

PASSION FOR  
*Change*

2025 Environmental, Social and Governance Report  
Shanghai United Imaging Healthcare Co., Ltd.



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# Introduction to the Report

The 2025 Environmental, Social and Governance Report of Shanghai United Imaging Healthcare Co., Ltd., as the fourth ESG report released by the Group, comprehensively demonstrates the practices and achievements in the environmental, social and governance fields in 2025. This report aims to provide transparent and detailed information disclosure to the stakeholders, including the government, shareholders, customers, suppliers, employees and the media. This report has been prepared in compliance with the *Guidelines No. 14*

for Self-Regulation of Listed Companies—Sustainability Report (Trial) of the Shanghai Stock Exchange (SSE), the standards of the Global Reporting Initiative (GRI), and the guidelines of the United Nations Sustainable Development Goals (SDGs). The report covers the entire year of 2025 in terms of main business operations, with appropriate retrospection of historical data to enhance comparability. All data have been rigorously reviewed internally to ensure authenticity and accuracy. The report is published in both Chinese and English on the official websites of

the Shanghai Stock Exchange and the Group for easy access by global stakeholders. This report has been reviewed and approved for publication by the Board of Directors on April 27, 2026. We are committed to continuously improving the quality of the report and actively promoting the implementation of the sustainable development strategy. We also sincerely welcome valuable suggestions and feedback from all sectors of the community.

# Management Statement

In 2025, the global healthcare industry stood at a critical juncture featuring the in-depth integration of sustainable development with new quality productive forces. At the intersection of these two forces of the times, we have further deepened our understanding and practice of ESG.

The medical profession inherently bears the weight of life, equity and trust. The fundamental nature of healthcare is the most profound manifestation of ESG. Fifteen years ago, United Imaging Healthcare embarked on its journey with the mission of "To Bring Equal Healthcare for All". For us, ESG has never been an optional extra task at a certain stage of development; instead, it is an inherent requirement deeply embedded in our business model and corporate culture, as well as an indispensable path that runs through the entire development of the Company.

Over fifteen years of development, United Imaging Healthcare has achieved continuous breakthroughs in independent innovation of core technologies, global market expansion, and the development of sustainable governance capabilities. This growth has brought us not only business expansion, but also a profound respect for the principle that "with great power comes great responsibility".

While large-scale medical equipment shoulders the vital mission of safeguarding human life, it also presents challenges of energy consumption and environmental footprint that cannot be neglected.

As a medical technology enterprise deeply engaged in global healthcare, we always evaluate our sustainability performance against the highest standards. In the past year, we have systematically advanced the development of the carbon emission management system, conducting cradle-to-gate carbon footprint assessment covering the entire value chain from raw material procurement and component production to complete equipment assembly. We have translated green concepts into verifiable practical actions. Our CT product has become the first in China to obtain ISO 14067 product carbon footprint verification, setting a benchmark for green development across the industry.

Environmental responsibility is never a cost constraint, but a core capability that underpins the enterprise's long-term resilience through economic cycles. We integrate low-carbon concepts into the entire lifecycle of R&D, manufacturing, operations and supply chain management. We promote eco-design at the source to achieve more energy-efficient equipment, continuously upgrade our green manufacturing system, expand the application of clean energy, and advance energy-saving transformation and technological innovation. We also accelerate the building of a "resilient, green and transparent" global supply chain. Amid complex geopolitical environments and escalating climate risks, we consistently help global customers reduce lifecycle costs while enhancing supply chain security and stability.

The responsibility of healthcare lies not only in minimizing impacts, but more importantly in creating value.

We focus closely on where advanced technologies can ultimately reach and whom they can benefit. In 2025, United Imaging Healthcare continued to extend high-quality medical resources to grassroots communities and broader regions. In China, addressing the critical area of county-level healthcare, we are building a system-wide framework grounded in institutional development, centered on capacity building, and anchored in talent cultivation. Leveraging digital and intelligent medical technologies, we are developing integrated solutions for specialized diseases and regional connectivity. By collaborating with primary-care administrators, we are driving a comprehensive upgrade of the healthcare service system and accelerating the structural expansion and balanced allocation of high-quality resources. Globally, we leverage our full range of AI-native high-end medical equipment as a connecting force, scientific research collaboration as a bridge, and talent development as a key driver to extend our collaborative reach to greater depths and broader horizons, thereby promoting mutual progress in medical cooperation and equitable access to healthcare worldwide.

Technological innovation serves as the core engine connecting green development with inclusive healthcare. For many years, we have maintained high-intensity R&D investment, continuously

consolidated our complete technological ecosystem spanning "core components, complete systems and intelligent platforms." Empowering all products with AI, we strike an optimal balance between efficiency, accuracy and accessibility for imaging equipment. We fulfill our commitment to universal health equity through technological innovation, transforming advanced medical technologies from being available to being accessible. As our digital and intelligent PET/CT systems continue to enter global markets, we drive not only the generational upgrading of local medical equipment, but also the overall improvement of diagnostic and therapeutic capabilities.

If technology determines the height of an industry, then talent defines its depth and sustainability. We have consistently improved our talent development system, established multi-level leadership training and high-potential talent reserve mechanisms, and formed a dynamic talent supply chain to support the long-term development of the industry. Meanwhile, we actively promote industry-academia-research-medical collaboration, build joint laboratories, and cultivate interdisciplinary professionals with both industrial and clinical expertise to address the industry-wide shortage of specialized talents. In addition, we foster a diverse and inclusive workplace, establish multi-level communication channels, and continuously optimize compensation, welfare, occupational health and safety protection. In 2025, the Company granted restricted shares to core key employees, forging an even closer bond between employees and corporate development.

The long-term vision of healthcare ultimately relies on robust systems and mechanisms to ensure sustainability. In the long-cycle healthcare industry, moving steadily forward matters far more than moving fast. United Imaging Healthcare continues to optimize its modern corporate governance structure, strictly complies with regulatory requirements and market rules, upholds business ethics, strengthens risk management and information security capabilities, and supports global business layout with international compliance standards. A

robust governance system enables us to respond proactively to external changes with clear guidelines and solid foundations, ensuring steady and sustainable corporate development.

Looking ahead, United Imaging Healthcare will always prioritize our original aspiration of healthcare and regard ESG as the fundamental approach for long-term corporate development. This represents not only a commitment to social responsibility, but also a strategic investment in the future. We believe

every investment in green low-carbon development, inclusive healthcare, corporate governance and talent cultivation will build the enterprise's resilience and competitiveness to navigate future cycles, and ultimately deliver long-term value returns to customers, employees and society.

We will continue to drive medical transformation through innovation, fulfill our social responsibilities amid the changing times, and create lasting value

for customers, employees, society and global stakeholders. Together, we protect human health and build a sustainable future for all.



# About the Report

United Imaging Healthcare Co., Ltd. has prepared the Report in light of relevant regulatory requirements and reporting standards. This is the fourth ESG Report released by United Imaging Healthcare Co., Ltd., which aims to objectively, standardly, transparently and comprehensively disclose to stakeholders including governments and regulatory authorities, shareholders and investors, customers, suppliers and partners, employees, communities and media, the work carried out and achievements made by the Group in environmental, social and governance (hereinafter referred to as “ESG”) aspects in 2025.

## Basis of Preparation

The report is prepared in accordance with the *Guidelines No. 14 for Self-Regulation of Listed Companies—Sustainability Report (Trial)* of the Shanghai Stock Exchange (hereinafter referred to as the “SSE Guidelines”) and the *Sustainability Reporting Standards of the Global Reporting Initiative* (GRI Standards) issued by the Global Sustainability Standards Board (GSSB) and the United Nations’ *Guide for Business Action on the Sustainable Development Goals* (SDGs). This report aims to continuously improve the disclosure transparency of the Group’s sustainability-related information and respond to the stakeholders’ concern about the Group’s ESG management and performance.

## Reporting Scope and Boundary

The content of the report covers all main businesses of the Group. Unless otherwise stated, the performance indicators in the report cover all offices/production/R&D sites of the Group.

## Access to the Report

The report is published in both English and simplified Chinese. In case of any inconsistency in contents, the simplified Chinese version shall prevail. To support environmental protection, the report is published in electronic form, which can be accessed and downloaded on the SSE Information Disclosure Website (<http://www.sse.com.cn/disclosure/listedinfo/announcement/>) or United Imaging Healthcare’s official website (<https://www.united-imaging.com/>).

Suggestions are welcomed through the following contact details. Your opinions will assist us in further refining the report and in enhancing the Group’s ESG performance.

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## Abbreviation

Abbreviation	Reference
The Group, We, the Company, United Imaging Healthcare, UIH	Shanghai United Imaging Healthcare Co., Ltd. and its subsidiaries
Changzhou Manufacturing Facility	United Imaging (Changzhou) Healthcare Co., Ltd.
Wuhan Manufacturing Facility	Wuhan United Imaging Healthcare Co., Ltd.
US Manufacturing Facility	United Imaging Healthcare North America, Inc. United Imaging Healthcare North America LLC UIH Technologies LLC

## Reporting Period

The report is released annually.  
 Reporting timescale: From January 1, 2025 to December 31, 2025. To enhance the comparability and completeness of the Report, some contents are retroactive to previous years, as appropriate.

## Confirmation and Approval

The Report was approved by the Board of Directors (“the Board”) of the Group on April 27, 2026. The Board commits to supervising the content of the Report and ensuring that it does not include any false records or misleading statements, and is responsible for the authenticity, accuracy and completeness of the content.

## Report Disclosure

Data and cases in the report are derived from official documents and statistical reports of the Group, and reviewed by relevant departments. The currency in the report is RMB. As some amounts and percentage numbers in the report have been rounded, the total amounts may not be the sum of the figures in some tables.

# Key Performance Indicators in 2025

## Financial Performance Indicators

The Group continued to invest in key areas including R&D and innovation, technology upgrading, quality control, marketing, customer service, and supply chain management. Through ongoing optimization, we steadily enhanced the quality of our products and services, and shaped a premium brand image, laying a solid foundation for the Group's sustainable and stable operations.

The total operating revenue of the company

**13.80** billion

The revenue from overseas business

**3.431** billion

The year-on-year growth rate of the overseas business

**51.39** %

Proportion of overseas business in the total revenue increased to

**24.86** %

The revenue from service business was

**1.708** billion

The year-on-year growth rate of the service business

**25.96** %

Proportion of service business in the total revenue

**12.38** %

Proportion of overseas service revenue increased by

**52.82** %

Net profit attributable to shareholders of the Group

**1.869** million

The gross profit margin

**47.01** %

The basic earnings per share

**2.28** RMB per share

The investment in R&D

**2.621** billion

## Social Performance Indicators

Upholding the mission "To Bring Equal Healthcare for All", the Group actively pursued product innovation and continuously improved the efficiency of medical resources. These efforts were dedicated to promoting accessible and inclusive medical services. Moreover, the Group enthusiastically participated in philanthropic activities and demonstrated deep care for employee development and community well-being. This helped us comprehensively fulfill our social responsibilities.

Cumulative total of patent applications

10,190

Number of invention patent applications

8,385

accumulated 3,993 invention patents had been granted

Total certified and launched products

150+

75 products obtained CE MDD/MDR certifications  
58 products received FDA (510K) certification

Total employees in more than 40 branches,  
subsidiaries and offices worldwide

8,700+

During the reporting period,  
more than 1,000 new employees were recruited

Number of R&D employees

3,497

The business covered

100+

countries and regions

Total employee training hours

294,576.58

Total number of training participants was 411,730, and the coverage rate of training for employees was 100%, encompassing various types of training such as business ethics, responsible marketing, information security, and quality safety

During the reporting period, the number of quality audits and inspections by supervisory and auditing organizations accepted and passed

32

Achieving 100% compliance with regulatory requirements in target markets

During the reporting period, public welfare donations

23.5206 million

## Environmental Performance Indicators

The Group keeps promoting green and low-carbon development by implementing diverse energy-saving renovations and exploring innovative green production, thereby contributing to the steady advancement of the “dual carbon” strategic goal.

Greenhouse gas (GHG) emission reduction targets (Scope 1 and Scope 2): using 2023 as the baseline year, to achieve reduction in carbon emission intensity per unit of revenue by 2035

**50** %

Scope 1 and Scope 2 (market-based) GHG emissions

**69,958.32** tCO<sub>2</sub>e

Down by 5,917.65 tCO<sub>2</sub>e, compared to the baseline year

**-7.80** %

Scope 3 GHG emissions

**465,564.28** tCO<sub>2</sub>e

Scope 1 and Scope 2 (market-based) GHG emissions intensity

**5.06** tCO<sub>2</sub>e/RMB million revenue

Down by 23.88% compared to the baseline year

Energy consumption

**476,411.44** GJ

Water consumption

**331,813** tonnes

Water consumption intensity

**24.01** tonnes/RMB million revenue

Energy consumption intensity

**34.47** GJ/RMB million revenue

# About United Imaging Healthcare

United Imaging Healthcare (stock code: 688271.SH) was established in 2011, with its headquarters located in Shanghai. Supported by our global strategic footprint, we have established regional headquarters and R&D centers in multiple countries, including the United States, Singapore, and the Netherlands. We have also arranged production facilities in Shanghai, Changzhou, Wuhan, and Houston (USA), progressively building an integrated global network for research, manufacturing, and service.

We are committed to providing global customers with a full range of self-developed, high-performance diagnostic and therapeutic imaging equipment,

life science instruments, and innovative solutions covering the entire value chain from basic research to clinical research and translational medicine. As of the end of the reporting period, the Group had cumulatively launched more than 150 products to the market, which were used by over 16,400 medical and scientific research institutions in 100 countries and regions around the world. Through deep collaboration with global universities, hospitals, research institutions, and industrial partners, we continuously break through the boundaries of technological innovation, and advance precision medicine and forward-looking scientific research. These efforts enhance the accessibility of high-end medical devices and services worldwide.

## VISION

Leading Healthcare Innovation

## MISSION

To Bring Equal Healthcare for All

## PROMISE

Passion for Change

For more information, please visit the Company's official website and official WeChat.  
Official website: [www.united-imaging.com](http://www.united-imaging.com)



## United Imaging Healthcare Development Milestones

### 2011

Shanghai United Imaging Healthcare Co., Ltd. was formally founded.

### 2013

North America Research and Development Center was established in Houston, Texas, USA.

### 2014

UIH High-End Medical Device Industrial Base was built in Shanghai, covering an area of 120,000 square meters. It provides powerful support to the upgrading and development of China's healthcare industry.

The brand and full product line of United Imaging Healthcare were officially announced and entered the market.

### 2015

U+ online medical strategy was established to provide a series of digital medical solutions for cloud-based healthcare services, thereby promoting the development of tiered healthcare system in China.

### 2016

Changzhou Manufacturing Facility was formally put into use, functioning as an intelligent medical device manufacturing base, covering an area of approximately 230,000 square meters.

### 2017

Series A financing of RMB 3.333 billion was completed, with a post-investment valuation of approximately RMB 33.333 billion, marking the largest single private financing in China's medical device industry in the current year.

### 2018

UIH North American Headquarters was established in Houston, Texas, with an area of approximately 9,000 square meters, providing R&D, production, marketing functions.

The Company debuted at the Radiological Society of North America (RSNA) with its full line of products, and its exhibition scale, exhibit variety and number of listed papers hit the historical records in China's medical imaging equipment industry, embarking a journey to globalization in all respects.

### 2020

The Company used its professionalism and hard work to fulfill the mission and responsibility as a large Chinese enterprise, by sending emergency aid to all provinces in China and more than 30 countries around the world, fighting against the global public health challenges.

### 2021

Wuhan Manufacturing Facility was officially opened, and the base integrates R&D, production and operation, with a total area of more than 200,000 square meters.

### 2022

Shanghai United Imaging Healthcare Co., Ltd. was listed on Science and Technology Innovation Board (STAR Market) of Shanghai Stock Exchange.

### 2023

United Imaging Healthcare launched nearly 120 products on the market, with operating revenue exceeding RMB 10 billion, and more than 30 subsidiaries and offices worldwide. We made our debut at the European Congress of Radiology (ECR), marking our official entry into the European market.

### 2024

The Company established the European headquarters in Rotterdam, the Netherlands. By enhancing our marketing, service, and research and development capabilities, we have been accelerating globalization and expanding the brand's influence in the European market, aiming to provide regional customers with higher-quality products and services.

### 2025

The launch of the uSONIQUE series of ultrasound successfully completed the Company's comprehensive imaging product portfolio. That same year, the uCT Ultima, China's first Photon-Counting CT, was officially launched, filling a technological gap in the domestic market. Thanks to breakthroughs in core technologies, the Company's entire product portfolio and nine specialized product lines ranked first in China's new market. The MR and RT businesses had taken the top of the industry in China for the first time.

# Awards and Recognitions

## Innovation

### Awards and Recognitions

The project "Key Technologies and Applications of Rapid Magnetic Resonance Imaging for Precise Diagnosis and Treatment of Cerebrovascular Diseases" won the First Prize of the Engineering Technology Research Achievement Award under the 2024 Excellent Scientific Research Achievement Award of the Ministry of Education (Natural Science and Engineering Technology)

The project "Independent R&D and Industrialization of Multimodal Molecular Imaging Equipment" won the First Prize of Shanghai Science and Technology Progress Award

uMammo, a mammography system, has become the only mammography device in the world to receive a 5-star rating certification

The paper Performance Characteristics of NeuroEXPLORER, a Next-Generation Human Brain PET/CT Scanner, co-completed by the NeuroEXPLORER team led by Dr. Hongdi Li, Chief Scientific Officer of United Imaging Healthcare, was selected by the editors and won two awards: the 2024 "Best Clinical Paper" and "Paper of the Year"

Projects including "Popularization and Application of Photon Counting Spectral CT" and "R&D and Popularization of Innovative Solutions for Intelligent Stereotactic Radiotherapy Systems" had been successfully selected into the 2025 High-end Medical Equipment Popularization and Application Program

uCT SiriuX, the industry's first dual-wide-body dual-source CT, had officially obtained approval for market launch as an innovative medical device from the National Medical Products Administration (NMPA)

uIPW (Intelligent Physician Workspace), China's first system equipped with AI contouring function covering multiple target regions and organs, has officially obtained the Class III Medical Device Certification from the National Medical Products Administration (NMPA)

### Issuing Authority

Ministry of Education of the People's Republic of China

Shanghai Municipal People's Government

Emergency Care Research Institute (ECRI)

Journal of Nuclear Medicine (JNM)

Ministry of Industry and Information Technology of the People's Republic of China, National Health Commission of the People's Republic of China, National Medical Products Administration of the People's Republic of China

National Medical Products Administration (NMPA)

National Medical Products Administration (NMPA)



# ESG-related

Awards and Recognitions	Issuing Authority
MSCI ESG Rating Awarded Rating AA	MSCI
Carbon Disclosure Project (CDP) Climate and Water Questionnaire 2025 Rating B (Management Level)	Carbon Disclosure Project (CDP)
CSI ESG Rating AAA	China Securities Index Co., Ltd.
2026 S&P Global Sustainability Yearbook (China Edition) – Selected Enterprise	S&P Global
S&P Global 2025 Corporate Sustainability Assessment (CSA) – Industry Top Improver	
2025 "SSE Eagle · Gold Quality" ESG Award	Shanghai Securities News
Outstanding Award for Sustainability Information Disclosure	Cailianshe
Annual ESG Star of Excellence——"Changes in 'County' Area – Mobile Healthcare Tours"	SAILING HEALTH



## Corporate Influence and Employer Branding-related

Awards and Recognitions	Issuing Authority
2025 Top 100 Advanced Manufacturing Enterprises of Jiading District, Shanghai	People's Government of Jiading District, Shanghai
2025 Shanghai Hardcore Technology Enterprises TOP 100	Shanghai Industrial Technology Innovation Promotion Association
2025 Shanghai Hardcore Technology Enterprises Intellectual Property TOP 50	Promotion Association
Top 100 Global Medical Devices Companies – Ranked 47th (up 16 places from 2024)	Medical Device and Diagnostic Industry
Outstanding Blue Team - 2025 “GONGFULIWANG” Special Campaign on Network and Data Security Capability Enhancement in Shanghai Industrial and Information Technology Sector	Shanghai Municipal Commission of Economy and Informatization and Putuo District People's Government
2025 N Future's Most Favored Campus Recruitment Employer for Tech Talent	Nowcoder.com
Top 30 Chinese Multinational Enterprises	Forbes





# Sustainable Development Management

Guided by the mission, "To Bring Equal Healthcare for All", United Imaging Healthcare is committed to "Leading Healthcare Innovation". We actively fulfill our brand commitment to "perceive, create, and engage with compassion". By establishing a clear sustainability strategy and a robust management system, we deeply integrate ESG principles into every aspect of our business operations. We strive not only to achieve business value growth but also to empower the healthcare industry and promote the sustainable development of society.

# ESG Management System

We continuously optimize our ESG governance structure by constructing a three-level governance framework spanning “decision-making, management, and execution levels” with well-defined responsibilities and authorities. This establishes a coordinated mechanism where the decision-making level formulates the overall strategy, the management level oversees the overall planning, and the execution level ensures effective implementation, thereby providing a robust systemic guarantee for sustainable development.

To ensure that the leadership team’s objectives are closely aligned with the vision and strategic goals for sustainable development, we incorporate sustainable development targets into the individual evaluation system for members of the Management Committee. Specifically, 5% of the evaluation weight for the Management Committee

members is directly linked to “ESG performance improvement”. This demonstrates our commitment to integrating ESG performance into management development.

At the same time, in accordance with internal regulations such as the *Cadre Management System* and the *Authority and Responsibility Matrix*, the Group strengthens shareholder oversight of executive compensation. We also actively promote the development of a compensation clawback and malus mechanism to ensure that the actions of management are aligned with the interests of the Group and shareholders. If directors, supervisors, or senior management cause losses to the Group or investors due to their actions, they are legally liable for compensation. In such cases, United Imaging Healthcare reserves the right to suspend their salaries and allowances. For those with indirect shareholdings,

cash dividends may be deducted. If the annual distribution has already been completed, the deduction will be applied in the following year. We continuously strengthen incentive and restraint mechanisms for the management to ensure their diligence and responsibility, thereby promoting the Group’s steady development.

The Management Committee’s evaluation weight tied to “ESG performance improvement” is

5%

## Decision-making level

The Board of Directors (hereinafter referred to as the Board) of United Imaging Healthcare serves as the highest governing body for the Group’s ESG management, responsible for devising the overarching ESG strategic plan and conducting regular evaluations to ensure the effective and high-quality management of ESG initiatives. The Strategy and Social Responsibility Committee, operating under the purview of the Board, which reports to the Board regularly. The Committee is responsible for conducting research and putting forward recommendations on ESG decisions and policies, supervising and evaluating the Group’s performance in various ESG aspects including climate change response, innovation, product quality and safety, human capital development, business ethics and compliant operations, as well as reviewing the ESG report.

## Management level

The Group’s management, guided by the Board and the Strategy and Social Responsibility Committee, is responsible for the detailed management of various ESG tasks. Based on the overall ESG planning, they drive relevant departments to execute specific assignments and regularly report task progress to the Board and the Strategy and Social Responsibility Committee. This ensures the steady advancement of ESG initiatives including climate change actions, innovation-driven development, product quality and safety, human capital development, and business ethics and compliant operations.

## Execution level

Guided by the ESG management concept, all functional departments and branches work in concert to implement the Group’s ESG strategy. They support the execution of various ESG tasks, such as climate change actions, innovation-driven development, product quality and safety, human capital development, and business ethics and compliant operations, according to the requirements of management.

# ESG Risk and Opportunity Management

We continuously improve our management of sustainability-related impacts, risks, and opportunities by establishing an end-to-end management system that covers the process from identification to response. Supported by routine monitoring and evaluation mechanisms, this system ensures that the Group effectively addresses various challenges and opportunities arising during its sustainability journey:

To effectively identify and mitigate sustainability-related risks, we conduct due diligence across areas such as operations, production, and supply chains. We analyze findings through document reviews and risk assessments, and accordingly develop measures to safeguard robust and compliant development.



## Identifying material issues

we systematically assess sustainability-related topics, considering internal business expansion dynamics, shifts in external policies and regulations, and market trends. This allows us to identify sustainability-related risks, opportunities, and their impacts.

## Monitoring dynamic changes

we have established a dynamic tracking and monitoring mechanism to gather information on sustainability-related topics, and to assess their potential impacts, risks, and opportunities for the Company, thereby staying abreast of any updates in a timely manner.

## Implementing response actions

we formulate and execute targeted measures based on monitoring outcomes. On one hand, we adopt effective prevention and control measures to minimize the adverse effects of risks. On the other hand, we keenly identify and seize opportunities to support the Company's growth, ensuring that our sustainability management efforts progress steadily.

# Board Independence and Diversity

United Imaging Healthcare places high importance on the independence of its directors and continuously improves the working mechanism for independent directors, striving to ensure fair and well-founded decision-making of the Board. In 2025, the Company resolved that Mr. Wang Shaofei would continue to serve as the Lead Independent Director for the second term of the Board. This decision was made in accordance with the *Board Audit Committee Work Rules*, the *Board Strategy and Social Responsibility Committee Work Rules*, the *Independent Director Work System*, the *Independent Director Special Meeting System*, and other relevant provisions. As stipulated by these policies, the Lead Independent Director is responsible for convening and presiding over independent directors' special meetings, soliciting suggestions from independent directors and communicating with senior management, proposing agendas for special committee meetings, and organizing the discussion on independent-director-related policies and submitting recommendations for their revision. This effectively standardizes the conduct of independent directors, safeguards the overall interests of the Group as a listed company, and protects the lawful rights and

interests of shareholders. For more information, please refer to the *Independent Director Work System*<sup>\*\*</sup> disclosed by the Company on the website of the Shanghai Stock Exchange ([www.sse.com.cn](http://www.sse.com.cn)).

United Imaging Healthcare consistently regards the Board's diversity and professionalism as a vital foundation for the Company's sustainable development and sound governance. The Company continuously builds a diverse and inclusive structure in terms of gender, age, cultural background, and professional experience. This multi-dimensional perspective and rich expertise ensure comprehensive and well-founded complex decision-making and strategic planning. Board members possess diverse nationalities and cross-cultural backgrounds. Their expertise spans fields such as biomedical engineering, physics, law, and financial management, and they have professional experience at globally leading enterprises and academic institutions. This diversity and professionalism not only ensures that the Group's policies align with international standards and best practices, but also enables effective oversight and guidance of the management, enhancing governance quality and transparency. We also attach importance to advancing gender diversity. The senior management team includes several female executives, fully embodying gender-diverse leadership.

The Company prioritizes the development of the Board members' capabilities to fulfill their duties. Focusing on diverse professional

requirements and centered on professional improvement and compliance training, we systematically organize multi-dimensional training for Board members. The content covers both fundamental compliance areas such as national policies, securities-market laws and regulations, market operation mechanisms, and internal rules, and ESG-related core topics such as climate change. These efforts help us effectively raise the compliance awareness and performance capabilities of Board members. In 2025, the Company's Board of Directors participated in a total of 18 annual and regular training sessions covering multiple topics including United Imaging Healthcare's carbon targets and carbon neutrality plan, corporate culture discussions, corporate strategic development, interpretation of the *Code of Corporate Governance for Listed Companies* and compliance practices, aiming to continuously enhance the Board's professional capabilities in sustainable development and corporate governance. Through systematic training and thematic seminars, the Board's strategic guidance and oversight functions in carbon management, compliance governance and sustainable development issues were further strengthened to ensure that relevant issues are fully deliberated and effectively advanced at the Board level. Meanwhile, the Company has established governance mechanisms overseen by the Board for key areas such as carbon target setting and emission reduction practices, compliant operations, risk management and corporate culture building, which reflects the its high attention and effective leadership toward the sustainable development and standardized operations.



\*\* *Independent Director Work System*: [https://static.sse.com.cn/disclosure/listedinfo/announcement/c/new/2023-12-30/688271\\_20231230\\_5BIY.pdf](https://static.sse.com.cn/disclosure/listedinfo/announcement/c/new/2023-12-30/688271_20231230_5BIY.pdf)

# Stakeholders Engagement

United Imaging Healthcare formulates the Group's sustainable development strategies largely based on the expectations and demands of all stakeholders. We regularly engage with key stakeholders through diverse communication channels, including telephone, email, investor relations interactive platforms, and the "Investor Relations" section on the Group's official website. Our engagement activities include holding performance briefings, publishing announcements, conducting e-interactive Q&A and media interviews, and organizing roadshow and reverse roadshow activities. These efforts aim to promote the coordinated development of all parties by earnestly listening to and promptly responding to the demands of key stakeholders,

including governments and regulators, shareholders and investors, customers, suppliers and partners, employees, communities, and media.

As a leading company in high-end medical imaging and radiotherapy equipment, we consistently drive industry upgrading through technological innovation and enhance the accessibility and professionalism of medical services. This allows us to fulfill our social responsibilities, strengthen our core competitiveness, and build a positive corporate image. By working hand in hand with all stakeholders for mutual benefit, we contribute sustained impetus to the high-quality development of global healthcare.



Stakeholders	Expectations and Demands	Communication and Response
<b>Governments and Regulators</b>	<ul style="list-style-type: none"> <li>Compliance operation</li> <li>Economic development</li> <li>Environmental protection</li> <li>Social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Operating in compliance with the laws</li> <li>Tax compliance</li> <li>Green operation</li> <li>Response to policies</li> </ul>
<b>Shareholders and Investors</b>	<ul style="list-style-type: none"> <li>Governance structure</li> <li>Operating performance</li> <li>Investor relations</li> <li>Innovative products</li> </ul>	<ul style="list-style-type: none"> <li>Standard governance</li> <li>Profit distribution</li> <li>Information disclosure</li> <li>R&amp;D and innovation system</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Product quality</li> <li>Safety use</li> <li>Quality service</li> <li>Innovative products</li> </ul>	<ul style="list-style-type: none"> <li>Quality and safety system establishment</li> <li>Responsible marketing</li> <li>Customer service management</li> <li>R&amp;D and innovation system</li> </ul>
<b>Suppliers and Partners</b>	<ul style="list-style-type: none"> <li>Fairness and transparency</li> <li>Supplier management</li> <li>Marketing management</li> <li>Mutual benefit and win-win results</li> </ul>	<ul style="list-style-type: none"> <li>Fair opportunity</li> <li>Responsible purchasing</li> <li>Integrity</li> <li>Industry communication activities</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Protection of essential rights and interests</li> <li>Health and safety</li> <li>Talent introduction and retention</li> <li>Diversity and equality opportunity</li> <li>Employee training and development</li> </ul>	<ul style="list-style-type: none"> <li>Legal and compliant employment</li> <li>Work safety management</li> <li>Remuneration performance and promotion management</li> <li>Employee care activities</li> <li>Diversified employee training</li> </ul>
<b>Communities and Media</b>	<ul style="list-style-type: none"> <li>Information disclosure</li> <li>Public communication</li> <li>Social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Proactive disclosure</li> <li>Media and public communication</li> <li>Supporting rural revitalization</li> <li>Provision of inclusive products</li> <li>Medical assistance services</li> </ul>

# Double Materiality Assessment

United Imaging Healthcare consistently embeds the concept of sustainable development into its long-term corporate strategies, refining its sustainability management practices while ensuring stable business operations. This year, with reference to the *SSE Guidelines*, we fully gathered stakeholder concerns through multiple channels and systematically evaluated topics from two dimensions—impact materiality and financial materiality. This assessment was supported by methods such as policy trend analysis, industry benchmarking, and internal and external expert judgement. The aim was to identify topics material to the Company's operations and development and to its stakeholders, thereby providing a scientific basis for its strategic decisions and sustainability management. This helps us accurately identify the key focuses of ESG management, promoting steady and enduring progress along the sustainability journey.



Process	Analysis methodology
<b>Operating Environment Analysis</b>	Assess industry development trends, regulatory requirements, and impacts across the value chain in light of the Company's overall strategy, business presence, and financial performance; and consider the priorities of key stakeholders to analyze material topics from both internal and external perspectives.
<b>Topic Identification</b>	Identify the impacts, risks, and opportunities associated with relevant topics to form a list of material topics, in accordance with the SSE Guidelines and with reference to international sustainability-related disclosure standards and ESG-rating metrics.
<b>Materiality Assessment</b>	<p>Impact materiality assessment: comprehensively evaluate the type of impact, scope, frequency, and magnitude of each topic across economic, social, and environmental dimensions to determine whether the topic carries impact materiality.</p> <p>Financial materiality assessment: analyze the frequency of risks and opportunities linked to each topic and their incidence on the Company's assets, profits and losses, and operating income; and determine whether a topic carries financial materiality based on professional judgement from internal and external experts.</p> <p>Integration of double assessment results: define clear thresholds for materiality, and form a double materiality matrix, taking into account the assessment results of impact materiality and financial materiality.</p>
<b>Management Review</b>	Review the results of double materiality assessments by the management to confirm the materiality and impacts of the identified topics.

Through the comprehensive assessment, we have identified and confirmed 18 topics. Among these, five topics—“Climate Change Actions”, “Innovation-Driven Development”, “Product Quality and Safety”, “Human Capital Development”, and “Business Ethics and Compliant Operations”—exhibit both impact materiality and financial materiality for the Company. Accordingly, they are defined as double materiality topics. We have conducted a comprehensive analysis of the risks, opportunities, and financial impacts associated with double materiality topics, and will address these in the report across four aspects, including “Governance”, “Strategy”, “Impact, Risk, and Opportunity Management”, and “Metrics and Targets”.

### Double Materiality Matrix



Topic	Risks related to sustainable development	Opportunities related to sustainable development
Climate Change Actions	<p>Extreme weather conditions may disrupt key operational processes such as procurement, production, warehousing, and transportation, thereby affecting product quality and delivery, leading to a decline in revenue and an increase in operating costs.</p> <p>Tighter climate change policies may increase compliance costs and operational complexity.</p>	<p>Promote innovation in green products and the application of low-carbon technologies to open up new market opportunities during the transition to a low-carbon economy, thereby achieving both environmental benefits and revenue growth.</p> <p>Adopt energy-efficient production technologies and renewable energy sources; implement smart manufacturing processes; design modular, easily upgradeable equipment structures; extend equipment service life; and reduce energy consumption and equipment wear and tear.</p>
Innovation-Driven Development	The development of artificial intelligence and innovative technologies in clinical trials may raise concerns regarding product safety, medical bias, and information asymmetry, potentially leading to legal disputes, damage to brand reputation, and adverse effects on product sales and market share.	Promote the development of advanced, high-end medical equipment; optimize product design innovation, application innovation, and design innovation; and drive the digital transformation of artificial intelligence and healthcare.
Product Quality and Safety	Issues such as product safety and design defects may result in financial losses due to product liability claims, which could impact the company's revenue.	High-quality, superior products enhance customer satisfaction, strengthen brand image and market competitiveness, and drive growth in market share and revenue.
Human Capital Development	The absence of a comprehensive talent strategy, a diverse and inclusive work environment, a good compensation structure, welfare system and training system may result in a lack of employee initiative, low productivity, and increased operating costs.	A well-developed talent strategy, a diverse, inclusive, and welcoming work environment, competitive compensation and incentives, a comprehensive welfare system and training system help boost employee motivation, attract and retain top talent, enhance value creation, reduce recruitment costs, and increase business revenue.
Business Ethics and Compliant Operations	Violations of business ethics or operational regulations, such as embezzlement or bribery, may result in increased operational costs—including legal proceedings and fines—and damage the company's reputation.	Comprehensive and transparent management of business ethics, coupled with sound operational mechanisms, can reduce the likelihood of corruption and bribery, build a positive reputation in the community, and minimize financial losses.



