
2-2	Entities included in the organization's sustainability reporting	About this Report	2
2-3	Reporting period, frequency and contact point	About this Report	2
2-4	Restatement of information	N/A	/
2-5	External assurance	N/A	/
Activities and Workers			
2-6	Activities, value chain and other business relationships	About Us	4-5
2-7	Employees	Employees Appendix 1: ESG Data Sheets and Notes	43-46 54-58
2-8	Workers who are not employees	Employees Appendix 1: ESG Data Sheets and Notes	43-46 54-58
Governance			
2-9	Governance structure and composition	Sustainable Development Management Corporate Governance	9 50-51
2-10	Nomination and selection of the highest governance body	Corporate Governance	50-51
2-11	Chair of the highest governance body	Sustainable Development Management Corporate Governance	9 50-51
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainable Development Management Corporate Governance	9 50-51
2-13	Delegation of responsibility for managing impacts	Sustainable Development Management Corporate Governance	9 50-51
2-14	Role of the highest governance body in sustainability reporting	Sustainable Development Management Corporate Governance	9 50-51
2-15	Conflict of interest	Corporate Governance	50-51

GRI Standards	Disclosure	Chapter	Page
2-16	Communication of critical concerns	Sustainable Development Management	9
2-17	Collective knowledge of the highest governance body	2025 Annual Report	/
2-18	Evaluation of the performance of the highest governance body	2025 Annual Report	/
2-19	Remuneration policies	Employees	43-46
2-20	Process to determine remuneration	Employees	43-46
2-21	Annual total compensation ratio	2025 Annual Report	/
Strategy, policies and practice			
2-22	Statement on sustainable development strategy	Chairman's Message	3
2-23	Policy commitments	Corporate Governance	50-51
2-24	Embedding policy commitments	Corporate Governance	50-51
2-25	Processes to remediate negative impacts	Employees Compliance and Business Ethics	43-46 52-53
2-26	Mechanisms for seeking advice and raising concerns	Employees Compliance and Business Ethics	43-46 52-53
2-27	Compliance with laws and regulations	No major violations occurred during the reporting period	/
2-28	Membership associations	/	/
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	Sustainable Development Management	9
2-30	Collective bargaining agreements	Employees	43-46

GRI 3: Material Topics 2021

GRI Standards	Disclosure	Chapter	Page
3-1	Process to determine material topics	Sustainable Development Management	9
3-2	List of material topics	Sustainable Development Management	9

Economic

GRI Standards	Disclosure	Chapter	Page
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	About Us Employees	4-5 43-46
201-2	Financial implications and other risks and opportunities due to climate change	Climate Response	19-21
201-3	Defined benefit plan obligations and other retirement plans	Employees	43-46
201-4	Financial assistance received from government	Withheld due to commercial confidentiality restrictions	/
GRI 202: Market Performance 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Withheld due to commercial confidentiality restrictions	/
202-2	Proportion of senior management hired from the local community	Withheld due to commercial confidentiality restrictions	/
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	Feature 2: Deepening Expertise in Rehabilitation and Physiotherapy Equipment – Being a Caring Guardian of Health Social Contributions Rural Revitalization	16-18 49
203-2	Significant indirect economic impacts	Product Quality and Safety	35-37
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	Withheld due to commercial confidentiality restrictions	/
GRI 205: Anti-corruption 2016			
205-1	Operating sites that have undergone corruption risk assessment	Compliance and Business Ethics	52-53
205-2	Communication and training about anti-corruption policies and procedures	Compliance and Business Ethics	52-53

GRI Standards	Disclosure	Chapter	Page
205-3	Confirmed incidents of corruption and actions taken	Compliance and Business Ethics	52-53
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Unfair Competition	53

Environmental

GRI Standards	Disclosure	Chapter	Page
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	Appendix 1: ESG Data Sheets and Notes	54-58
301-2	Recycled input materials used	Circular Economy	29-30
301-3	Reclaimed products and their packaging materials	Circular Economy	29-30
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Appendix 1: ESG Data Sheets and Notes	54-58
302-2	Energy consumption outside the organization	The external energy statistics/estimation methods are being gradually improved, but withheld due to lack of/incomplete information	/
302-3	Energy intensity	Appendix 1: ESG Data Sheets and Notes	54-58
302-4	Reduction of energy consumption	Energy and Water Resource Utilization Appendix 1: ESG Data Sheets and Notes	22-24 54-58
302-5	Reduction in energy requirements of products and services	The external energy statistics/estimation methods are being gradually improved, but withheld due to lack of/incomplete information	/

