Taimei
太美医疗科技

浙江太美醫療科技股份有限公司

Zhejiang Taimei Medical Technology Co., Ltd.

(A joint stock company incorporated in the People's Republic of China with limited liability)

(於中華人民共和國註冊成立的股份有限公司)

Stock Code 股份代號：2576

2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CONTENTS

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ABOUT THIS REPORT

1. REPORT OVERVIEW

This Report is the annual Environmental, Social, and Governance (ESG) Report ("Report") issued by Zhejiang Taimei Medical Technology Co., Ltd. and its subsidiaries (hereinafter referred to as "the Company" or "Taimei Technology"). It provides a comprehensive and objective disclosure of the Company's management policies, specific practices, and performance in ESG-related matters for the year 2025, demonstrating its commitment to sustainable development.

2. REPORTING FRAMEWORK

This Report has been prepared in accordance with the relevant provisions of the Environmental, Social, and Governance Reporting Code (the "Code") set out in Appendix C2 of the Rules Governing the Listing of Securities (the "Listing Rules") of The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). It also references international standards such as those of the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (SDGs) to ensure that the report is comprehensive, accurate, and comparable.

3. REPORTING PRINCIPLES

During the preparation of this Report, the Company has adhered to the principles of materiality, quantitative, balance, and consistency as outlined in the Code:

a) **Materiality:** This Report discloses the Company's process for identifying material topics, the materiality matrix, and the final results. It also outlines the Company's key stakeholders and corresponding engagement measures. For details, please refer to the sections "Stakeholder Communication" and "Materiality Assessment."

b) **Quantitative:** The quantitative data disclosed in this Report is supplemented with explanatory notes to clarify the sources of standards, methodologies, and conversion factors used in calculating key environmental and social performance indicators, in accordance with the requirements of the Guide.

c) **Balance:** This Report objectively presents both positive and negative information, avoiding any selective disclosure, omission, or presentation format that may inappropriately influence the decision-making or judgment of report readers.

d) **Consistency:** The information disclosed in this report covers Zhejiang Taimei Medical Technology Co., Ltd. and its subsidiaries, maintaining consistency with the scope of the annual report. The reporting methodology will remain consistent in future years. If any changes in the disclosure scope or calculation methods affect comparability with previous reports, the Company will provide relevant explanations.

4. REPORTING SCOPE

The information and data disclosed in this Report cover Taimei Technology and its subsidiaries, encompassing the Company's global operations in medical technology product development, service delivery, and the implementation of digital healthcare solutions.

5. REPORTING PERIOD

This Report covers the period from 1 January 2025 to 31 December 2025 (the "Reporting Period"). To enhance comprehensiveness, certain information appropriately references past years.

6. DATA SOURCES

The data and materials disclosed in this Report are sourced from the Company's public disclosures, internal administrative documents, statistical reports, financial statements, and third-party survey results. Unless otherwise specified, all monetary figures in this Report are denominated in Renminbi (RMB).

7. FORWARD-LOOKING STATEMENT

This Report contains forward-looking statements based on the current expectations, estimates, forecasts, beliefs, and assumptions of the Company and its subsidiaries regarding their business operations and market conditions. However, these statements do not guarantee future performance. Taimei Technology's actual performance may be affected by market risks, uncertainties, and factors beyond the control of Stock Exchange. As a result, actual outcomes and returns may differ from the assumptions and statements presented in this Report.

8. CONTACT INFORMATION

Stakeholders are welcome to provide valuable feedback on this Report or the Company's sustainability performance.

Email: pr@taimei.com
Website: http://www.taimei.com/

ABOUT TAIMEI TECHNOLOGY

Taimei Technology (02576.HK) is a digital intelligence operation platform for the life sciences industry, with business covering pharmaceutical research and development (R&D), pharmacovigilance (PV), and marketing. In 2025, the Company entered a new era of comprehensive AI layout. With its self-developed AI technology platform for the pharmaceutical industry, "WiZ," as the engine, it integrates practical experience from thousands of clinical research projects and profound industry knowledge. Through vertical large language models (LLMs) and dynamic learning algorithms, it has built a trustworthy, usable, and perceptible AI agent ecosystem. This leapfrog technological upgrade not only realizes a new, data-driven predictable clinical research model but also leads the industry's comprehensive transformation from digital operations to digital intelligence-based decision-making, aiming to enhance overall pharmaceutical R&D efficiency and significantly optimize post-marketing commercial performance.

In the field of digital infrastructure for clinical development, Taimei Technology has built an extremely rich product matrix, providing end-to-end solutions through over 40 full-stack AI tools for clinical development. For pharmaceutical companies, the Company offers core systems including eCooperate Clinical Trial Management System (CTMS), eCollect Electronic Data Capture (EDC), eBalance Randomization and Pharmacokinetic Management System, and eArchives Electronic Trial Master File (eTMF) management system. For hospitals, it achieves digital intelligence collaboration through systems such as eSite Site Management, eTrial Clinical Trial Management, and eScreening Subject Screening. Additionally, the Company has launched clinical research agents such as iDM Data Management Assistant and iCTA Document Management Assistant, and integrated innovative solutions including iSMO Digital Intelligence Solution, IRV Multi-disciplinary Image Review, and IRC Independent Review Committee imaging review, comprehensively safeguarding the quality and compliance of clinical research. Beyond strong software support, Taimei Technology also provides comprehensive pharmaceutical R&D innovation services, leveraging professional teams in intelligent clinical operations, medical science, data science, and regulatory affairs to deliver deep industry insights. In the drug safety monitoring field, the Company owns the eSafety Pharmacovigilance System and the eSAE Safety Information Management System, extending to real-world insights, patient intelligent care platforms, and independent review centers, creating a closed-loop service covering the entire drug lifecycle. In pharmaceutical marketing, the Company relies on the "Boundless" omni-channel digital intelligence marketing platform, integrating tools such as CRM Customer Relationship Management, SFE Sales Force Effectiveness, AI Coaching, Zhihai – Content Generation, and HCP360, helping pharmaceutical enterprises enhance channel distribution management efficiency and academic interaction levels.

Upholding the vision of "Unleashing the Power of Digital Intelligence to Make Health Within Reach," Taimei Technology is building the next-generation digital intelligence infrastructure for the pharmaceutical industry of the future. It drives transformation with intelligence and breaks conventions with innovation, making drug innovation more efficient, patient medication safer, and good medicines more accessible, while reducing patients' healthcare burdens. To date, the Company has provided digital intelligence solutions to over 1,600 pharmaceutical enterprises and CROs (Contract Research Organizations) globally, and has established deep partnerships with approximately 700 national drug clinical trial institutions and over 370 SMOs (Site Management Organizations). Rooted in China and expanding overseas, Taimei Technology currently operates in overseas regions such as the Asia Pacific, North America, and the European Union, with a business footprint covering major global pharmaceutical markets. As a national-level Specialized, Fine, Peculiar and Innovative "Little Giant" Enterprise, Taimei Technology, with a professional team of about 700 pharmaceutical and IT cross-disciplinary elites, holds a leading market position. According to the "Market for Technology Solutions in the Life Sciences Industry" report published by Frost & Sullivan, the Company's market share of several major SaaS software products ranks at the national leading level. According to IDC's China Clinical Trial Information System Solutions Market Share series of reports, the Company has ranked first in market share in China's clinical trial information system solutions market for consecutive years.