# Accessible and Inclusive Healthcare

Aiming to promote balanced allocation of medical resources for inclusive health, United Imaging Healthcare focuses on making medical services more accessible in county-level regions, advancing global medical equity, and fostering talent-resource synergy, thereby building a multi-tiered, comprehensive healthcare ecosystem. We continue to make dedicated efforts to practice the “Changes in County Area” initiative, leveraging technology

to unlock the potential of medical services at the grassroots. We actively share cutting-edge medical technologies to ensure equal accessibility to global medical resources. We also deepen the integration of industry, academia, research, and medical practice to accelerate the translation of frontier scientific achievements into clinical applications, and to systematically cultivate medical professionals.

# Promoting Accessible Healthcare in Counties

In response to the Healthy China Strategy and the “Thousand Counties Project”<sup>※</sup> initiative, we carry out services such as health screenings and diagnostic support across multiple counties nationwide. These efforts help cultivate grassroots

medical talents, build collaborative diagnostic capabilities, and enhance the diagnostic proficiency and service capacity of county-level medical institutions.

## Changes in 「County」 Area - Mobile Healthcare Tours—Spanning Thousands of Kilometers—Facilitate Free Screenings for County-Level Residents

Accelerating high-quality development at the county level and implementing the Healthcare Capacity Enhancement Program are important initiatives vital to national welfare and people's livelihood. “Change in ‘County’ Area - Mobile Healthcare Tours” is a public welfare project launched in August 2024. With mobile medical services as the carrier, the project has continuously deepened its presence in grassroots areas to provide regular screening services. To date, the public welfare buses have covered multiple counties including Quanzhou County, Guilin, Guangxi; Shiyan, Hubei; Luoping County, Qujing, Yunnan; and Shule County in southern Xinjiang, with a total travel mileage of over 10,000 kilometers. The project serves people of different ages and occupations, continuously improving county-level medical service capabilities and health accessibility, and promoting the implementation of inclusive healthcare. In 2025, the project further expanded its coverage, launching successively in Shule County in southern Yumin County in northern Xinjiang, Luoping County in Qujing, Yunnan, etc. It focused on key groups to carry out special screening and grassroots capacity support, continuously deepening the coverage scope and implementation depth of public welfare services.

In May 2025, the third stop of the project was launched in Xinjiang. With support from health authorities and medical institutions in Shule County and Yumin County, public welfare screenings were provided to groups including elderly Uygurs, firefighters, and elderly people living alone. Focusing on lung cancer screening, the project leverages vehicle-mounted CT and intelligent chest screening solutions to carry out multiple screening items simultaneously, significantly improving screening efficiency and scale.

In June 2025, the fourth stop of the project was launched in Luoping County, Qujing, Yunnan. With support from local health authorities and medical institutions, the project collaborated with multiple parties to carry out grassroots training and public welfare screenings. Considering the high incidence of respiratory and joint diseases among local industrial workers, this stop focused on pulmonary function tests. Multiple early-stage lung cancer cases were detected during screenings in Zhongshan Township, fully demonstrating the practical value of early screening and diagnosis in reducing disease burden and improving cure rates.



※ Circular of the General Office of the National Health Commission on Issuing the Work Plan for Improving Comprehensive Capabilities of County-Level Hospitals under the “Thousand Counties Project” (2021-2025): [https://www.gov.cn/zhengce/zhengceku/2021-11/04/content\\_5648771.htm](https://www.gov.cn/zhengce/zhengceku/2021-11/04/content_5648771.htm)

## Public Welfare Campaign on Safeguarding Breast Health—Overcoming Geographic Barriers—Builds a Defense Line for Women’s Health

In October 2025, United Imaging Healthcare collaborated with the New Moon Counseling Alliance to launch the “Gentle, Courageous, Beautiful” public welfare project focusing on breast health. This project represents a continuation of the Company’s annual series of public welfare activities and the previous year’s campaign under the same theme. This project incorporated academic exchanges on cutting-edge imaging technology and free screening services. Specifically, we conducted academic seminars, knowledge lectures, and free mammography screenings, and newly introduced a special workshop on the development of tertiary-hospital specialist departments. These efforts not only disseminated breast health knowledge to the public but also delivered

technology and expertise to hospitals in remote ethnic regions.

Since 2020, we have partnered with the New Moon Counseling Alliance to deepen our public welfare practice in safeguarding breast health. By 2025, this campaign had covered five provinces: Yunnan, Xinjiang, Guangdong, Henan, and Hebei. Supported by diagnosis and treatment schemes and specialist forces, we provide superior resources to enhance the regional level of breast-cancer diagnosis and treatment. This helps us draw public attention to the importance of early screening, diagnosis, and treatment, thereby strengthening the defense line for women’s health.



## Training Workshop Empowers County-Level Medical Services

As the “capillaries” of the healthcare system, county-level hospitals provide diagnosis and treatment services for nearly 950 million people in China. To continuously enhance their medical service capabilities for “regeneration” purposes, United Imaging Healthcare proactively fulfills its social responsibilities by providing ongoing support for the “Special Training Workshop on the Management and Utilization of Medical Equipment in County-Level Hospitals”. This program is jointly organized by the International Health Exchange and Cooperation Center of the National Health Commission (NHC) and the Health Commission of the Xinjiang Uygur Autonomous

Region. In October 2025, the workshop was successfully held in Urumqi. Centered on standard and scientific medical management, it focused on key areas such as improving equipment efficiency, strengthening the diagnosis and treatment capacity for common and major diseases, advancing smart hospital development, and enhancing epidemic treatment capacity. This program contributed to the healthy development of tightly knit county-level medical consortia, effectively addressing the multi-tiered and high-quality healthcare needs of the public.



# Promoting Medical Equality Across the Globe

United Imaging Healthcare actively responds to the needs of global health governance by extending its independently innovated high-end medical equipment and digital-intelligent diagnostic and treatment solutions to numerous countries worldwide. Through financial

donations, platform sharing, and technology transfer, we effectively enhance the accessibility and professionalism of local medical services, contributing China's strength to the equitable development of the global healthcare sector.



## Leading the China-Africa Hospital Alliance to Advance Health Development in Africa

In August 2025, at the 31st China International Medical Equipment Exhibition & Scientific Conference, the China-Africa Hospital Alliance, led by United Imaging Healthcare, was formally established. As the leading organization, we collaborated with top-tier medical institutions both at home and abroad to launch two joint working groups focused on cancer prevention and treatment, and on digital medical imaging and

intervention. Leveraging China's independently developed high-end medical equipment, and supported by AI-assisted diagnosis and information platforms, the alliance works to precisely elevate diagnosis and treatment capabilities in Africa through talent cultivation, academic exchanges, and research collaboration. These efforts contribute to the high-quality and sustainable development of regional health.



# Assisting in Building a “Industrial Talent Chain”

Recognizing the critical role of talents in the Company's stable growth, United Imaging Healthcare is committed to building a high-caliber medical workforce with professional expertise, innovative capability, and industry insight. Through systematic professional training, we continuously empower our employees to stay abreast of medical technology updates, thereby enabling us to effectively enhance service quality and efficiency. Additionally, we actively promote an international talent development program by establishing cross-cultural learning and exchange platforms to lay a solid talent foundation for the Company's global expansion and to support the collaborative advancement of the global healthcare sector.

We continue to deepen industry-academia-research h-medical collaboration. Adopting a multi-channel, multi-form, and multi-tiered approach, we aim to foster deep integration between education and the medical industry, enabling efficient resource sharing among all stakeholders. We work with domestic and overseas leading universities to build a cooperative framework. Through sustainable talent co-cultivation, cross-regional exchange visits, and other approaches, we create mutual benefits in talent cultivation and technology R&D, shaping a talent-driven innovation ecosystem in healthcare.

Since 2022, the Group has participated in the “Special Pilot for the Reform of Engineering Master and Doctoral Student Cultivation” with Shanghai Jiao Tong University, Huazhong University of Science and Technology, Tongji University, and Xi'an Jiaotong University. The first cohort, 8 master's degree graduates, graduated in 2025, and currently more than 40 graduate students are in training. Meanwhile, we conduct joint training and research activities for master's students with ShanghaiTech University, forming an end-to-end cooperation model that enables mutual empowerment and supports talent development and high-quality progress in the medical equipment sector.

Furthermore, we have established a scientist exchange program with Yale University and the University of Utah to deepen collaboration on core transnational research projects. Among these, the Neuro Explorer Project in partnership with the Yale PET Center has yielded significant results. Yale professors visit the Group on average two to three times each year to deliver special lectures, sharing cutting-edge topics in PET technology, empowering our employees, and driving R&D innovation and technological breakthroughs.

## Collaborative Development of a Smart Radiotherapy Joint Laboratory - “Qingyun Plan” Promotes Talent Co-Cultivation

In December 2025, the signing ceremony for strategic cooperation between United Imaging Healthcare and Southern Medical University, along with the unveiling of the “Qingyun Plan”, was held at the Shunde Campus. Both parties signed the *Strategic Cooperation Framework Agreement*, launching the special initiative for talent cultivation—“Qingyun Plan”, and inaugurating the “Smart Radiotherapy Joint Laboratory”. The agreement focuses on areas such as joint R&D of high-end medical equipment, construction of key laboratories, cultivation of versatile talents, and transformation of research outputs, all of which contribute to the professional talent pipeline development. The laboratory is equipped with ten sets of

high-end radiotherapy treatment planning systems (TPS) to establish a high-level teaching-and-practice platform. This helps students master core skills such as target delineation and dose calculation, enabling a seamless integration of theoretical study and clinical practice. As the first special project implemented, the laboratory will serve as an important training base for radiotherapy physicists in the Guangdong-Hong Kong-Macao Greater Bay Area and nationwide. This promotes a deep integration of the university-enterprise co-cultivation model and opens a new pathway for the development of high-caliber and versatile talents.





# Cutting-Edge Technology

United Imaging Healthcare regards innovation and R&D as the core driver of corporate development. By safeguarding R&D investment and coordinating the research capabilities of global universities, hospitals, research institutions, and industry partners, we continuously seek to make advanced medical technologies accessible to broader populations. This supports innovation in medical technology R&D and advances breakthroughs as well as widespread adoption of global medical technologies.

## Governance

The Company has always regarded the top-level design of R&D innovation and compliance governance as the cornerstone of maintaining technological leadership and placed product quality and clinical safety at the core of the R&D governance. During the reporting period, the Company continued to refine the innovative R&D management framework and comprehensively deepened and implemented the United Imaging product R&D management system (uIPD). This system scientifically integrates five key modules, including requirement management, product and technology portfolio management, technology development, integrated product development, and lifecycle management, to establish a closed-loop, end-to-end R&D matrix spanning clinical value identification, precise resource allocation, quality and risk control, and commercialization. This ensures that the principles of quality and safety are embedded throughout the entire product lifecycle.

To strengthen the foundation of product quality and compliance and ensure the orderly progression of all technological innovation activities, the Company has established a rigorous and standardized system of internal controls and regulations for R&D. During the reporting period, the Company closely aligned business development with international high-standard medical device regulatory requirements, dynamically revising and strictly enforcing a series of core R&D policies, including the *Product Development Process*, *Product Risk Management*,

and *Modification Control Procedures*. Among these, the continuous enhancement of the *Product Risk Management* policy has further strengthened the identification of potential risks at the source of R&D and the traceability control throughout the entire process, ensuring that all technological innovations proceed steadily within a framework of safety and compliance.

In addition, considering the characteristics of technological iteration across various business lines, the Company has further refined the *uIPD Integrated Product Development Process* and the *uIPD Technology Planning and Development Process*. By appropriately separating cutting-edge technology R&D from product integration, the Company has effectively mitigated quality risks that may arise from early-stage technological uncertainties. At key R&D milestones, the Company has comprehensively strengthened quality gate management, introducing and strictly enforcing core control points such as ERC (External Customer Requirements Evaluation) and SRC (Launch Preparation Review), supplemented by agile development strategies. This scientific governance ecosystem is characterized by architecture-led, system-supported, and process-controlled. It has not only improved the conversion efficiency of R&D investments but also systematically ensured the high quality and reliability of product output, with a commitment to providing safe, precise, and high-end medical equipment to clinical frontlines worldwide.



## Strategy

With the vision of “Leading Healthcare Innovation”, United Imaging Healthcare is dedicated to medical innovation.

### Product R&D and Innovation

For product R&D and innovation, we adhere to the principle of “putting customers first” and focus on clinical needs and customer values. We are also driven by technological innovation and clinical needs to upgrade our products. Practicing the concept of independent R&D and innovation, we also strive to master the core technologies of large medical equipment, such as medical imaging equipment and radiotherapy products, to achieve independent R&D across all high-end medical imaging diagnosis and treatment equipment.

### Collaborative Innovation

In terms of collaborative innovation between industry, academia, research and medicine, we actively partner with well-known universities, hospitals, research institutes, and industrial partners worldwide. By leveraging both internal and external technological and supply chain resources through our platform-driven approach, we continuously enhance R&D efficiency while expanding our integrated product technology capabilities.

### Global Strategy

In executing our global strategy, we adopt a strategy of “aiming high for breakthroughs across all fronts”. Focusing on our high-end products and technological excellence, we achieve breakthroughs in high-end international healthcare markets and establish a strong presence in the industry. As a result, we have gradually expanded our reach to other overseas markets and promoted our advanced medical devices and innovative concepts globally.

Furthermore, building on the globally advanced concept of integrated product development (IPD), United Imaging Healthcare has established its uIPD product R&D management system. The uIPD system emphasizes cross-departmental collaboration, integrating resources from marketing, R&D, testing, supply chain, and other functions to ensure accurate R&D direction and reduce decision-making risks. The R&D system adopts structured process management, with multiple stages defined as initiation, development, verification, and release. Rigorous reviews are conducted to optimize quality, schedule, and cost control, thereby enhancing R&D efficiency. Incorporating the sustainable design concept, the uIPD system optimizes materials and processes, and promotes green supply chain management, contributing to the transformation of the industry ecosystem toward environmental sustainability. In 2025, the uIPD product R&D management system was fully implemented. The system comprises five comprehensive management frameworks: demand management, technology management, product development management, lifecycle management, and portfolio management. By tracking and measuring key tasks in annual business plans and project status, it ensures visible business objectives, traceable progress and issues, and controllable risks, thereby continuously safeguarding and improving the efficiency and quality of R&D and innovation activities.

For more information on R&D and innovation strategies and management mechanisms, please refer to the chapters of “Driving Product Upgrade” and “Cultivating Innovation Ecology” in this report.



## Impact, Risk and Opportunity Management

Identifying and managing risks and opportunities in innovation and R&D is a vital guarantee for the Company's high-quality development. United Imaging Healthcare actively refines its responses to risks and opportunities related to innovation and R&D. For more information on the management of impacts, risks, and opportunities in innovation and R&D, please refer to the chapter of "ESG Risk and Opportunity Management" in this report.



## Targets and Metrics

United Imaging Healthcare firmly implements an innovation-driven strategy and has established clear R&D and innovation management targets and data metrics. This continuously strengthens the allocation of core resources to forward-looking R&D projects, effectively ensuring the Company's ongoing capability for product and technology innovation.

In terms of target setting, United Imaging Healthcare's R&D organization has consistently upheld the vision of "Leading Healthcare

Innovation". We continuously set product and technology development goals aimed at surpassing the highest international standards in the industry, and formulate long-term strategic roadmaps, annual business plans, and specific project plans to achieve targets.

For data metrics related to R&D and innovation, please refer to the chapters of "Driving Product Upgrade", "Cultivating Innovation Ecology", and "Social Performance Indicators" in this report.



# Driving Products Upgrade

United Imaging Healthcare actively adapts to industry trends and gives full play to its advantages in independent R&D and technological innovation. We continuously drive product upgrades in three key areas: technological breakthroughs, application expansion, and design concept innovation. This steadily enhances product value, injecting strong momentum into the high-quality development of the healthcare sector.

## Technological Innovation

United Imaging Healthcare focuses on innovative R&D of new technologies and algorithms. Through independent R&D, we overcome key technological bottlenecks and deepen the digital and intelligent upgrade of our products, comprehensively advancing the localization of core technologies in high-end medical equipment. This makes advanced medical technologies accessible to broader populations and contributes to the improvement of public health. During the reporting period, we carried out multiple technological innovations:

### CT

uCT Ultima, a photon-counting spectral CT independently developed by United Imaging Healthcare, is the first domestically manufactured product approved for registration in China. Currently, uCT Ultima has been installed and put into clinical use at West China Hospital Xiamen, Sichuan University, becoming China's first domestically produced photon-counting spectral CT to achieve commercialization and application.

The successful application of this product marks a major breakthrough in China's high-end medical imaging core technology field, reflecting the continuous improvement of independent innovation capabilities.

In July 2025, uCT 780 passed the ISO 14067 product carbon footprint verification, becoming the first CT device in China's large-scale

radiology equipment sector to obtain this internationally authoritative certification. This achievement not only fills a gap in the industry but also demonstrates the company's leading role in promoting the green and low-carbon development of medical equipment, marking a significant leap in sustainable management capabilities at the product level.



## MR

The dry-magnet MR system, uMR Prema, has completely eliminated the reliance of traditional equipment on liquid helium. It addresses the installation limitations caused by the scarcity of liquid helium resources, avoids high costs for site renovation, and significantly enhances the accessibility and flexibility of medical services.

The world's first Silicon Carbide Gradient Power Amplifier (SiC GPA) developed by United Imaging Healthcare independently addresses the industry's pain point of high energy consumption

in MR devices successfully through technological breakthrough in "low energy consumption, small size, and high performance", which can help customers save more than 57% of energy consumption.

In November 2025, the new flagship large-bore uMR680 whole-body 1.5T MR system successfully passed the ISO 14067 product carbon footprint verification. This breakthrough marks a key leap for United Imaging Healthcare in product life-cycle carbon management.



## MI

By analyzing system operation processes and developing dormancy technology, we can reduce the daily energy consumption during product operations by 30-40%, effectively alleviating pressure on hospitals' electricity supply.

We have built an intelligent workflow to enable functions such as local quality control, automated analysis, and anomaly detection for PET/CT and other devices, reducing the frequency of on-site tasks and the usage of radioactive sources. This significantly improves equipment service efficiency and reduces radiation exposure.

We adopt high-sensitivity LYSO and DOI-TOF detectors, significantly lowering radiation dose and associated risks while maintaining image quality. We have also conducted research into femtosecond/ultraviolet-laser micro-channel processing on LYSO crystals, aiming to achieve both ultra-high spatial resolution and temporal resolution in a single detector, thereby reducing raw material usage.

We have established an intelligent Q&A assistant for technicians and engineers. By integrating device operation manuals, technical guidelines, common faults, and standard clinical workflows through a large language model, it provides users with standard, latest, and traceable answers, improving the examination turnaround and service quality.

## XR

uMammo Vitar, as United Imaging's latest integrated breast screening, diagnosis and treatment platform, integrates multiple advanced functions including contrast-enhanced mammography (CEM), dual-angle digital breast tomosynthesis (DBT), and stereotactic biopsy guided by tomographic and contrast-enhanced images. While accurately acquiring spatial and blood supply information of lesions, it enables more comprehensive and precise biopsy positioning. Screening, diagnosis and interventional treatment can be completed consecutively on the same device in approximately 7 minutes, realizing one-stop precise sampling, effectively shortening the examination and report turnaround time, and reducing patients' anxiety during waiting. Meanwhile, based on R&D specifically tailored to the breast characteristics of Asian women, the product optimizes dual-angle tomographic scanning and dual-angle tomographic biopsy functions, making it more suitable for dense breast tissue and improving the accuracy and applicability of imaging and diagnosis. From early screening and precise diagnosis to biopsy positioning, uMammo will continue to provide end-to-end integrated solutions. Through the collaborative application of the integrated platform and advanced imaging technology, it enhances diagnosis and treatment efficiency, optimizes patient experience, and enables precise and continuous management of breast diseases.



## RT

uLinac HalosTx, as the industry's first integrated CT ring linear accelerator, pioneered the concept of "dual perception of imaging and dose" in innovative applications. First, its integrated CT is equipped with a 40-slice, 80-layer detector, which can clearly visualize tumors and organs-at-risk during radiotherapy that were previously difficult to image. Meanwhile, the scanning aperture has been increased to 87cm, providing more flexible operation and treatment space, offering more inclusive treatment options for obese patients and patients in special positions, and further improving the accessibility of high-definition imaging. Second, it conducts real-time dose perception via the industry's largest onboard EPID panel, accurately quantifying the actual dose delivered to the human body, thereby enabling real-time monitoring of the patient's actual treatment dose and precise error warning, which comprehensively enhances the accuracy and safety of radiotherapy. In addition, thanks to its ring gantry design and innovations to a series of core components, Halos doubles radiotherapy efficiency compared to traditional C-shaped gantry systems, while avoiding patient collision risks to achieve more efficient and safe treatment outcomes.

## US

The launch of the uSONIQUE series ultrasound systems during the reporting period has built a product portfolio covering the full tier range (from ultra-premium to cost-effective) and multiple form factors (desktop, portable, handheld), fully meeting the diverse needs of various clinical departments and scenarios such as general medicine, cardiology, critical care, emergency care and bedside care.

Leveraging AI technology to address the pain points of traditional ultrasound systems, namely "heavy reliance on experience and significant diagnostic variability", the uSONIQUE series equipped with the uEDGETEC technology platform can automatically identify lesions, perform precise measurements and reduce errors throughout the entire process.

United Imaging Healthcare deeply integrates the concept of sustainable development into the entire R&D and design process of ultrasound products. In the CMF (Color, Material, Finish) design phase, the company strictly adheres to the principles of green environmental protection and prioritizes the deployment of eco-friendly solutions. On one hand, nearly 50% of the exterior structural components of the new-generation ultrasound devices use recyclable injection-molded spray-coated materials, significantly improving resource recycling efficiency. On the other hand, an innovative "powder coating + paint spraying" composite process is introduced for the metal components of the devices, which doubles their surface durability compared to traditional conventional painting processes. By effectively extending the service life of the products, the company further solidifies its green and low-carbon product development goals.



## Application Innovation

United Imaging Healthcare lays emphasis on translating technology into applications and optimizing clinical scenarios. Through innovative diagnostic and treatment approaches, we continuously enhance the precision of medical technologies and the convenience of operations.

Supported by application innovation, we simplify complex diagnostic and treatment processes, boosting medical efficiency while expanding medical accessibility.

### uMR Jupiter 5T

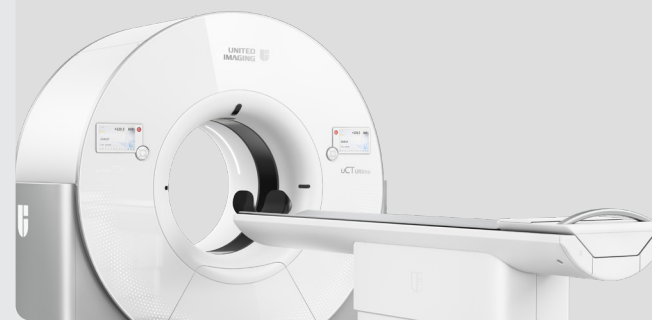
As an industry innovation, MR Jupiter 5T breaks the 20-year world record where 3T was the highest field strength for whole-body clinical use. This system achieves synergistic breakthroughs in high resolution and high sensitivity, overcoming the limitations of conventional high-field strength devices in precise diagnosis. It fully supports multi-nucleus imaging such as deuterium and phosphorus nuclei, enabling dynamic deuterium metabolic imaging to non-invasively track the metabolic transformation process of deuterium-labeled substrates. It can also accurately resolve overlapping spectral peaks of phosphorus-containing metabolites, realizing accurate quantitative analysis of energy metabolism. With excellent voxel resolution capability, this technology demonstrates significant value in the research of major diseases in the nervous system, body, musculoskeletal system and other regions, ushering in the era of whole-body ultra-high-field metabolic imaging.

### uCT SiriuX

uCT SiriuX, the world's first dual-source CT system equipped with dual-wide-body detectors developed by United Imaging Healthcare independently, is the only CT product globally capable of performing multi-phase 4D cardiac movie imaging within a single cardiac cycle, simultaneous spectral imaging of the entire heart and all organs, and combined CTA and spectral imaging of all organs. Thanks to its innovative system architecture and groundbreaking clinical applications, this product has officially received approval for market launch as an innovative medical device from the National Medical Products Administration (NMPA), propelling domestically produced ultra-high-end CT technology into a new era.

### uCT Ultima

Developed independently by United Imaging Healthcare and the first domestically produced photon-counting spectral CT to receive certification in China, the uCT Ultima is equipped with a 0.2mm-pixel photon-counting detector. Combined with AI algorithms, it is the first in the industry to simultaneously support UHR and spectral imaging at the highest system rotation speed and with the widest detector coverage.



### **uAngio**

Enhances image quality and the precision of interventional procedures by developing and implementing noise-free image processing algorithms; The panoramic 3D feature integrates the advantages of spiral CT and cone-beam CT to provide a comprehensive view of cerebral vasculature in a single contrast-enhanced scan; abdominal dynamic roadmap technology combines DSA and fluoroscopic imaging to improve surgical precision and efficiency, effectively reducing radiation exposure and contrast agent usage, and driving the advancement of diagnosis and treatment toward greater precision, efficiency, and safety.



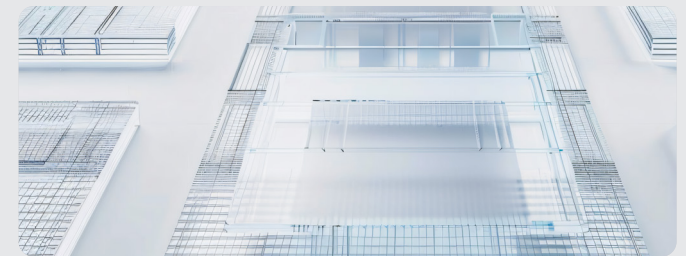
### **uMammo**

The uMammo series incorporates contrast-enhanced imaging and guided needle biopsy capabilities. Its dual-angle tomosynthesis and dual-angle tomosynthesis-guided biopsy functions are precisely tailored to the dense breast tissue commonly found in Asian women, enabling accurate sampling within 7 minutes and significantly reducing examination and waiting times.



### **AIStream**

A full-process intelligent workflow encompasses the closed-loop clinical pathway including probe activation, automatic section recognition, image adaptation, real-time image quality assessment, automatic image archiving, automatic measurement and annotation, and automated reporting, significantly improving physician efficiency.



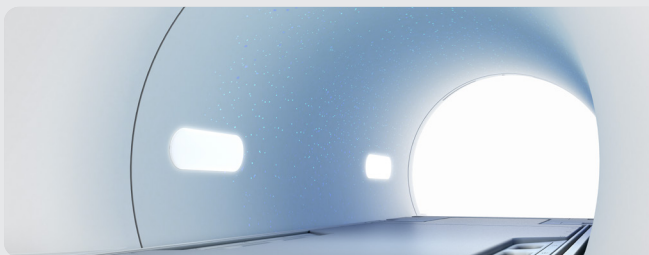
### **RT**

One-stop radiotherapy and online adaptive radiotherapy have been implemented in more than 20 hospitals, collectively treating over 2,000 patients. These approaches improve treatment accuracy, reduce unnecessary exposure to healthy tissues, and shorten patient wait times.



### **Vehicle-mounted uMR 680**

With a 70-cm bore and 'silent' rapid scanning, this system tackles resource dispersion and low efficiency. It ensures equal, convenient care for children, obese, and claustrophobic patients, significantly advancing global healthcare accessibility.



## Design Innovation

United Imaging Healthcare adheres to the design vision of “Design as Vanguard, Unveiling Beauty Ahead of Time”, and follows the design concept of “People-oriented, Beyond Healthcare”. This helps us address users' needs, and infuse our products with more humanistic care.

### Lightweight design

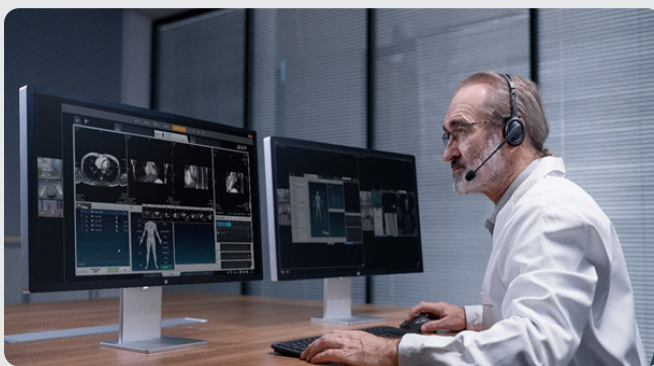
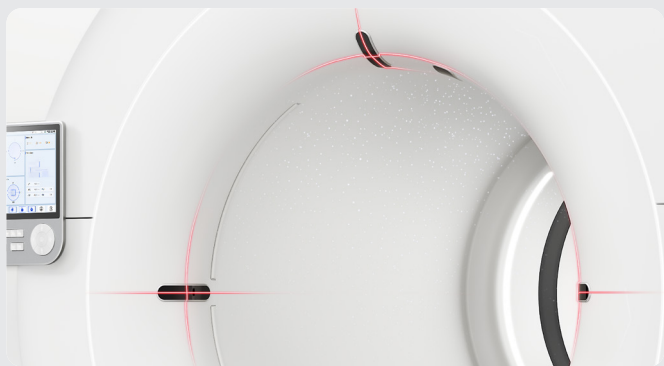
The released circular CT-linac product offers diagnostic-level image quality and high treatment efficiency. Its compact size and self-shielding capability lower the shielding requirements for treatment rooms.

### Intelligent system

The independently developed “Multi-Device Remote Collaboration Platform” enables efficient deployment and sharing of high-quality medical resources. It allows grassroots medical institutions to leverage the scanning, diagnostic capabilities, and technical guidance of tertiary hospitals remotely and in real time. This significantly raises the technical level and efficiency of grassroots medical services, shortens patients' waiting time, and optimizes the healthcare experience.

### United Imaging Healthcare's uCT 780 Product Obtains Industry's First Globally Authoritative Carbon Footprint Certification

In July 2025, United Imaging Healthcare's independently developed uCT 780 X-Ray Computed Tomography System successfully passed ISO 14067 Product Carbon Footprint Verification, becoming the first CT scanner in China's large-scale medical device industry to obtain this internationally authoritative certification. This certification not only provides a quantitative basis for the product's environmental impacts, but also helps us further identify key high-carbon-emission processes, optimize designs, and improve processes at source, thereby promoting more environment-friendly green manufacturing. This marks a key milestone for United Imaging Healthcare in lifecycle carbon management and its green, low-carbon transformation.



## Towards the Future

United Imaging Healthcare always bears in mind its mission, “To Bring Equal Healthcare for All”. Driven by technological, product, and design innovation, the Group strives to become a global leader in innovating medical imaging technology. Looking ahead, in terms of R&D, we will further increase investment in technology, product development, and talent cultivation, and pursue breakthroughs in core technologies, thereby accelerating the translation of research

outputs into clinical applications. In terms of products, we will actively promote the deep integration of artificial intelligence with medical imaging and therapeutic equipment, comprehensively enhancing diagnostic and treatment precision and efficiency through digital and intelligent means. We will also respond to multi-tiered healthcare needs with human-centric design, thereby improving the accessibility of medical resources. Meanwhile, we will firmly adhere to sustainable

development, focusing on energy consumption management and environmental friendliness throughout the product lifecycle. Through energy-saving technology R&D and green design, we will drive the low-carbon transformation of the industry. The Group will remain committed to promoting greater accessibility to advanced medical imaging technologies, making solid contributions to the development of global health.



# Cultivating Innovation Ecology

United Imaging Healthcare always remains patient-centric, focusing on building an open and collaborative innovation ecosystem. We continuously improve the quality of medical services and the efficiency of medical resources, promoting equitable and accessible healthcare services. Leveraging innovation platforms, we carry out multi-tiered, cross-domain industry integration. Through active participation in industry exchanges, we foster information sharing and mutual learning of experiences, jointly cultivating a new industry ecosystem.

## Coordination and Innovation of Industry, Academia, Researchers and Medical Institutions

In 2025, United Imaging Healthcare continued to work closely with renowned universities, research institutes, and hospitals both at home and abroad. Focusing on high-end medical equipment technologies and clinical applications, we actively engaged in talent cultivation, discipline development, and scientific research in the medical engineering field, supported by cutting-edge technologies such as brain science, big data, and artificial intelligence. This deepened multi-disciplinary innovation and the integration of industry, academia, research, and medical practice. These efforts accelerated the transformation and application of innovative outputs, supporting the industry's high-quality and sustainable development.

### Collaborating institution

Yale University, University of California, Davis

### Collaboration details

Co-developed by United Imaging Healthcare, Yale University and the University of California, Davis, uNeuroEXPLORER—the world's first digital brain-dedicated PET/CT system—features high resolution, high sensitivity and a long axial field of view. It enables high-resolution imaging of brain structures and pathological features and supports quantitative analysis of radiopharmaceutical metabolism and distribution in the brain. This system provides a new technological pathway for the precise diagnosis and treatment of neurological diseases. Relevant research findings were published in the *Journal of Nuclear Medicine* and won two major academic awards, "Best Clinical Paper" and "Paper of the Year", during the reporting period, further demonstrating the company's innovative strength and international recognition in cutting-edge technology fields. This study is also the first clinical research in radiation physics in China to be led by a radiation oncologist and published in a Nature journal.

University of California, Davis

During the reporting period, United Imaging Healthcare collaborated with the University of California, Davis (UC Davis) on MI energy-saving optimization research, conducting systematic analysis and evaluation of the whole-life cycle operating energy consumption of molecular imaging equipment. Based on actual hospital operation scenarios, the research comprehensively considers factors such as environmental supporting facilities, equipment operating conditions and scanning modes. The research identifies key variables affecting the energy efficiency performance, explore energy-saving optimization strategies on the premise of ensuring imaging quality and clinical diagnosis and treatment needs, and provide scientific basis and technical support for the green operation of medical imaging equipment and the construction of low-carbon hospitals.