GRI Standards	Disclosure	Chapter	Page
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Energy and Water Resource Utilization	22-24
303-2	Management of water discharge-related impacts	Environmental Compliance Management	25-26
303-3	Water withdrawal	Appendix 1: ESG Data Sheets and Notes	54-58
303-4	Water discharge	Appendix 1: ESG Data Sheets and Notes	54-58
303-5	Water consumption	Appendix 1: ESG Data Sheets and Notes	54-58
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Climate Response Appendix 1: ESG Data Sheets and Notes	19-21 54-58
305-2	Indirect (Scope 2) GHG emissions	Climate Response Appendix 1: ESG Data Sheets and Notes	19-21 54-58
305-3	Other indirect (scope 3) GHG emissions	The statistical/estimation methods of Scope 3 GHG emissions are being gradually improved, but withheld due to lack of/incomplete information.	/
305-4	GHG emission intensity	Climate Response Appendix 1: ESG Data Sheets and Notes	19-21 54-58
305-5	Reduction of GHG emissions	Climate Response	19-21
305-6	Emissions of ozone-depleting substances (ODS)	No ODS emission during operational and production activities	/
305-6	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Emissions and Waste Management Appendix 1: ESG Data Sheets and Notes	27-28 54-58

GRI Standards	Disclosure	Chapter	Page
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Environmental Compliance Management Emissions and Waste Management	25-28
306-2	Management of significant waste-related impacts	Environmental Compliance Management Emissions and Waste Management	25-28
306-3	Waste generated	Emissions and Waste Management Appendix 1: ESG Data Sheets and Notes	27-28 54-58
306-4	Waste diverted from disposal	Withheld due to lack of / incomplete information	/
306-5	Waste directed to disposal	Emissions and Waste Management Appendix 1: ESG Data Sheets and Notes	27-28 54-58
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Sustainable Supply Chain	37-40
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain	37-40

Social

GRI Standards	Disclosure	Chapter	Page
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Appendix 1: ESG Data Sheets and Notes	54-58
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees	43-46
401-3	Parental leave	Employees	43-46

GRI Standards	Disclosure	Chapter	Page
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Occupational Health and Safety	47-48
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	47-48
403-3	Occupational health services	Occupational Health and Safety	47-48
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	47-48
403-5	Worker training on occupational health and safety	Occupational Health and Safety	47-48
403-6	Promotion of worker health	Occupational Health and Safety	47-48
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	47-48
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	47-48
403-9	Work-related injuries	Appendix 1: ESG Data Sheets and Notes	54-58
403-10	Work-related ill health	Occupational Health and Safety	47-48
GRI 404: Training and Education 2016			
404-1	Average hours of training per employee per year	Appendix 1: ESG Data Sheets and Notes	54-58
404-2	Programs for upgrading employee skills and transition assistance programs	Employees	43-46
404-3	Percentage of employees receiving regular performance and career development reviews	Employees Appendix 1: ESG Data Sheets and Notes	43-46 54-58
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Employees Appendix 1: ESG Data Sheets and Notes	43-46 54-58

GRI Standards	Disclosure	Chapter	Page
405-2	Ratio of basic salary and remuneration of women to men	The Company upholds the principle of equal pay for equal work but withholds disclosure due to commercial confidentiality constraints.	/
GRI 406: Anti-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	Employees	43-46
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Withheld due to lack of / incomplete information	/
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Employees	43-46
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employees	43-46
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments and development programs	Withheld due to lack of / incomplete information	/
413-2	Operations with significant actual and potential negative impacts on local communities	Withheld due to non-appliance	/

GRI Standards	Disclosure	Chapter	Page
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Sustainable Supply Chain	37-40
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain	37-40
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Product Quality and Safety	35-37
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No related incidents occurred during the Reporting Period	/
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	Customer Service	40-41
417-2	Incidents of non-compliance concerning product and service information and labeling	No related incidents occurred during the reporting period	/
417-3	Incidents of non-compliance concerning marketing communications	No related incidents occurred during the reporting period	/
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No related incidents occurred during the reporting period	/