SOCIAL RECOGNITION

In 2025, Taimei Technology has been honored with a number of heavyweight awards for its excellence and innovation in healthcare technology, a partial list of which can be found below:

Award	Awarding organization
Top 10 Digital Healthcare Industry Leaders in the Yangtze River Delta	Innovation Research Center of the Yangtze River Delta G60 Sci-Tech Innovation Corridor, National Biopharmaceutical Enterprise Platform, Yiyun Technology
Specialized, Fine, Peculiar and Innovative "Little Giant" Enterprise (Recertification Passed)	Ministry of Industry and Information Technology
KPMG Inaugural Health Tech 50 List	KPMG China, Beijing Dongcheng District Government
2025 Growth-oriented Zhejiang Data Provider	Zhejiang Provincial Department of Economy and Information Technology
2025 Outstanding Digital Trade Innovation Application Case in Zhejiang Province	Zhejiang Provincial Department of Economy and Information Technology
2025 Pilot Enterprise for the Chief Data Officer System and Outstanding Enterprise Case	Zhejiang Provincial Department of Economy and Information Technology
2025 Artificial Intelligence Application Scenario in Zhejiang Province	Zhejiang Provincial Department of Economy and Information Technology
First Batch of Zhejiang Province Manufacturing Single Champion Enterprises	Zhejiang Provincial Department of Economy and Information Technology
Jiaxing City Service Industry Leading Enterprise	Jiaxing Municipal Development and Reform Commission
Pudong New Area SME Digital Transformation City Pilot Digital Transformation Service Provider (Fostering)	Pudong New Area Science and Economy Commission
Shanghai Biopharmaceutical Innovation Product Key Project Approval	Shanghai Municipal Science and Technology Commission

THEME: WIZ AI ENGINE, DIGITAL PRODUCTIVITY

In 2025, Taimei Technology officially entered a new era of comprehensive AI layout. With its self-developed AI technology platform for the pharmaceutical industry, "WiZ," as the core engine, the Company established a core evolution path from "SaaS products" to "intelligent platform guidance," and then to "Digital Productivity," aiming to achieve end-to-end intelligent service delivery across the entire clinical research process. This transformation covers all key nodes of "preparation – design validation – implementation – monitoring" in clinical research and pharmaceutical R&D. Through the deep combination of AI agents with existing SaaS products (such as iDM+EDC, iCTA+eTMF, etc.), it brings complex pharmaceutical R&D into the "autonomous driving" era.

1. iCTA Document Management Agent

iCTA focuses on the compliance and human efficiency issues in Trial Master File (TMF) management. Embedded in the eArchives system, it provides a full-chain intelligent solution from collection to archiving.

- Intelligent Classification and Metadata Extraction: It can automatically identify trial document content, achieving automatic classification, automatic naming, and attribute filling. The classification accuracy exceeds 90%, and the time for attribute filling is reduced by up to 70%.

- Intelligent Quality Control (QC): It automatically checks document clarity, tilt angle, whether it is a blank page, and can identify logical conflicts between documents.

- Completeness Management and Missing Identification: This is the core breakthrough of iCTA. It can automatically identify potential document missing based on the event context of study initiation, enrollment, follow-up, etc., and add plans to ensure the TMF is always in a "submission-ready" state.

- Cross-document Compliance Check: For example, through cross-referencing, it can identify violations such as investigators performing drug receipt without obtaining authorization or training, achieving advance warning.

2. iPV Pharmacovigilance Agent

As the industry's first PV agent, iPV is committed to freeing PV specialists from tedious Individual Case Safety Report (ICSR) processing, realizing a transformation from "passive monitoring" to "active prediction."

- iPV-intake (Intelligent Entry Assistant): It supports automatic ingestion of documents from various sources such as emails and scanned copies, using OCR and large model technology to complete reading and formatting. The working time for initial report entry is shortened from 50 minutes to 40 seconds, with an accuracy rate exceeding 95%.

- Intelligent Follow-up Report Merging: It automatically identifies new additions, modifications, or historical data in follow-up reports, and provides an assisted decision-making interface for one-click merging, moving towards "zero repetitive labor".

- Intelligent Translation Suite: It integrates AI translation for the pharmaceutical vertical field, supporting multiple languages such as Chinese, English, Japanese, and Korean. The system has a "self-feedback memory" function that automatically records manual corrections to terms and continuously optimizes the model.

- Automated Submission: It supports automatic verification of global regulatory submission rules (such as FDA, EMA, NMPA), with overall processing efficiency improved by up to 300%.

3. iDM Data Management Agent

iDM is deeply integrated with the EDC (eCollect), focusing on resolving efficiency bottlenecks in the clinical trial database building phase.

- Automated Database Building: It can automatically generate CRFs (Case Report Forms) and validation plans based on the clinical trial protocol.

- Efficiency and Quality: It improved database building efficiency by 80%. Meanwhile, by reducing manual intervention, the human error rate decreased by 50%.

- Multi-scenario Orchestration: It has achieved contract revenue conversion, which is an important milestone for Taimei Technology in moving towards "autonomous driving" in the field of data science.

4. iMAP Intelligent Medical Monitoring Analysis Platform

iMAP is driven by the dual wheels of "real-time data + medical expertise", solving the pain points of delayed data provision and lack of visualization in traditional medical monitoring.

- Multi-dimensional Visualization Reports: It automatically generates Patient Profiles, Best Overall Response Waterfall Charts (showing lesion shrinkage), Spider Plots (lesion diameter changes), Overall Response Swim Lane Charts, etc., intuitively presenting the safety and efficacy performance of the drug.

- Direct Medical Query Issuance: The platform is integrated with the EDC. When reviewers identify anomalies while reviewing visualization reports, they can directly send queries online to the EDC without switching systems or manually locating data points.

- Decision Support: Through cross-analysis of AEs (Adverse Events) and laboratory indicators and clustered signal monitoring, it helps sponsors and medical teams make timely key decisions of "continue to increase investment or stop R&D".

5. Other Frontier Layouts

- TFL Coding (Statistical Programming Automation): R&D investment began in Q4 2025, aiming to automate statistical programming for clinical research. It is expected to form a product and drive commercialization in 2026.

- IRV (Image Review): It promotes the evolution of third-party independent imaging capabilities towards AI for Science, and has completed initial business model validation.

While products continue to achieve breakthroughs, Taimei Intelligence Pharmaceutical (Shanghai) R&D Co., Ltd. (hereinafter referred to as "Taimei Intelligence") officially completed its renaming in February 2025, marking the renewal and upgrade of its business. Driven by AI, Taimei Intelligence deeply integrates the professional capabilities of innovative drug R&D with innovative business models, committed to providing the industry with more efficient, more transparent, and higher-quality intelligent R&D overall solutions, covering all-around delivery outcomes such as digital intelligence clinical operations and data science.

Taimei Technology's competitive advantage lies in its "troika" – powerful AI technology, profound professional capabilities, and innovative business models. Different from traditional system vendors or pure service-oriented companies, Taimei Technology possesses industry insights and high-quality data reserves accumulated over 12 years of deep cultivation in the pharmaceutical industry, distilling the successful formula of "AI implementation = Data + Scenario + Model + Standard". Its strong localization engineering capability and agile response, coupled with the SaaS cloud deployment model where Agent products are easy to maintain and iterate uniformly, have formed an inimitable competitive barrier.