## Coordination and Innovation of Industry, Academia, Researchers and Medical Institutions

### Collaborating institution

Fudan University Shanghai Cancer Center, Zhejiang Cancer Hospital, Hunan Cancer Hospital

### Collaboration details

We published our research on automated AI radiotherapy planning in *Nature Communications*, a top-tier international journal. Supported by an AI large model, the workflow time can be shortened by approximately 40%, and 82% of AI plans meet clinically acceptable standards. This, for the first time, demonstrates the feasibility of multicenter deployment and the future clinical application value of this technology.

This research is the first radiotherapy physics clinical study led by radiotherapy physicists in China to appear in a Nature sub-journal, and also represents Chinese radiotherapy physicists' first research achievement with an impact factor exceeding 15.

Shanghai Sixth People's Hospital

We jointly conducted the "Evaluation Study on the Use of Mobile C-Arm X-Ray Imaging Systems in Orthopedic Surgeries Based on Real-World Evidence", a project for the use and management of medical devices registered in the National Institute of Hospital Administration, NHC.

Guangdong Second Provincial General Hospital

We jointly conducted the "Application of Multimodal Navigation and 2D Blood Flow Analysis in Lower-Limb Arterial CTO Interventional Procedures", a research project registered in the Guangdong Health Information Network Association.

Chongqing University Three Gorges Hospital

We jointly conducted the "Study on Coronary CTA Stenosis Accuracy Verified by DSA-QCA", a national innovation project.

Jingzhou Central Hospital

United Imaging Healthcare collaborated with Jingzhou Central Hospital on the development of the industry's first silicon carbide MRI system—the United Imaging uMR 600—and conducted research on "Energy Efficiency of Silicon Carbide Gradient Power Amplifiers in 1.5T MRI Systems," with the findings presented at the Radiological Society of North America Annual Meeting (RSNA 2025). This marks the first systematic validation of the energy-saving potential of silicon carbide gradient amplifiers in a clinical setting, providing a critical technical pathway and clinical evidence for the transition of MRI equipment toward high-efficiency, low-carbon operations.

Ren ji Hospital, Shanghai Jiao Tong University School of Medicine

Initiate the study "Diagnostic Value of Whole-Body Long-Axis PSMA PET/CT in Patients with Biochemical Recurrence of Prostate Cancer: A Multicenter, Prospective Study," which aims to explore the diagnostic value of long-axis PET/CT in patients with biochemical recurrence of prostate cancer.

Tianjin University

The Company has collaborated with Tianjin University to develop and officially launch "Shengong-Shenguan", the world's first customized MRI platform for brain-computer interaction. By combining dynamic shimming and ultra-high gradient synergy, this platform achieves non-invasive in vivo whole-brain analysis of micron-level structural and functional features with high spatiotemporal resolution. It provides critical support for the development of high-performance brain-computer interfaces, accelerates the industrial applications of brain-computer interface technology, and opens up new avenues for brain science research.

## Collaborating with Dozens of Hospitals to Launch Three High-End Medical Equipment Application and Promotion Projects Supported by Three Authorities

The Report on the Work of the Government 2026 emphasizes the need to strengthen the role of companies as the primary drivers of innovation, support leading technology companies in spearheading the formation of innovation consortia, and increase their share of major national science and technology projects. As a leading company, United Imaging has long been committed to collaborating with partners across industry, academia, research, and healthcare to jointly build an innovation collaboration platform that spans the entire chain of "basic research - clinical application - translational medicine - industrial transformation". We aim to foster an open innovation ecosystem with global competitiveness and propel national industries toward the mid-to-high end of the global value chain.

In the "2025 High-End Medical Equipment Popularization and Application Projects" list jointly announced by the Ministry of Industry and Information Technology, the National Health Commission, and the National Medical Products Administration, three core projects led by United Imaging Healthcare, including the Popularization and Application of Photon Counting Spectral CT, the R&D and Popularization of Innovative Solutions for Intelligent Stereotactic Radiotherapy Systems, and the Popularization

and Application of DSA Hybrid Operating Rooms, were successfully selected. These projects are spearheaded by United Imaging Healthcare and implemented in collaboration with leading domestic medical institutions, including Ruijin Hospital of Shanghai Jiao Tong University School of Medicine, Cancer Hospital of Shandong First Medical University, and Zhongshan Hospital Affiliated to Fudan University.

Among these, the project of "Popularization and Application of Photon Counting Spectral CT" is led by United Imaging Healthcare and Ruijin Hospital of Shanghai Jiao Tong University School of Medicine, in collaboration with more than ten leading domestic hospitals. The project aims to conduct clinical evaluations of United Imaging's independently developed and manufactured photon counting spectral CT equipment through clinical application in medical institutions. Based on feedback from these evaluations, the project seeks to improve and enhance the performance of the medical equipment, participate in clinical application research and promotion efforts, and drive innovation in both the application and technology of PCCT imaging systems, thereby achieving a closed-loop process of "application demonstration - clinical evaluation - iterative upgrades - widespread promotion".

## Co-hosting CMRxRecon2025 Challenge to Establish a New Benchmark for Cardiovascular AI General Reconstruction Models

In 2025, United Imaging Healthcare organized the CMRxRecon2025 Challenge (Towards Foundation Model) together with over 20 domestic and international universities, including Fudan University, Shanghai Jiao Tong University, Xiamen University, University of Oxford, Harvard University, and University of California, Los Angeles. The challenge aims to build an evaluation platform based on general reconstruction AI large models for ultra-fast cardiovascular imaging tasks, improving the acceleration technology performance of cardiac MRI under real-world scanning conditions and advancing the development of rapid cardiac MRI.

During this challenge, we provided our 5T MRI equipment to support Fudan University's participation. Leveraging the complementary strengths and experience of both parties, we conducted data acquisition, training, and algorithm validation for multiple sequences, diseases, and populations. We aimed to construct a general reconstruction AI large model for ultra-fast cardiovascular imaging tasks, enhancing the performance of acceleration technology in real-world cardiac-MRI scanning scenarios, providing a benchmark for clinical validation, and driving progress in the field of rapid cardiac MRI.



## Industrial Exchanges and Cooperation

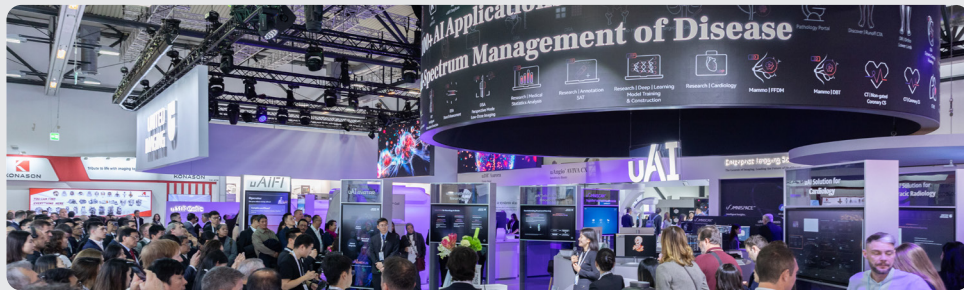
United Imaging Healthcare continuously deepens industry exchange and collaboration, committed to building a long-term and sustainable industry ecosystem. During the reporting period, the Company actively participated in key domestic and international industry events, including important industry and technical exchange conferences such as the International Society for Magnetic Resonance in Medicine, the European

Congress of Radiology, the China Medical Equipment Conference, the China International Fair for Trade in Services, and the China Bio-Industry Conference. We engage with global experts and partners to explore technology development trends, while sharing industry knowledge and practical experience. These efforts jointly drive the industry's ongoing progress and create a more valuable future.

### United Imaging Healthcare Participated in the European Congress of Radiology (ECR), Opening a New Chapter in Digitalization of Radiology

In March 2025, United Imaging Healthcare made another appearance at ECR, taking its first step into the European market. Today, the concepts of green development, environmental protection and sustainability are emerging as core drivers of the global digital and intelligent transformation of healthcare. Aligning with the industry's digital and intelligent evolution trends, the company actively promotes in-depth integration of cutting-edge artificial intelligence technology and business scenarios, accelerates the iteration of digital applications, and enables transformation of healthcare service paradigms. Relying on its digital-intelligence native architecture, the company is committed to building an efficient and sustainable

smart clinical ecosystem. While optimizing workflows for medical staff and reducing clinical pressure, it significantly enhances the overall operational efficiency of departments. Through insights into multi-dimensional operational indicators and intelligent analysis, the company helps medical institutions achieve optimal resource allocation and refined management of operational losses. United Imaging Healthcare will continue to stay at the forefront of technological innovation, enable the digital and intelligent transformation of the healthcare industry, contribute more intelligent, efficient and sustainable solutions, inject new vitality into global health initiatives, and make healthcare services accessible to all.



### Presenting Full-Stack Product Matrix and Industry-Academic-Research Achievements at the 2025 Annual Meeting of the International Society for Magnetic Resonance in Medicine (ISMRM)

In May 2025, United Imaging Healthcare participated in the Annual Meeting of the International Society for Magnetic Resonance in Medicine held in Hawaii, USA. The Group made a noteworthy debut with its full-stack product matrix and industry-academic-research achievements, showcasing the "hard power" and "soft ecosystem" of Chinese medical technology to the world. During the meeting, we closely collaborated with experts and scholars from numerous leading hospitals, universities, and research institutes, unveiling multiple breakthrough achievements of global significance for the first time. Notably, nearly 40 research outputs based on the uMR

Jupiter 5T MRI system were presented collectively, covering cutting-edge fields such as multisite clinical applications, novel coil design, and imaging sequence development. This fully demonstrated the immense potential of the 5T system by sharing frontier scientific research results. Meanwhile, we introduced the innovative application of silicon carbide to gradient power amplifiers (GPA), a core MRI component, achieving 57% energy savings. This resonated with the meeting theme, "Towards a healthier Footprint", supporting the healthcare sector's journey toward greater sustainability.



## Participating in the China Medical Equipment Conference and 2025 Medical Equipment Exhibition to Redefine New Paradigms in Healthcare

In March 2025, the China Medical Equipment Conference and 2025 Medical Equipment Exhibition themed "Technology Empowers Industrial Innovation" opened grandly. At the conference, United Imaging Healthcare showcased the "super equipment" and independently developed core components, such as uMR Jupiter, the world's first 5.0T whole-body MRI system; uLinac HalosTx, the industry's first integrated CT linac; uCT Atlas Pro, the pioneering smart twin-engine CT scanner; uMI Panorama GS, the new-generation long-axis field-of-view research

flagship platform, embracing a future of smart healthcare with our digital-intelligent innovation capabilities. The Group's representative delivered a keynote speech at the Symposium on Innovative Development of Artificial Intelligence in Medical Equipment, sharing digital-intelligent healthcare cases and our digital-intelligent strategic layout. This demonstrated the Group's commitment to closely aligning with national strategies and comprehensively empowering the construction of intelligent hospitals.



## Making its Debut at RSNA 2025 The Light of Technological Life Transcending Boundaries

At the end of November 2025, United Imaging Healthcare made a grand debut at the 111th Radiological Society of North America Annual Meeting (RSNA) with a full lineup of 23 innovative products. Guided by the exhibition concept "For Precise Individuality, For Universal Health", we actively respond to the profound propositions of human health, committed to leveraging cutting-edge technology to understand the uniqueness of individuals and extending high-end medical services to diverse communities worldwide. Standing at the intersection of science, art, and humanity, United Imaging Healthcare empowers digital intelligence solutions with "Born with AI", allowing the light of technology to illuminate every corner equally and

building a solid health barrier for global populations. In advancing technology inclusivity, we adhere to a robust operational system and a deep vertical integration strategy. United Imaging Healthcare highly centralizes the R&D and manufacturing of most core components and cutting-edge technologies, significantly reducing system complexity and reliance on external third-party supply chains. This strategy not only substantially enhances our management efficiency in quality control and internal costs but also effectively shortens the time-to-market for innovative products, enabling us to create and sustain exceptional long-term value for global customers with a more resilient business model.

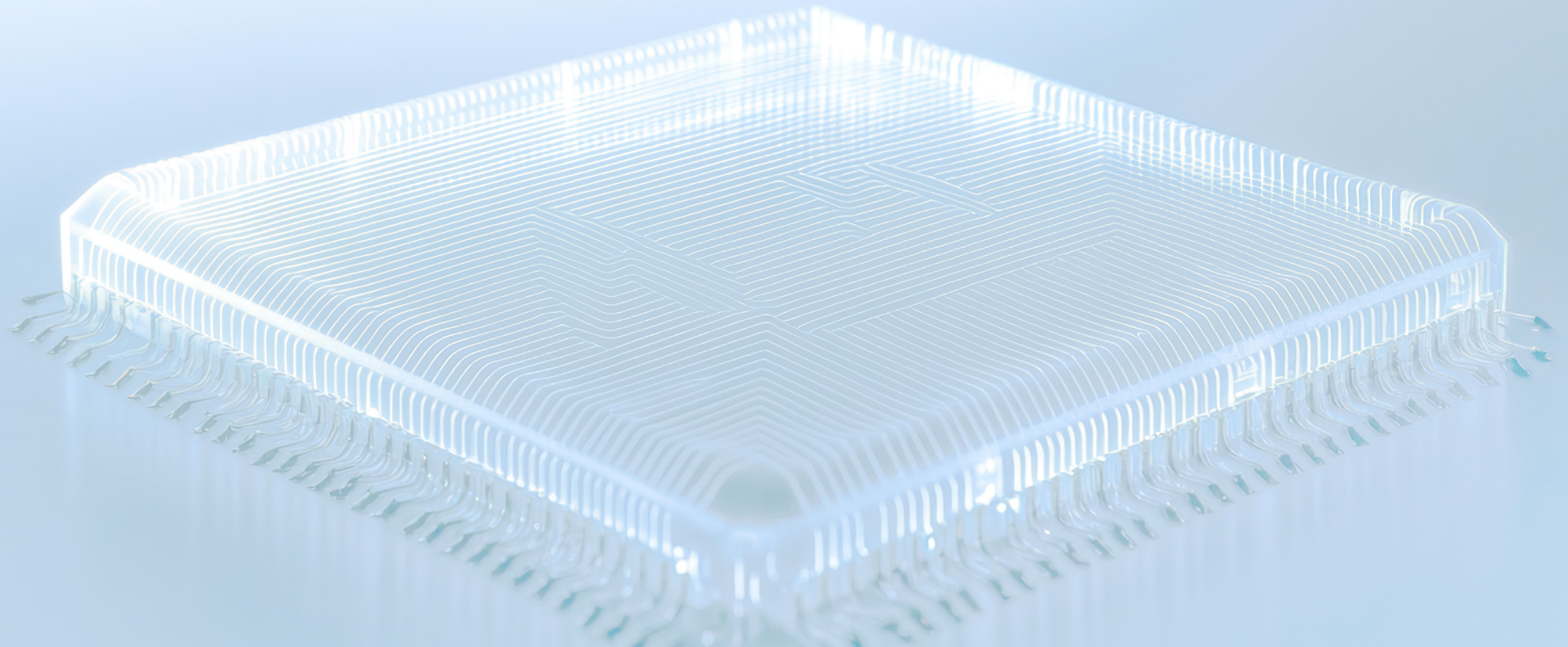


## Formulation of Industry Standards

As a leading medical enterprise, United Imaging Healthcare gives full play to its advantages in technology and innovation to actively participate in the drafting, deliberation, issuance, and implementation of a number of national, industry, and joint enterprise standards. This promotes the high-quality and standardized development of the industry. In 2025, we participated in drafting and releasing three voluntary national standards, including the Radionuclide Imaging Device -

Characteristics and Test Conditions - Part 1: Positron Emission Tomograph, the Radionuclide Imaging Device - Characteristics and Test Conditions - Part 2: Planar, Whole-body, Tomographic Gamma Camera, and the Nuclear Medicine Instrumentation - Routine Tests - Part 2: Scintillation Cameras and Single Photon Emission Computed Tomography Imaging. And we actively participate in the development of group standards such as Operational Specifications for Whole-body PET/CT Imaging and Diagnostic Value

of Whole-body Long-axis PSMA PET/CT in Patients with Biochemical Recurrence of Prostate Cancer: A Multicenter, Prospective Study. These efforts contributed to the standard development of the industry. Looking ahead, United Imaging Healthcare will engage in the drafting more industry standards, supporting the standard development of medical imaging equipment technologies.





# Lean Products and Quality Service

United Imaging Healthcare attaches great importance to product and service quality, has established a quality management system covering the entire product lifecycle, and promotes digital production technologies to comprehensively safeguard the safety, effectiveness and stability of products and services. We adhere to a customer-centric

philosophy, continuously optimize the customer service management system, and strive to provide customers with an excellent service experience. We also practice responsible procurement, establish long-term and stable cooperative relations with high-quality suppliers to jointly construct a safe, reliable and sustainable supply chain system.

# Ensuring Product Quality and Safety

United Imaging Healthcare has established a full-lifecycle quality management system covering product R&D, manufacturing, supplier quality and after-sales service. Relying on digital and intelligent quality control platforms, the Company conducts precise monitoring and continuous optimization of all links to ensure the quality and safety of products and services.



# Strict Product Quality Control

## Governance

United Imaging Healthcare has established a sound product safety and quality management framework, this system implements rigorous supervision and control over all links including product R&D, manufacturing, procurement, and installation services, so as to comprehensively ensure product safety. For more information on the governance structure of product quality and safety, please refer to the section “ESG Management System” in this report.

United Imaging Healthcare strictly complies with the relevant laws and regulations including the *Product Quality Law of the People's Republic of China*, the *Regulations on the Supervision and Administration of Medical Devices*, the *Measures for the Supervision and Administration of Medical Device Production*, and the *Good Manufacturing Practice for Medical Devices*.

The Company also adheres to overseas regulatory requirements for medical devices, such as the U.S. 21 CFR Part 820, Japan's MHLW Ministerial Ordinance No. 169, the EU Directive 93/42/EEC (MDD), Regulation (EU) 2017/745 (the Medical Device Regulation, MDR), to ensure the safety and effectiveness of our marketed products in the global market.

In response to the regulatory requirements for medical devices worldwide, we have formulated the *Quality Manual* applicable to all products and services of the Group that meet the definition of medical

devices, covering all business divisions and relevant departments. We have also established key internal management documents including the *Product Development Process*, *Production Control Process*, and the *Labeling Control Procedure* to standardize product quality in the manufacturing process and ensure that the entire process is controllable, compliant and traceable. During the year, we continued to enhance our quality management system and updated a total of 168 quality and safety-related management documents to fully align with the latest regulatory changes, including the EU MDR, the U.S. Quality Management System Regulation (QMSR), and the Korean Digital Medical Devices Act, while meeting the needs of the Group's sustainable business development.

## Strategy

United Imaging Healthcare has formulated and implemented a “Zero Defect” quality management strategy, which is deeply integrated into the Group's strategic management system. The Company is committed to building a world-class medical equipment brand and providing safe and reliable products to customers worldwide. Our core strategies are “Proactive Compliance, Precision Design, and Intelligent Manufacturing Empowerment”. Specifically, we closely monitor global medical device regulatory updates and advance deployment of compliance strategies, we fully implement Quality by Design and Reliability Engineering and maximize the elimination of potential risks through full-lifecycle risk management, we leverage information-based management to build smart factories and enhance the stability and traceability of quality.



## Quality Safety Management Certification and Audit

United Imaging Healthcare proactively obtains various domestic and international system certifications and undergoes internal and external audits to ensure continuous compliance with mainstream global quality management requirements, and to safeguard the effectiveness and reliability of the quality management system.

### System Certification

By the end of the reporting period, the scope of quality management system certifications of United Imaging Healthcare has 100% covered all factories, achieving the unification of quality management standards across all production bases. In addition, all of the Company's marketed products, including MR, PET/MR, CT, PET/CT, RT, DR, DSA, as well as medical image post-processing software, have obtained the ISO 9001:2015 Quality Management System Certificate, ISO 13485:2016 Medical Devices Quality Management System Certificate, and the MDSAP certificate. The MDSAP certification covers five countries, namely the United States, Canada, Japan, Brazil and Australia, demonstrating the Company's outstanding capabilities in quality management and laying a solid foundation for enhancing our competitiveness in the global market.

### Audit assessment

During the reporting period, United Imaging Healthcare underwent a total of 32 audits from domestic and overseas regulatory authorities and third-party certification bodies, achieving 100% compliance with the regulatory requirements of target markets. The types of audits include but are not limited to: GMP registration and change system inspection for medical devices in China, audits of the ISO 13485:2016 Medical Device Quality Management System Certification, ISO 9001:2015 Quality Management System Certification and MDSAP (Medical Device Single Audit Program), audits under the EU authorities Directive 93/42/EEC (MDD), audits and unannounced inspections by the EU Regulation 2017/745 MDR, INMETRO factory inspections, NRTL (Nationally Recognized Testing Laboratory) factory inspections, and CTF (Certified Test Facility) factory inspections, among others.

In 2025, total audits received from domestic regulatory authorities and third-party certification bodies

32

Audit pass rate

100%



ISO 13485 Medical Device Management System Certificate for Shanghai Manufacturing Facility



ISO 13485 Medical Device Management System Certificate for Wuhan Manufacturing Facility



ISO 13485 Medical Devices Quality Management System Certificate of Changzhou Production Base



ISO 13485 Medical Devices Quality Management System Certificate for the U.S. Production Base



ISO 9001 Quality Management System Certificate for Wuhan Manufacturing Facility

## Quality and Safety Testing

United Imaging Healthcare strictly incorporates product testing into its quality and safety management process. In compliance with product quality and safety management specifications, the Company proactively conducts design and clinical evaluation tests, product reliability tests, environmental protection and product environmental regulatory compliance tests, among others. We continuously optimizes production testing and quality control procedures, enhances the proactive prevention capability of testing, and fully safeguards product quality and safety.

### Product Testing Management and Capability Assurance

United Imaging Healthcare strictly controls the product quality and safety testing process. Hundreds of product design and testing guidelines, including the *Product Development Process*, *Product Risk Management*, the *Product Cybersecurity Management Process*, the *AI System Lifecycle Process*, the *Product Usability Engineering Management*, the *Reliability Test Specification and Guideline*, the *Packaging Reliability Test Specification*, the *Signal Integrity Test Specification*, the *HALT Test Specification*, the *Environmental and Climatic Test Specification*, the *EMC Test Specification*, the *ESS Test Specification*, the *Environmental and Mechanical Test Specification*, the *Component Accelerated Life Test Specification*, and the *Cable Procurement and Design Verification Guideline*, ensure the authenticity, accuracy, completeness and traceability of test results.

Meanwhile, the Company has equipped itself with testing equipment and facilities commensurate with product testing requirements, as well as a dedicated testing team. It strictly controls the testing process to ensure that test results are authentic, accurate, complete and traceable. As of the end of the reporting period, the Company has established professional and comprehensive

testing capabilities across all product lines to guarantee product quality and safety.

The Company has established professional laboratories for testing and verifying product reliability and stability under diverse environmental conditions. Equipped with advanced testing equipment, these laboratories are capable of conducting a wide range of tests including environmental, vibration, shock and durability tests in strict accordance with rigorous testing specifications, so as to ensure the comprehensive evaluation and assurance of product quality and reliability at all stages from design to manufacturing. In particular, the Company's safety and electromagnetic compatibility (EMC) laboratories for all product lines are Customer Testing Facilities (CTF-1) accredited by TÜV SÜD and TÜV Rheinland, as well as Customer Testing Facilities (CTF-2) accredited by SGS. These laboratories undergo annual audits by TÜV SÜD, TÜV Rheinland and SGS. Their qualifications cover the IEC safety and EMC standards related to all product lines, meeting the requirements for witnessed on-site testing of all products.



## Quality and Safety Testing

### Design and Clinical Evaluation Testing

United Imaging Healthcare conducts design validation and clinical evaluation tests on its products. The Company invites clinical medical experts to assess and continuously optimize the interactivity, image quality and workflow of products, so as to ensure that product functions are professional, refined and intelligent to meet clinical needs. In the design validation phase, prototypes are required to meet the standards of initial production units or equivalent products, with a 100% test execution rate and pass rate.

During product development and prior to commercialization, the Company also requires external customer evaluations covering customer experience, workflow and user interface interaction. The scope of evaluation includes the entire system, product software, or specific functions or applications within the product, to supplement customer input on product requirements. The Company always centers on clinical needs, actively explores solutions to address clinical pain points and provides high-quality medical services. For products adopting innovative technologies, in accordance with the *Good Clinical Practice for Medical Devices*, the Company selects qualified medical institutions to conduct clinical trials or verifications under normal conditions of use, so as to evaluate whether the products meet the expected safety and performance requirements.

In 2025, the Company conducted a total of over 14.14 million core tests, with a test matrix that comprehensively covers more than 440 key components and over 290 complete systems, maintaining a 100% test case coverage rate. Furthermore, to meet product registration and market access requirements across multiple regions, the Company has obtained third-party test reports for all marketed products covering MR, CT, XR, PET/CT, PET/MR, RT and software post-processing applications, in compliance with domestic and international standards including GB 9706.1 series and IEC 60601 series.

### Product Reliability Testing

The Company integrates product reliability management into the entire product development lifecycle. In accordance with the *Reliability Activity Guidelines*, it summarizes the progress of reliability activities at each project phase, covering reliability planning, definition and decomposition of reliability indicators, reliability design and analysis, as well as reliability test planning and implementation. A complete set of reliability technical reports is issued for key raw materials, modules, components and complete products.

In 2025, the Company conducted a cumulative total of 5,926,530 reliability tests covering 449 key components, with 23,000 test cases realized and a 100% test case coverage rate. The reliability test scope covers the full product line and components including MR, PET/CT, CT, RT, and XR. It involves HALT, enhanced environmental testing, storage and transportation testing, high-temperature aging, mechanical durability and fatigue life testing for products and components such as suspended DSA, mobile C-arm X-ray machine, large-bore sliding CT, SPECT CT, 3T PET MR, MR spectrometer, PET detector, PET/CT control hardware, CT tube, CT detector, CT main bearing, CT imaging chain electronic components, radiotherapy electron gun, radiotherapy

accelerating tube, magnetron, radiotherapy high-voltage module, treatment head control unit, intelligent Tianyan camera, physiological signal gating unit, digital intercom unit, and human-computer interaction control components.

In addition, the Company has completed a 160,000-kilometer simulated vibration durability test and domestic road driving tests for vehicle-mounted imaging equipment, covering standard road conditions, harsh road conditions and emergency start-stop scenarios. Harsh road condition tests include simulated fish-scale pit roads, bumpy roads, uphill and downhill roads and gravel roads. As of the end of the reporting period, the Company has completed reliability simulation tests on several new imaging products designed for a wide range of application scenarios. The validation work has effectively informed iterative improvements in product design, established a closed-loop process between R&D and testing, and further enhanced the reliability of core components and complete systems under complex operating conditions.



## Quality and Safety Testing

### Environmental and Product Regulatory Compliance Testing

The Company strictly implements the system document *Environmental Regulatory Requirements for Products* in all phases including product initiation, R&D, incoming materials, production and launch to ensure that every material of all products continuously complies with environmental regulatory requirements throughout the product lifecycle.

Based on the alert notifications from the EU Rapid Alert System for Non-food Consumer Products (RAPEX) and in consideration of the various materials used in the Company's products, the Company not only tests the compliance of materials for hazardous substances at the incoming inspection stage, but also entrusts third-party laboratories to test the content of hazardous substances in materials, ensuring full coverage of all products. In 2025, the Company tested a total of 34,748 homogeneous materials to ensure that products meet environmental management system and regulatory requirements.



### Production Testing and Quality Control Processes

The Company has established a sound production quality management system covering core procedural documents such as the *Design Transfer Process*, the *Process Development Procedure*, the *Production Control Procedure*, the *Incoming Inspection Control Procedure*, the *In-process and Final Quality Control Procedure*, the *Equipment Management Procedure*, and the *Environmental Control Procedure*. Through a systematic management mechanism, the Company ensures that the design output of products is accurately translated into production specifications, realizing the whole-process quality control from raw material management, process development and production manufacturing to finished product inspection.

For raw material control, the Company has established and implemented a supplier material risk assessment system, which closely integrates assessment results with graded management of incoming inspection to implement quality control at the source. In process development and validation, the Company systematically conducts FMEA analysis to comprehensively identify potential failure modes, quantitatively assess risk levels and formulate targeted prevention and control measures. The Company implements full-process management for key process characteristics and prevents quality issues through measures such as optimizing process flows and strengthening quality inspection. For production process control, the Company has built a multi-dimensional full-process monitoring system based on the 5M1E framework (Man, Machine, Material, Method, Environment, Measurement), covering personnel qualification management, environmental monitoring, equipment maintenance and product sampling inspection, so as to ensure stable and controlled production processes and continuously enhance global market competitiveness.

### Final Product Testing and Inspection

In the final product testing and inspection phase, the Company strictly adheres to the medical device quality management system and relevant regulatory requirements, implements 100% testing and inspection for all products to ensure their safety, efficacy and regulatory compliance. Testing and inspection cover more than 19,300 items in total, including grounding resistance, voltage withstand, noise, system function, imaging performance and other categories, fully covering functional performance, electrical safety and other key technical indicators of the products. United Imaging Healthcare has established a long-term data retention and traceability mechanism, keeping testing and inspection records for 30 years to ensure full lifecycle traceability management of products. In 2025, the Company carried out a cumulative total of 14.14 million tests, with a total of 83,250 test cases executed throughout the year, involving more than 447 components and nearly 290 systems, with a test coverage rate of 100%.

In addition to conducting internal product testing, we actively cooperate with external authoritative organizations to carry out product testing, so as to comprehensively evaluate the output and safety of our products. Our cooperative organizations include TÜV Rheinland (Shanghai) Co., Ltd., TÜV Rheinland (Suzhou) Co., Ltd., TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch, DEKRA Certification Services (Suzhou) Co., Ltd., Bureau Veritas Certification (Beijing) Co., Ltd., SGS-CSTC Standards Technical Services (Shanghai) Co., Ltd., Centre Testing International Group Co., Ltd., and DEKRA Quality Certification (Shanghai) Co., Ltd., etc. Such cooperation ensures that products comply with market standards and requirements, and fully guarantees product quality and safety.

## Quality and Safety Training and Promotion

United Imaging Healthcare attaches great importance to the development of a quality and safety culture. We integrate the promotion and implementation of product quality management into employees' daily work to strengthen their awareness of quality management, ensure that employees fully understand the connotation, standards and procedures of the Group's quality and safety management, and continuously improve their professional skills and quality and safety awareness. In accordance with medical device regulations and standards, keeping abreast of regulatory updates from product supervision authorities, we formulate and implement an annual training plan for quality control and product safety. Based on different training targets and levels, the Company has designed diversified training themes, including orientation training and quality and safety awareness training for new employees, review training and advanced training for existing employees, as well as enhanced quality and safety awareness training and training for developing good quality and safety practices. In addition, the Company adopts a variety of training formats, including traditional text or video classroom training, self-directed learning, regular remote online courses, online training via electronic systems, and education and promotion through official WeChat accounts and other new media platforms.

In 2025, United Imaging Healthcare conducted comprehensive quality and safety training for all employees, including interns and outsourced personnel, with an employee coverage rate of 100%. As of the end of the reporting period, the Group conducted a total of 221,847.18 hours of training related to product quality and safety, covering 369,089 employee person-times.

### Regulations and standards

- Regulations and standards training was provided to managers, R&D personnel and quality management personnel to enhance employees' compliance awareness and ensure the Company maintains high-quality management standards in the global market.
- The training covers the Good Manufacturing Practice for Medical Devices, the Medical Device GMP Appendix: Independent Software, Regulatory Requirements and Practical Procedures for Contract Manufacturing of Medical Devices, Domestic Registration of Medical Devices and Common Deficiency Issues sharing, Global Medical Device Vigilance, Adverse Event Monitoring and Reporting Training, Medical Device Usability Engineering Training, Regulatory Requirements and Practices for Medical Device Cybersecurity, General Standards for Medical Devices Training, Latest Developments in Environmental Compliance Training, etc..

### Training on control procedures and standardized processes

- Procedural and process training was provided to all employees involved in quality and safety, including top management, R&D personnel, process engineers, production staff, sales personnel, installation personnel, service personnel, quality management staff, administrative staff, human resources personnel and IT personnel, to ensure that every employee strictly follows the processes and standards established by the Company in their respective roles.
- The training covers the *Quality Manual*, the *Product Development Process*, the *Production Control Process*, the *Labeling Control Procedure*, the *Service Management Procedure*, the *Complaint Handling Procedure*, the *Customer Satisfaction Procedure*, etc.



### **Training on product knowledge and technology**

- Product knowledge training was provided to R&D personnel, process engineers, sales personnel, installation personnel, service personnel, quality management personnel and others, to ensure that all employees gain an in-depth understanding of product characteristics and applications.

- The training covers *Introduction to PET/CT Principles*, *Introduction to DSA Imaging Principles*, *Principles and Design of Gradient Coils*, *CT Product Workflow*, *MR Product Workflow*, and *RT Product IGRT & Table Calibration Workflow*, etc.

- A variety of theoretical knowledge training programs were delivered to R&D personnel, including *Introduction to CNNs & AI PET Reconstruction*, *Web Front-End Development Framework Training*, *Overview of AI Agents*, *Using Copilot to Improve Code Robustness*, *Image Evaluation Criteria Sharing*, *Robot Kinematics: Rotation Matrices*, *Homogeneous Matrices*, and *Homogeneous Transformations*, etc. These trainings are designed to strengthen employees' professional knowledge and ensure the Company maintains a leading position in the technology sector.

### **Operational practice training**

- Operational practice training was provided to R&D personnel, process engineers, production staff, sales personnel, installation personnel, service personnel, quality management personnel and other relevant staff, aiming to enhance employees' practical skills and job adaptability, and ensure efficient and high-quality work performance.

- The training covers *PLM System Operation Training*, *Ten Lectures on Programming*, *AI Model Training*, *AI Efficiency Improvement - AI Coding and AI Tool Sharing*, and *Lean Improvement Knowledge Training*, etc.

### **Environmental, occupational health and safety training**

- Environmental, occupational health and safety (EHS) training was conducted for all employees to enhance their awareness of environmental protection and knowledge of occupational safety and health.