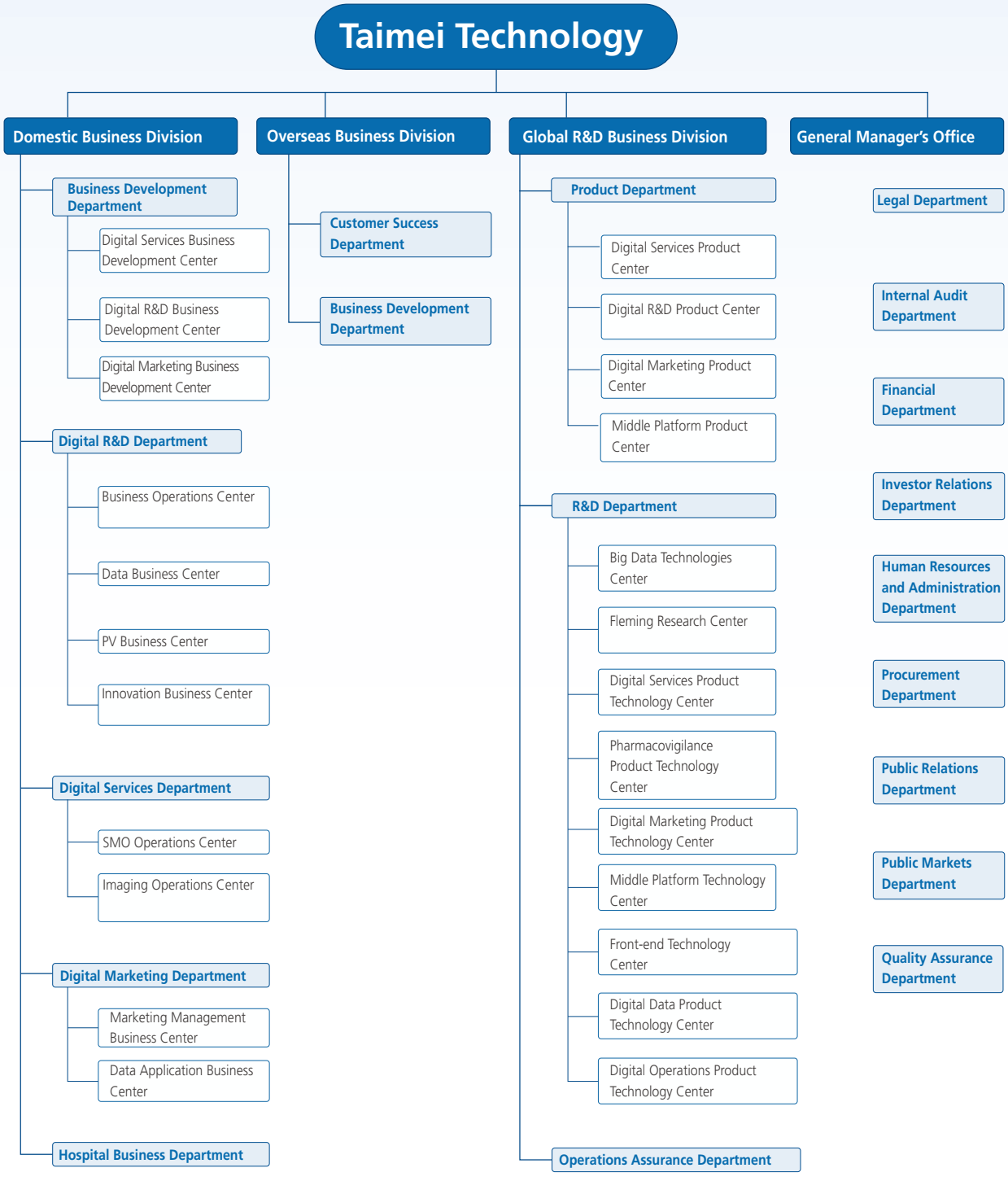
In the R&D field, Taimei Technology demonstrates outstanding systematic strength. The Company has established a dedicated algorithm center and the Fleming AI working group spanning China and the United States, focusing on breakthroughs in AI underlying architecture and vertical algorithms. Relying on a mature data base and accumulated industry experience, the marginal R&D investment for new products is relatively low, enabling rapid adaptation to challenges in the market's "involution" environment. By establishing co-creation mechanisms with customers, Taimei Technology continuously uncovers unmet clinical needs, and through comprehensive capabilities of platformization, intelligentization, and internationalization, is driving innovative drug R&D to a higher level.

1. CORPORATE GOVERNANCE STRUCTURE

With the core concept of "Scientific Governance, Efficient Synergy and Responsibility", Taimei Technology builds a modernized governance system with the shareholders' meeting and the board of directors (the "Board") as the core, and professional committees and multi-dimensional business divisions as the synergistic linkage, which comprehensively supports the implementation of the Company's strategy and sustainable development. As the highest authority, the shareholders' meeting coordinates major decisions, while the Board has set up three professional committees, namely, nomination, remuneration and assessment, and audit, to ensure the professionalism and transparency of governance; the secretary to the Board and the general manager are respectively responsible for compliance operations and daily operations.

During the Reporting Period, Taimei Technology completed an organizational structure adjustment centered on the "troika," forming a strategic pattern of the Domestic Business Division, Overseas Business Division, and Global R&D Business Division operating in parallel, with the General Manager's Office providing comprehensive functional support. Among them, the Domestic Business Division, as the main entity deeply cultivating the local market, builds a full-chain digital service system covering from the front-end of clinical research to post-marketing commercialization around five major segments: Business Development, Digital R&D, Digital Services, Digital Marketing, and Hospital Business; the Overseas Business Division independently bears the globalization strategy, focusing on regions such as the Asia Pacific, North America, and the European Union, and serving overseas pharmaceutical enterprises and multinational customers through the dual drivers of customer success and business development.

SUSTAINABLE DEVELOPMENT SYSTEM



Architecture Diagram of Zhejiang Taimei Medical Technology Co., Ltd.

As the core engine of technological innovation, the Global R&D Business Division focuses on "comprehensive AI layout." Relying on the WiZ AI platform and Digital Productivity product matrix, it integrates product, R&D, and operational support functions, establishes cutting-edge algorithm research teams in both China and the United States, and accelerates the implementation of the technical path of "SaaS + AI + RPA" around technology centers for big data, front-end, and multiple business domains. Meanwhile, the General Manager's Office, as the hub of corporate governance and support, coordinates key functions such as compliance and risk control, finance and human resources, and brand communication, ensuring the organization maintains compliance, transparency, and efficient operations during rapid expansion, providing safeguards for the two major business segments and the R&D system.

2. ESG MANAGEMENT STRUCTURE

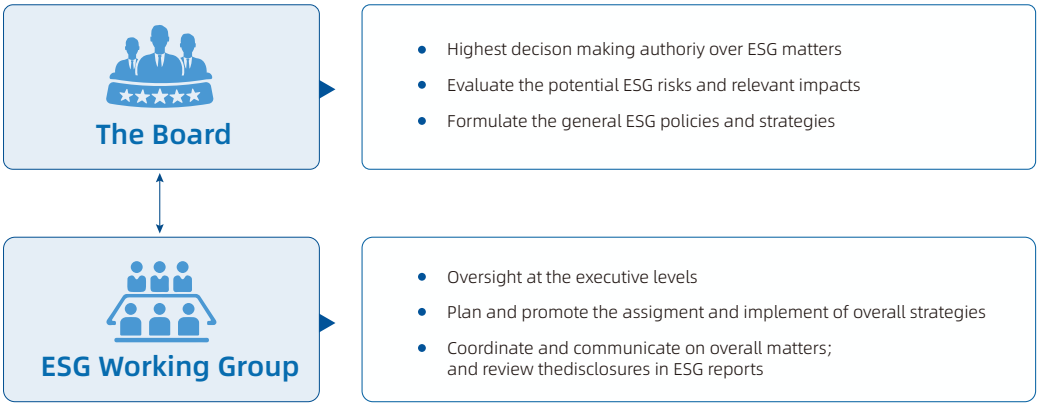
Taimei Technology has always recognized sustainability as a core component of its corporate strategy and is committed to promoting environmental, social and governance (ESG) objectives through a systematic governance structure.

Board of Directors Top Level Design and Responsibilities

The Board of the Company, as the highest decision-making body on ESG matters, plays a key role in promoting the Company's sustainable development process and fully assumes a number of important responsibilities. In terms of strategic planning, the Board identifies ESG risks and opportunities that are closely related to the industry, such as data privacy and security risks, AI ethical issues, and the prospect of green technologies in the healthcare sector. The Board then sets long-term strategic objectives and develops a detailed implementation path. At the same time, the Board attaches great importance to the monitoring of ESG objectives and regularly reviews ESG key performance indicator(s) ("KPI(s)"), such as carbon emission intensity, the coverage rate of AI algorithm compliance assessment and customer satisfaction, to ensure the effective promotion of the ESG strategy. The Board rigorously evaluates progress of achieving the objectives and making timely adjustments to the action plan.

Cross-sectoral collaboration of ESG-specific working groups

In order to efficiently implement the decisions made by the Board, the Company has set up a joint ESG working group consisting of core members from multiple departments. Members come from a number of key departments, including the Technology Research and Development Center, which actively promotes green medical technology innovation with its technical expertise; the Data Security and Compliance Department, which ensures that the full lifecycle management of medical data complies with international privacy standards; the Public Affairs Department, which coordinates a variety of public welfare projects and provides medical resources to remote areas to help improve the fairness of the distribution of medical resources; and the Human Resources Department, which devises The Human Resources Department designs diversified training mechanisms for employees to create a favorable internal environment and ethical code.



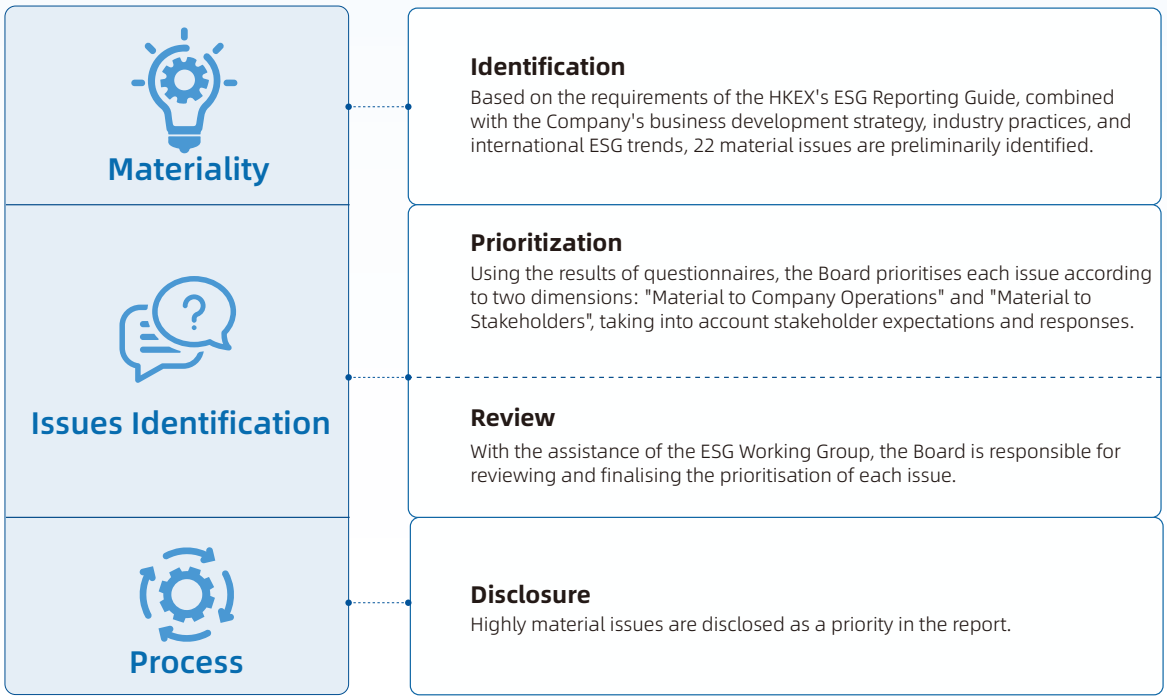
3. STAKEHOLDER COMMUNICATION

Taimei Technology deeply recognizes the importance of stakeholder feedback to its business development and environmental, social and governance (ESG) performance. In order to closely align our ESG practices with the expectations and concerns of our stakeholders, the company not only insists on evaluating and updating the materiality issues annually, but also establishes diversified communication channels and mechanisms in order to respond to the demands and suggestions of our stakeholders in a timely and effective manner, and to incorporate these feedbacks into the company's strategic planning, so as to give impetus to our sustainable development.

Major Stakeholders	Requirements and Expectations	Communication and Action
Government and Regulatory Agencies	• Compliance with laws and regulations • Paying taxes according to the law • Support economic development • Promote employment	• Proactive acceptance of monitoring and inspection • Filing and information submission • Response to legal visit • Undertake Social Responsibility
Shareholders and Investors	• Financial results • Business development • Information disclosure • Corporate governance	• Disclose financial and operational information regularly • General Shareholder Meeting • Press Releases • Company announcements • Company website, e-mail and hotline
Clients	• Quality products and services • Meet the diversified needs of customers • Data security and privacy protection	• Product Innovation • Product publicity and promotion • Protection of customer information and privacy • Customer Service Hotline & Email • Press Releases • Social Media Interaction
Employees	• Compensation and Benefits • Career Development • Safeguarding occupational health • Work-life balance	• Providing of excellent salaries and benefits • Regular performance review and feedback • Employee training • Employee mailboxes and surveys • Equal communication mechanism of the Company • Staff Activities
Suppliers and Partners	• Compliance • Win-Win Collaboration • Business Ethics	• Fulfillment of obligations • Regular communication and information sharing • Open Tendering • Supply Chain Audit and Assessment
Industry associations	• Communication and cooperation	• Regular exchanges • Mutual visits • Collaborate on projects
Media	• Open and transparent	• Social Media • Official Website • Press Releases
Community and Public	• Supporting charitable activities • Environmentally friendly business routines • Energy management and carbon emissions • Promoting local employment and economic development	• Public Service Activities • Donations • Volunteering • Social Media • Enhancing Resource and Energy Efficiency • Increasing the proportion of local hiring and procurement

4. MATERIALITY ASSESSMENT

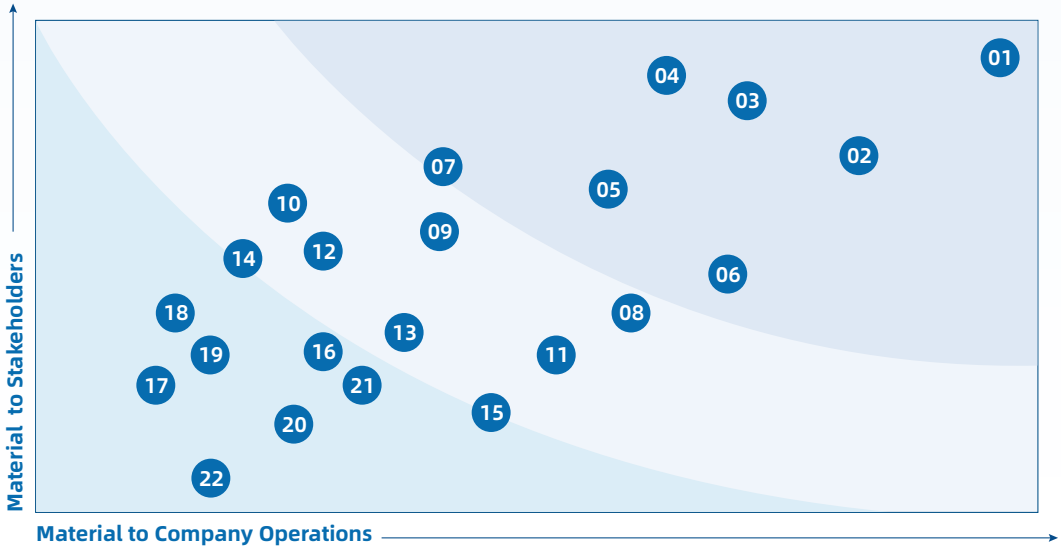
In addition to its business development strategy and industry practices, the Company identifies a list of material environmental, social and governance issues for the Company and prepares questionnaires based on global and national environmental social and governance trends. Through the administration of the questionnaires, the Company's relevant stakeholders and the management and staff of the key functions of the Company are able to assist the Company in reviewing its operations and identifying relevant environmental, social and governance issues and assessing materiality of such issues to the Company's business and stakeholders.