- The training covers *Work Resumption Safety Training*, *Waste Management Training*, *First Aid Knowledge Training*, *Environmental Management System & Occupational Health and Safety Management System Training*, *Organizational Greenhouse Gas Inventory – Standard Interpretation and Practical Guidance Training*, *Radiation Safety Training*, *Occupational Health and Safety Training*, *Traffic Safety Training*, etc.



## United Imaging Healthcare ''Quality Month'' Themed Events with Diverse Focuses

In September 2025, United Imaging Healthcare continued to hold its corporate "Quality Month" campaign. Featuring diverse and engaging activities, the campaign included quality philosophy and commitment sharing by top management, immersive employee quizzes, scenario simulations and case

analysis. These initiatives strengthened quality awareness among all employees, consolidated sound quality practices, fostered a self-driven commitment to quality compliance among all staff, and jointly cultivated a quality culture of "Everyone values quality, and safety is prioritized at all times."



## Impact, Risk, and Opportunity Management

United Imaging Healthcare actively improves the management of risks and opportunities related to product quality and safety. For more information on the impacts, risks and opportunities management associated with innovative R&D, please refer to the section "ESG Risks and Opportunities Management" in this report.

During implementation, United Imaging Healthcare adopts a risk management process based on the ISO 14971 *Medical devices — Application of risk management to medical devices*. In accordance with the Company's *Risk Management Procedure*, and by referencing adverse events, product recalls, warning letters and other regulatory information for similar products issued by domestic and overseas medical device regulatory authorities, the Company proactively identifies product hazards and hazardous situations throughout the entire product lifecycle. Through the implementation and verification of risk control measures including design optimization, protective safeguards, safety information provision and user training, the Company reduces the overall residual product risk to a minimum and acceptable level, thereby effectively preventing potential quality and safety incidents. In 2025, in response to the updates to usability engineering standards and regulations such as IEC 62366 and the FDA's *Human Factors Engineering Guidance*, the Company further strengthened usability-related risk identification, control and acceptance activities, and continuously enhanced risk management and control during user operation.

## Metrics and Targets

United Imaging Healthcare has established clear and measurable product quality and safety management objectives. Through the establishment and implementation of the quality performance indicator system, the Company ensures the effective implementation of the quality strategy.

For objective setting, United Imaging Healthcare adheres to the principle that "placing users and the market at the center is the primary principle of quality management". The Company sets annual key objectives, including:

- Maintaining product customer satisfaction at a leading industry level
- Achieving 100% factory pass rate for products
- Sustaining high standards for post-market product reliability

For further details on product quality and safety indicators, please refer to the "Social Indicators" section of this report.

# Consolidate Production Safety

United Imaging Healthcare continuously strengthens production safety management. By managing production safety objectives, conducting production safety inspections, strengthening production safety training for employees and organizing safety emergency drills, the Company ensures the safety of production operations.

## Management of production safety objectives

- A hierarchical and function-based control mechanism has been adopted to ensure effective management of all operational links.
- Regular departmental meetings are held to conduct detailed reviews of target completion. For departments failing to meet standards, root causes are thoroughly analyzed, special improvement plans are formulated, and implementation progress is closely tracked to drive the achievement of production safety objectives.

## Safety emergency drill

- The Company has systematically improved emergency management system, formulating and issuing the *Emergency Response Plan Management Procedure* and an annual emergency drill plan. We has defined a full-process framework covering risk identification, early warning, response, rescue, and post-incident evaluation, ensuring that emergency management operates in accordance with established rules and procedures.
- Practical drills covering various scenarios—including fire, leakage, radiation and special equipment accidents—are organized on a regular basis.
- Quarterly production safety review meetings are convened to summarize and analyze drill effectiveness and past cases. Improvement measures are incorporated into the next phase of work plans, forming a closed-loop management system.

## Operational safety and security measures

- The Company has continuously improved the production safety management standards. In 2025, 6 existing EHS management systems were updated.
- The Company has refined the control model for hazard installations and promoted "precise monitoring". An electronic file system has been established for each hazard to ensure real-time information updates. In 2025, a total of 36 company-level safety improvements were identified and implemented.
- The Company has improved employee occupational health files, and strengthened health monitoring for employees in positions exposed to occupational disease hazards.

## Production safety training

- **Corporate-Level Training:** New employees must complete a comprehensive occupational health and safety training program and pass the relevant examination upon onboarding. The QM EHS Department regularly organizes company-wide safety promotion and training on systems and regulations to ensure all employees fully understand and strictly comply with applicable laws, regulations and internal safety standards.
- **Workshop training:** Workshop-level safety education is provided for employees, and targeted safety training is regularly conducted for on-the-job employees, covering key areas such as forklift and crane safety, radiation safety and electrical work. Company-wide safety training is held monthly, focusing on the interpretation of updated safety regulations and analysis of accident cases.
- **Team training:** After completing workshop training, new employees are required to receive team-level safety education. Each team conducts customized safety training at least once a month, while promoting cross-team exchange of safety experience and sharing of best practices.

# Drive Smart Manufacturing and Digital Transformation

United Imaging Healthcare is consistently advancing digital transformation by adopting automated equipment, refining digital and intelligent business processes and information management systems, deepening the application of technologies such as AI and big data across all operational aspects, and establishing an intelligent operational management model to comprehensively enhance production management efficiency and market competitiveness.

**Leveraging intelligent control systems and IoT technology, we continue to drive manufacturing upgrades. In 2025, we custom-developed more than 50 automated production inspection devices, significantly improving efficiency and quality to ensure the reliable delivery of high-quality products.**

## **Automatic assembly robot for shim sheets**

By integrating robotics with industrial control and vision technology, this machine addresses the randomness in the placement and quantity of shim sheets. The automated equipment replaces manual loading, and utilizes a magazine-style feeding mechanism, high-precision sensors, and a sheet-separating mechanism to resolve feeding issues with ultra-thin insulating sheets, thereby significantly improving production efficiency.

## **Automatic circuit board welding robot**

The machine replaces manual labour and automates precise loading, unloading, and welding, significantly boosting production efficiency, and eliminating human exposure to welding fumes, thereby reducing occupational safety risks.

## **Automated circuit board continuity testing equipment**

This equipment uses robotic automation to replace manual testing of circuit board component continuity, enabling real-time alerts for anomalies and ensuring the validity and reliability of the testing process.

## **Automated detector circuit board testing platform**

The platform utilizes proprietary automation software to control testing equipment, enabling automated functional testing of key detector circuit boards.

## **Material identification management system for production process**

The system utilizes RFID technology to enable automatic identification and tracking of materials on the assembly line, as well as real-time data collection and visualization of operational processes, effectively enhancing production traceability and operational efficiency.

## **Automated crystal assembly dispensing equipment**

By combining a two-component precision dispensing valves and high-precision servo modules, the machine achieves stable and uniform dispensing results. It flexibly adapts to the processing of various types of parts, effectively shortens production time, and improves the accuracy of dispensing volume.

## **Detection data acquisition equipment**

We have independently developed data acquisition hardware and software modules to enable the automatic collection of magnetic leak detection data, replacing the previous manual continuous monitoring and recording process, and improving the traceability of historical leak detection data as well as management efficiency.

**In terms of the development of digital systems and business process optimization, we have continuously improved our enterprise-level digital platform architecture and systematically advanced the intelligent transformation of production management.**

**Collaborative Management Layer — comprehensive upgrade and business process optimization**

Shanghai Manufacturing Facility and Wuhan Manufacturing Facility have completed the restructuring of their PLM and ERP system architectures, alongside the iterative optimization of business processes. This has resulted in systematic enhancements across key areas such as master data standardization, supply chain integration, production, supply and marketing collaboration, and business and finance integration. This has effectively improved the efficiency of collaboration across all business operations and management decision-making.

**Manufacturing Operation Layer — digital execution management system**

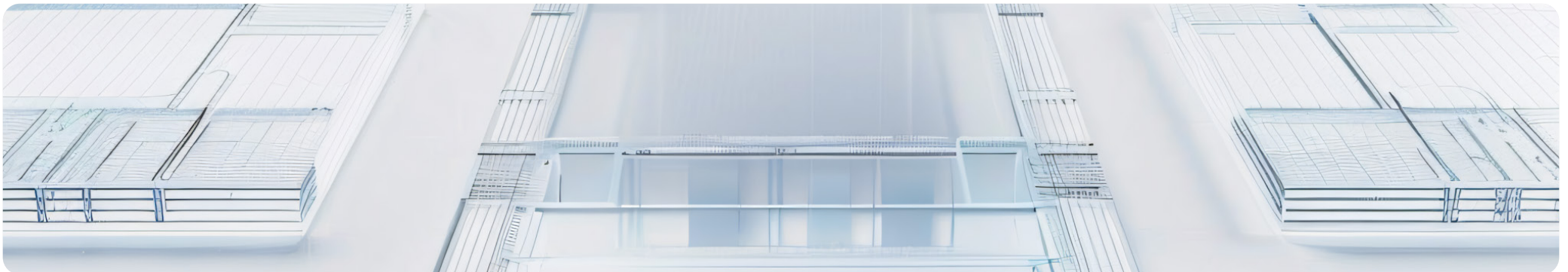
Comprehensive planning for information systems has been completed at manufacturing facilities in Shanghai, Wuhan, and overseas. We have launched a comprehensive upgrade of execution-layer systems, including MOM (Manufacturing Operation Management) and WMS (Warehouse Management System), to enhance the integration of our global operation and strengthen the coordination of cross-regional planning, production, warehousing, and quality management.

**Data Visualization Layer — digital cockpits and production dashboards**

In 2025, Shanghai Manufacturing Facility established 5 production management cockpits, 6 production-line-level digital dashboards, and several cultural display screens and deployed 75 large electronic screens and 37 workstation-level terminals to build a multi-tiered, multi-scenario visual management system. It strengthened real-time data analysis and dynamic status tracking capabilities, while enhancing information transparency and decision-making responsiveness. Concurrently, the construction of factory-level digital twin and process twin systems were launched to drive innovation in production control models that integrate virtual and physical environments.

**Production Execution Layer — application of the streamlined business platform**

To empower frontline managers, the Company developed a dedicated digital business platform called “Production Mobile Pass” for team leaders and deployed it across all production lines at Shanghai Manufacturing Facility. The platform integrates core functional modules such as production scheduling, material tracking, personnel management, equipment management, production progress monitoring, and quality status alerts, and is equipped with real-time data dashboards and an intelligent AI query assistant. The platform has driven the standardization, streamlining, and digital transformation of team operations. Its annual performance has been remarkable, saving approximately 2,000 hours of labor and reducing paper consumption by 17,000 sheets per year, thereby effectively enhancing the efficiency of frontline management.



## Providing Premium Service

United Imaging Healthcare adheres to the service philosophy of “Full Lifecycle Customer Care and Value Creation”, integrating high-quality services deeply into the entire business process. By continuously improving the service system and providing diversified service models, we ensure the delivery of high-quality, high-efficiency professional support to customers and strive to become their most trusted partner.



## Standardizing Supervision and Management

United Imaging Healthcare strictly complies with the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, the *Medical devices—Quality management systems—Requirements for regulatory purposes*, and other national and local laws and regulations in the regions where the Company operates. The Company adheres to standards and specifications concerning product risk management, product safety and basic performance, continuously improves service quality and delivery efficiency, and steadily consolidates the foundation for long-term, trust-based cooperation with customers.

We have issued the *Product Risk Management*, the *Post-Market Surveillance Procedures* and the *On-Site Upgrade Processes* to regulate the supervision and administration of marketed products, identify potential safety risks and take timely and appropriate actions. We have formulated policies including the *Complaint Handling Procedures*, the *Service Management Procedures* and the *Customer Satisfaction Procedures* to continuously optimize the customer service management system, improve the customer complaint handling process and drive steady improvement in customer satisfaction. Meanwhile, we regularly refine standard documents such as the *United Imaging Service Engineer's Manual* and the *United Imaging Installation Engineer's Manual* to elaborate on-site service specifications and enhance service quality. For product recalls, we have updated the *Product Recall Management System* to further clarify the procedures of risk assessment, recall decision-making, recall notification, recall implementation and

recall verification. In addition, we have implemented management systems including the *Vigilance System*, the *Emergency Management System for Medical Device Quality and Safety Incidents* and the *Targeted Monitoring Management System for Adverse Events of Medical Devices* to define management responsibilities and establish a coordinated emergency response system.

To effectively manage and control product quality and safety risks, we have set up an Adverse Event and Crisis Management Team led by the senior management to coordinate adverse event monitoring. The Post-Market Surveillance Department (PMS) is responsible for post-market surveillance and takes targeted measures based on risk assessment. The Sales and Customer Service (CS) departments collect customer feedback and conduct follow up visits. We have established standardized and efficient handling procedures, requiring PMS engineers to report information obtained from regulatory authorities or adverse event monitoring systems immediately. For serious adverse incidents and cluster adverse events, the management will initiate a special investigation within 12 hours and promptly take control measures such as suspension of use, suspension of sales, and recall based on the investigation conclusions to minimize negative impacts.

During the reporting period, the Company did not experience any major quality and safety liability accidents or major administrative penalties caused by our products and services.

## Ensuring Service Quality

Adhering to a Customer-centric philosophy, the Group is committed to providing comprehensive, in-depth and personalized service support. We continuously enhance service operational efficiency by improving institutional standards, optimizing review mechanisms and implementing sophisticated project management. In addition, we actively listen to customer feedback and respond efficiently to customer needs to elevate the overall customer experience.

### Service management system

We regularly refine standard documents including the United Imaging Service Engineer's Manual and the *United Imaging Installation Engineer's Manual*, to improve on-site service operation specifications, and ensure that engineers' service practices align with industrial standards and the Company's management requirements.

### Service data management

In 2025, we fully implemented the Changfeng Customer Service Data Management System. Through data dashboards, we identified bottlenecks and areas for improvement in service processes, continuously enhanced service quality, and promoted synchronized improvements in operational efficiency and customer value creation capabilities.

### Service inspection and review

We have adopted a "Four dimensional" parallel model consisting of headquarters OM remote video inspections, RTS on-site inspections, headquarters leadership on-site inspections and Installation Department TA on-site inspections at nearby stationed points. Focusing on core dimensions including workwear and tool standard, on-site 7S management, attendance protocols and installation quality acceptance, we conducted nearly 500 unannounced inspections throughout the year, which effectively strengthened engineers' awareness of service standards. We continuously optimized the *CS-EHS Safety Management Procedures*, held monthly departmental safety meetings, reported and followed up on customer safety incidents and prevented the recurrence of similar incidents.

### Service assurance measures

We have continuously improved delivery visualization and process mechanisms at the project execution stage, optimized installation standards and service models at the service delivery stage, and enhanced delivery quality and customer satisfaction. In parallel, we have deepened butler-style services, accurately identified potential customer needs, responded promptly and resolved customer issues efficiently, achieving closed-loop management of the entire service process. Through routine inspections and the implementation of customized solutions, we have continuously enhanced the customer service experience.

We have established a standardized complaint management mechanism to ensure timely and effective resolution of customer complaints by clarifying rights, responsibilities and collaborative procedures. When a customer complaint occurs, the RTS Leader or Service Sales Leader conducts initial follow-up based on the nature of the complaint. Technical issues are handled by the RTS Leader, while non-technical issues are managed by the Service Sales Leader. For disputed complaints, the BM shall make the final decision. The RCS Leader coordinates resources on-site to resolve issues and may request assistance from regional leaders according to the urgency level. If any complaint cannot be resolved effectively within 7 days, it will be escalated to the regional director, and the emergency project team will develop a solution to ensure prompt and proper handling. As of the end of the reporting period, United Imaging Healthcare recorded zero customer complaints, with a complaint resolution rate of 100%.

We respond efficiently to customer service needs and provide customers with high-quality solutions based on professional capabilities. We have launched a 7×24-hour customer service hotline, achieving a response to national service requests within 10 minutes, provision of solutions within 1 hour, and dispatch of corresponding on-site support engineers according

to city levels. An Escalation three-level fault diagnosis support mechanism has been established to provide timely and necessary technical support for on-site engineers. Relying on the Solar platform, we conduct remote monitoring of equipment operation status, identify potential issues in advance through intelligent early warning, respond quickly and achieve closed-loop resolution to ensure stable equipment operation and continuously create value for customers.

We provide the *Annual Equipment Service Report* to visualize service outcomes. The Strategic Marketing Department takes overall responsibility for customer satisfaction surveys, distributes the *Customer Satisfaction Questionnaire*, collects and analyses customer feedback, and prepares an annual customer research report to identify clear directions for product and service optimization. Relevant departments formulate improvement measures based on the survey results to comprehensively enhance the customer experience. During the reporting period, we conducted satisfaction surveys through multiple channels including letters, telephone interviews and customer follow-ups to fully collect customer opinions and suggestions, continuously optimize product and service quality, and steadily improve customer satisfaction. In 2025, customer satisfaction reached 96%, maintaining a generally high level.

We have continuously optimized the customer service training system. Through online and offline training, biweekly technical exchange meetings, monthly technical briefings, and other forms, we have provided training for engineers to steadily improve the capability and quality of customer service. During the year, the technical support department conducted a total of 73 technical sharing sessions on difficult issues, covering 864 participants, and 28 on-site training sessions for new product iteration projects, covering 1,284 participants. Meanwhile, 22 overseas technical briefings were produced to update product developments and release solutions in a timely manner. The After-Sales

Service Training Center organized 70 sessions of Training the Trainer to Train (TTT), product service training and customer training, with 741 participants covering more than 30 countries and regions. It also carried out intermediate and advanced product service training to continuously enhance engineers' technical capabilities and problem-solving skills. As of the end of the reporting period, the Company's global service network covered 90+ countries, with 1,000+ service engineers. Regional service centers were established in 30+ countries and regions, and the number of global spare parts warehouses exceeded 30, representing a continuous improvement in international service operation capabilities.



Company's global service network covered

**100+**

countries and regions

Service engineers

**1,000+**

Established regional service centers in 30+ countries and regions, global spare parts warehouses

**30+**

## **Conducted Medium and Advanced Product Training for Customer Service Engineers, Fulfilling Service Commitments through Technical Empowerment**

The After-sales Service Training Center has launched specialized medium and advanced product service training for engineers. The courses cover MR intermediate training, XR intermediate training, MR advanced training, MR 3T excitation and MR 5T excitation , aiming to systematically enhance

engineers' ability to diagnose and resolve on-site technical issues, strengthen their professional competence and service efficiency, and thereby provide customers with higher-quality and more reliable technical support and assurance.



# Implementing Responsible Purchasing

United Imaging Healthcare is committed to building a robust and responsible supply chain management system. We have formulated normative documents including the *Supplier Management Procedure*, the *Supplier Audit Procedure*, and the *Supplier Code of Conduct* to standardize the procurement management process. We maintain continuous focus on suppliers' environmental and social responsibility performance, and integrate such performance into supplier evaluation, encouraging suppliers to implement sustainable development practices. In addition, to ensure the continuity and stability of the supply chain, we conduct comprehensive and systematic monitoring and assessment of potential supply chain risks. We proactively identify and access various risk factors that may cause business disruptions, and formulate preventive measures in advance. We attach importance to deepening collaboration with suppliers. Through regular exchanges, seminars and seminars, joint training and other forms, we strengthen communication and interaction with suppliers, and jointly explore innovative development paths for the supply chain.



## Supplier Quality Management

United Imaging Healthcare has been actively practicing the responsible procurement philosophy. In 2025, we issued the *Supplier Management Guide*, which further clarifies implementation guidelines for supplier evaluation, selection, supervision, re-evaluation, transfer and elimination. We have also refined the qualification documents required for the onboarding of qualified suppliers, and continuously improved the standardized procedures for supplier access, qualification certification, audit, evaluation and elimination.

In addition, United Imaging Healthcare has always adhered to the principle of equitable procurement, and effectively protected the right of small and medium-sized enterprises (SMEs) to participate in market competition fairly. No discriminatory comparison or selection criteria were set during the procurement process. During the reporting period, the Company's supply chain management was standardized and operated in an orderly manner, with no procurement-related litigation or arbitration cases occurring<sup>※</sup>.

### Supplier evaluation

- In accordance with the supplier management procedure and supplier audit procedure, all newly introduced Tier 1, 2 and 3 suppliers undergo rigorous evaluation, audit or qualification confirmation to ensure compliance with admission criteria. As of December 30, 2025, 25 new suppliers were onboarded, all of which passed evaluation and audit. Meanwhile, we conduct regular evaluations of Tier 1, 2 and 3 suppliers in daily management. The evaluation criteria cover multiple key areas, including technical support capability, commercial cooperation support, quality control, environmental hazardous

substance control and occupational health for employees. Specifically, evaluations are conducted annually for Tier 1 and 2 suppliers, and biennially for Tier 3 suppliers. For non-compliant suppliers, the Company promotes rectification and, if necessary, terminate their supplier status.

- In 2025, we conducted annual evaluations of 333 Tier 1, Tier 2 and Tier 3 suppliers, with a pass rate of 99.1%. The proportion of all suppliers holding third-party system certifications reached 97.3%, effectively ensuring the reliability of product quality in the supply chain.

### Supplier audit

- We conduct a comprehensive audit every two years for Tier 1 and 2 suppliers, covering quality system audits, product audits, environmental requirement audits, etc., and urge suppliers to rectify issues identified during the audits. For all Tier 3 suppliers, we carry out comprehensive qualification checks and document reviews, verifying certificates such as agency qualifications and quality system certifications to ensure all certificates remain valid.

- As of the end of the reporting period, 130 Tier 1 and 2 suppliers had been audited, with an audit completion rate of 100%, and 81 non-conformities had been addressed through rectification. We simultaneously completed inspections and updates of 115 Tier 3 supplier systems or agency certificates, with an audit completion rate of 100%.

As of the end of the reporting period, 130 Tier 1 and 2 suppliers had been audited, with an audit completion rate of

**100**%

Simultaneously completed inspections and updates of

**115**

Tier 3 supplier systems or agency certificates

Addressed through rectification

**81** non-conformities

With an audit completion rate of

**100**%

※ The Company operates in compliance with all regulations. As of the end of the reporting period, there were no accounts payable (including notes payable) with a balance exceeding RMB 30 billion or accounting for more than 50% of total assets.

## Supplier Environmental and Social Risk Management

We impose clear requirements on suppliers in terms of environmental protection, compliance with business ethics, information security, and employee health and safety protection. We sign relevant compliance commitments with suppliers and conduct admission audits, stipulating that non-compliant suppliers shall not be onboarded. In addition, we conduct annual evaluations and audits of suppliers covering environmental and social responsibility indicators. Suppliers failing to meet performance requirements will be subject to quarterly assessments. If they still fail to pass the quarterly assessments, they will be required to exit the supplier list.

**In terms of the use of environmentally friendly materials,** we have clearly specified environmental protection requirements in the quality agreements and purchase orders of our procured products, emphasizing that materials adopted by suppliers

must meet green and environmental standards. We have established the GPM (Green Product Management) platform to conduct comprehensive monitoring and management of environmental indicators for purchased materials through an information-based system.

**In terms of business ethics,** we have signed the *Integrity Statement* with all procurement employees to clarify integrity requirements in the procurement process and ensure integrity and compliance throughout procurement. We have also signed the *Supplier Code of Conduct* with all suppliers to prevent corruption and establish a clean and efficient supply chain cooperation mechanism. In addition, we emphasize strengthening internal integrity management and provide regular integrity training for all procurement personnel. The training covers trade secret protection, conflicts of interest, adherence to professional ethics,

internal investigation procedures and key corporate compliance policies, with a view to enhancing the compliance awareness of internal staff.

**In terms of employee health and safety,** we pay attention to suppliers' certification status of the ISO 45001 occupational health and safety management system in the *Supplier Management Procedure*. If suppliers have not obtained relevant certification, we require them to provide personal protective equipment for their employees, implement safety protection measures and pay work-related injury insurance for their employees.

**In terms of information security,** we explicitly require suppliers to comply with management requirements regarding third-party information usage, access control, information security incident management and emergency response in the *Supplier Code of Conduct*. We will conduct irregular

reviews of the security of systems used by suppliers to process the Company's data to strengthen suppliers' awareness of information security protection.

According to the 2025 annual supplier evaluation and audit results, all suppliers of United Imaging Healthcare fully meet the requirements in terms of environmental protection, business ethics standards, and labor and employment norms.

In addition, we take the initiative to guide suppliers to implement energy conservation and emission reduction requirements in all aspects of production and operation. We encourage suppliers to integrate clean energy such as solar energy and wind energy into their production systems, and actively conduct discussions and rational design with suppliers to improve system efficiency, so as to jointly promote the green transformation of the supply chain.



## Supplier Synergy Development

Shanghai United Imaging Healthcare focuses on the sustainable development of the supply chain and is committed to collaborative progress and in-depth integration with suppliers. By establishing a diversified supplier training system, strengthening regular communication with suppliers, and actively participating in cutting-edge industry activities, the Company strives to build a new green, efficient and collaborative supply chain ecosystem.

In 2025, we continued to conduct surveys on supplier training satisfaction to collect feedback from suppliers. During the year, suppliers' satisfaction with the training and practical sharing content reached 100%. Through systematic supplier audit and training programs, we have ensured the safety and stability of product quality. Going forward, we will continue to deepen cooperation with suppliers. Through strict certification, evaluation, audit and professional training, we will jointly enhance the overall competitiveness of the supply chain and achieve sustainable high-quality development.



## Supplier Empowerment

We focus on advancing supplier empowerment and adopting a multi-pronged approach to drive the optimization and upgrading of supplier quality. In accordance with the *Supplier Training System*, we systematically conduct routine training for tier 1, 2 and 3 suppliers every year. Through online knowledge sharing, official account promotion, quality-themed meetings, procurement and technical

exchange seminars and special training sessions, we have built a comprehensive training matrix. The training covers quality system standards, the Company's quality specifications, legal and compliance requirements, as well as core ESG management requirements including employment, safety, environment and carbon emissions, helping suppliers achieve all-round improvement in management capabilities.

### Annual Training

We hold an annual supplier quality conference for all suppliers. On the one hand, we invite outstanding suppliers in quality management or social responsibility management to share their experience, and experts from United Imaging Healthcare in production technology to share best practices in process development and control. On the other hand, we organize training courses covering quality, technology, standards, regulations, environmental hazardous substance management, carbon emission management and other topics to enhance suppliers' capabilities and awareness. Following the annual training, we conduct examinations and assessments for supplier quality representatives. The examination covers quality requirements and relevant compliance requirements. Those who pass the examination will obtain JQE (Joint Quality Engineer) certification, so as to continuously promote suppliers to improve their own quality and compliance management.

### Specialized Training

We organized themed specialized training through quality meetings, technical exchange meetings, United Imaging Healthcare JQE Club and other channels. In 2025, we conducted special inspections and guidance for 62 suppliers to improve their quality management and process control capabilities. We held quality meetings and exchanges for key suppliers more than 180 times in total. We provided 81 online GPM training sessions for 81 suppliers to help them understand environmental regulatory requirements and cooperate with the Company in the management of environmentally hazardous substances.

## Supplier Communication

We actively participate in industry supply chain associations and relevant exchange activities to deepen industry-wide communication, collaboration and linkage, and jointly foster an industrial ecosystem for sustainable development. In 2025, we organized the United Imaging Industry Chain Conference & Jiading Industrial Zone Medical Health Industry Ecological Exchange Forum themed Medical Enterprise

Interaction Gathering Momentum 'Chain' Shadow with Jiading Industrial Zone. Relying on the leading resources of the United Imaging Group as a chain enterprise, the event aimed to build an efficient connection bridge, promote the strengthening, supplementation and extension of the industrial chain, and support Jiading in accelerating the development of a high-end medical device industry cluster.



# Equality, Diversity and Common Growth

Guided by the mission of “To Bring Equal Healthcare for All”, United Imaging Healthcare consistently upholds the core values of “Customer-centric, Innovation-driven, Strive-oriented,” regarding employees as the core driving force for the Company’s sustainable development. The Company respects and protects the rights and interests of our employees, and is committed to fostering an equal, inclusive, and diverse workplace environment. By offering a wide range of training

programs and career development pathways, and establishing open communication mechanisms, we support our employees to continuously push their boundaries, achieve their professional goals, and realize their personal values on the United Imaging platform. Moreover, we provide employees with comprehensive benefits, robust health and safety protections, creating a happy and harmonious workplace atmosphere, and working hand-in-hand with our employees to co-create a bright future.

## Governance

United Imaging Healthcare regards human capital as a key driver of “High-quality, Sustainable development” and has established a sound management framework for human capital. We have set up a Compensation and Evaluation Committee under the Board of Directors, which is responsible for reviewing compensation and performance plans for directors and senior executives. The Group Human Resources Committee regularly reports to the Board of Directors on key human capital indicators such as talent density and succession rates for key positions. The Headquarters Human Resources Center takes charge of global organization, key talent development, and compensation and benefits design. Human resources functions at regional office and subsidiary company are locally embedded, forming a three-level governance system of “Headquarters Guidance—Regional Adaptation—Business Closure”, which ensures that human capital policies are implemented in line with strategic objectives.

In terms of management systems, as our overseas operations continue to expand, we are constantly refining our practices and complying with local laws and regulations to ensure more standardized management. Domestically, we strictly adhere to relevant laws and regulations, including the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Employment Promotion Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*. Overseas, we pay particular attention to the labor laws and regulations as well as personal privacy protection requirements of the countries where we do business, such as the EU's *General Data Protection Regulation (GDPR)* and relevant laws in other regions, and we fully respect local cultural customs and employment practices. This ensures that our core policies, including the *Recruitment Management System*, the *Overseas Assignment Policy*, and the *Employee Leave Management Regulations*, cover the entire human resources management system, from recruitment and assignment to compensation, leave, and promotion, and that our system is both lawful and compliant, transparent in process and dynamically optimized.



## Strategy

Each year, United Imaging Healthcare formulates its annual human resources budget and overall plan for the following year based on the overall strategic direction, annual business plans, current organizational capabilities, and key talent profiles. The plan covers annual staffing requirements across functional and hierarchical dimensions, employment types (regular employees, interns, part-time employees, outsourced personnel, and rehired retirees), key position investments, and labor cost inputs, ensuring the systematic, forward-looking, and flexible deployment of human resources in strategic execution. The overall planning proposal is implemented after approval by the Group's Executive Management Committee (EMC). Meanwhile, we conduct monthly human resources data analysis, covering core metrics such as total workforce, staffing alignment, talent acquisition (both external recruitment and campus recruitment), and talent retention rates. It spans all areas, including R&D, marketing, operations, and functions, providing scientific and rational support for the precise allocation of human capital.

United Imaging Healthcare continues to promote human capital development and steadily deepen the talent strategy. We are constantly refining our Strategy-oriented and Diversified coverage talent reserve system, committed to building a diversified, international and specialized talent pool. Through innovative recruitment strategies, we actively attract global talents to provide solid support for the Company's diversified business expansion and global development, including but not limited to the following key areas:

### **Core R&D Talent Pool**

Focusing on core technology R&D demands of medical imaging equipment (such as MR, CT, PET/CT, RT, XR, and others), we attract versatile technical experts with product and market insights, system engineering capabilities, project management, product management and interdisciplinary backgrounds, to accelerate technological iteration and product innovation, consolidate our leading position in medical technology field, and serve as a core pillar of the Company's Technology Leadership Strategy.

### **Management reserve talent pool:**

Focus on key reserve talents with leadership potential and management capabilities, and build an organizational leadership pipeline through systematic training to ensure management resilience during rapid expansion and business transformation.

### **International Talent Pool**

We are focusing on attracting marketing and business development talent with a global perspective, cross-cultural communication skills, and local operational experience, to support the Company's global business layout and the localized implementation in overseas markets, facilitating international market expansion.

### **Professional Functional Talent Pool**

Focus on the foundational support for efficient enterprise operations, covering key functional areas such as production and manufacturing, supply chain management, quality control, application of digital tools, human resources, and financial support. With the goals of Professionalism, Precision, and Efficiency, we will ensure the smooth conversion of R&D achievements, the implementation in international markets, and the seamless operation of organizational management through stable talent reserves and continuous capability enhancement.

## Impact, Risk, and Opportunity Management

United Imaging Healthcare has been incorporated human capital risks into the annual risk management process, which operates in a closed loop in accordance with the Identification—Assessment—Response—Monitoring cycle, ensuring that risks remain continuously under control and are transformed into opportunities for improvement. The specific process is as follows:

### Risk Identification

Through a series of methods such as strategic decoding meetings, employee satisfaction surveys, organizational diagnostics and exit interviews, we effectively identify and pinpoint internal human resources management issues and potential risks, such as vacancies in critical positions, loss of key talent, succession readiness, and labor compliance.

### Risk Assessment

Identified issues and risks are reported at various levels of business analysis meetings based on the degrees of risk impact. Major or high-priority issues and risks are directly reported to the Board of Directors for review. The reporting resolution will serve as a key basis for resource allocation adjustments, institutional revisions, and the next year's human resources planning.

### Risk Response

For assessed human capital risks, one-on-one rectification plans are formulated, specifying responsible persons, key performance indicators and completion deadlines.

### Risk Monitoring

Group HR managers use the HR dashboard to monitor key indicators and regularly report to the Board of Directors, ensuring that all risks are effectively monitored to safeguard the organization's healthy and sustainable operations.

## Indicators and Goals

In terms of target development, United Imaging Healthcare has established human resources management-related objectives, aiming to build a comprehensive human capital system and continuously enhance organizational competitiveness, including:

Talent retention rate in key positions: Maintain at 95% or higher

Human resources efficiency: Annual per-capita sales have been growing steadily

Employee training coverage: Maintain 100% training coverage for all employees

Employee satisfaction: Employee satisfaction remains above 90%

For data indicators related to human capital development, please refer to the chapter of "Protecting Employees' Rights and Interests" "Empowering Employee Growth" "Ensuring Occupational Health" "Social Indicators" in the report.

# Protecting Employees' Rights and Interests

United Imaging Healthcare has always regarded the protection of employees' rights and interests as a crucial foundation for the Company's sustainable development. Through a comprehensive employment management system, diversified recruitment channels, and the creation of a talent-development ecosystem that is "compliant, inclusive, and empowering", we continuously inject vitality and stable momentum into the Company's innovation and high-quality growth.

## Standardizing Employment Management

United Imaging Healthcare adheres to the recruitment principles of fairness, impartiality, and transparency, providing equal employment opportunities and prohibiting any discrimination based on age, gender, nationality, race, ethnicity, or religion. We strictly enforce identity verification procedures and prohibit the employment of child labor, respect employees' willingness to work and ban all forms of forced labor. At the same time, we rigorously implement standard working hours and scientifically manage employees' working time. For example:

### Recruitment stage

a professional interview evaluation form has been established based on "fair competition", explicitly prohibiting discrimination based on age, gender, nationality, race, ethnicity, religion, and other factors.