SUSTAINABLE DEVELOPMENT SYSTEM

During the Reporting Period, the Company's main business structure and operational model remained stable, and there were no significant changes in the external market environment that would have a major impact on the Company's sustainable development management. On this basis, the Company continued the materiality issue management method and issue list framework from the previous year, and conducted a comprehensive assessment of the materiality of related issues in combination with industry practices and the Company's operational characteristics. Overall, the identification results of this year's materiality issues maintained continuity, and there was no substantial adjustment in the order of importance. The materiality assessment results are shown in the matrix below:

Materiality Matrix of Taimei Medical Technology



Issue number and title	
1. Technological Innovation	12. Business Ethics
2. Informationization	13. Responsible Supply Chain
3. Product and Service Quality Assurance	14. Employee Rights and Interests Protection
4. Information Security and Privacy Protection	15. Corporate Governance
5. Compliance Management	16. Industry Communication
6. Product Globalization	17. Sustainable Development Management
7. Universal Healthcare	18. Occupational Health and Safety
8. Intellectual Property Protection	19. Community Contribution and Development
9. Customer Service and Management	20. Employee Training and Development
10. Protection of Subjects' Rights and Interests	21. Employee Equality and Diversity
11. Internal Control and Supervision Mechanism	22. Compliance Promotion

5. SUSTAINABLE DEVELOPMENT GOALS (SDGs) RESPONSE

The Company's sustainable vision is to respond to the United Nations Sustainable Development Goals through high-quality environmental, social and governance management, to actively address risks and seize opportunities, to promote the harmonious development of the Company, its employees, society and the environment, to provide strong support for the Company's stable development, and to create shared value and realize common prosperity.

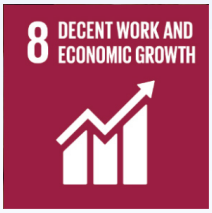
Objective connotation: To ensure healthy lives and promote well-being for people of all ages.

Corresponding chapter	Supporting initiatives
Product Responsibility	Utilizing artificial intelligence and big data technologies to develop intelligent diagnostic tools and promote the application of innovative medical technologies, to enhance the efficiency of cross-regional medical collaboration, to facilitate the balanced distribution of resources, and to reduce the cost of patient visits.
Network security and privacy protection	Establish a strict data governance system to ensure the security and compliance of patients' health information in the process of collection, storage and transmission, and the effective protection of personal privacy.

Objective connotation: To ensure inclusive and equitable quality education and promote lifelong learning for all.

Corresponding chapter	Supporting initiatives
Development and training	Diversified programs and learning resources for employees.
Promoting common progress along the value chain	Developing human resources in the healthcare sector in conjunction with companies in upstream and downstream fields.

SUSTAINABLE DEVELOPMENT SYSTEM



Objective connotation: To promote sustained, inclusive and sustainable economic growth with decent employment opportunities.

Corresponding chapter	Supporting initiatives
Employee Promotions	Transparent promotion mechanism, diversified career development plan.
Compensation and Care Benefits	Implementing telecommuting and flexible employment systems to create a more inclusive and flexible work environment for employees and to enhance employee satisfaction and productivity.

Objective connotation: To ensure sustainable consumption and production patterns and reduce waste of resources.

Corresponding chapter	Supporting initiatives
Green Office	Promote energy-saving technologies and intelligent management systems in business operations to reduce energy and resource consumption and promote sustainable business development.

Objective connotation: To take urgent action to address climate change and its impacts.

Corresponding chapter	Supporting initiatives
Climate change	Regularly carry out climate risk assessment, formulate contingency plans to deal with extreme weather and other climate events, and safeguard business continuity and data security.

Objective connotation: To establish an inclusive, fair and efficient system that promotes transparent and accountable institutions.

Corresponding chapter	Supporting initiatives
Data Governance and Compliance Management	Improve the data governance structure to ensure that business operations comply with domestic and international data protection regulations and enhance corporate transparency and accountability.
Anti Corruption	Enforcement of a strict anti-corruption policy and internal audit system to ensure openness and transparency in all business processes.

ENVIRONMENTAL ASPECT

The Company attaches great importance to the national goal of "Carbon Peak, Carbon Neutral", and actively practices the concept of sustainable development of green, environmental protection and low carbon. As an enterprise focusing on medical technology innovation, Taimei Technology is committed to improving the efficiency and quality of the medical research and development and diagnostic industry chain through the research and development and promotion of advanced medical information technology, medical services and digital health solutions, while striving to realize low-carbon and environmental protection in the operation of the whole industry chain.

To this end, Taimei Technology strictly abides by the Environmental Protection Law of the People's Republic of China, Energy Conservation Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, Law of the People's Republic of China on the Prevention and Control of Water Pollution, Law of the People's Republic of China on the Prevention and Control of Air Pollution, etc., and comprehensively carries out energy saving and emission reduction measures, optimizes the structure of energy utilization, and properly controls and manages various types of emissions, and effectively reduces the potential impacts that may be caused to the environment.

At the same time, Taimei Technology actively responds to the challenges of climate change, incorporates climate risk management into its corporate risk management system, conducts regular risk assessments, and formulates and implements targeted preventive measures to ensure that it realizes a win-win situation for both economic and ecological benefits in the course of promoting the advancement of medical science and technology and service innovation.

1. EMISSIONS MANAGEMENT

Greenhouse gas ("GHG") emissions

Taimei Technology's greenhouse gas emissions come mainly from the fuel consumption of its vehicles and the use of purchased electricity. During the Reporting Period, the Company actively reduced its carbon footprint through multi-dimensional measures: in terms of energy optimization, comprehensively promoted LED lighting and energy-saving office equipment, and arranged for dedicated personnel to patrol after work to ensure power is turned off; in green travel management, implemented strict vehicle registration and dispatch systems to reduce non-essential vehicle use, while encouraging employees to prioritize public transportation; additionally, relying on low-carbon technologies such as AI agents (e.g., iDM, iPV) to reduce dependence on paper documents and indirectly lower resource consumption through digital processes.

The actual performance in 2025 shows that the per capita emission intensity has decreased from 0.70 in 2024 to 0.59, a reduction of 15.71%. Taimei Technology will continue to promote low-carbon management measures to ensure efficient business operations while continuously improving energy use efficiency, and will steadfastly move forward in the direction of green, environmental, and sustainable development.

Greenhouse gas emission

Norm[1]	Unit	Consumption in 2025	Consumption in 2024
Direct GHG emissions (Scope 1)	Tons of carbon dioxide equivalent	**24.45**	26.07
Indirect GHG emissions from energy (Scope 2)	Tons of carbon dioxide equivalent	**375.90**	413.71
Total greenhouse gas emissions	Tons of carbon dioxide equivalent	**400.35**	439.78
Greenhouse gas emission intensity[2]	Tons of carbon dioxide equivalent/employee	**0.59**	0.70

Remarks:

1. The GHG emissions data are presented on a carbon dioxide equivalent basis with reference to, but not limited to, the latest national average emission factors for electricity published by the Ministry of Ecology and Environment, the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) published by the World Resources Institute and the World Business Council for Sustainable Development, and How to Prepare an Environmental, Social and Governance Report – Appendix II: Environmental Key Performance Indicators Reporting Guidelines issued by the Hong Kong Exchanges and Clearing Limited. The Company accounts for 100% of the GHG emissions over which it has operational control.

2. As of December 31, 2025, the total number of employees in the Company's reporting scope is 681 employees. The relevant data is also used to calculate other density data.

Air emissions

The core business of Taimei Technology is based on efficient information processing and technological applications that have a relatively low direct impact on the environment. However, in its daily operations, the Company still needs to use vehicles for necessary traffic dispatch and logistics transportation to support field services, equipment maintenance and other related activities. These operations inevitably generate emissions, primarily nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter (PM), which are emitted during vehicle use.

Air emission

Exhaust emission type	Unit	Consumption in 2025	Consumption in 2024
NOx	Kilogram	**5.17**	5.33
SOx	Kilogram	**0.15**	0.14
PM	Kilogram	**0.38**	0.39

Waste emissions

In view of the business model and operational characteristics of Taimei Technology, during the Reporting Period, the Company did not generate a large amount of hazardous waste or large-scale non-hazardous waste. The waste generated during the Company's daily operations mainly comes from office and on-site service activities, including non-hazardous waste such as general garbage, kitchen waste, and office paper.

To reduce resource consumption and waste generation, the Company continued to promote electronic office work, reducing the use of paper documents through electronic file transfer and online approval, thereby lowering the generation of non-hazardous waste in office operations from the source. At the same time, as the Company's office locations gradually increased and office and service scenarios became more dispersed, the unified statistics and accurate collection of non-hazardous waste presented certain difficulties. Based on this, during the Reporting Period, the Company estimated the generation of non-hazardous waste based on the number of employees, office scenarios, and working days according to certain parameters, in order to more reasonably reflect the waste management situation during the Company's overall operations.

In the future, the Company plans to maintain a relatively consistent estimation basis for non-hazardous waste statistics while continuing to optimize waste management, and gradually improve the data collection and management mechanism to enhance the comparability and completeness of relevant environmental data.

Non-hazardous waste emissions

Type of non-hazardous waste	Unit	Consumption in 2025	Consumption in 2024
Total non-hazardous waste	Ton	**105.23**	355.84
Including: Domestic garbage	Ton	**68.00**	353.00
Kitchen waste	Ton	**34.00**	–
Office paper	Ton	**3.23**	2.84
Emission density	Ton/Employee	**0.15**	0.57

Sewage Disposal

In view of the nature of Taimei Technology's business, its daily operational activities basically do not generate wastewater, and a small amount of wastewater mainly originates from daily activities in the office area. All wastewater is centrally treated by a property management service provider with relevant qualifications in accordance with national standards, and the treatment costs have been included in the property service fees, so the relevant disclosure is not applicable to the Company.

2. USE OF RESOURCES

Energy consumption

Taimei Technology always adheres to the concept of energy saving and consumption reduction, and continues to improve the overall energy utilization efficiency through continuous optimization of energy management. The Company's major energy consumption is concentrated in the following two areas:

- Purchased electricity

  Purchased electricity is mainly used for the day-to-day operation of the office space to maintain equipment, air conditioning and other infrastructure.

- Vehicle fuel

  The Company's business travel and field service activities rely on vehicle scheduling, and fuel consumption is an important component of this portion of energy use. Tamei Medical Technology reduces non-essential travel through a strict vehicle management system and scientific trip planning, and conducts regular vehicle maintenance checks to ensure optimal fuel efficiency.

  In addition, Taimei Technology actively promotes the energy-saving awareness of its employees through internal training, publicity activities and lectures, and encourages them to give priority to public transportation or shared trips when conditions permit. In the future, the Company will continue to introduce advanced energy-saving technologies and management measures to realize the organic integration of business development and environmental protection goals.

Energy consumption

Type of energy	Unit	Consumption in 2025	Consumption in 2024
Total direct energy consumption (gasoline)	Megawatt-hour (MWh)	**100.4**	94.99
Total indirect energy consumption (Purchased electricity)	Megawatt-hour (MWh)	**616.12**	725.43
Total energy consumption	Megawatt-hour (MWh)	**716.52**	820.42
Total energy consumption intensity	MWh/employee	**1.05**	1.31

Water resources

Given that Taimei Technology focuses primarily on digital healthcare and remote health services, its water demand is low, focusing mainly on routine maintenance of its offices and some of its infrastructure. As part of the water consumption has been included in the property management expenses, it is difficult to compile separate statistics. The stable supply of municipal tap water at the Company's location ensures a continuous supply of adequate water. At the same time, Taimei Technology continuously raises employees' awareness of water conservation through internal publicity and training, and has formulated corresponding management measures to ensure that water resources are utilized efficiently.

During the Reporting Period, the municipal tap water supply at the Company's location remained continuously stable, and there were no issues in sourcing water fit for purpose. To continuously improve water use efficiency, we continued to use mature water resource management measures and further strengthened the culture of water conservation:

- **Facilities Upgrade and Maintenance.** Install water-saving faucets and automatic sensing devices in office areas and laboratories to reduce unnecessary water wastage; regularly inspect and maintain water supply pipes and water facilities to ensure that there is no water wastage due to leakage or equipment failure.

- **"Turn off the tap when you leave" system.** Develop and implement a "Turn off the tap when you leave" management system, requiring that water taps be turned off in a timely manner when leaving the office or laboratory to eliminate the waste of unused water resources.

- **Employee water conservation training.** Regular water resource conservation publicity activities and training are conducted to enhance employees' environmental awareness and advocate the daily habit of water conservation; eye-catching reminder signs are set up in key water use areas to remind employees to pay attention to water conservation.

Water consumption

Norm	Unit	Consumption in 2025	Consumption in 2024
Total water consumption	Cubic meter	**3,905.00**	2,432.35
Intensity of water consumption per capita	Cubic meters/employee	**5.73**	3.88

Packaging Materials

As Taimei Technology mainly provides digital medical services and technical support, and is not involved in the production or sale of large-scale physical products, the relevant disclosure is not applicable to the Company.

Green Office

Taimei Technology is committed to building a low-carbon and environmentally friendly office environment and integrating the concept of sustainable development into its daily management and business operations. To achieve the goal of green office, the Company has taken specific initiatives in the following areas:

- **To reduce waste emissions,** the Company vigorously promotes e-office, reduces the printing and use of paper documents, and implements a policy of double-sided printing and document recycling to reduce the generation of waste at the source. At the same time, we have set up waste classification facilities in the office area, and through internal training and promotional activities, we have raised the importance of waste classification and resource recovery among our employees to further optimize waste management.

- **In order to reduce energy consumption,** achieve the goal of energy conservation, better manage the use of resources and enhance resource utilization, the Company has implemented a number of key measures during the Reporting Period, including but not limited to:

  - Reducing non-essential lighting systems and promoting the use of high-efficiency LED lighting equipment to replace traditional lamps and lanterns to further reduce energy consumption.

  - Establishing a strict power management system, requiring employees to turn off non-essential electrical equipment such as computers, printers and air-conditioners when leaving the work area.

  - Advocating energy saving and emission reduction, encouraging employees to take the initiative to adopt energy-saving measures in their daily work, such as reasonably planning meetings and trips, and giving priority to public transportation or shared trips.

  - Set standards for the energy consumption level of data centers adopted in cooperation, conduct regular energy efficiency tests, and identify and improve possible energy waste areas.

3. ENVIRONMENT AND NATURAL RESOURCES

As a technology company focusing on digital healthcare and remote health services, Taimei Technology has significantly reduced its reliance on physical resources by virtue of the nature of its business, but we still actively fulfill our environmental protection responsibilities and comprehensively improve our external ecological impact management. The main measures and progress include:

- **Digital transformation drives eco-efficiency.** Utilizing digital platforms and online service models to reduce the construction of offline physical facilities and on-site operations, significantly reducing the corporate carbon footprint through full-process online collaboration, fundamentally reducing the demand for water, land and other natural resources; promoting digital collaboration and online training, and leveraging technology to further reduce the impact of business operations on the external environment.

- **Green Supply Chain and Resource Sourcing.** When selecting suppliers and partners for office equipment, hardware and software, and data services, we prioritize enterprises with environmental management qualifications and green production capacity to build a low-carbon, environmentally friendly green and resilient supply chain; we strengthen environmental audits in the procurement process to ensure that the raw materials and equipment used comply with sustainable development standards.

- **External environmental impact monitoring and continuous improvement.** During the Reporting Period, the Company further improved the environmental data monitoring system covering the entire business chain, and continuously optimized management strategies based on assessment results. Actively participate in the formulation of industry green standards and ecological environmental protection projects, promote technology sharing and cross-border cooperation, and jointly contribute to improving the regional and global environment.