### Promotion stage

a dual-dimensional assessment system of "performance + potential" is implemented. Through more scientific evaluation criteria, we ensure that truly outstanding talents are provided with development opportunities.

### Overseas assignment stage

formulate a *Cross-cultural Management Guide*, which includes support measures such as visa application procedures, overseas medical insurance, and national cultural customs learning, to comprehensively improve the willingness and satisfaction of assigned employees.



## Broadening Talent Recruitment Channels

United Imaging Healthcare continuously optimizes and innovates recruitment models, and builds a global and diversified talent reserve system. During the reporting period, the Company deepened university-enterprise collaboration with renowned domestic and international universities, steadily advanced the internship programs, and actively recruited high-potential talents through campus hiring and social recruitment, thereby laying a solid talent foundation for technological innovation and business expansion.

In terms of global talent recruitment, the United Imaging Healthcare guided by a globalization strategy and driven by the dual approach of “University-Enterprise Cooperation and Global Talent Recruitment Initiative”, deepening the diversified talent pool, optimizing the alignment of our talent structure, and supporting product innovation and overseas market implementation.

In the construction of digital and open recruitment channels, the Company has further expanded the talent pool and ensured the transparency, fairness and inclusiveness of the recruitment process. Through the coordination of multiple channels such as online and offline recruitment platforms, social media and employee referrals, we effectively cover high-quality candidates. At the same time, United Imaging Healthcare cooperates with well-known domestic and foreign recruitment platforms to recruit global talent, and combines with third-party human resources outsourcing institutions to support the introduction of professional talents in specific R&D fields, ensuring the continuous high-quality supply of key positions. In 2025, we had 1,336 newly hired employees.



## Building a Diversified Platform

United Imaging Healthcare actively practices the talent concept of diversity and equality, and provides fair employment opportunities for job seekers from different backgrounds. We respect and cherish individual differences, and resolutely oppose any injustice and unequal treatment based on race, ethnicity, regional background, nationality, ancestry, religion, gender, age or marital status. We firmly protect the legitimate rights and interests of female employees, put an end to workplace gender discrimination, and ensure that all employees develop in an equal and fair environment. In 2025, female employees accounted for 27.4% of our total workforce, among which 26.4% were in R&D positions. To create a diverse and inclusive workplace environment, we have actively implemented a

number of measures to ensure that employees from diverse backgrounds and in different life stages can work in a comfortable environment by setting up multilingual office signs and conference systems, barrier-free elevators, and dining areas for pregnant employees.

We prioritize the protection of employees' rights and interests. In handling employee disputes and arbitration cases, we strictly adhere to compliance requirements and proactively resolve them in a standardized manner. During the reporting period, no significant labor disputes occurred.



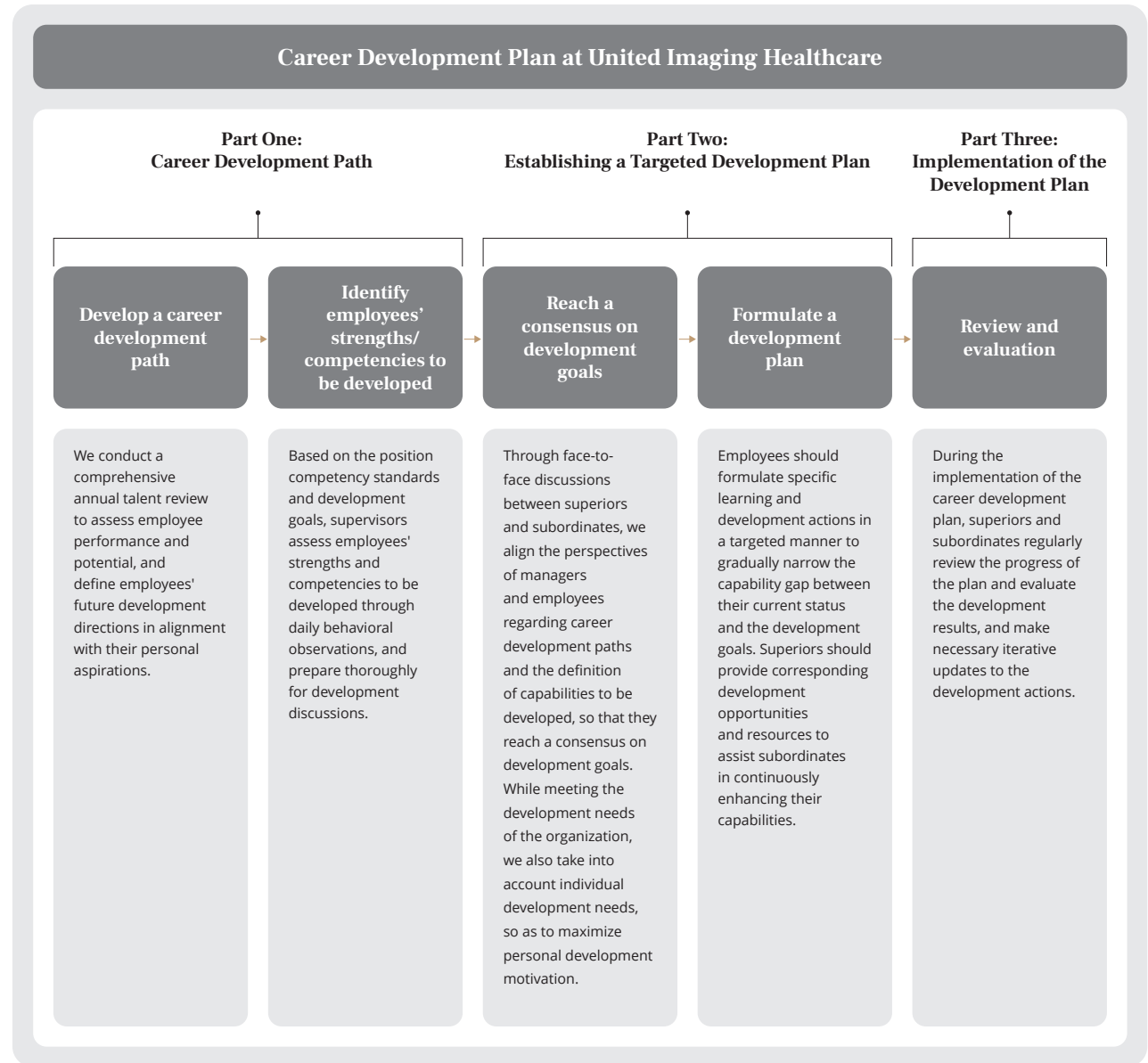
# Empowering Employee Growth

United Imaging Healthcare deeply integrates employee growth with corporate development. By building a systematic talent development system, creating clear career progression pathways, continuously optimizing the compensation incentive and performance management systems, and fostering a culture of proactivity, collaboration, and shared success, we effectively empower employees to achieve professional value and holistic development.

## Development and Training

United Imaging Healthcare places high priority on talent cultivation and development, fostering comprehensive support for employees' growth to effectively unleash full potential, cultivating a professional and elite talent echelon, and driving collaborative development and innovation. The Company has established a holistic development system covering core modules such as leadership development, professional capability enhancement, international talent cultivation, and newcomer training. Through the "U-Change" Leadership Model and "International Talent Competency Model", we systematically develop strategic leadership and global adaptability among managers and reserve talents, enabling leaps in professional competence and global perspective across all employee levels, while providing employees with clear career pathways and advancement opportunities.

Based on the Company's job grading system and qualification management mechanism, we support employees in mapping their individual career development, fostering a positive cycle of capability enhancement and value creation. We encourage multidirectional internal talent mobility, formulating and implementing an employee job rotation policy to build a "zigzag" career development path. We actively support and safeguard employees in applying for internal job rotation opportunities based on their personal interests and career plans, enabling diversified personal career development.



## Graduate Development / Internship Program

United Imaging Healthcare regards the cultivation and development of graduates and interns as a critical part of the talent strategy. The “Newcomer Program” has been launched, offering tailored training courses and career paths for fresh graduates and interns to nurture highly responsible and professionally competent talents.

In terms of intern training, United Imaging Healthcare implements a university-enterprise collaboration program, providing students with opportunities for in-depth workplace experience and professional development. The Company annually selects interns from partner universities to intern at United Imaging Healthcare for a one-year period, offering employment opportunities upon graduation, with an intern retention rate consistently exceeding 50%. Additionally, United Imaging Healthcare collaborates with the Department of Engineering

Physics at Tsinghua University and the Biomedical Engineering program at Huazhong University of Science and Technology to conduct internship programs, providing students with opportunities for social practice and helping them apply theoretical knowledge in practice.

In terms of training for fresh graduates, United Imaging Healthcare continues to implement comprehensive, forward-looking, and systematic graduate training programs to help new graduates accelerate their career growth, cultural integration and skill enhancement. At the same time, we have a special marketing trainee program for the marketing segment. Through rotational assignments across various functions and regions, participants quickly gain practical experience and develop into well-rounded marketing talents with our characteristics. The fresh graduate training program covers new

graduates in key functional areas such as R&D, marketing, administration, and operations. The training content includes onboarding training, corporate culture, workplace code of conduct, professional skills training, and mentorship from professional coaches. Additionally, to better support graduates in integrating into the Company, we organize graduates into groups to participate in the “Month of Rapid Growth at Workplace” program, enabling them to connect with senior employees and strengthen their sense of belonging. In addition, we have developed 8 online courses centered around 4 major workplace competency themes. These courses are designed around real-world workplace scenarios such as communication and reporting. By providing fresh graduates with higher-quality courses and diverse learning and communication opportunities, these measures are designed to help them smoothly transition from students to professionals, laying a

solid foundation for their career development. In addition, various departments also provide offline professional training for fresh graduates to help them acquire the necessary professional knowledge and skills, enhance their professional competence, and quickly adapt to the workplace.

In 2025, United Imaging Healthcare conducted over 20 offline intensive training sessions covering cultural awareness, business orientation, workplace skills, and other relevant topics, targeting 248 participants and covering 100% of the graduating cohort. A post-training satisfaction survey of the 2025 new graduate cohort yielded a score of 4.77 out of 5, indicating that an overwhelming majority of respondents reported being “satisfied” or “very satisfied” with the program. This reflects high recognition of the training initiative among new graduates.

Additionally, the Company focuses on the marketing trainee group. Building on the aforementioned training, the Company implements job rotations and regional rotations to help trainees master product knowledge, enhance marketing skills, develop a holistic perspective through cross-functional practice, and lay a solid foundation for future marketing leadership. As of the end of the reporting period, United Imaging Healthcare’s marketing trainee program has been implemented for over 10 consecutive years, cultivating more than 193 marketing trainees in total, with the fastest participants able to become front-line managers in as little as three years.



## New Employee Onboarding Training

As a key component of the "Newcomer Program," United Imaging Healthcare has developed a systematic and comprehensive training plan for new employees. The plan includes diverse formats such as standardized onboarding training, cultural boot camps, online learning, departmental professional training, and mentorship programs, aiming to help new hires quickly integrate into the organization, enhance job skills, and establish a

foundation for career development. For employees recruited through social recruitment, we organized cultural workshops. Through team interactions and open discussions, employees gain an in-depth understanding of the Company's development history, strategic direction, and cultural essence in a relaxed atmosphere, thereby strengthening the sense of belonging and identification.

In 2025, the Company continued to provide comprehensive and systematic training for all types of new employees, achieving a 100% training coverage rate for new hires, ensuring that training outcomes are highly aligned with organizational development needs.

In 2025, achieving a

**100**%

training coverage rate for new hires



## Job-specific Development Training

United Imaging Healthcare closely aligns with the professional knowledge and skill requirements of specific business positions. By integrating internal and external training support resources, the Company conducts diversified specialized training programs to enhance the comprehension, adaptability and job capabilities of professional staff, fulfilling a firm commitment to supporting the career development of specific employees. Meanwhile, the Company actively maintains interactive feedback with trainees to ensure that training initiatives continuously and effectively foster the professional and skill development of employees, while also helping to achieve business outcomes.

During the reporting period, by advancing talent cultivation and empowerment across multiple dimensions such as marketing, R&D, operations, functions, and internationalization, United Imaging Healthcare is comprehensively building a talent team with a global perspective, professional expertise, and exceptional execution capabilities, continuously strengthening the Company's core competitiveness and sustainable development foundation.

Focusing on marketing business, in 2025, United Imaging Healthcare continues to advance the "Marketing Professional Training" program. Utilizing diverse training methods such as online courses, regional rotations, and external exchanges, the Company aims to create a systematic and specialized development plan for domestic marketing talents. The course content covers key themes including strategy and tactics, practical experience, and

team management, delivered by senior executives and external experts, cumulatively attracting over 1,500 marketing professionals to participate. Simultaneously, the Company has implemented the "Regional Commander Training" program, targeting nearly 100 core marketing management personnel, including regional business directors and general managers. The training content encompasses role awareness, management skills, and strategic planning, comprehensively enhancing their practical management capabilities. United Imaging Healthcare fully recognizes the importance of customer service and reputation. In 2025, the after-sales service training center organized a total of 54 internal and external training sessions, totaling 3,377.5 hours, covering over 640 participants from more than 30

countries across Asia, Europe, Latin America, Africa, and the Middle East, continuously enhancing the technical proficiency and equipment maintenance capabilities of global engineers. At the same time, high-quality customer training courses are provided to deepen customers' understanding and application of the products, further improving customer satisfaction and brand loyalty.

Focusing on R&D business, we develop customized, differentiated annual training curricula tailored to the unique technical characteristics of each product line, to continuously deepen the cultivation of professional capabilities. For professional roles, the Company has launched targeted empowerment acceleration training programs tailored to different

functions and themes. Delivered by internal experts through a combination of instruction and practical application, these programs aim to help R&D staff build structured knowledge frameworks, strengthen professional competencies, deepen functional capability development and transformation, and enhance delivery efficiency. In addition, the Company has actively built an internal trainer team to ensure the endogenous development of training resources. Leveraging the rapid advancement of AI technology, the Company has also organized a series of thematic seminars on emerging technologies to promote the application and implementation of cutting-edge technologies in real-world business scenarios. We provide support for travel and other related expenses to actively encourages R&D personnel to



participate in international academic conferences and industry summits.

Since 2023, 314 employees have participated in over 60 significant domestic and international academic and training conferences, including the annual IEEE Nuclear Science Symposium and Medical Imaging Conference (NSS MIC RTSD), the International Society for Magnetic Resonance in Medicine (ISMRM), the European Association of Nuclear Medicine (EANM), the Society of Nuclear Medicine and Molecular Imaging (SNMMI), the American Society for Radiation Oncology (ASTRO), and the European Congress of Radiology (ECR), further broadening cutting-edge perspectives and enhancing research and industrial innovation capabilities.

Focusing on operational business, we have continuously deepened the “Six Sigma philosophy” within the organization. Experts from TÜV were invited to deliver training sessions covering key areas such as project management, risk assessment, and system tool analysis. A total of 45 relevant personnel participated, effectively enhancing operational efficiency and risk management capabilities. Simultaneously, we conducted project management training on Enterprise Information Technology and Security Management Department (EIM) for project managers of the operational team. The training adopted an interactive learning approach combined with practical exercises, focusing on improving project managers' capabilities in risk management and quality assurance. A total of 23 project managers participated, significantly strengthening the professionalism and standardization of project execution.

Focusing on functional business, we collaborate with external experts to design and implement diversified capability enhancement projects based on practical scenarios, covering thematic courses on operational improvement, such as *Financial Management* and *Human Resource Management*, helping the organization effectively enhance the awareness of management and operations. Meanwhile, we continue to strengthen our capabilities across key areas, including design thinking, information security, and intellectual property. In 2025, the Company organized 13 targeted quality regulation training sessions for headquarters functional departments, with a total of 2,651 participants. Such training has significantly enhanced employees' understanding of industry standards and compliance requirements, helping the Company achieve steady improvements in operational efficiency and compliance, with the external audit pass rate

for the quality management system maintaining a high level of 100%.

Focusing on international business, we continue to advance overseas talent training programs across all levels, inviting top industry consulting experts to deliver systematic courses on product features, marketing strategies, and commercial regulations, thereby enhancing the professional capabilities of overseas business teams. In 2025, the Company launched the “Overseas New GM Special Empowerment Program”, targeting newly appointed business leaders from 18 countries. The training covers cultural understanding, brand building, production & operations management, and leadership enhancement, facilitating their rapid transition from specialist roles to comprehensive management positions. In the second half of 2025, the Company has implemented the “Triangular” specialized training

program, a scenario-based practical training program targeting frontline marketing employees in key regions such as Latin America and Southeast Asia. The curriculum covers strategy and tactics, market analysis, and practical case studies to accelerate the capability enhancement and market expansion of overseas teams. As of the end of 2025, the Company had provided online onboarding courses for over 285 new overseas employees and organized specialized supplementary training in financial knowledge, business compliance, international business overview, and operational mechanisms to help them quickly adapt to their roles. Over 120 training sessions were conducted in the North American and European markets alone, with an average training duration of 35.8 hours per person, further strengthening the overseas team's systemic capabilities and international operational foundation.



## Collaborative Training with Higher Education Institutions

United Imaging Healthcare has extensively expanded collaborations with external professional educational institutions, steadily establishing a cooperative training mechanism. The Company actively promotes professional academic research and exchanges, providing staff with a broader platform for advanced studies, and strives to build a high-quality talent pool to ensure the leading edge and applicability of professional knowledge and skills.

During the reporting period, United Imaging Healthcare continued to establish joint training mechanisms with top-tier universities such as Shanghai Jiao Tong University, ShanghaiTech University, and Yale University, focusing on the systematic cultivation and innovation-driven development of high-level talent. By regularly organizing high-level academic lectures and multi-

dimensional research exchanges, we deepen the interaction between staff and distinguished university mentors, expand cutting-edge academic perspectives, strengthen scientific research and innovation capabilities, and ensure that staff professional knowledge and skills consistently maintain industry-leading status and high applicability. This initiative strongly supports the implementation of the Company's technological innovation strategy, solidifying United Imaging Healthcare's competitive advantage and sustainable development foundation in the global medical technology field.

For more information on university-industry collaboration, please refer to the chapter of "Assisting in Building a 'Industrial Talent Chain'" in this report.



## Leadership Development and Succession Initiative

United Imaging Healthcare adheres to the core philosophy of "Talent-Driven Innovation" and has established the "U-Change Leadership Development System". This system accurately identifies managerial capabilities by introducing internationally authoritative assessment tools such as Hogan, covering a three-level strategic transmission framework covering the Strategic Leadership Layer (L1), Strategic Driving Layer (L2), and Strategic Execution Layer (L3). Additionally, the "Climber Plan" is leveraged to cultivate high-potential talent, creating a dynamic iteration

mechanism of "a group in service, a group under cultivation, and a group taking up positions". The system has formed a virtuous cycle of "strategic decoding - talent empowerment - effectiveness improvement", leveraging tiered capability building and dynamic talent pipelines to provide talent support across the entire value chain spanning medical industry technology R&D, clinical transformation, and quality safety drive breakthroughs in the global competitiveness of high-end medical equipment.

### L1 - Leaders Program

With the goal of developing senior leaders equipped with strategic foresight, holistic governance capabilities, and the ability to drive industrial transformation, the program drives the senior management team to achieve deep consensus in business strategy, resource allocation, and cultural alignment through annual strategic calibration workshops and global healthcare innovation seminars. Through ongoing Top team and cultural workshops, a three-axis linkage mechanism of "strategy - organization - culture" is co-created, with strategic decision-making efficiency ranked among the top in the global healthcare industry according to BCG's organizational advantage survey.

### L2 - Drivers Program

Focusing on enhancing mid-level managers' strategic execution and organizational effectiveness, the program strengthens cross-system collaboration and organizational efficiency optimization. By implementing the "7-2-1" hybrid development model (70% on-the-job practice + 20% benchmarking + 10% structured courses), we prioritize enhancing mid-level managers' capabilities in clinical needs translation and cross-system collaboration. In 2025, the program covered 63 L2-level managers, with an average training duration of 14 hours per person, effectively driving improvement in cross-departmental collaboration efficiency.

### L3 - Practitioners Program

The program focuses on enhancing frontline managers' capabilities in strategy implementation and team management. Through the mechanism of "standardized management tools + scenario-based assessment", the role transition of newly promoted managers from key individual contributors to effective team leaders is accelerated. In 2025, 122 frontline managers completed specialized team management training (12 hours per person on average), reducing the competency cycle to 90 days.

To comprehensively enhance the leadership skills of managers and cultivate a team with forward-thinking and exceptional leadership capabilities. The Company has also meticulously designed the "Talent Club" online live course series, presented in a "night school" format, to help everyone continuously improve their capabilities in five key areas: strategy, globalization, innovation, operations, and organization and talent. This program, held from August 2023 to December 2025, offered a total of 43 sessions, achieving 100% training coverage for all managers.

In addition, focusing on the forward-looking layout of talent in strategic areas, the Company has implemented the "Climber Program" to establish a high-potential talent identification and development system tailored to the characteristics of the healthcare industry. During the reporting period, the Company completed dual-dimensional

assessments (Hogan assessment and innovation potential assessment) for 133 high-potential talents, and systematically cultivated core talents in emerging fields such as high-end medical equipment manufacturing and medical AI through a combination of strategic project experience and executive mentorship. As of the end of the reporting period, the reserve rate for key positions has reached 86.50%, providing solid talent support for the Company's continuous innovation and strategic implementation in cutting-edge technology fields.

For succession pipeline management, United Imaging Healthcare has developed a robust succession planning framework that unifies talent identification, mobility, and development to build a well-structured, sustainable talent pipeline. The Company adheres to a strategy of dynamic management and prioritizing internal promotions, regularly assessing talent development status based on business growth needs to maintain the vitality and competitiveness of the talent pool. In 2025, the Company identified over 816 management reserve talents spanning L1 to L3 levels. Through the implementation of succession plans, over 200 reserve talents were promoted that year, accounting for 31.7% of the total reserve talent pool. The internal supply rate of managers significantly increased from 87.2% in 2024 to 96.0% in 2025.

For areas with talent pipeline gaps, we adopt mechanisms such as nomination, collective discussion, and decision calibration to review high-potential talent across departments and organizations, and optimize internal talent mobility management.

In terms of succession pipeline development, the Company formulates customized training and development plans for successors, including leadership training, Individual Development Plan (IDP), as well as challenging projects and practical opportunities, to help them clarify career goals and development paths, accelerate the achievement of person-job fit, and gradually enhance the depth and quality of the talent pipeline. In 2025, the Company implemented the High-Potential Reserve Enhancement Program, providing over 24 hours of specialized training for 156 high-potential management reserve talents at the L2-L3 levels. The courses covered core topics such as *Unlocking Leadership*, *Coaching Skills*, *Task Planning and Execution*, *High-Quality Decision-Making*, *Cross-Functional Collaboration*, and *Building High-Performing Teams*. Meanwhile, the Company develops an IDP for each reserve talent, providing targeted practical and learning opportunities, such as participation in strategic transformation projects, to help them clarify career paths and accumulate core competencies while tackling new challenges.

Looking ahead, United Imaging Healthcare will continue to deepen leadership and management development, high-potential talent selection, and succession pipeline building. We will further expand training coverage, enhance the precision and effectiveness of training, and strengthen talent strategy development against the backdrop of globalization. By continuously optimizing the "selection, deployment, development, and retention" closed-loop system, we will stimulate the organization's endogenous momentum to support the Company's global strategy and sustainable innovation-driven development.



## Professional Qualifications and Degree Support

United Imaging Healthcare adheres to the talent development philosophy of “People-oriented”, implementing flexible and diverse policies to support employees in obtaining certifications. The Company encourages all staff (including full-time employees, interns, part-time employees, outsourced employees, and rehired retirees) to actively participate in course learning and certification applications based on personal interests, career development paths, and individualized learning needs, thereby comprehensively enhancing professional capabilities and career competitiveness.

To motivate employees to proactively improve their skills, the Company has formulated and implemented the *Skill Certificate Subsidy Pilot Program*, providing monthly subsidies to certified employees, which further enhances employees' learning enthusiasm and establishes a virtuous mechanism of “promoting learning through certification and enhancing skills through learning”. For example, we strongly encourage employees to obtain 20 types of special operation certificates, including “Special Equipment Operator Certificate - Crane Safety Management” and “Special Operation Certificate - Welding and Thermal Cutting Operations”. Since 2015, 698 employees have successfully obtained the relevant qualifications. At the same time, we support employees in obtaining professional certifications such as Project Management Professional (PMP), Six Sigma, Internal Auditor, Occupational Health Management, Radiation Safety, and Good Clinical

Practice (GCP). To date, 165 employees have participated in obtaining various certificates, effectively promoting their career development and job competency enhancement.

In terms of high-level talent cultivation, United Imaging Healthcare actively builds continuing education platforms, encouraging and supporting employees to pursue advanced degrees. The Company has jointly launched a part-time doctoral program with Shanghai Jiao Tong University and ShanghaiTech University to support employees in pursuing advanced studies while working, continuously breaking through professional bottlenecks, and empowering long-term career development. As of the end of the reporting period, the program has been conducted for six consecutive sessions since its establishment in 2020, with over 20 part-time doctoral students participating, including 2 high-potential talents selected from the Engineering Master's and Doctoral Training Reform.

Through a comprehensive skill certification incentive system and a high-end talent cultivation mechanism, United Imaging Healthcare continuously builds multi-level and multi-path career development pathways, injecting a steady stream of professional momentum into the Company's technological innovation and high-quality development, further solidifying the strategic talent stronghold in the global competitive landscape.



## Compensation and Incentives

United Imaging Healthcare consistently adheres to a talent-centric strategic philosophy, closely integrating compensation incentives with organizational development and business strategy. By establishing a systematic and scientific compensation and equity incentive system, the Company not only safeguards employees' legitimate rights and the market competitiveness of their compensation but also deeply aligns individual growth with the Company's long-term value creation, achieving synergistic development between the organization and talent.

United Imaging Healthcare strictly adheres to the laws and regulations of the countries and regions where it operates, including the *Labor Law*, the *Employment Rights Act*, and the *Pay Transparency Directive*. We pay salaries to employees and make corresponding social insurance contributions on their behalf. The Company continuously optimizes the performance and compensation management system, designing rational incentive mechanisms tailored to the characteristics of each position, thereby supporting talent retention and the

achievement of organizational strategic goals.

We have established a compensation structure for all eligible employees, including fixed income, variable income, and long-term incentives. In addition, we conduct annual external compensation benchmarking and internal compensation reviews to refine our compensation framework, ensuring the market competitiveness of employee compensation. The Company has introduced diversified employee equity incentive programs at different stages of development, including Employee Stock Ownership Plans (ESOP), Type II Restricted Stock Incentive Plans, and Employee Strategic Allocation Stock Plan. As of the end of the 2025, United Imaging Healthcare's employee equity incentive plans have cumulatively granted 83.526 million shares, covering over 5,400 participants. The employee equity incentive plan covers employees across different countries and levels, ensuring that every eligible employee can share in the growth and success of United Imaging Healthcare.



### Employee Stock Ownership Plan (ESOP)

This involves the conversion of pre-IPO virtual shares into actual shares, granting a total of 62.0559 million shares, covering over 800 high-performing employees. We strengthen employees' sense of responsibility and belonging as company shareholders through transparent vesting rules and flexible divestment mechanisms.

### Type II Restricted Stock Plan

To further expand the scope of incentives and enhance incentive intensity, the Company has specially launched a Type II Restricted Stock Incentive Plan for globally outstanding core employees, with a total of 3,879 employees participating and 11.6219 million shares granted. In 2025, it has been proposed to grant an additional 5 million shares to over 1,400 domestic and overseas employees. The above plans are all linked to the operational performance of United Imaging Healthcare, with equity vesting tied to the Company's market performance, incentivizing employees to contribute to enhancing United Imaging Healthcare's market value while receiving corresponding rewards.

### Employee Strategic Allocation Stock Plan

To reward employees for their achievements, the Company launched an Employee Strategic Placement Share Plan prior to the IPO, with 754 participants subscribing to a total of 9,848,191 shares, amounting to RMB 1.133 billion in subscription funds, demonstrating the confidence of senior management and core employees in the development of United Imaging Healthcare.

United Imaging Healthcare's performance management system is guided by the philosophy of "driving value creation, empowering continuous organizational capability enhancement, and stimulating employee motivation," and is rooted in our *Performance Management Measures*. The system encompasses key stages including performance goal alignment, ongoing feedback and coaching, performance assessment, and result application. We continuously refine our closed-loop performance management framework to foster a positive cycle of value creation, evaluation, and distribution, reinforcing performance's central role in goal setting, employee development, and capability building to achieve mutual success between individual growth and organizational objectives. 2025 organizational survey results show that our "Performance Management" score has risen for three consecutive years, reaching 4.21 in 2025. This reflects the significant progress we have made in optimizing our performance management practices and underscores the broad recognition of these efforts among our workforce.

### **Performance Goal Setting— Unleashing Individual Potential**

Employee performance goals are managed in a closed-loop process through the Company's internal talent management platform to ensure standardized procedures and traceable management. At the beginning of each year, when setting performance goals, we accurately cascade core organizational objectives to all levels, ensuring that individual employee goals are closely aligned with the Company's strategic direction. Meanwhile, managers tailor individual goals for each employee based on their job responsibilities and career development stage, ensuring the goals not only unlock personal

growth potential but also meet career development needs. Employee performance goals consist of two components: "Work Outcomes" and "Work Behaviors". We focus not only on business output, but also on behavioral performance such as collaboration and dedication, encouraging employees to uphold teamwork and collective commitment while achieving business results. Goal setting follows the SMART principles and Balanced Scorecard requirements, ensuring goals are specific, measurable, achievable, relevant, and time-bound, enabling differentiated and refined management for

employees at all levels. The Company encourages employees to actively participate in goal setting, enhancing motivation and accountability through open communication platforms, and implements dynamic management by tracking and reviewing goal completion quarterly, providing necessary corrective guidance. During the strategic review period, if there are changes in the external environment or key tasks, the Company will adjust employee objectives accordingly to align with environmental and individual development needs.



### Performance Feedback and Coaching —Achieving Mutual Commitment

We are committed to the development of every employee, paying close attention to the challenges they encounter in pursuing their goals and providing timely coaching and support. We integrate performance coaching into employees' daily work and career development. In addition to the formal annual performance review interviews, we have established an open and prompt feedback mechanism. Managers regularly provide feedback on employees' performance through weekly debriefing sessions and everyday communication, ensuring that each employee stays informed about their individual performance and areas for improvement. At the same time, the Company encourages employees to share their insights and suggestions during daily coaching sessions, continuously fostering both personal growth and organizational progress.

To ensure that managers effectively master the skills of giving performance feedback, we require all newly promoted managers to complete mandatory training on performance feedback interview techniques. The HR department has also published a *Performance Feedback Interview Manual* for easy reference and study. Meanwhile, the HRBP will conduct performance goal setting and feedback coaching for managers annually, with a training coverage rate of 100%, ensuring that managers can proficiently master performance goal setting and feedback. This type of training combines course learning with role-playing, transitioning from professional knowledge to practical scenarios, helping managers master performance feedback and coaching skills more quickly.

### Performance Evaluation—Value-Oriented, Fair and Objective

We adhere to the principles of value orientation and comprehensive objectivity in conducting performance evaluations, considering factors such as performance scores, business strategies, environmental changes, corporate values, and contributions, to conduct horizontal calibration assessments for employees at the same level or in the same category from both the dimensions of work results and behaviors. The performance evaluation period is set from December to January of the following year, covering all employees. The evaluation process includes employee self-assessment, manager evaluation, TOC (Talent Organization Committee) resolution, performance

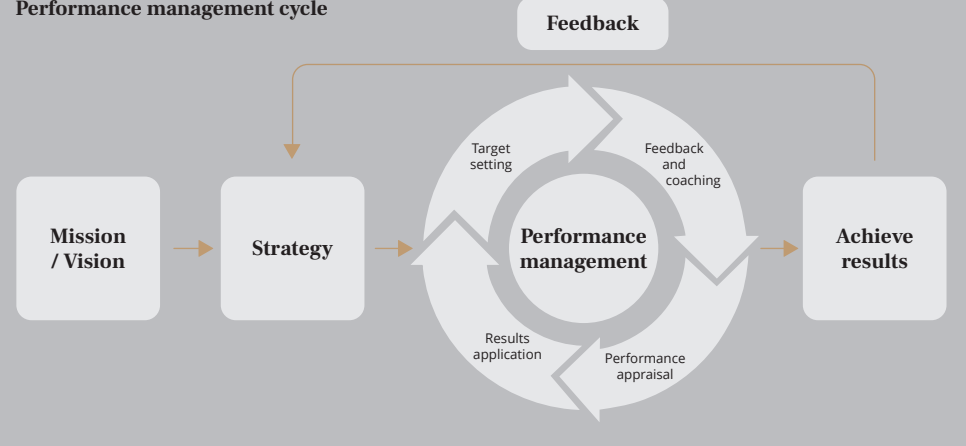
result announcement and application, and performance appeals, ensuring that performance results align with employees' value contributions to achieve fairness, openness, and transparency. After the performance results are acknowledged, managers need to conduct formal feedback sessions with employees to analyze work performance and evaluation results, objectively assess strengths and areas for improvement, provide suggestions for enhancement, and jointly set goals for the next performance cycle and personal development plans, fully stimulating individual potential and enhancing career development aspirations and capabilities.

### Performance Application —Shared Benefits

Performance results are widely applied in scenarios such as salary adjustments, year-end bonuses, promotions, and non-monetary incentives, using performance evaluation outcomes as the primary basis for value distribution, motivating employees to fully create value and achieve shared benefits with the Company. Meanwhile, for employees whose performance needs improvement, we will develop

detailed and customized PIP (Performance Improvement Plan). Managers are required to create tailored improvement plans for each employee's areas for enhancement and provide support and empowerment through performance coaching—covering knowledge, skills, and other aspects—to help employees improve their performance and achieve continuous growth.

#### Performance management cycle




# Listening to Employees

## Employee Appeals

United Imaging Healthcare places high importance on employee voices, providing diverse and open communication channels, and establishing smooth and secure mechanisms for employee grievance reporting. The Company has issued the *Whistleblower Protection Policy* and the *Internal Investigation Policy*, which clearly outline feedback channels and complaint procedures. While prioritizing strict protection of personal data privacy, we ensure the effective safeguarding of employees' legitimate rights and interests. For different types of employee grievances, United Imaging Healthcare categorizes the channels into two major types:

1. Work-related grievance (e.g., performance compensation, compliance management, etc.) can be submitted through dedicated encrypted channels such as the Compliance Hotline Email (UIH\_Compliance@united-imaging.com) and the Employee Voice Feedback Email (Ourvoice@united-imaging.com).
2. Personal rights grievance (e.g., career development, life benefits, etc.) can be submitted through internal secure channels such as uTalk UIH Circle and the Online Consultation Helpdesk.

 **Compliance Hotline Email**  
UIH\_Compliance@united-imaging.com

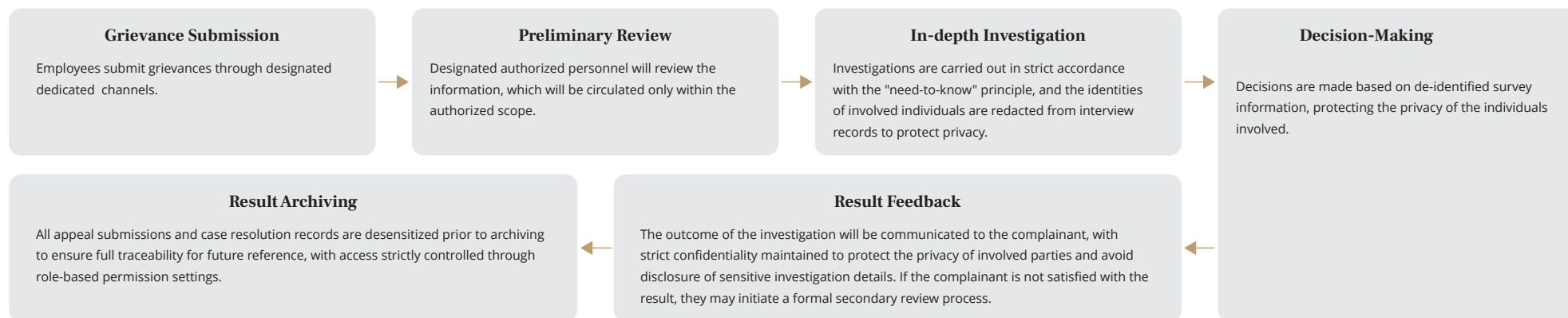
 **Employee Voice Feedback Email**  
Ourvoice@united-imaging.com

All the above feedback and grievance channels are available 24/7 to every member of our global workforce (including full-time employees, interns, part-time employees, contract workers, and rehired retirees). Ensuring that no matter where our team members are located or what time it is, their concerns and suggestions will be heard. To fully protect privacy, we offer both anonymous and named submission options, giving employees full autonomy over how they engage with us.

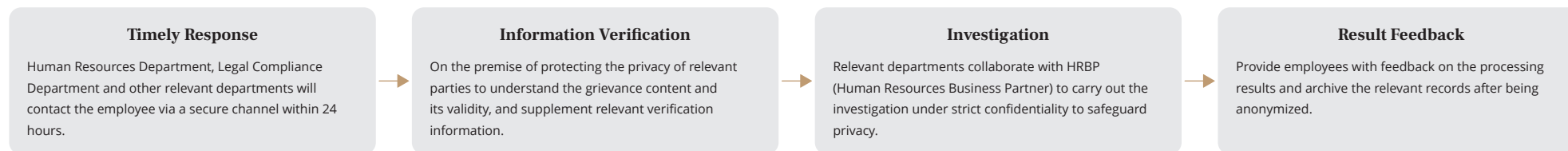
The Company encourages employees to promptly file grievance reporting or escalation regarding human resources-related incidents such as child labor, forced labor, human trafficking, harassment, and discrimination. Regardless of location or time, employees can submit grievance reporting or escalation anonymously or under their real names through any channel. The Company commits to responding within 24 hours, ensuring 100% closed-loop handling, strictly protecting employee privacy, and guaranteeing their rights are effectively safeguarded.



**For employee feedback and appeals classified as 'Category 1 - Work-related grievance', United Imaging Healthcare follows the process below:**



**For employee feedback and appeals classified as 'Category 2 - Personal rights grievance', United Imaging Healthcare follows the process below:**



Throughout the grievance handling process, the Company has established strict information access boundaries, conducts investigations and communications in a confidential manner, and anonymizes or encrypts all data involving employee privacy to ensure the fairness of the process and protect individual privacy rights.

Additionally, the Company's employee union is democratically elected by the staff. Union representatives engage in equal, regular, and binding negotiations with management on matters

concerning employees' vital interests, such as remuneration, working hours, rest and leave, insurance benefits, occupational safety and health, and vocational training, establishing a practical, traceable, and reviewable collective bargaining mechanism. The union also strictly adheres to information confidentiality obligations to ensure the security of employees' personal data.

In 2025, a total of 36 complaints were received through the aforementioned public channels. All cases were actively resolved with a 100% completion

rate, conducted in strict compliance with the aforementioned privacy protection standards and in accordance with the established grievance handling procedures.

Through continuous optimization and promotion of its employee feedback and grievance mechanism, United Imaging Healthcare (UIH) effectively safeguards employees' democratic rights. By ensuring a transparent and secure communication environment, we drive the Group's continuous improvement and sustainable development.

Looking ahead, we will continue to refine relevant mechanisms, further expand secure and convenient anonymous channels for employees to voice their concerns, and upgrade information protection technologies and management standards. We are committed to ensuring that every genuine opinion and constructive suggestion is heard and adopted in a fully privacy-protected environment, thereby creating a more informed and transparent communication ecosystem for our employees.

## Employee Satisfaction Survey

United Imaging Healthcare places high importance on employee work experience, considering it a crucial component of organizational capability building and sustainable development strategy. The Company conducts comprehensive, multi-dimensional employee surveys annually to continuously optimize the employee experience and enhance overall satisfaction, thereby driving organizational efficiency and employee value realization.

Since 2022, we have engaged an external third-party organization BCG to conduct systematic, all-encompassing organizational surveys across 6 key areas and 12 critical dimensions, including strategy, organization, talent and innovation, and continued to optimize our institutional mechanisms. After four years of strategic advancement and systematic governance, the questionnaire response rate and number of valid responses have continued to increase, while the Company's composite score has risen steadily from 3.80 in 2022 to 4.14 in 2025. The survey results of 2025 showed that all 12 dimensions

improved year-over-year, with 9 dimensions ranking in the top 25th percentile of the global healthcare enterprise database. This milestone signifies a significant enhancement in the Company's organizational health and sustainable development capabilities.

In the closed-loop management of surveys, the Company adopts a systematic process of "Survey-Feedback-Action-Evaluation" to continuously identify organizational management issues, guide responsible departments to formulate targeted improvement plans, and incorporate improvement outcomes into performance appraisals. This ensures the implementation of every optimization measure and drives the continuous enhancement of organizational capabilities. In 2025, the Company achieved breakthroughs in the following five key dimensions: strategic transformation, leadership, key capability, talent, and founding aspirations:



### Strategic Transformation Dimension

We clearly translate our strategic vision into specific actions understood by all employees to ensure alignment between employees' work and the Company's goals.

### Leadership Dimension

We launch targeted talent development programs and provide innovative and developmental opportunities to enable employees to gain dual experiences of personal growth and value contribution within the organization.

### Key Capability Dimension

We identify and develop critical organizational and employee capabilities to help employees fully meet role requirements and support their personal career development.

### Talent Dimension

We systematically plan for talent needs, open up internal and external talent acquisition channels, and foster a fair and inclusive development environment.

### Founding Aspirations Dimension

We fully communicate and implement the Company's mission, vision, and values, enabling employees to clearly perceive and highly identify with them.

In 2025, the Company further optimized its employee satisfaction survey management by engaging a third-party professional firm to conduct an annual anonymous satisfaction survey covering all domestic and international employees. This survey aimed to systematically gather employees' work-related perceptions and real-life experiences and identify key drivers and areas for potential improvement. The survey results served as a vital basis for management to optimize decision-making, improve the work environment, and enhance the employee experience, thereby helping to build a more positive, inclusive, and cohesive organizational culture.

The survey focused on three major dimensions: cultural atmosphere, organizational support, and total rewards, covering 22 key drivers. Through company-wide promotion and targeted communication, we ensured that employees fully understood the significance of the survey upgrade and its operating mechanism, encouraging full participation and honest feedback. In 2025, the employee satisfaction rate of domestic and overseas employees of United Imaging Healthcare was 92%. The Company collaborated with external institutions to conduct a comprehensive data analysis, and fed back the survey results to managers at all levels. At the same time, we clearly communicated the survey results, key insights, and follow-up improvement plans to all employees via our

internal communication platform, ensuring that every employee understands the tangible impact of their feedback. The Company formulated and implemented targeted optimization measures for identified improvement opportunities to achieve an effective closed loop from survey to action.

With the support of the third-party firm Aon Hewitt, the company conducted an anonymous satisfaction survey covering all employees. The results showed:

Survey response rate: 72%

Employee satisfaction with the company: 92%

## United Imaging Healthcare 2025 Employee Satisfaction Survey — Top 5 Highest-Scoring Dimensions

Top-1 Customer Orientation

Top-4 Colleagues & Collaboration

Top-2 Diversity & Inclusion

Top-5 Sense of Achievement

Top-3 Work Environment

Employee satisfaction with the Company

92%



# Creating a Fulfilling Workplace

United Imaging Healthcare has established the U-Care non-pay benefits system, covering four major areas - "Health Care", "Career Support", "Recognition" and "Communication" - and extending to all employees (including full-time employees, contract workers, interns, part-time employees, outsourced personnel, etc.). We also tailor and update benefit strategies annually for employees and their families, fully considering the personalized needs of employees in different regions and positions as well as industry best practices, striving to ensure the competitiveness and advancement of non-pay benefits. At the same time, we strictly comply with the *Law of the People's Republic of China on Safeguarding the Rights and Interests of Women*, and do not differentiate treatment of female employees in career development based on age, pregnancy, childbirth, or other reasons, eliminating any form of workplace gender discrimination.



## Caring

**Health Protection:** Supplementary medical insurance and physical examination are provided for all employees, and the insurance covers personal accidents, outpatient and inpatient medical treatment, critical illnesses, among other areas. For employees on overseas business trips, the Company provides comprehensive overseas travel insurance to ensure that every employee can enjoy full medical coverage both domestically and internationally, working with peace of mind and without worries.

**Health Initiatives:** Provide free gym access for employees, encourage the development of various clubs such as badminton, table tennis, and football, and organize activities like basketball games and badminton tournaments to enrich employees' spare time, help them expand their social circles, and promote physical and mental health. Irregularly carry out activities such as traditional Chinese medicine (TCM) consultations, oral examinations, and eye disease prevention to enhance employees' health awareness, strengthen team cohesion, and create a positive corporate culture atmosphere. For example, activities such as the "Wo Jia Xing Lin" TCM Mini Market, eye disease prevention, oral examinations, and joint TCM experience services with hospitals are carried out to put health care into practice.

**Dietary Care:** Actively provide meal subsidies for all employees to ensure the quality of their meals, and specially set up dedicated dining tables for pregnant female employees to meet the dietary needs of different employee groups. For example, the cafeteria occasionally organizes various food festival activities and the employee union's summer "Cooling Relief" campaign.

**Family Care:** We offer discounted commercial insurance covering outpatient and inpatient care, major diseases, etc., for nearly 700 employee family members, and additionally present the "Beautiful Companion" traffic accident travel insurance. Employee family members can also enjoy preferential health check-up packages, employee children's summer camps, and assistance with employee children's school enrollment to enhance employees' sense of belonging and happiness.

**Female Employee Care:** Implement mandatory protections such as maternity check-up leave, maternity leave, breastfeeding leave, and childcare leave. Establish breastfeeding rooms, priority seating for pregnant women, and customize gifts for International Women's Day, providing comprehensive support for all female employees.

**Paid Parental Leave Policy:** We provide paid child-rearing leave, such as paternity leave and parental leave, for all employees. We actively promote family support policies: all working fathers are entitled to no less than 10 days of fully paid paternity leave, and each parent can enjoy a total of no less than 5 days of fully paid parental leave annually when their child is under three years old. In 2025, more than 710 employees have enjoyed parental leave and paternity leave, with a total leave time of 5,300 days, of which male employees accounted for 78%, reflecting a culture of shared responsibility between the enterprise and families.

**Housing Security:** To improve employees' living conditions and long-term quality of life, the Company has additionally established a supplementary housing provident fund system on the basis of paying housing provident fund in full and on time in accordance with the law. By providing more competitive deposit support, we effectively enhance employees' housing payment ability and housing security, demonstrating the Company's substantive investment in employees' vital welfare.

## Attachment

**Onboarding Care:** Provide comprehensive onboarding support at the organizational, departmental, and individual levels for new employees to help them quickly integrate into the Company culture and understand business operations and workflows.

**Anniversary Recognition:** Offer benefit annual leave, paid sick leave and other leaves to employees who have served for a full year according to their length of service, to support employees in taking better rest and leave. At the same time, through anniversary activities, the distribution of digital badges and greeting cards, and other methods, the Company enhances employees' sense of belonging and loyalty.

**Birthday Greetings:** Provide birthday bonus benefits, with an investment of approximately RMB 800,000 in 2025, allowing employees to feel the Company's care.

**Wedding Greetings:** Provide wedding bonuses to bless employees' marital life and enhance their happiness.

**Childbirth Greetings:** Provide childbirth cash gifts to employees who have recently become parents, allowing them to feel the Company's support for their family life.

**Festival Celebration:** Offer traditional holiday benefits, such as exclusive gifts for Women's Day, Dragon Boat Festival, and Mid-Autumn Festival, to enhance a sense of belonging and cohesion.

## Recognition

**Company Awards:** Establish non-material incentive awards such as Star of the Quarter, High-end Product Breakthrough, and Marketing Triumph to make employees feel recognized.

**Honorary Titles:** Select Special Contribution Award, Outstanding Team Award, Excellent Employee Award, United Imaging Healthcare Artisan Award, and other honorary titles. In 2025, there were over 20 company-level outstanding teams, more than 80 outstanding employees, over 50 department-level outstanding teams, and more than 300 outstanding employees, with a total annual recognition investment of RMB 5 million.

## Engagement

**Executive Communication:** Organize one-on-one meetings between executives and employees, allowing employees to directly provide feedback to management, enhancing their sense of involvement and helping management formulate policies that better meet employee needs.

**United Imaging Healthcare Anniversary Celebration:** Organize company-wide participation during important milestones like the Company anniversary to strengthen a sense of identity and belonging. Reflecting on the Company's development journey inspires employees' pride and sense of ownership.

Through the systematic and comprehensive U-Care non-pay benefits system, United Imaging Healthcare not only enhances employees' happiness, belonging and satisfaction, but also strengthens the organization's attractiveness and competitiveness. Looking ahead, the Company will continue to optimize benefits strategies and experience, incorporating employee feedback and industry best practices to ensure the non-pay benefits maintain leading positions in innovation, advancement and sustainability. These efforts further energize employees, promote deep synergy between talent value and corporate strategy, and achieve long-term win-win development for both the organization and employees.



# Ensuring Occupational Health

United Imaging Healthcare prioritizes the protection of employees' occupational health and safety in all aspects of corporate development. We are committed to fostering a healthy, safe, and harmonious workplace, and comprehensively safeguarding the physical and mental well-being of our employees. We strictly comply with regulatory requirements including the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, the *Provisions on the Supervision and Administration of Occupational Health at Work Sites*, and the *Regulations on the Safety and Protection of Radioisotopes and Radiation Devices*. In alignment with these mandates, we have established a robust occupational health and safety management framework covering: *Fire Safety Management System*, *Occupational Health Management System*, etc. In 2025, we optimized the *Radiation Safety Management System and the EHS Risk Factor Management Procedure*, updating relevant requirements and management workflows to ensure full compliance with the latest national standards.

United Imaging Healthcare continuously advances the development of occupational health and safety management system, strictly adhering to the ISO 45001:2018 international management system standard to systematically drive occupational health and safety management and risk prevention and control. As of the end of the reporting period, both Shanghai United Imaging and Wuhan United Imaging have successfully obtained ISO 45001:2018 certification covering all product R&D and production sites. The Company has established a two-tier occupational health and safety assurance system: at the basic assurance layer, we provides health protection through annual physical examinations for all employees and supplementary commercial insurance; at the prevention layer, we mitigates occupational health risks by setting up radiation-shielded workstations, providing protective equipment, and conducting specialized occupational health examinations (e.g., ensuring radiation exposure levels are below national standards). Through systematic and standardized management practices, the Company has built a comprehensive and reliable health and safety assurance framework for its employees.



Shanghai United Imaging  
ISO 45001: 2018 System  
Certification Certificate



Wuhan United Imaging  
ISO 45001: 2018 System  
Certification Certificate



United Imaging Healthcare has established a grid-based safety management system, where specialized safety management teams are formed by each R&D and production department. Safety accountability is implemented layer by layer, creating a new collaborative and interactive safety management ecosystem. The Company strictly enforces a safety hazard inspection and rectification mechanism, combining daily inspections with special targeted checks. Using scientific methods, we conduct in-depth safety hazard investigations in key areas such as production operation sites and R&D laboratories, and have established a rectification tracking and prevention mechanism to ensure timely elimination of safety risks and hazards, and continuous improvement of safety management effectiveness.

In terms of personal protective equipment management, the Company implements a full-coverage and dynamic supervision: we conduct daily patrols to inspect personal protective equipment usage, and strictly address non-compliant behaviors to ensure all employees correctly wear safety helmets, safety harnesses and goggles. For special operations and equipment management, the Company achieves 100% certification compliance for special operations personnel and conducts regular re-certification training, and carries out periodic inspections of special equipment including pressure vessels and hoisting machinery to ensure the integrity of safety accessories. Regarding hazardous chemicals management, the Company strictly adheres to the "five-distance" requirements, standardizes loading and unloading procedures, and entrusts professional institutions with the disposal of waste chemicals. In fire safety management, the Company ensures fire-fighting facilities such as fire extinguishers and fire hydrants are in good working condition, evacuation routes are unobstructed, and conducts regular drills. Additionally, the Company has built an occupational health management

system to realize informatized management of physical examinations, which automatically send physical examination notifications and results, enhancing the level of refined management .

United Imaging Healthcare has established a robust three-tier safety training system and continuously conducts workplace safety education and training on an annual basis: the EHS Department delivers company-wide EHS training to new employees weekly, and regularly organizes specialized training covering topics such as occupational health, radiation safety, traffic safety, specialized chemicals safety management, personal protective equipment usage and fire safety. Each department is responsible for providing department-level and position-specific pre-job training to new employees, ensuring they master job operation procedures, internal rules and regulations, emergency response protocols, correct personal protective equipment wearing methods and relevant EHS laws and regulations, among other content. In 2025, we held a total of 437 EHS-related training sessions covering modules including hazardous chemicals management, radiation safety management, hazardous waste management and new employee onboarding, and the training achieved full coverage across all levels and positions, with a total of 77,953 employee participants and 11,040 cumulative training hours, ensuring 100% coverage of all employees.

United Imaging Healthcare fully mobilizes the enthusiasm and creativity of all employees in safety management through the innovative implementation of the "Safety Improvement Proposal Incentive Program" and the "EHS Excellence Department Selection" initiative, encouraging employees to proactively identify and report potential safety hazards and put forward practical improvement suggestions. Departments with outstanding performance in safety management will receive

public recognition and rewards to establish role models and foster a positive culture where all employees prioritize workplace safety and actively engage in safety management. The Company also organizes thematic campaigns such as Safety Month, Occupational Disease Prevention

Week, and Fire Safety Month. Through diverse educational outreach and practical exercises, these initiatives effectively enhance employees' safety awareness and emergency response capabilities, helping them better cope with various potential risks.

### Implement Targeted Safety Campaigns to Enhance Enterprise-Wide Safety Awareness

In 2025, United Imaging Healthcare launched characteristic publicity activities to create an atmosphere of "Everyone Talks about Safety". During the Work Safety Month, we attracted employee participation through activities such as knowledge competitions, emergency drills, and hazard spotting campaigns, with an activity participation rate of over 90%. We also organized a

safety knowledge competition with a participation rate of 95%, which effectively enhanced the safety awareness and emergency response skills of employees. In addition, we pushed safety knowledge and cases through the online platform "uMetaComm Learning" using fragmented time, with a total annual learning duration of over 2,000 hours.



# Assuming Responsibilities and Joining in Public Benefit Activities

Leveraging its profound expertise in the high-end medical technology sector, United Imaging Healthcare adheres to its founding mission of "Technology for Good, Health for All". Focused on primary healthcare services and universal health security, UIH actively engages in diverse public welfare initiatives including free health screenings, health education campaigns, and disaster relief donations, fulfilling its corporate responsibilities through tangible actions. During the reporting period, the Group's total public welfare donations amounted to RMB 23.5206 million.

# Engaging in Public Welfare Activities

United Imaging Healthcare has deeply engaged in the field of public welfare and philanthropy, leveraging its professional expertise to advance universal health and well-being. We conduct extensive public welfare practices to continuously empower primary-level development and community building. Relying on our core

technologies and industry advantages, we actively launch public welfare initiatives such as medical care programs and emergency relief efforts, delivering warmth through tangible actions and contributing professional strength to the construction of a healthy society.

## Launching Ice-Breaker Care Initiative, Safeguarding Health Equity for ALS Patients with Technology and Human-Centered Care

Rare disease populations are a key focus for advancing social equity and health equity. During the "World ALS Day" in June 2025, United Imaging Healthcare launched the "Ice-Breaker Care Initiative", inviting amyotrophic lateral sclerosis (ALS) patients to visit its 90,000-square-meter industrial park and high-end medical equipment exhibition hall. Far from a mere brand showcase, this



## Advancing Health Equity to Support Global Alzheimer's Disease Public Welfare Initiatives

United Imaging Healthcare takes advancing global health equity as its corporate responsibility and actively fulfills its social commitments. On November 8, 2025, UIH's Houston team, together with their family members, participated in the "Walk to End Alzheimer's" charity event initiated by the Alzheimer's Association. As an official sponsor and core participant, the Company made financial donations to support cutting-edge medical research, organized employee to participate in volunteer services,

and connected with local communities to provide care for patients and caregivers. This initiative embodies the corporate mission of "To Bring Equal Healthcare for All". Leveraging its advanced medical imaging technologies and pushing beyond technical boundaries, UIH is deeply committed to global health through diverse public welfare efforts, and continues to contribute professional strength to enhancing the health and well-being of all humanity.



## One Root, One Heart – Donating Medical Equipment and Supplies to Support Disaster Relief in Tibet and Post-Disaster Reconstruction in Hong Kong, China

On January 7, 2025, a 6.8-magnitude earthquake struck Tingri County, Tibet Autonomous Region, China. United Imaging Healthcare responded immediately, donating one mobile DR unit each to two local hospitals, tailored to meet the emergency treatment needs of high-altitude disaster scenarios. These units enable high-definition imaging and provide low-radiation protection for medical staff. Concurrently, we dispatched an after-sales service team to the epicenter, where the team worked around the clock for 24 hours to ensure stable equipment operation, supporting timely, accurate, and efficient diagnosis and

treatment in the disaster-stricken area.

On November 26, 2025, a Grade 5 fire broke out in Tai Po, Hong Kong, China. United Imaging Healthcare promptly responded to disaster relief needs and, together with its local subsidiary, made an emergency donation of HKD 5 million, earmarked for emergency rescue, humanitarian assistance, and post-disaster reconstruction. Through these concrete actions, UIH fulfilled its corporate social responsibility and supported the restoration of normal production and living order in the affected area.



# Engaging in Medical Health Knowledge Popularization

We are deeply committed to the popularization and promotion of medical and health knowledge, and continuously work to enhance the public's awareness of healthcare. By building a solid foundation for public health consciousness, we leverage our professional strengths to contribute to the development of a universal health ecosystem, and support the construction of a harmonious and livable society.

We leverage our matrix of online social platforms to regularly release professional content covering health science popularization and standardized use of medical devices, establishing an accessible, high-quality channel for the public to obtain medical knowledge. Through case-based interpretations, we continue to expand the coverage scope of medical health science popularization and enhance the actual effectiveness of science popularization. We have carried out multi-theme science popularization campaigns, including topics such as "Examination Methods, Safety and Advantages of Nuclear Medicine", "Application, Technical Principles and Advantages of Emergency CTA for Chest Pain", and "Adaptive Radiotherapy Solutions for Lung Cancer and CT Image Analysis During Patient Treatment".

In addition, we focus on scenarios such as campuses, communities, and enterprises, and carry out customized offline medical education activities and skill training programs. Through scenario-based public welfare practices, we enhance the public's health awareness and strengthen their emergency response capabilities.



United Imaging Healthcare WeChat Official Account of MR



United Imaging Healthcare uSense CT WeChat Official Account



United Imaging Healthcare WeChat Official Account of XR



United Imaging Healthcare Meta MI WeChat Official Account



United Imaging Healthcare WeChat Official Account of RT

## Enabling the Future, United Imaging Healthcare Builds a Youth Science Education Ecosystem of “Regional Outreach and Inclusive Public Welfare”

United Imaging Healthcare is committed to converting its R&D and innovation resources into public educational assets. With a 9,000-square-meter industrial park and a 1,500-square-meter corporate exhibition hall as carriers, the Company integrates diverse spaces to build a public welfare science and innovation education platform, and has established an operation system featuring "centralized faculty coordination, standardized curriculum, and safety management". United Imaging Healthcare has developed a modular curriculum library covering topics such as medical imaging science popularization, with a strict experience certification mechanism in place to ensure activity safety.

In 2025, United Imaging Healthcare organized a total of 25 public welfare science and innovation education activities, serving over 800 student participants, with the scale of activities increasing

year by year. The Company has built a regional outreach network in collaboration with the Municipal Science and Technology Innovation Commission and Jiading Youth Activity Center, providing paired services to local primary and secondary school students. Meanwhile, United Imaging Healthcare has joined hands with the Shanghai Xinghua Education Poverty Alleviation Foundation to launch public welfare study tours, broadening the science and innovation horizons of middle and high school students in poverty-stricken areas of central and western China. Through these efforts, we have established a dual-track service system of "regional coverage and inclusive public welfare". While giving back to the community, UIH is deeply committed to talent cultivation, enhancing public scientific literacy, and laying a solid foundation for long-term development.



## Advancing Cancer Prevention and Control – United Imaging Healthcare Supports the Centennial Science Popularization Gala of the National Cancer Institute of Poland

To mark the centennial of the National Cancer Institute (NIO) of Poland, United Imaging Healthcare served as a core partner and deeply participated in its community science popularization event, "Science Picnic". We transformed cutting-edge medical imaging technology into intuitive, interactive displays to educate community members of all ages, earnestly fulfilling its social responsibility in public health education and achieving a leap from

product supply to community empowerment. Meanwhile, by supporting public awareness campaigns on early cancer prevention and screening, and expert dialogues, we actively promoted the concept that "cancer prevention and control is the starting point of hope, not the end of life", effectively raising the public awareness of major diseases and strengthening the awareness of early prevention and treatment.





# Clean Production for Green Development

United Imaging Healthcare adheres to the concepts of green and low-carbon development and ecological protection, continuously improves the environmental management system, and actively builds a zero-carbon, environmentally compliant and eco-friendly production and operation model. We promote green innovation and practices throughout the entire product lifecycle, proactively address climate change challenges, and through practical actions, achieve the harmonious coexistence and coordinated progress of enterprise development and the natural ecology.

## Focusing on Environmental Management

We have established a sound environmental management structure and built an environmental protection management responsibility system led by the decision-making level, coordinated by the EHS department, and with multi-departmental collaboration and linkage. Specifically, the Group's senior leaders are responsible for reviewing and approving major environmental protection decisions; the QM EHS department takes the lead in formulating environmental protection systems and supervising their implementation; EHS engineers are responsible for the specific implementation of work; the responsible person of the Administration Department and

relevant departments strictly implement various environmental protection requirements; and each department has set up a special EHS working group. This forms a work pattern of mutual cooperation and efficient coordination at all levels, comprehensively improving the systematicness and execution efficiency of the Company's environmental protection management. In 2025, the ISO 14001 environmental management system certification certificates of Shanghai Manufacturing Facility and Wuhan Manufacturing Facility remain valid. During the reporting period, no major environmental incidents or major penalties occurred.



## Undertaking Environmental Protection

Adhering to green development and low-carbon operations, United Imaging Healthcare strictly complies with national and local laws and regulations on ecological and environmental protection and standardize the treatment and recycling of pollutants such as wastewater, waste gas and solid waste. We continuously promote technological transformation for energy

conservation and consumption reduction and efficient utilization of resources, strengthen the circular management of water resources and the prevention and control of noise pollution, and actively carry out ecological protection work, fulfilling social responsibility through green development.



## Emissions Management

We strictly comply with national laws and regulations, such as the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *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 Environment Pollution Caused by Solid Wastes*, the *Regulations of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution*. And we have formulated the internal management system, including the *Environmental Information Disclosure Policy*, the *General Industrial Solid Waste Management Policy*, continuously improved the hazardous waste management requirements, and optimized environmental management norms. During the reporting period, no penalties were imposed due to pollutant emissions.

In terms of wastewater management, we strictly adhere to relevant wastewater treatment rules and emission standards, implementing classified and standardized treatment for domestic wastewater and production wastewater. For domestic wastewater, Shanghai Manufacturing Facility and Wuhan Manufacturing Facility adopt the A/O wastewater treatment process for purification to reduce the concentration of pollutants. After treatment, the wastewater is tested by professional third-party institutions to ensure it meets the standards before being discharged into the urban wastewater network. For production wastewater, our goal is to ensure that wastewater is discharged in compliance with regulatory

standards, reduce the volume of wastewater generated, and minimize its environmental impact. On the one hand, we have actively introduced wastewater treatment facilities—those at the Wuhan Manufacturing Facility have been officially put into operation, effectively enhancing the Company's environmental management standards. On the other hand, we conduct unified collection and entrust qualified third-party companies to carry out professional treatment, ensuring the compliance of wastewater disposal.

In respect of waste gas management, we aim to ensure the discharge of waste gas meets standards and minimize the environmental impact of waste gas. Based on the characteristics of waste gas from each emission point, we adopt targeted treatment processes such as activated carbon adsorption, water spray, and bag dust removal. We also engage professional third-party institutions to monitor waste gas emissions, ensuring all indicators comply with the emission standards of the locations where we operate. Specifically, for particulate matters such as welding fume, we adopt UV photolysis, activated carbon adsorption, and filtration measures (e.g., bag dust removal technology); for organic waste gas, we use activated carbon adsorption for treatment. We regularly inspect and maintain various types of filtration and adsorption equipment to ensure stable treatment efficiency. In addition, we organize special training sessions for employees regularly to raise their environmental awareness.

In terms of waste and circular economy management, we adhere to the principles of “reduction and resource utilization”, with the goal of actively promoting waste reduction at the

source and recycling to minimize environmental impact, and implement full-process specialized control to ensure compliant disposal and efficient resource utilization.

### Non-hazardous waste management

- Clarify classification standards and labels, set up corresponding collection containers, conduct unified collection, and entrust qualified professional third-party institutions for regular transportation and disposal.
- Formulate the *General Industrial Solid Waste Management Policy* and regularly inspect the accuracy of waste classification and compliance of disposal.
- Conduct employee training and assessments to strengthen the environmental awareness and classification capabilities of all staff.

Percentage reduction in Scope 1 and Scope 2 GHG emissions compared to the baseline year of 2023

**-28%**

### Hazardous waste management

- Clarify classification standards and standardize labels to ensure employees master the correct classification methods.
- Establish special temporary storage sites that comply with national and local environmental protection standards, equip them with safety facilities such as leakage prevention and corrosion prevention devices, conduct daily inspections, reasonably plan stacking areas, strictly follow the principle of classified and zoned storage, and post safety warnings and other environmental protection labels.
- Entrust professional institutions with corresponding qualifications and technical capabilities to carry out classification, transportation and disposal.
- Improve the declaration and filing of hazardous waste, accounting records and other work to ensure the reduction, resource utilization and harmless disposal of hazardous waste.

## Energy Management

We strictly comply with relevant laws and regulations such as the *Energy Conservation Law of the People's Republic of China*, continuously build a scientific and efficient energy management system, and promote the integration of energy-saving measures into the entire process of production and operations through standardized management. Meanwhile, we constantly expand the application of clean energy, advance innovations in production technologies and systems, actively carry out energy conservation and environmental protection publicity, and continuously deepen the effectiveness of energy conservation and consumption reduction.

We have set the target of "comprehensive energy consumption per unit of output value  $\leq 0.0055$  tonnes of standard coal per 10,000 RMB" and implemented diversified initiatives to earnestly practice efficient energy management:

### Construction of energy consumption management platform

Shanghai Manufacturing Facility took the lead in completing the top-level design of the energy management system in 2025, laying the foundation for the Company's unified energy consumption management. Simultaneously, it accelerated the construction of the smart park energy consumption online monitoring platform, which is planned to be put into operation in 2026. By then, through advanced sensors and the IOC energy operation dashboard, it will realize real-time monitoring, trend analysis, abnormal condition alert, optimization suggestions and remote management of energy consumption across all time periods, building a data-driven closed-loop energy consumption management system.

Wuhan Manufacturing Facility completed the upgrade of the energy consumption management system in the first half of the year, adding a total of 150 electric meters and water meters to achieve zoned monitoring of key areas and critical links. In the second half of the year, it implemented intelligent centralized control of circulating water and compressed air systems, with an expected annual electricity saving of 100,000 kWh and a reduction of 57 tonnes of carbon dioxide emissions.

### Lighting optimization for reduction of energy consumption

Wuhan Manufacturing Facility completed the renovation of LED smart lighting in the integrated machine workshop in 2025, achieving an annual electricity saving of 17,000 kWh and a reduction of 9.5 tonnes of carbon dioxide emissions; Time-controlled management was introduced for the air conditioning and lighting in the gymnasium, achieving an annual electricity saving of 50,000 kWh and a reduction of 28.5 tonnes of carbon dioxide emissions.

U.S. Manufacturing Facility installed voice-controlled lights in public office areas, assigned special personnel to manage the lighting in factory areas, installed independent lighting in shielded rooms, and inspected and turned off the power before the end of work.

### HVAC Optimization

The HVAC system in Phase I park of Shanghai Manufacturing Facility has replaced energy-saving water pumps and undergone frequency conversion transformation for the control cabinets, achieving an annual electricity saving of 15,000 kWh and a reduction of 9 tonnes of carbon dioxide emissions.

Wuhan Manufacturing Facility has built an integrated cooling station in the AMA workshop, adopting an intelligent control system to optimize the use of air conditioning and fresh air. In 2025, it saved RMB 200,000 in electricity costs, reduced electricity consumption by 260,000 kWh, and cut carbon dioxide emissions by 156 tonnes.



### Application of innovative technology and systems

In the first half of 2025, Shanghai Manufacturing Facility completed the replacement of high-efficiency motors and frequency conversion upgrades for the process cooling water system, achieving an annual electricity saving of 16,000 kWh and a reduction of approximately 9.3 tonnes of carbon dioxide emissions.