As a digitalized operation platform for the life science industry, Taimei Technology has always regarded sustainable development as an important corporate responsibility. Based on the Company's actual business operations and sustainable development capabilities, with 2024 as the base year, we established energy saving and emission reduction targets covering up to 2030. As the first full year after target implementation, we achieved breakthrough progress on multiple core indicators in 2025, with some targets reached ahead of schedule. The following are the target progress and future measures for the Company's greenhouse gas emissions, waste emissions, and energy consumption:

Target Type	Target content (2024 Base Year)	Progress in 2025	Future Measures
Greenhouse gas emission	Using 2024 as the base year, the Company aims to reduce per capita greenhouse gas emission intensity by 5% by 2030.	Target achieved ahead of schedule. The per capita emission intensity in 2025 was 0.59 tons/person, a significant decrease of about 15.71% compared to the 2024 base year (0.70 tons/person). See the "Greenhouse Gas Emissions" section of the Report for details.	The Company will continue to promote green transportation, encouraging employees to prioritize low-carbon travel options for commuting and business trips. Additionally, energy use in business operations will be further optimized, and scenarios for green energy applications will be explored.
Waste emissions	Using 2024 as the base year, the Company aims to reduce per capita waste emission intensity by 5% by 2030.	During the Reporting Period, the Company estimated the generation of non-hazardous waste based on the number of employees, working days, and related parameters. Calculated according to this basis, the per capita waste emission intensity in 2025 was 0.15 tons/person, a significant decrease compared to the 2024 base year (0.57 tons/person), achieving the phased reduction target. See the "Waste Emissions" section of the Report for details.	The Company will continue to strengthen paperless office practices and promote digital applications throughout business processes. More effective waste management and recycling measures will also be implemented to minimize waste generation.
Energy consumption	Using 2024 as the base year, the Company aims to reduce per capita energy consumption intensity by 5% by 2030.	Target for per capita energy consumption intensity reduction achieved ahead of schedule. Despite continuous business expansion, the per capita energy consumption intensity in 2025 decreased from 1.31 MWh/person to 1.05 MWh/person, a year-on-year decrease of about 19.85%. See the "Energy Consumption" section of the Report for details.	The Company will further optimize electricity usage, explore energy structure improvements, and expand the use of renewable electricity in operations to enhance energy efficiency.

Taimei Technology will ensure steady progress toward these targets through regular monitoring, evaluation, and continuous improvement, laying a solid foundation for a green, low-carbon, and sustainable future.

4. CLIMATE CHANGE

Global climate warming and the increasing frequency of extreme weather events pose serious challenges to the global economy and social life. As a pioneer in digital healthcare and remote health services, Taimei Technology fully recognizes the potential risks that climate change may bring to business operations, while also identifying the unique advantages enabled by digital transformation. We actively respond to the national carbon neutrality strategy and integrate climate risk management into our overall corporate governance, leveraging digital transformation advantages to reduce environmental impact and unlock new opportunities for green development.

Governance

The Board places great emphasis on climate-related risks and opportunities. Climate change topics are reviewed regularly and incorporated into strategic discussions. The Board has established a dedicated Environmental, Social, and Governance (ESG) working group responsible for overseeing climate risk management and the progress of the low-carbon transformation, ensuring that the Company's decisions and actions align with national low-carbon strategies and international best practices.

The Board, in conjunction with its review of the annual ESG report, also reviews climate change-related topics, focusing on the Company's risk identification, management measures, and relevant information disclosure regarding climate change. The management, based on the Company's actual business conditions, coordinates relevant departments to conduct basic data collection, issue analysis, and content organization to support the Board's review of related content and promote the gradual implementation of climate change-related management requirements in daily operations.

Strategy

As a digital healthcare and remote health services technology company, Taimei Technology fully leverages the advantages of digital operations, significantly reducing reliance on physical facilities and material resources. The Company regards low-carbon transformation and green digital services as core directions for future development, driving continuous technological upgrades and innovations in business models. We actively promote the use of clean energy and the construction of a green supply chain, aiming to achieve efficient operations while reducing greenhouse gas emissions.

Climate Risk Assessment

The Company assessed the potential impact of climate risks on its business model and financial condition, clearly defining the time horizons: short-term (1 year), medium-term (3–5 years), and long-term (5 years and above), and categorized them into two major types: physical risks and transition risks. To effectively address these risks, we have developed appropriate strategies and action plans. At the same time, we actively explore potential development opportunities arising from climate change to ensure our business practices align with evolving market dynamics.

Climate Risks

Risk Category	Specific Risk Description	Time Horizon	Response Measures
Physical Risks	Disruption to Office Facilities	Short-term to Medium-term	– Develop contingency plans for flexible and remote work arrangements – Install backup power systems to ensure continuous operation of critical equipment
	Communication Network Disruption	Short-term to Medium-term	– Establish redundant network backups – Develop emergency recovery plans to maintain service continuity and stability
Transition Risks	Policy Adjustment Risk	Midium-term to Long-term	– Stay up-to-date with national low-carbon policies and carbon tax trends, enhance R&D efficiency, and defend against financial risks through low-carbon operations to strengthen financial resilience – Optimize energy structure and increase the use of clean energy
	Market Demand Shift Risk	Medium-term	– Enhance R&D and innovation in digital services and solutions to provide green, energy-efficient offerings – Deepen customer insights to promote the integration of digital technologies in clinical research, reducing resource waste
	Technological Upgrade Risk	Medium-term	– Increase investment in green technology R&D and actively explore the feasibility of remote medical and AI-assisted emission reduction solutions
	Supply Chain Compliance Risk	Medium-term	– Prioritize green-certified suppliers for procurement of equipment, software, and data services – Build a diversified supply chain system to reduce risks from dependency on a single supplier

ENVIRONMENTAL ASPECT

Opportunities

Opportunity Category	Specific Opportunity Description	Response Measures
Energy Efficiency Opportunity	Leverage digital management and intelligent optimization to reduce energy consumption and save operational costs	– Promote integration of intelligent platforms to break data silos, enable multi-party online collaboration, and reduce duplicated work and energy use – Continuously improve energy-saving measures in office facilities
Market Expansion Opportunity	The trend of green and low-carbon transformation drives increasing demand for eco-friendly products and services	– Through promoting the "WiZ" AI platform and "Digital Productivity" matrix, reduce reliance on physical facilities – Establish the evolution path from "SaaS products" to "Digital Productivity" to reduce resource consumption per unit of business
Technological Innovation Opportunity	Emerging technologies (e.g., AI, big data, IoT) support green innovation and low-carbon transformation	– Increase investment in R&D for green technologies and smart energy-saving systems – Actively pursue cross-industry collaborations to promote innovative solutions
Brand and Reputation Enhancement Opportunity	Proactively addressing climate change helps enhance corporate brand image and market competitiveness	– Strengthen ESG information disclosure – Integrate low-carbon transformation into overall governance and establish long-term per capita emission intensity reduction targets – Actively participate in the development of industry environmental standards and public welfare activities to build a sustainable development ecosystem

Under the dual climate challenges of physical risks and transition risks, Taimei Technology remains proactive in addressing various types of risks while seizing opportunities in the green digital transformation through its keen strategic vision. We are committed to continuously monitoring and adopting emerging technologies such as artificial intelligence, big data, and cloud computing to drive the intelligent upgrade of our digital healthcare platforms and data centers, thereby enhancing operational efficiency, reducing energy consumption and operational costs, and strengthening our core competitiveness.

At the same time, Taimei Technology is dedicated to practicing the concept of green and sustainable development across the entire business value chain. We strive to optimize supply chain management and resource utilization to achieve synergies between enterprise growth and environmental protection, continuously advancing our low-carbon transformation and green innovation initiatives.

1. EMPLOYMENT

At Taimei Technology, employees are regarded as the Company's most valuable asset and the source of continuous innovation. To fully unleash the potential of its talent and support long-term business development, the Company has formulated and continually improved a series of management policies covering recruitment, compensation, promotion, working hours and leave, diversity development, and equal opportunity. The Company's Employee Handbook serves as a core management guide, outlining detailed provisions on recruitment, promotion, discipline, working hours, and leave. All new employees are required to thoroughly review and sign the handbook to ensure full understanding of the Company's systems and core values.

Recruitment and Termination

The Company strictly complies with applicable laws and regulations such as the Labor Contract Law of the People's Republic of China and the Labor Law of the People's Republic of China, and firmly prohibits any form of illegal employment practices.