Changzhou Manufacturing Facility completed the energy-saving transformation of magnetic resonance process cooling water system. It put high-efficiency magnetic levitation chillers into operation in summer and adopted the coordinated operation of a natural air-cooling system in winter, resulting in an annual electricity saving of 540,000 kWh and a reduction of approximately 300 tonnes of carbon dioxide emissions.

### Training and Publicity on Energy Saving and Environmental Protection

We have incorporated carbon management into the Board's agenda. Through dedicated briefings on annual carbon emissions, carbon neutrality roadmap, and key carbon reduction projects, we are continuously enhancing the Board's expertise in climate governance and strengthening top-level decision-making support regarding climate risks and low-carbon development.

**Specialized Carbon Training:** An external professional institution was invited to conduct trainings on *ISO 14067:2018 Greenhouse gases — Carbon footprint of products — Requirements and Guidelines for Quantification* and *ISO 14064-1 Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals, with Practical Training*. Through professional explanations and analysis,

employees' understanding of energy conservation and consumption reduction standards and their practical application abilities were improved.

**Employee Low-carbon Training:** The Company has launched a series of specialized low-carbon training programs for employees. Centered on the standard of ISO 14064-1 greenhouse gas inventory quantification and verification, these programs help employees gain a deep understanding of global climate challenges and the Company's "dual carbon" goals, while mastering the calculation methods for the greenhouse gas emissions. At the same time, by integrating the requirements of the ISO 14001 environmental management systems, the Company encourages employees to translate inventory results into practical energy-saving and carbon-reduction measures, systematically identifying and managing key environmental factors, such as energy consumption in both office and production operations. Through training on the standardized management of hazardous

waste, we strengthen employees's awareness of source reduction and resource recovery and reduce carbon emissions from products and operations from a full life-cycle perspective. By applying the ISO 45001 risk management principles, it ensures that all low-carbon initiatives are safely and efficiently integrated into daily operations, continuously enhancing the environmental responsibility and low-carbon action capabilities of all employees.

**Supplier Training:** To actively support global carbon neutrality goals and fulfill our corporate social responsibility, we have made collaborative emissions reduction across the supply chain a core pillar of our strategy to achieve net-zero emissions across the entire value chain. During our 2025 "Supplier Quality Boot Camp," we shared our carbon management vision and roadmap with suppliers and worked together to drive the low-carbon transition. Currently, we have explicitly required suppliers to disclose



product material data through a digital platform to strengthen the foundation for Scope 3 carbon emissions accounting, and incorporated suppliers' carbon management performance into future procurement decision-making systems. We firmly believe that by building close, collaborative green supply chain partnerships, we can collectively enhance the climate resilience of the industrial chain and deliver products and solutions with superior environmental benefits to our customers.

- We have launched energy conservation and environmental protection awareness campaigns, distributing the “Carbon Path Pioneers: Green Action at United Imaging Healthcare” promotional materials to all employees. This initiative aims to raise awareness about climate change and low-carbon development, promote green and low-carbon production methods and office practices, and foster a positive atmosphere where everyone participates in building a green enterprise.

United Imaging Healthcare actively promotes the use of renewable energy and continuously increases the proportion of clean energy through its photovoltaic construction plan. At Shanghai Manufacturing Facility, we continue to advance the construction of a photovoltaic project with an installed capacity of 5,287.515 kW, which is expected to be put into operation in the second half of 2026. It can generate more than 5 million kWh of renewable electricity annually, equivalent

to a reduction of 2,850 tonnes of carbon dioxide emissions per year. Meanwhile, we actively implement green power procurement. In 2025, Shanghai Manufacturing Facility purchased 10,614 MWh of green power, equivalent to reducing 6,039 tonnes of carbon dioxide emissions per year. In 2026, Shanghai Manufacturing Facility plans to purchase 15,274 MWh of green power, equivalent to a reduction of 8,700 tonnes of carbon dioxide emissions per year. In addition, Wuhan Manufacturing Facility is expected to purchase 546 MWh of green power in 2026, equivalent to reducing 3,110 tonnes of carbon dioxide emissions per year. For the North American region, the electricity used by the company comes from Center Point, the main power operator in Houston, and this power company obtains part of its electricity from solar energy.

We continue to advance the construction of a photovoltaic project with an installed capacity of

**5,287.515** kW

In 2026, Shanghai Manufacturing Facility plans to purchase green power

**15,274** MWh

Equivalent to a reduction of carbon dioxide emissions

**8700** tonnes per year



## Water Resource Management

United Imaging Healthcare attaches great importance to water conservation and water environmental protection, strictly abides by relevant laws and regulations such as the *Water Law of the People's Republic of China*, and has formulated long-term management goals to continuously improve water resource utilization efficiency, reduce operational water intensity, and gradually enhance the level of water resource recycling. The Company promotes water-saving transformation throughout the entire production and operation process through measures including the application of water-saving equipment, optimization of water management in production and operations, and strengthening of water resource monitoring and refined control, continuously improving water resource utilization efficiency. The Company deeply integrates the concept of water conservation into daily operation management, enhances employees' awareness of

water conservation, and promotes the formation of a water-saving management mechanism with full employee participation.

### **Popularization of Water-Saving Fixtures:**

Deploy low-flow faucets and sensor-equipped devices, and use automatic flushing systems to achieve precise water volume control.

**Real-Time Intelligent Monitoring:** Set up water consumption monitoring points, and realize precise management and leak warning through data visualization.

### **Strengthened Facility Maintenance and**

**Upkeep:** Conduct regular inspections of office area pipelines and facilities, promptly repair damages, and strictly prevent resource waste.

**Advocacy of Water-Saving Awareness:** Carry out awareness training and habit promotion activities to guide employees in standardizing water use and arranging cleaning work rationally.



## Noise Management

We strictly comply with the requirements of relevant laws and regulations such as the *Regulations of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution*, as well as industry standards including the *Emission Standard for Industrial Enterprises Noise at Boundary*, and strengthen noise management. We give priority to low-noise equipment. For high-noise equipment such as fans and air compressors, additional noise reduction devices including sound insulation enclosures and vibration damping pads are installed to reduce noise generation at the source. We implement centralized layout of high-noise equipment, placing them in independent rooms to effectively block noise transmission paths. All noise-generating equipment undergoes regular maintenance to ensure the continuous and stable operation of noise reduction measures such as basic vibration damping, sound insulation

enclosures, and sound insulation for doors and windows. We regularly entrust third-party testing institutions to conduct boundary noise monitoring to ensure the compliance of emission data. In addition, we provide protective equipment such as earplugs and earmuffs for employees in high-noise positions to fully safeguard their occupational health. During the reporting year, all boundary noise emissions of United Imaging Healthcare met the required standards.



## Ecological Conservation Management

United Imaging Healthcare strictly complies with relevant ecological protection laws and regulations such as the *Environmental Protection Law of the People's Republic of China*, the *Wildlife Protection Law of the People's Republic of China*, and the *Water Law of the People's Republic of China*. During the park planning, construction and operation, the Company continuously strengthens ecological environmental protection requirements, integrates the concept of biodiversity conservation into the entire process of park design and construction, and takes multi-dimensional measures such as green building, sponge city and ecological landscape construction to reduce the disturbance of construction activities to natural ecosystems and promote the harmonious coexistence of the park with the surrounding ecological environment.

In terms of park ecological planning, the Company gives priority to native plant species for greening and landscape construction. After long-term natural evolution, native plants can better adapt to local climate, soil and precipitation conditions, and have strong drought resistance, waterlogging tolerance and pest resistance. They can not only effectively reduce the demand for water, fertilizers and pesticides in the later maintenance process, but also provide stable food sources and habitats for local insects, birds and small animals, promote the formation of a stable micro-ecosystem, and further maintain regional ecological balance and improve the level of park biodiversity.

In terms of ecological space creation, the Company expands green space through the construction of roof greening and ecological landscape systems, improving the ecological carrying capacity of the park. The roof planting pool uses vegetation canopy and soil layer to form a natural heat insulation structure, which improves the microclimate of the building while reducing the energy consumption of building operation, and helps to alleviate the urban heat island effect. By integrating ecological greening design into building space, the park roof is transformed from a traditional idle space into a green space with ecological and landscape value, further enhancing the continuity of the urban ecological network.

In terms of ecological water environment protection, the project fully implements the concept of sponge city construction, and improves the natural rainwater circulation capacity of the park through an integrated rainwater

management system of "infiltration, retention, storage, purification, utilization and drainage". The project combines green infrastructure such as permeable pavement and sunken green space, and sets up rainwater storage tanks to realize the collection and reuse of rainwater resources. A 150 m<sup>3</sup> rainwater storage tank is set up in the R&D building plot, a 176 m<sup>3</sup> rainwater storage tank in the complex building plot, and a 1150 m<sup>3</sup> rainwater storage tank in the industrial plot. The recycled rainwater is mainly used for park greening irrigation, road sprinkling and ground flushing. The rainwater resource utilization rate of each plot is not less than 5%, which effectively reduces the consumption of urban water resources and alleviates rainwater flood pressure.

In addition, during the construction of park buildings, the Company actively promotes the application of green building and prefabricated building technologies. The R&D building is constructed in accordance with the Green

Building Two-Star Standard, the complex building in accordance with the Green Building Three-Star Standard, the industrial plot in accordance with the Industrial Green Building One-Star Standard, and the single-story large workshop is designed in accordance with the LEED standard. Through the adoption of prefabricated buildings and modular design, resource consumption and construction waste generation during construction are reduced, and the impact of construction activities on the ecological environment is minimized.

Through the above multi-dimensional ecological protection and green design measures, United Imaging Healthcare continuously improves the level of ecological environment friendliness during park construction and operation, actively maintains the stability of the regional ecosystem while ensuring enterprise development, and contributes to the promotion of green low-carbon development and biodiversity conservation.



## Product Lifecycle Environmental Management

United Imaging Healthcare actively promotes the development of green design, green manufacturing and green application of products. Through whole-process green management and technological innovation, we continuously reduce the environmental impact of products throughout their life cycle, supporting the green and low-carbon transformation and ecological sustainable development of the healthcare industry.

**In terms of technological innovation,** we actively develop and apply eco-friendly technologies, and independently developed and launched the world's first silicon carbide (SiC) magnetic resonance system. Featuring intelligent ultra-low-power standby, automatic power on/off, low-power water cooling mode, and sleep mode, as well as the industry's first silicon carbide gradient amplifier, the system maximizes GPA performance. Combined with the new magnetic resonance sustainability solution, it can help customers save up to 57% of energy consumption. This technology upgrade is expected to enable a single device to save approximately 39,000 kWh of electricity per year and reduce carbon dioxide

emissions by about 22.1 tonnes, effectively helping medical institutions worldwide significantly lower energy consumption and environmental impact while ensuring clinical performance.

**In terms of production material application,** we prioritize environmentally friendly solutions in the color, material, and process design stages of ultrasound equipment. Nearly 50% of the appearance components of the new-generation ultrasound equipment use recyclable injection-molded surface spraying materials. Meanwhile, we strengthen the environmental management and control of auxiliary materials, promote high-efficiency and low-consumption production equipment, and systematically reduce the product carbon footprint. The uCT780 X-ray computed tomography equipment independently developed by us has passed the ISO 14067 product carbon footprint verification, covering the raw material acquisition and component production stages. It achieves accurate quantification of greenhouse gas emissions throughout the product life cycle, promoting the green and low-carbon development of the industry through technological innovation.

**In terms of appearance design,** in 2025, we upgraded the functional properties of the coatings on all our equipment, significantly improving their ease of cleaning and chemical resistance. This ensures that the equipment maintains a clean appearance over the long term in complex medical environments and effectively extends the service life of related components. At the same time, by replacing traditional non-recyclable fiberglass composite materials with recyclable chemically foamed materials, we have achieved component lightweighting while significantly enhancing material recyclability, thereby effectively reducing the product's environmental impact.

**In terms of product packaging and transportation,** we have continuously improved packaging lightweighting and optimized the packaging board specifications for XR Feitian and HSW software products to reduce wood consumption. For the HSW uWS series, by reducing the thickness and width of packaging wood, the weight of a single set of packaging has been reduced by 14.8 kg and wood usage by 14.3%, cutting resource consumption at the

source and effectively lowering carbon emissions across the full packaging lifecycle—production, transportation, and waste disposal. Meanwhile, we have adopted cold-magnet land transportation and cold-chain equipment for MR products, which improves transportation efficiency while reducing helium loss during delivery.

Weight of a single set of packaging of HSW uWS series has been reduced by

14.8 kg

Wood usage has been reduced by

14.3 %

This technology upgrade can help customers save up to

57 %  
of energy consumption

This technology upgrade is expected to enable a single device to save approximately

39,000 kWh  
of electricity per year

Reducing carbon dioxide emissions by about

22.1 tonnes

New-generation ultrasound equipment's nearly

50 %  
of the appearance components use recyclable injection-molded surface spraying materials

# Focusing on Climate Change

## Governance

United Imaging Healthcare deeply recognizes the material impact of climate change on corporate operations and long-term strategic development. The Company has systematically established a climate change management mechanism to supervise and oversee climate-related strategies,

targets, and management practices, and advance sustainable development. For more details on the governance structure related to climate change, please refer to the “ESG Management System” section of this report.



## Strategy

United Imaging Healthcare has systematically identified and assessed climate-related risks and opportunities, and formulated and implemented corresponding response measures. This aims to comprehensively enhance corporate climate resilience, seize opportunities in the low-carbon transition, and drive sustainable development and long-term value growth.

During the assessment, we fully considered major climate-related uncertainties, such as variability in extreme weather projections, fluctuations in market demand, policy changes (e.g., carbon taxes), and technological transition risks. These factors may lead to deviations in adaptation strategies. The Company will mitigate such uncertainties through regular monitoring and external assessments.



Category	Risk/Opportunity Description	Impact Cycle ※	Potential Financial Impact	Response Measures
Physical risks	<p><b>Acute risks:</b></p> <p>The increasing severity of extreme weather events (such as typhoons and floods) may severely impact critical business operations including procurement, production, warehousing, and transportation. This poses threats to supply chain stability and asset security, potentially leading to supply chain disruptions, production halts, equipment damage, personnel injuries, and compromised product delivery quality. Consequently, it introduces operational interruption risks and economic losses.</p>	Short, medium, and long term	Operating revenue declines Operating cost increases	<ul style="list-style-type: none"> <li>- Develop comprehensive emergency response plans and establish an emergency command team to systematically address unforeseen incidents according to designated response levels and procedures.</li> <li>- Strengthen the management of operational facilities and the stockpiling and management of emergency supplies. Conduct regular inspections, maintenance, and updates to ensure timely and effective deployment.</li> <li>- Establish a mechanism for monitoring, issuing, and disseminating early warning information, install meteorological monitoring equipment, and promptly communicate weather alerts to all employees.</li> </ul>
	<p><b>Chronic risks:</b></p> <p>Changes in precipitation patterns and extreme fluctuations in climate patterns may lead to rising average temperatures and sea levels, potentially impacting the operational safety of the Company's production bases and logistics. This poses potential risks to long-term asset value and regional business operations.</p>	Long term	Operating cost increases	<ul style="list-style-type: none"> <li>- Conduct emergency drills and regularly organize employees to participate in climate change and disaster knowledge training, as well as emergency response skills training, to enhance their emergency handling and survival capabilities.</li> <li>- Develop procurement category strategies, analyze material production regions, and progressively establish multi-regional backup supply systems for single-source or geographically concentrated suppliers to mitigate the risk of concentrated supply disruptions caused by extreme weather events.</li> </ul>
Transition risks	<p><b>Policies and regulations:</b></p> <p>Tightening carbon emission policies require enterprises to meet higher carbon standards throughout the entire lifecycle—from design and production to logistics—such as carbon footprint requirements, packaging standards, and energy consumption. This increases compliance costs and business complexity.</p>	Medium and long term	Operating cost increases Operating revenue declines	<ul style="list-style-type: none"> <li>- Establish a dynamic tracking mechanism for carbon emission policies across global and key markets, regularly analyze shifts in policy and industry standards, proactively plan low-carbon technology pathways, drive material and process innovation, and ensure products and operations comply with regulatory requirements.</li> <li>- Conduct product carbon footprint certification and carbon verification to enhance product competitiveness in environmentally sensitive markets and earn customer trust.</li> </ul>
	<p><b>Market demand risks:</b></p> <p>As environmental awareness grows among clients such as medical institutions, public health departments, and end-users, market demand for low-carbon medical equipment is increasing. Traditional high-energy-consumption products face the risk of market obsolescence. The transition to low-carbon technologies may also lead to increased production costs.</p>	Medium and long term	Operating revenue declines	<ul style="list-style-type: none"> <li>- Integrate product carbon footprint management and packaging material carbon reduction into the product's full lifecycle design to minimize its carbon footprint.</li> <li>- Adhering to the principles of Ecodesign, continue to increase investment in green technologies, clean processes, and low-carbon solutions. This includes supporting breakthroughs in key technologies such as new material substitution, energy efficiency enhancement, and carbon capture and utilization, thereby steadily reducing compliance risks and transition costs.</li> </ul>

※ Short-term refers to 1 to 3 years (excluding 3 years), medium-term refers to 3 to 10 years, and long-term refers to more than 10 years.

Category	Risk/Opportunity Description	Impact Cycle	Potential Financial Impact	Response Measures
<b>Opportunities</b>	<p><b>New product opportunities:</b></p> <ul style="list-style-type: none"> <li>- Climate change may increase the risk of respiratory, cardiovascular, and infectious diseases, placing greater strain on public health systems and driving up demand for medical equipment.</li> <li>- The market's growing demand for low-carbon, energy-efficient medical equipment presents new development opportunities for enterprises. By promoting green product innovation and low-carbon technology applications, companies can carve out new market space during the low-carbon economic transition, achieving dual improvements in environmental benefits and business growth. economic losses.</li> </ul>	Medium and long term	Operating revenue increases	<ul style="list-style-type: none"> <li>- Strengthen market presence in climate-sensitive regions (such as coastal disaster-prone areas and high-temperature, high-humidity zones) by providing locally adapted equipment configurations and after-sales support systems.</li> <li>- Accelerate the development of low-carbon or zero-carbon products (such as low-energy imaging equipment), advance product environmental certification, respond to the global carbon neutrality trend, meet sustainable procurement requirements, and enhance market competitiveness.</li> </ul>
	<p><b>Resource efficiency opportunities:</b></p> <ul style="list-style-type: none"> <li>- Adopt more efficient energy-saving technologies and equipment, monitor energy consumption, enhance energy utilization efficiency, and reduce energy costs.</li> <li>- Invest in and utilize renewable energy sources to reduce dependence on traditional fossil fuels and lower energy procurement costs.</li> <li>- Implement packaging material carbon reduction strategies (such as simplifying packaging structures and utilizing renewable materials to actively develop green markets) and lower supply chain costs.</li> </ul>	Short and medium term	Operating cost declines	<ul style="list-style-type: none"> <li>- Apply energy-efficient production technologies and introduce smart manufacturing processes, while designing modular, easily upgradeable equipment structures to extend equipment lifespan and reduce energy consumption and equipment wear.</li> <li>- Increase the use of renewable energy through initiatives such as developing photovoltaic projects and purchasing green electricity, optimize the energy consumption structure, and enhance the brand's responsible image.</li> <li>- Strengthen the recycling mechanism for raw material packaging and implement a packaging material reduction strategy to decrease raw material consumption and carbon emissions.</li> </ul>



## Impact, Risk and Opportunity Management

United Imaging Healthcare has integrated the identification and assessment of climate-related risks and opportunities into comprehensive risk management process, forming a normalized and systematic management mechanism. The specific process is as follows:

**Identify climate-related risks and opportunities:** With reference to climate-related disclosure requirements, and combined with the external environment, industry characteristics, and the Company's own business attributes, we identify applicable climate-related risks and opportunities, formulate the *List of Climate-Related Risks and Opportunities*, and update it annually.

**Assess the materiality of climate-related risks and opportunities:** Based on the analysis of climate-related risks and opportunities, we evaluate their impacts across four dimensions: time horizon, value chain impact linkages, probability of occurrence, and severity of impact, so as to determine the priority ranking and matrix of climate-related risks and opportunities.

**analysis for material climate-related risks and opportunities:** Collaborate with various departments to identify and discuss the potential business and financial impacts of material climate-related risks and opportunities on the Company, as well as the current management status. Scenario analysis and financial impact analysis are carried out based on actual business conditions.

**Formulate management measures for material climate-related risks and opportunities and regularly monitor implementation:** For climate-related risks, we develop risk prevention, loss reduction and recovery measures; for climate-related opportunities, we adjust business strategies or allocate appropriate resources. We regularly evaluate the applicability of controls for significant climate risks and opportunities and make dynamic adjustments, ensuring that climate-related management measures remain aligned with internal and external environments and support the achievement of climate targets.



## Indicators and Targets

United Imaging Healthcare has set positive greenhouse gas (GHG) emission reduction targets, continuously tracked progress toward these targets, steadily advanced emission reduction actions, earnestly fulfilled its corporate climate responsibilities, and supported the industry's green transition and sustainable development.

In terms of target formulation, we have established GHG emission reduction targets: taking 2023 as the base year, we aim to reduce Scope 1 and Scope 2 carbon emission intensity per unit revenue by 50% by 2035. In 2025, we set detailed phased emission reduction targets for emission sources in different scopes, covering production and operations, energy use, and optimization of operating and production facilities, alongside the implementation of multiple carbon reduction initiatives. In 2025, United Imaging Healthcare's GHG emissions were 69,958.32 tCO<sub>2</sub>e

(Scope 1 and Scope 2, market-based), representing a 7.80% decrease (5,917.65 tCO<sub>2</sub>e reduced) compared with the 2023 base year. Meanwhile, GHG emission intensity decreased to 5.06 tCO<sub>2</sub>e per million RMB of revenue, down 4.24% year-on-year. We have achieved 47.8% progress toward the 2035 mid-term target of a 50% reduction in emission intensity.

Furthermore, to continuously improve the quality and management of our GHG data, we have engaged a professional third-party organization to verify our GHG emissions. We have also continuously participated in the CDP climate change disclosure and rating project and maintained a B-level management rating.

For more information on climate change-related indicators, please refer to the "Environmental Indicators" section of this report.





# Compliant Operation for Steady Development

As a world-leading medical technology company, United Imaging Healthcare regards business ethics and compliance management as the cornerstone of operations. By establishing a rigorous compliance system, the Company ensures adherence to the highest business ethics standards in all business activities. We also attach importance to information security management, implement responsible marketing, and promote intellectual property protection. Standardized business conducts promote the sustainable development of the Company and set an example for improving governance standards across the industry.

# Practicing Compliant Operation

## Governance

United Imaging Healthcare is committed to building a comprehensive, robust and well-ordered business ethics compliance system. The system covers key areas including anti-bribery and anti-corruption, management for conflict of interest, code of business conducts, anti-monopoly, anti-unfair competition, export control and economic sanctions, and is directly managed by the Board of Directors. The Board has established the Strategy and Social Responsibility Committee and the Audit Committee to ensure the effective implementation of high ethical standards. The Legal & Compliance Department, Financial Control Department, Internal Audit and various professional committees are responsible for the practical implementation of the system.

During the year, the Audit Committee reviewed the financial information in the Company's financial reports and periodic reports, focusing on the implementation of business ethics audits, supervising key issues, and timely reporting relevant progress to the Board. The Strategy and Social Responsibility Committee regularly reviews anti-corruption and anti-fraud work, systematically assesses business ethics risks, and has approved important policy documents including the *Anti-Bribery and Anti-Corruption Policy*, the *Whistleblower Protection Policy* and the *Responsible Marketing Policy*.

United Imaging Healthcare has continuously improved internal compliance policies and norms.

Based on compliance with laws and regulations such as the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, and the *U.S. Foreign Corrupt Practices Act (FCPA)*, and the *UK Bribery Act (UKBA)*, the Company has formulated compliance policies such as the *Anti-Bribery and Anti-Corruption Policy*<sup>※</sup>, the *Business Conduct Guidelines*, the *Conflict of Interest Policies*, the *Internal Investigation Policy*, the *Whistleblower Protection Policy*, the *Responsible Marketing Policy*, the *Trade Secret Management Policy*. During the reporting period, the Company revised the *Conflict of Interest Policies* and reviewed the *Anti-Bribery and Anti-Corruption Policy*, the *Business Conduct Guidelines*, and other policies to ensure that they continue to meet the

optimal requirements of the Company's operations and business ethics supervision. Our compliance policies apply to all employees of United Imaging Healthcare Co., Ltd. and its subsidiaries and affiliates. Meanwhile, the Company encourages all business partners (including customers, suppliers, distributors, etc.) to uphold high business ethics and comply with relevant compliance codes of conduct. During the reporting period, no commercial bribery or corruption incidents occurred within the Group, nor were there any lawsuits or major administrative penalties arising from unfair competition practices.



※ *The Anti-Bribery and Anti-Corruption Policy*: [https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/anti-bribery-and-anti-corruption-policy\\_cn.pdf](https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/anti-bribery-and-anti-corruption-policy_cn.pdf)

## Strategy

United Imaging Healthcare has formulated and implemented the business ethics governance strategy of “dare not corrupt, cannot corrupt, and do not want to corrupt”, resolutely combating on acts violating business ethics. The Company continuously fosters an honest, transparent and compliant operating environment, safeguards the fair and just market order, and strives to build clean and upright corporate culture.

We require all new employees to sign the *Integrity Statement* upon onboarding. Moreover, the code of conduct and punishment for infringement are specified in the *Employee Handbook* to ensure that every employee promotes awareness of business ethics and anti-corruption. For employees in key positions and managerial positions, the Company incorporates compliance performance into performance appraisal to further strengthen the requirements of integrity in business operations. Meanwhile, the Company requires all suppliers and distributors to sign the *Supplier Code of Conduct* and the *Distributor Code of Conduct*, clarifying the business ethics and anti-corruption standards they must abide by in commercial activities. We have also continuously strengthened due diligence measures, with a focus on the business ethics and integrity-based operation of our partners, so as to ensure that our transactions with them are legal and compliant.

We continuously optimize the reporting management system and encourage all employees to actively participate in the supervision and reporting of misconducts, so as to create an open and transparent compliance supervision environment. We provide multiple reporting channels, all of which are available around the clock, supporting anonymous or named reporting. We take all reports seriously, promise to initiate investigation procedures within the shortest time, and the Discipline Committee shall make the final decision in accordance with rules and regulations, ensuring that the handling of violations is transparent, fair, and reasonable. At the same time, we have released the *Whistleblower Protection Policy*<sup>※</sup>, which clearly stipulates that no department, employee or partner shall obstruct or retaliate against whistleblowers by any act or omission. If the rights and interests of whistleblowers are infringed, we will initiate an investigation and impose sanctions on the persons responsible.



reporting platform

Feishu Workplace



reporting hotline

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reporting mailbox

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※ The Whistleblower Protection Policy : [https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/whistleblower-protection-policy\\_cn.pdf](https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/whistleblower-protection-policy_cn.pdf)

In terms of compliance culture development, United Imaging Healthcare has continuously deepened education and training related to business ethics. In accordance with policies such as the *Anti-Bribery and Anti-Corruption Policy* and the *Business Conduct Guidelines*, we have established a comprehensive training system with multi-channel, multi-form, and multi-level

approaches. Every year, we conduct regular business ethics and compliance training for all employees (including full-time employees, interns, part-time employees, outsourced employees, and dispatched workers). The training covers key areas such as the code of business conduct, bribery and corruption, internal fraud, and conflicts of interest, so as to enhance employees' awareness of business ethics

compliance. Furthermore, we have established a strict assessment mechanism to evaluate and provide feedback on employees' learning achievements. This aims to consolidate the training effectiveness, and promote employees to better implement compliance requirements in their work.

### General Business Ethics Training

We provide systematic business ethics and compliance training for all employees every year. The training covers the *Anti-Bribery and Anti-Corruption Policy*, the *Whistleblower Protection Policy*, the *Business Conduct Guidelines*, the *Conflict of Interest Policies* and other relevant documents. Content includes code of business conduct, promotion and responsible marketing, anti-bribery and anti-corruption, anti-fraud, conflict of interest, trade secret protection, internal investigation, and whistleblower protection, to ensure employees fully understand and comply with the Group's code of business ethics. During the reporting period, the Company released the annual business ethics compliance training courses to all employees. Chinese and English video training materials were published on the internal learning platform, and all employees were required to complete the training. The training coverage reached 100%, with more than 16,000 times of participation. Meanwhile, the course remains open for subsequent new employees to ensure all staff fully understand the Company's business ethics standards, compliance systems and policies.

### Specialized Business Ethics Training for Key Positions

We provide specialized and targeted business ethics training for key positions, such as sales, marketing and procurement. Though the training, we guide employees in conducting business, interacting with healthcare professionals and organizing marketing activities in accordance with our compliance policy. Focusing on core topics such as business ethics, anti-corruption, anti-unfair competition, and conflict of interest, the training aims to enhance employees' ability to understand and apply compliance requirements. During the reporting period, the Company has completed compliance training for specific business departments and personnel in key positions. The training coverage for key position personnel reached 100%, with a total of more than 3,400 times of participation.

### Board and Management Ethics Training

Each year, we organize dedicated compliance training for all directors and management to clarify key compliance requirements on business ethics, anti-bribery and anti-corruption, anti-unfair competition, responsible marketing, conflicts of interest and trade secrets. The aim is to increase senior management's understanding of the importance of compliance and to ensure that they act as role models to work in compliance with rules.

### Partner Business Ethics Training

We require each regional distributor to attend compliance training organized by United Imaging Healthcare at least once a year. The training involves business ethics, anti-corruption policy, prevention of unfair competition and other related topics, continuously promoting the development of compliance culture across the supply chain.



We continuously strengthen the internal supervision. Under the leadership of the Board of Directors, we have established a business ethics audit system that covers all aspects such as business and financial activities, to effectively supervise the Group's code of conduct. At the audit preparation stage, we conduct risk assessment procedures, gather information on laws and regulations, institutional processes, operating data, and historical audit records. We also conduct a preliminary assessment for business compliance and risk degree and formulate a detailed audit plan covering global operations network. At the audit execution stage, based on the risk assessment results, the Audit Department focuses on reviewing key high-risk areas such as anti-bribery, anti-fraud, and conflicts of interest. The department conducts a detailed inspection for relevant documents, financial records, contracts, and transaction processes to ensure compliance. At the preliminary result verification stage, the Audit Department communicates with the audited departments to confirm the issues, and ensures that the issues are fully explained and resolved through on-site interviews and document verification. When the audit report is issued, the audited department is required to develop rectification measures. The audit team will continuously track the progress of rectification to ensure that the problems are effectively resolved. The Audit Committee regularly hears reports on the work achievements and follow-up plans of the Audit Department, safeguards the independence and effectiveness of the internal audit system and ensures that it meets the expectations of the Board of Directors.

We have developed a "Three-Year Coverage" audit plan targeting the area of business ethics. The

Audit Department develops detailed annual audit plans and implements a rotational schedule: the first year focuses on headquarters, the second year on domestic subsidiaries, and the third year on overseas subsidiaries. This ensures all operating entities are covered within a three-year cycle. Additionally, high-risk areas undergo more frequent reviews to address market shifts and compliance challenges. The 2025 internal audit plan already incorporates key audits of emerging markets and high-risk areas to dynamically respond to the evolving business environment.

During the reporting period, we conducted systematic audits on domestic operating entities and branches in Australia, New Zealand, and Southeast Asia in accordance with the annual audit plan and relevant business ethics regulations. We completed specialized business ethics audits of United Imaging Healthcare's Shanghai headquarters, domestic subsidiaries, and six overseas branches, and focused on spot checking high-risk areas such as compliance in business collaboration with healthcare professionals, distributor management compliance, supplier onboarding and management, anti-corruption and anti-bribery, anti-fraud and integrity controls, conflicts of interest, and data lifecycle compliance. We also conducted unannounced inspections of marketing events to ensure compliance with regulations and company policies, effectively mitigating corruption risks. We communicated identified corrective actions to relevant business departments, requiring each unit to develop action plans specifying responsible parties and completion deadlines. The Audit Department will continuously track progress and incorporate remediation outcomes into subsequent audit evaluations.

## Impact, Risk and Opportunity Management

United Imaging Healthcare actively enhances management of risks and opportunities related to business ethics and compliance operations. For further details on the impact, risks, and opportunities management of business ethics and compliance operations, please refer to the "ESG Risk and Opportunity Management" section of this report. In terms of specific implementation, we have established three lines of defense to strengthen internal risk management, ensuring business operations comply with laws and regulations, and safeguarding the rights and interests of the Company and all stakeholders. The first line of defense is the business departments, including the Sales and Marketing Department, Procurement Department, Supply Chain Management Department, R&D Department, and Customer Service Department. These departments are responsible for identifying and controlling compliance risks in daily operations, establishing operating procedures and internal control mechanisms, conducting regular self-inspections, and taking preventive measures. The second line of defense consists of the Legal

Compliance Department and the Financial Control Department. The Legal Compliance Department is responsible for formulating and updating compliance policies, providing guidance and supervision, and conducting employee training. The Financial Control Department oversees financial processes and supports the compliance of business departments. In addition, specialized business compliance committees such as the Marketing Compliance Committee, the Information Security and Privacy Protection Committee, the Quality and Compliance Management Committee, and the Anti-Corruption and Data Compliance Task Force have been established to supervise and guide the compliance work within their respective fields. The third line of defense is the Audit Department, which is responsible for independently evaluating the effectiveness of the compliance management, reviewing the compliance of business activities and external partners. The Audit Department reports audit results to the Board of Directors and provides support for the management's decision-making.



## Indicators and Targets

United Imaging Healthcare has established business ethics indicators and targets to enhance risk identification and monitoring in key business areas, ensuring the continuous optimization and refinement of internal control system.

Regarding targets development, we resolutely combat violations of business ethics, maintaining a zero-tolerance stance toward corruption and bribery. We promote building a long-term management mechanism of “dare not corrupt, cannot corrupt, and do not want to corrupt”, pursuing a zero incidence of major violations. The Company vigorously promotes and cultivates a corporate culture of dedication, integrity, honesty, and a spirit of initiative. We also encourage partners to uphold high standards of business ethics, and work together with United Imaging Healthcare to foster a business environment of integrity and compliance.

For more data indicators on business ethics and compliance operations, please refer to the “Social Indicators” section of this report.



# Preventing Data Risks

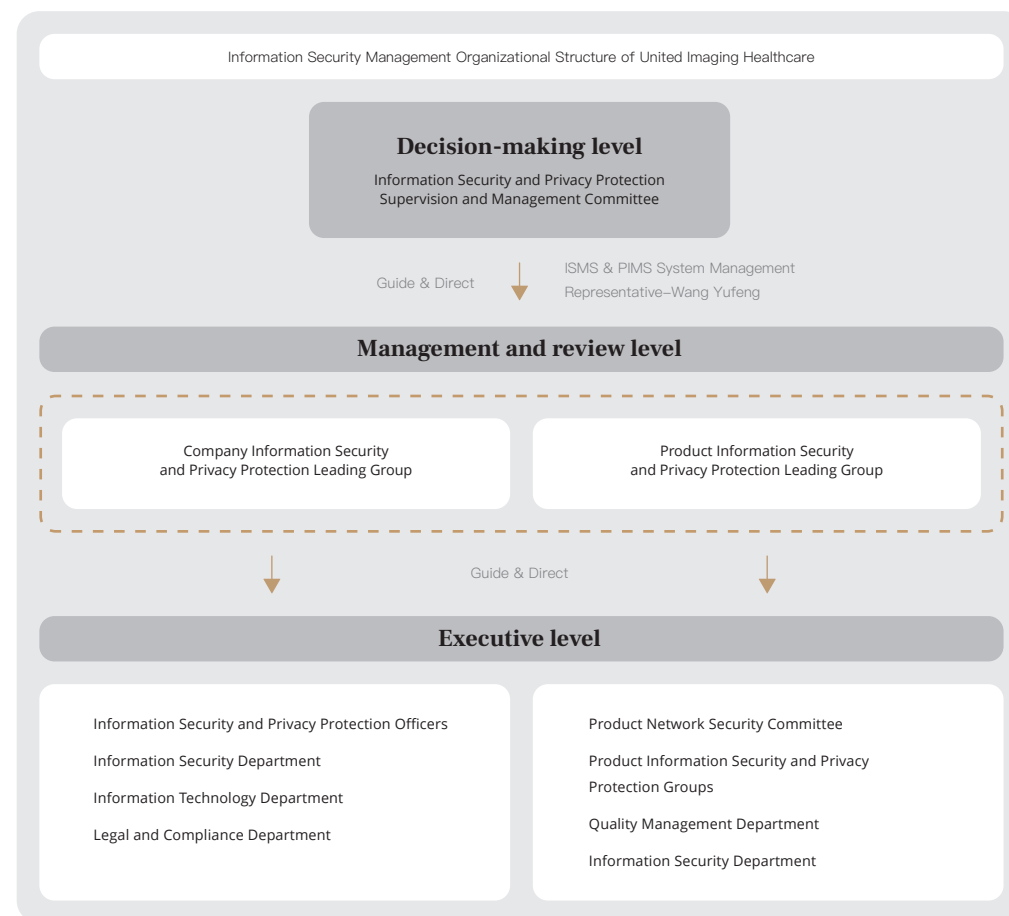
United Imaging Healthcare continuously improves information security and privacy protection management, and enhances the privacy protection policy and the data security management system. By establishing a full-process, multi-level data risk prevention and control strategies, the Company comprehensively prevent information security risks, provides safe and reliable services for customers and partners to fulfill the commitment to data security with concrete actions and enhance the trust and cooperation with stakeholders.

We comply with the laws and regulations including the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, the *Administrative Measures for Data Security in the Field of Industry and Information Technology (for Trial Implementation)*, and the *Regulations on Network Data Security Management*. Combined with the latest information security management specifications, we have formulated the *Information Security Management Manual*, the *Information Security Risk Management Policy*, the *Information Asset Security Management Policy*, the *Supplier Information Security Management Policy*, the *Private Data Security Management Policy* and the *Cloud Security Management Policy* in accordance with the latest information security management specifications. Meanwhile, we have further improved the information security management system at the U.S. Manufacturing Facility, issued a number of policies and implementation rules, and deeply integrated compliance requirements into the entire business process and all links.

We have established a top-down hierarchical information security management structure. The Information Security and Privacy Protection Supervision and Management Committee serves as the highest decision-making body, responsible for formulating compliance policies, ensuring that data processing, storage and transmission comply with relevant legal requirements, and defining the strategic direction and objectives of information security and privacy protection. The Company Information Security and Privacy Protection Leading Group and the Product Information Security and Privacy Protection Leading Group are responsible for the overall management, audit and supervision of the full lifecycle of corporate operations and product R&D respectively. In addition, the specific implementation work is handled by the Information Security and Privacy Officers, the Information Security Department, the Information Technology Department, the Legal and Compliance Department, the Product Network Security Committee, the Product Information Security and Privacy Protection Team, and the Quality Management Department, etc., which work together to ensure the effective implementation of information security and privacy protection policies. During the reporting period, the Information Security and Privacy Protection Supervision and Management Committee held 4 meetings, to conduct analysis and make decisions on the information security risk and privacy protection matters. Relevant departments held regular and ad-hoc information security management communication meetings to continuously optimize work processes and ensure the efficient operation of the management

system. Furthermore, the U.S. Manufacturing Facility established the Region Information Security and Privacy Protection Working Group (Region ISPPWG), and adopted the governance model of "overall coordination by headquarters, regional autonomy", realizing the localization and agility of security decision-making.

During the reporting period, our data security and privacy protection measures were fully implemented, and no data security or information leakage incidents occurred.



# Information Security Management System and Service Qualification

By the end of 2025, United Imaging Healthcare has obtained a full range of authoritative certifications in information security and services, including Information Security Management System (ISO 27001), Cloud Service Information Security Management System (ISO 27017), Medical Health and Safety Management System (ISO 27799), Personal Privacy Protection System (ISO 27701) and IT Service Management System (ISO 20000). At the same time, we received the CCID Information System Service Delivery Capability Certificate (Level 1, 5-Star), the CCRC Information Security Service Qualification Certificate (Level 2), and the ITSS Information Technology Service Standard Compliance Certificate (Level 3). These achievements continuously consolidate the compliance foundation of information and privacy security management and enhance the Company's professional performance capabilities in this field.



ISO 27001 Information Security Management System Certificate



ISO 27701 Personal Privacy Protection System Certificate



ISO 27017 Cloud Service Information Security Management System Certificate



ISO 27018 Public Cloud Privacy Security Management System Certificate



CCID Information System Service Delivery Capability Certificate



ISO 27799 Medical Health and Safety Management System Certificate



ISO 20000 IT Service Management System Certificate



CCRC Information Security Service Qualification Certificate



ITSS Information Technology Service Standard Compliance Certificate

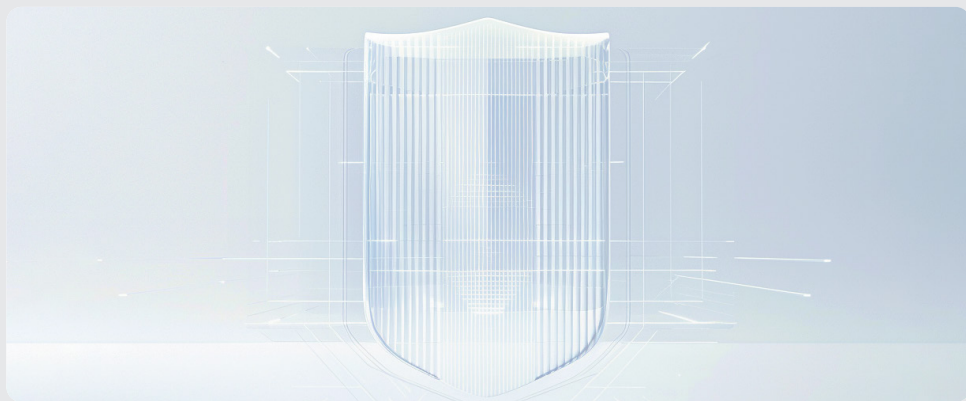
United Imaging Healthcare is devoting increasing efforts to information security management. For example, we have formulated the *Information Security Behaviour Management Rules for Employees*. By detailing potential risks and control points for data, application, host and network security, we have established a comprehensive, multi-level, and three-dimensional information security governance system.

United Imaging Healthcare takes the management of customer privacy data as the core of information security management and strictly adheres to the relevant policies and guidelines. Specifically, we collect, store, use and transfer customer privacy data only when necessary and lawful, and strive to ensure the security and compliance of the data processing environment. In terms of security technology, we deeply integrate daily security operation and maintenance with network protection activities. During the year, we have completed 129 information security audits and actively conducted emergency response drills and practices to accelerate the formation and normalization of

emergency response process. In the area of data management, we carry out collection and analysis of data asset inventories, covering data asset categories, personnel access rights, confidentiality levels, storage systems and system availability. We also conduct cross-departmental data asset identification, establish an overseas data asset list, and continuously improve the classification and grading of data confidentiality to ensure the security and compliance of cross-border data flows. In terms of business operations, measures such as degaussing are adopted for scenarios including equipment scrapping to eliminate the risk of information leakage at the source. In terms of internal audit, the Company organizes internal information security audits, formulates corrective and preventive measures for identified issues, and conducts continuous follow-up.

To enhance the awareness of information security and privacy protection among all employees, the Company has established a full-chain training mechanism. Through a combination of online and offline methods, special lectures and practical training, the training focuses on key modules such as office environment security, password security, phishing email identification and prevention, trade secret protection, and information security

during travelling to improve employees' practical capabilities. The Company includes policy training as a compulsory course for all employees, organizes the study of key documents such as *Information Security Behaviour Management Rules for Employees*, and promotes the integration of compliance requirements into daily work. By the end of 2025, the Company's information security training covered 100% of our employees, ensuring that all staff possess basic compliance capabilities. In addition, we take the "Information Security Month" as a carrier, and support it with credit point-based management to carry out information security publicity. Through information security exams, phishing email tests and other methods, we test tests learning effects, forming closed-loop management and helping employees effectively prevent potential information security risks. Furthermore, the Company has launched the overseas information security training system 2.0, covering all overseas employees in regions including, but not limited to, the United States, Europe, Japan, South Korea, Australia, and Brazil. Leveraging AI technology, the company has developed 8 customized English-language video courses to help enhance global employees' awareness of information security and privacy protection.



#### Data security protection

- Data integrity and authenticity protection
- Anonymity of sensitive information
- Hard disk data encryption
- Data transmission encryption

#### Application security protection

- User authentication and authorization
- User access security protection
- Emergency access supported
- Application whitelisting
- Audit log
- Security scanning

#### Host security protection

- Operating system security reinforcement
- Anti-virus software
- Regularly updated virus database
- Regularly updated security patches
- Trusted machine certificates
- Password management system

#### Network security protection

- Firewall
- Secure encrypted connection
- Network whitelisting
- Network access mechanism
- 24/7 monitoring
- Situation perception
- Threat intelligence system

# Implementing Responsible Marketing

United Imaging Healthcare actively implements the concept of responsible marketing, adheres to the basic requirements of compliance and integrity, and improves the responsible marketing management system to ensure the authenticity and transparency of product information. We strive to build a trustworthy brand image and create a positive and healthy market environment for medical devices.

Complying with *the Advertising Law of the People's Republic of China*, *the Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, *the Basic Standards for Enterprise Internal Control* and other relevant laws and regulations, and in accordance with market regulations and the code of business ethics, the Company has formulated

and issued the *Responsible Sales and Marketing Policy*<sup>※</sup>, establishing a marketing activity management system covering the headquarters, subsidiaries and branches. All personnel acting on behalf of the Company or participating in the Group's marketing activities (including directors, supervisors, senior management, full-time employees, dispatched workers, part-time employees, temporary workers and consultants) and cooperating third parties were required to comply with the relevant regulations. The *Responsible Marketing Policy* clarifies that marketing activities must be legal, rightful, honest and truthful, respect fair competition, comply with business ethics, value customer trust and protect patients' rights and interests. We uphold high ethical standards and oppose corruption and bribery. We

endeavor to ensure that our marketing activities comply with local laws, industry standards and regulatory requirements, and that our marketing content is authentic and accurate. We also take data and information security very seriously and actively protect the privacy of the information and data of our partners and customers in our marketing activities.

We have established a Marketing Compliance Committee and an Ethics Committee composed of senior management to supervise and review the compliance and ethics of marketing activities. Meanwhile, a marketing system compliance team has been set up to regularly review and audit marketing compliance, ensuring full compliance of

marketing activities throughout the process.

We continuously optimizes promotion and publicity processes to ensure that descriptions of the features, quality and uses of our products and services in our promotional materials are clear, accurate, objective authentic, and consistent with the latest scientific research findings, trial data and clinical practice. We have formulated the *Marketing Document Control Process*, which clarifies that our marketing and promotional materials must be consistent with our product registration or filing documents. Promotional information such as scientific research results, statistical data, and survey results must be cited truthfully and completely, with the source and validity period indicated. Any exaggeration of



※ *The Responsible Sales and Marketing Policy*: [https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/responsible-sales-and-marketing-policy\\_cn.pdf](https://global.united-imaging.com/-/media/uih/pdf/investor/20240823/responsible-sales-and-marketing-policy_cn.pdf)

product functions or fabrication of performance indicators is strictly prohibited. We do not promote the safety and efficacy of products or features that are not approved or registered, and we make their status clear in our promotional materials. When producing promotional materials, business units are required to conduct a self-check using the *United Imaging Compliance Self-Checklist* to identify and resolve potential risks in advance. Prior to release, all materials must be verified and confirmed by relevant departments to ensure compliance with all specifications. For advertising and promotions that require review and approval under local laws and regulations, we strictly complies with the complete approval process to ensure full legality and compliance.

We implement ongoing and systematic audit and control procedures for responsible marketing and conduct regular marketing compliance audits of all our operating entities each year. The audits focus on key issues such as risk assessment of marketing activities, compliance with laws, regulations and internal policies, and authenticity of disclosures. This is to ensure that the marketing activities of the Group and our agents are consistent with responsible marketing principles and to prevent misleading or false advertising. We have issued the *Internal Audit Practice Guide: Responsible Marketing Audits*, which clarifies the clear division of responsibilities and provides clear action guidelines for various functional departments. It serves as a institutional bottom line for our marketing, advertising and sales activities to ensure compliance. To effectively implement the policy, we conduct a full-process review and closed-loop rectification mechanism. Through diversified measures such as annual risk assessments and spot checks, we accurately assess the compliance with the responsible marketing policy by our business employees and third-party representatives, achieving full-process and omni-directional supervision and

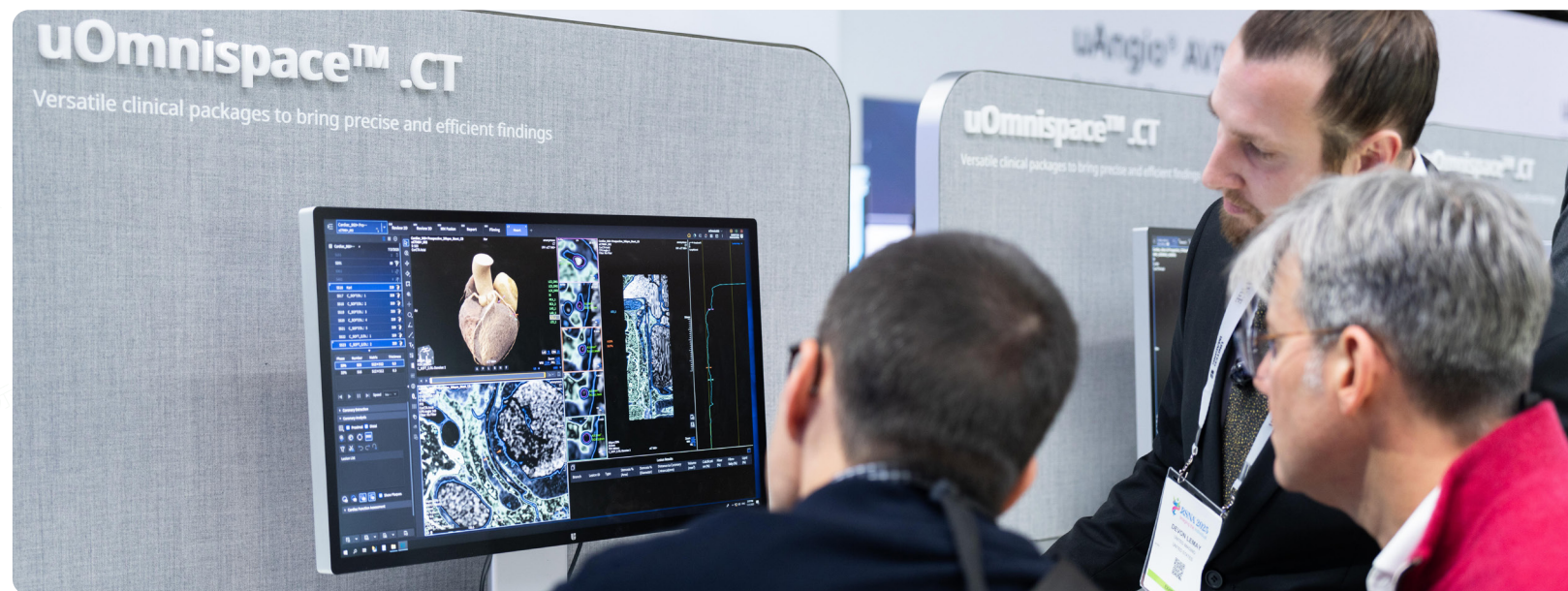
control over the implementation of the policy. In 2025, we revised the *Internal Audit System* to stipulate that the Audit Department shall conduct independent oversight and evaluation of marketing activities. We also newly formulated the *Market Activity Control and Unannounced Inspection System* to provide standardized operational guidelines for the marketing department to carry out marketing activities, further clarifying the implementation of unannounced inspections and post-event audits for market activities. The Audit Department will independently verify whether relevant activities meet the requirements of business ethics and responsible marketing, and promote the closed-loop rectification of identified issues to ensure that control measures are effectively implemented.

In 2025, we conducted responsible marketing audits, covering key areas such as the promotion and publicity behaviors of various operating institutions, dealer code of conduct, the implementation

of employee compliance training, and privacy protection controls. Regarding the issues to be rectified identified during the audits, we promptly fed back to the corresponding business departments, issued special audit reports and rectification requirements, requiring relevant responsible units to formulate rectification plans and measures. The Audit Department continuously tracked the progress of rectification to ensure closed-loop management of issues.

United Imaging Healthcare continuously improves the responsible marketing training system and optimizes training mechanisms, focusing on enhancing the compliance literacy and professional practical capabilities of all employees. The Company carries out multi-level, three-dimensional and systematic marketing empowerment plans covering all employees through training on marketing systems and practices, and external visits by educational institutions, comprehensively strengthening

employees' cognitive foundation and execution of responsible marketing. In 2025, we continuously promoted the "Marketing Professional Training" development plan, adopting online courses, theater rotation training, external exchanges and other training methods to create a systematic special development plan for marketing talents. The course covers key topics such as strategies and tactics, practical experience, and team management, delivered by company senior management and external experts, attracting more than 1,500 marketing personnel to participate. Meanwhile, the Company organized the implementation of the "Regional Commander Training" program, for nearly 100 core marketing managers including regional business directors and general managers of major regions. The training content includes role cognition, management skills, customer relationship management, etc., comprehensively strengthening their actual combat management capabilities.



# Protecting Intellectual Property Rights

United Imaging Healthcare deeply understands that intellectual property right (IPR) is a critical asset for the Company's technological innovation and sustainable development. As an innovator in the medical technology sector, we have built a comprehensive database and IPR management platform, and established a multi-dimensional IPR management system covering patents, trademarks, copyrights and technical secrets. Through forward-looking patent protection, global trademark layout, and regular employee IPR training, the Company safeguards technological innovation achievements with a systematic management mechanism, strengthens core competitiveness, and injects strong impetus into sustainable development.

We comply with the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China* and other laws and regulations. In accordance with the *Intellectual Property Management Manual*, *Basic Intellectual Property Management System*, *Trademark Management Measures*, *Software Copyright Registration Guidelines* and other internal policies, we have formulated the *Technology Transfer and Commercialization System* to standardize procedures and management mechanisms for technology transfer, and legally protect our intellectual property rights and innovation achievements. We have an intellectual property management structure consisting of the Intellectual Property Management Committee, Innovative Product Evaluation Committee, Intellectual Property Department, and emergency group for major intellectual property disputes. They work together to

ensure the orderly and closed-loop management of all types of intellectual property rights.

We systematically implement the patent planning strategy to build a patent barrier based on our technology development paths, the industry's advanced technology and the direction of global market development. The Company has established a full-process patent mining mechanism to ensure that our patent applications cover core technologies across all product lines, achieving comprehensive ownership coverage of innovative achievements. During R&D, we conduct forward-looking technology evaluation, and complete IPR planning and protection layout in advance for future technologies with application potential, actively seizing technological high ground, accumulating core basic patents, and establishing a first-mover advantage for market expansion. In terms of trademarks, we have had a trademark plan in place since our inception, in parallel with our product launch plan. Leveraging the global advantages of the Madrid System for the International Registration of Marks, we have completed multi-region registration of core trademarks, laying a solid foundation for brand rights protection and supporting the compliant development of global business.

We have established a comprehensive and systematic IPR management system based on our development strategy, covering all aspects of the acquisition, maintenance, use and monitoring of intellectual property rights. In terms of risk control, we proactively identify and effectively resolve IPR-

related legal disputes. For document management, we have established a special control mechanism for IPR documents, laws and regulations. With regard to information security, we adopt strict confidentiality measures for IPR-related information resources to prevent information leakage. In addition, we have built a comprehensive database and an IPR management platform for full lifecycle management of IPRs including patents, trademarks, copyrights and technical secrets, in a bid to protect our core technologies and brand value.

We always attach great importance to IPR management and control, continuously strengthening protection. All employees are required to sign a *Confidentiality and Non-Compete Agreement* to prevent IPR risks arising from business information leakage at the institutional level. Meanwhile, we provide systematic specialized IPR training for new employees, IPR department staff, R&D staff and marketing staff, comprehensively improving the awareness and practical capabilities of all employees in IPR protection.



# Strengthening Technology Ethics

United Imaging Healthcare strictly complies with relevant domestic and international technology ethics regulations and guidelines, including the *Declaration of Helsinki – Ethical Principles for Medical Research Involving Human Participants*, the *Measures for Ethical Review of Life Sciences and Medical Research Involving Human Subjects*, the *Good Clinical Practice for Medical Devices*, the *Regulations on the Supervision and Administration of Medical Devices*, and the *Principles for the Classification and Definition of AI-based Medical Software Products*, to ensure that all clinical trials and data processing procedures meet ethical and regulatory requirements.

In terms of clinical trials, all clinical trials conducted by the Group in China adopt standardized *Clinical Trial Protocols* and *Informed Consent Form Templates*, which clearly inform subjects of key information including the purpose of the device, potential risks, and withdrawal mechanisms, and are approved by the hospital ethics committee on a case-by-

case basis. All personnel involved in clinical trials are required to obtain the *Good Clinical Practice (GCP) Certificate* and the Company's *QP-205 Clinical Evaluation Procedure Completion Certificate*. During the trials, the Company and hospitals conduct ethical supervision at the initial, interim, and final stages. In the United States, we have established a systematic technology ethics management system covering the entire process of project initiation, implementation, data management, and results publication. All projects involving volunteers, human data, or clinical research must be reviewed and approved by an independent Institutional Review Board (IRB) before implementation and are subject to ongoing compliance supervision.

In the field of artificial intelligence, the Company has established the *WI-223 AI Data Management Process* and *WI-224 AI System Lifecycle Process* to govern AI data and products, ensuring that the development process complies with national and corporate

regulations. During data collection, the Company has established a comprehensive document system including *Data Collection Specifications*, *Source Data Verification Forms*, *Data Sorting Records*, *Data Annotation Records*, and *Dataset Reports*, to ensure that data collection, sorting, annotation, dataset construction, and data archiving comply with relevant specifications. During algorithm development and validation, the Company has also formulated the *Algorithm Design Specification and Algorithm Validation Report* to ensure the safety and effectiveness of algorithms.

United Imaging Healthcare has established a regular training mechanism for technology ethics to uphold the responsibility bottom line. Before the initiation of clinical studies, authorized researchers receive training on ethical and regulatory requirements, study protocols, and device GCP requirements to ensure that researchers and relevant personnel fully understand project and regulatory requirements and

comply with ethical norms. We also provide training on internal policies such as the *WI-223 AI Data Management Process* and *WI-224 AI System Lifecycle* for product managers, clinical application engineers, quality management personnel, and R&D engineers, requiring all participants to pass an examination to obtain a completion certificate. During the reporting period, we continued to conduct ethical training and publicity covering key topics including the protection of subjects' rights and interests, standardized informed consent, and data anonymization, strengthening the ethical awareness and practical capabilities of all employees.

United Imaging Healthcare adopts a zero-tolerance policy for violations of ethical norms. Any identified violation will trigger timely investigation, rectification, and accountability procedures. During the reporting period, no violations of technology ethics occurred within the Group.



# Appendix

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










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











# Appendix

## GRI Standards and United Nations Sustainable Development Goals (SDGs)

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# KPIs

## Social Indicators

### Product Quality and Safety

Indicator	Unit	2025
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#### Product safety and quality training for employees

Times of participation	/	369,089
Total duration	Hour	221,847.18
Coverage	%	100

#### Product safety and quality testing

Cumulative number of tests	Ten thousand time	1,414
Coverage	%	100

### Customer Service

Indicator	Unit	2025
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Customer satisfaction	%	96
Number of customer complaints	Time	0
Percentage of complaints handled	%	100

### Supplier Management

Indicator	Unit	2025
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Total number of suppliers	/	351
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#### Number of suppliers by region

China mainland	/	316
Hong Kong, Macao and Taiwan	/	4
Overseas	/	31

#### Supplier quality management

Percentage of suppliers adhering to supplier code of conduct (enterprise-defined)	%	100
Percentage of suppliers signing anti-corruption documents such as the <i>Integrity Commitment</i> and the <i>Integrity Agreement</i>	%	100
Percentage of purchasing staff signing anti-corruption documents such as the <i>Clean Procurement Commitment</i>	%	100
Percentage of suppliers with certificates for quality, environmental and occupational health and safety management systems	%	97.3

#### Percentage of suppliers audited and certified by tier

Tier 1 suppliers	%	100
Tier 2 suppliers	%	100
Tier 3 suppliers	%	100

Coverage of supplier training	%	100
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**Employee Information**

Indicator	Unit	2025
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Employment contract signing rate	%	100
Total number of employees	/	8,726

Number of employees by employment type		
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Full-time	/	8,703
Part-time	/	23

Number of employees by rank		
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Senior managers	/	29
Middle-level managers	/	403
General employees	/	8,294

Number of employees by gender		
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Female employees	/	2,391
Male employees	/	6,335

Number of employees by education background		
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Masters or above	/	3,662
Bachelors	/	3,122
Junior college graduates	/	941
Technical secondary school graduates or below	/	1,001

Number of employees by age		
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30 or below	/	2,670
31-40	/	4,377
41-50	/	1,350
Above 50	/	329

Number of employees by region		
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China mainland	/	8,080
Hong Kong, Macao and Taiwan	/	9
Overseas	/	637

**Employee Training**

Indicator	Unit	2025
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Number of trained employees by rank		
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Senior managers	/	29
Middle-level managers	/	403
General employees	/	8,294

Number of trained employees by gender		
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Female employees	/	2,391
Male employees	/	6,335

Coverage of trained employees by rank		
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Senior managers	%	100
Middle-level managers	%	100
General employees	%	100

Coverage of trained employees by gender		
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Female employees	%	100
Male employees	%	100

Total duration of employee training	Hour	294,576.58
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## Total duration of employee training by rank

Senior managers	Hour	505.58
Middle-level managers	Hour	7,025.87
General employees	Hour	287,045.13

## Total duration of employee training by gender

Female employees	Hour	80,716.55
Male employees	Hour	213,860.03

## Average training hours by rank

Senior managers	Hour/person	17.73
Middle-level managers	Hour/person	17.73
General employees	Hour/person	34.61

## Average training hours by gender

Female employees	Hour/person	33.76
Male employees	Hour/person	33.76

Amount spent on employee education and training	Ten thousand yuan	412.09
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## Occupational Health and Safety

Indicator	Unit	2025
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Major and above work safety accidents	Case	0
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## Occupational health and safety training for employees

Number of sessions	/	437
Times of participation	/	77,953
Total duration	Hour	11,040
Amount invested in employee work-related injury insurance ※	Ten thousand yuan	959.6
Coverage of employee work-related injury insurance	%	100

## Anti-Corruption Management

Indicator	Unit	2025
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Total number of anti-corruption training sessions	Time	20
Total duration of anti-corruption training	Hour	8,012

## Anti-corruption training

Times of participation of trained employees	/	19,050
Percentage of employees trained	%	100
Times of participation of trained directors	/	9
Percentage of directors trained	%	100
Times of participation of trained management	/	29
Percentage of management trained	%	100
Times of participation of trained partners	/	289
Percentage of partners trained	%	100

※ Employee work-related injury insurance provides production safety protection for employees and covers all employees.

**Anti-Unfair Competition Management**

Indicator	Unit	2025
Total number of anti-unfair competition training sessions	Time	20
Total duration of anti-unfair competition training	Hour	8,012

**Anti-unfair competition training**

Times of participation of trained employees	/	19,050
Percentage of employees trained	%	100

**Information Security Management**

Indicator	Unit	2025
Total times of participation	/	43,227
Total number of training sessions	Time	33
Total duration of training	Hour	4,755.9

**IPR Protection**

Indicator	Unit	2025
Cumulative number of patent applications	/	10,190
Cumulative number of patent applications for inventions	/	8,385
Cumulative number of patents granted	/	5,204
Cumulative number of invention patents granted	/	3,993

**Technological Innovation**

Indicator	Unit	2025
Number of R&D personnel	/	3,497
Amount of R&D Investment	Billion yuan	2.621
Proportion of R&D expenditure to main business revenue	%	18.99

## Environmental Indicators

### GHG Emission<sup>[1]</sup>

Indicator	Unit	2025
Direct (Scope 1) GHG emissions	tCO <sub>2</sub> e	8,172.62
Indirect (Scope 2) GHG emissions (market-based) <sup>[2]</sup>	tCO <sub>2</sub> e	61,785.70
<b>Total GHG emissions (Scope 1 and 2) (market-based)</b>	tCO <sub>2</sub> e	69,958.32
<b>GHG emission intensity (Scope 1 and 2) (market-based)</b>	tCO <sub>2</sub> e/RMB million revenue	5.06
Indirect (Scope 3) GHG emissions <sup>[3]</sup>	tCO <sub>2</sub> e	465,564.28

### Waste<sup>[4]</sup>

Indicator	Unit	2025
<b>Hazardous waste</b>		
Total hazardous waste	Tonne	270.43
Hazardous waste intensity	Tonne/RMB million revenue	0.02

### Non-hazardous waste<sup>[5]</sup>

Total non-hazardous waste	Tonne	3758.36
Non-hazardous waste intensity	Tonne/RMB million revenue	0.27

### Water<sup>[7]</sup>

Indicator	Unit	2025
Total water consumption	Tonne	331,813
Water consumption intensity	Tonne/RMB million revenue	24.01

### Energy Consumption<sup>[6]</sup>

Indicator	Unit	2025
Gasoline	GJ	5,210.85
Diesel	GJ	2,291.00
Piped natural gas	GJ	11,358.31
<b>Total consumption of non-renewable fuel</b>	GJ	18,860.16
Purchased electricity	kWh	127,097,576
<b>Total energy consumption within the organization</b>	GJ	476,411.44
<b>Internal energy intensity</b>	GJ/RMB million revenue	34.47

<sup>[6]</sup> Covering Shanghai United Imaging Healthcare Co., Ltd. and its subsidiaries: United Imaging Healthcare Poland Sp.z o.o., United Imaging Healthcare North America, Inc., UIH Technologies LCC, United Imaging Healthcare North America LLC, Wuhan United Imaging Healthcare Co., Ltd., United Imaging (Changzhou) Healthcare Co., Ltd., and Shanghai Xinman Crystal Material Technology Co., Ltd. GHG emissions include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride. GHG emissions data is calculated in carbon dioxide equivalent. The calculation method used is the emission factor method: GHG emissions = activity data × emission factor × global warming potential (GWP). Specifically, the Scope 1 emissions are calculated in accordance with the *Guidelines for the Compilation of Provincial Greenhouse Gas Inventories (2025 Edition)*, the *Guidelines for Greenhouse Gas Emission Accounting and Reporting of Shanghai (Trial)*, the *2006 IPCC Guidelines for National Greenhouse Gas Inventories* issued by IPCC; Scope 2 emissions are calculated using location-based and market-based methods, with electricity emission factors derived from the corresponding values in the *Announcement on the Release of the Electricity Carbon Dioxide Emission Factor for 2023* issued by the Ministry of Ecology and Environment; Scope 3 emissions are calculated in accordance with the *Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)*. GWP values use the updated figures released by the IPCC in 2024 based on the sixth assessment report (AR6).

<sup>[10]</sup> Our region-based Scope 2 emissions are 64,859.91 tCO<sub>2</sub>e.

<sup>[11]</sup> Scope 3 GHG emissions include emissions from business travel, upstream transportation and distribution, downstream transportation and distribution, employee commuting, purchased goods and services, capital goods, and waste generated in operations.

<sup>[12]</sup> Covering Shanghai United Imaging Healthcare Co., Ltd. and its subsidiaries: United Imaging Healthcare Poland Sp.z o.o., United Imaging Healthcare North America, Inc., UIH Technologies LCC, United Imaging Healthcare North America LLC, Wuhan United Imaging Healthcare Co., Ltd., and United Imaging (Changzhou) Healthcare Co., Ltd.

<sup>[13]</sup> Covering Shanghai United Imaging Healthcare Co., Ltd., Wuhan United Imaging Healthcare Co., Ltd., and United Imaging (Changzhou) Healthcare Co., Ltd.

<sup>[14]</sup> Covering Shanghai United Imaging Healthcare Co., Ltd. and its subsidiaries: United Imaging Healthcare Poland Sp.z o.o., United Imaging Healthcare North America, Inc., UIH Technologies LCC, United Imaging Healthcare North America LLC, Wuhan United Imaging Healthcare Co., Ltd., United Imaging (Changzhou) Healthcare Co., Ltd., and Shanghai Xinman Crystal Material Technology Co., Ltd.

<sup>[15]</sup> Covering Shanghai United Imaging Healthcare Co., Ltd. and its subsidiaries: United Imaging Healthcare Poland Sp.z o.o., United Imaging Healthcare North America, Inc., UIH Technologies LCC, United Imaging Healthcare North America LLC, Wuhan United Imaging Healthcare Co., Ltd., and United Imaging (Changzhou) Healthcare Co., Ltd.