- ***Prohibition of Child Labor and Forced Labor.*** Taimei Technology implements a strict identity and background verification mechanism during recruitment, requiring all candidates to provide valid identification and relevant qualification certifications. The Company maintains a zero-tolerance policy toward child labor. If any suspected minor is identified in the recruitment process or any use of child labor is discovered, the Company will immediately terminate the recruitment and, if necessary, cooperate with relevant authorities for investigation.

  At the same time, the Company strictly prohibits all forms of forced labor, including but not limited to depriving employees of their legal rights through violence, threats, or other means. To further prevent forced labor risks, the Company has established clear processes and supervision mechanisms in its human resources system, such as ensuring voluntary consent in labor contract signing and defining work hours, compensation, labor protection, and other terms.

  If employees or third parties detect suspected child labor or forced labor, they may report through internal channels (such as hotlines, email, or anonymous internal mailboxes). The Company will promptly investigate, take corrective actions, and severely discipline responsible personnel or departments.

- ***Standardized Processes.*** To further regulate talent introduction, the Company has formulated the Recruitment Management Process, which specifies detailed rules for job posting, recruitment channels, talent selection, employment procedures, and internal referral rewards. Taimei Technology uses multiple channels, including independent searches, external headhunters, campus recruitment, and internal referrals, and ensures the rigor of the selection process through written assessments and multi-level interviews.

- ***Lawful and Fair Termination Procedures.*** To protect the legal rights of both the Company and employees, all employees must sign clear employment contracts upon entry, covering terms such as position, responsibilities, working hours, leave, compensation, termination procedures, and benefits. The Employee Handbook details the procedures for dissolution and termination of labor relations to ensure transparent and fair termination processes. The Company strictly prohibits unfair dismissals and imposes strict sanctions on violations of labor laws, discipline, or employee rights.

- ***Zero Tolerance for Misconduct.*** Taimei Technology maintains zero tolerance for any abuse, oppression, sexual harassment, or other improper or discriminatory behavior. Individuals involved in such conduct will face serious disciplinary actions, including termination of labor contracts. During the Reporting Period, the Company received no major complaints violating relevant employment laws and regulations, nor were there any cases of child labor or forced labor. All recruitment and termination processes strictly adhere to compliance and ethical standards.

As of December 31, 2025, the Company had 681 full-time employees. The total number of employees divided by gender, employee category, function, age, region, and employment type (e.g., full-time or part-time) is as follows:

	Year 2025		Year 2024	
Employee Composition	**Number of Employees**	**% of Total**	Number of Employees	% of Total
Total Number of Employees	**681**	**100%**	627	100%
By Gender				
Male	**268**	**39.35%**	252	40.19%
Female	**413**	**60.65%**	375	59.81%
By Employment Category				
Senior Management	**25**	**3.67%**	14	2.23%
Middle Management	**53**	**7.78%**	30	4.78%
General Staff	**603**	**88.55%**	583	92.98%
By Function				
R&D	**137**	**20.12%**	131	20.89%
Sales and Marketing	**86**	**12.63%**	85	13.56%
Administrative	**82**	**12.04%**	87	13.88%
Professional and Technical Personnel	**376**	**55.21%**	324	51.67%
By Age				
Under 30 years of old	**177**	**25.99%**	189	30.14%
30–50 years old	**498**	**73.13%**	434	69.22%
Over 50 years old	**6**	**0.88%**	4	0.64%
By Region				
Mainland China	**673**	**98.83%**	619	98.72%
Others	**8**	**1.17%**	8	1.28%
By Employment Type				
Full-time	**681**	**100.00%**	627	100.00%
Part-time	**0**	**0.00%**	0	0.00%

During the Reporting Period, the total number of employee attritions was 128, with a total turnover rate of 15.6%, a significant decrease compared to 2024. The attrition details by gender, age, region, and employment type are as follows:

Employee Composition	Year 2025 Turnover rate[3]	Year 2024 Turnover rate[3]
By Gender		
Male	**14.10%**	29.81%
Female	**16.90%**	34.21%
By Age		
Under 30 years old	**19.55%**	38.24%
30–50 years old	**14.43%**	29.66%
Over 50 years old	**14.29%**	33.33%
By Region		
Mainland China	**15.80%**	32.60%
Other areas	**20.00%**	27.30%

Remarks:

3. The employee turnover rate is calculated as the number of employees who left during the Reporting Period divided by the sum of the number of employees employed at the end of the Reporting Period and the number of employees who left during the Reporting Period, multiplied by 100%. Future reports will use a consistent turnover rate calculation method for disclosure purposes.

Diversity, Equal Opportunity, and Anti-Discrimination

Taimei Technology has always upheld an inclusive, diverse, and equal corporate culture, strictly complying with relevant laws and regulations such as the Labor Law of the People's Republic of China, Contract Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, and Hong Kong's Employment Ordinance, and has formulated the Employee Handbook accordingly. The Company is committed to creating a respectful, equal, and discrimination-free work environment, ensuring that all employees have equal development opportunities in a fair competitive atmosphere. We adhere to the principle of not making discriminatory distinctions against employees based on ethnicity, race, age, gender, marital status, organizational background, or religious beliefs. To support this, the Company has established comprehensive supervision and grievance mechanisms to ensure that employees' lawful rights are fully protected and to promote a fair, healthy, and harmonious workplace.

SOCIAL ASPECT

Employee Promotion

To cultivate and motivate high-potential talent, Taimei Technology has developed a comprehensive promotion management process, clearly outlining the conditions, principles, and procedures for promotion. Based on the requirements of each position and employees' performance in areas such as technical skills, project management, teamwork, and innovation, the Company has built an open, fair, and transparent promotion system. This system provides employees with a clear career development path and motivation for growth.

During the promotion evaluation process, both the hiring department and the evaluation committee jointly develop position standards and conduct a comprehensive review. Eligible employees may submit a promotion application independently, after which relevant departments will conduct qualification reviews and capability assessments. The entire process strictly follows the principles of fairness, impartiality, and transparency to ensure that each employee receives an objective and just evaluation.

To address potential concerns or disagreements during the evaluation process, Taimei Technology has established a well-structured appeals mechanism:

If an employee disagrees with the results of the capability assessment, they can file an appeal by email to their HR Business Partner (HRBP). The appeal should include the areas of disagreement based on the promotion criteria and the employee's self-assessed job level.

Upon receiving the appeal, the HRBP will organize an appeal meeting and invite the evaluation committee to review the relevant materials. Ultimately, the evaluation committee will determine the final promotion outcome, and the HRBP will communicate the decision with the employee in detail to ensure that the appeal process is open, transparent, and fair.

Through this comprehensive promotion management and appeal mechanism, Taimei Technology strives to achieve the best match between positions and talent, creating a positive, dynamic work environment and providing solid human resources support for the Company's continued innovation and development.

Compensation and Employee Welfare

Taimei Technology has always regarded employee as the Company's core asset, firmly believing that only when employees receive full physical and mental care and support can they ignite continuous innovation and excellent execution, driving the Company's steady development. To this end, the Company has formulated the Compensation Management System, established a compensation system that balances fairness, competitiveness, and incentive effects, and integrated it with comprehensive benefits, employee promotion, and career development mechanisms to provide employees with all-round protection and growth platforms.

① Compensation System

The Company's compensation system operates on a combination of monthly salary and annual salary. The annual salary consists of a basic salary and a performance-based salary, with the performance portion being determined through end-of-year assessments. This ensures that the salary meets market standards and reflects the actual contribution of the employees. Through a rigorous performance evaluation and feedback mechanism, direct supervisors regularly engage in performance communication with employees, assessing technical abilities, project management, teamwork, and innovation contributions, thus further enhancing employee job satisfaction and loyalty.

② Welfare and Benefits

Taimei Technology places great importance on employees' overall welfare and work-life balance. In accordance with national and local policies, the Company provides employees with the five insurances and one fund (social insurance and housing fund), in addition to offering paid annual leave, maternity leave, compensatory leave, marriage leave, and exam leave. Moreover, the Company has implemented personalized internal welfare programs and care initiatives, including organizing regular employee activities, health checkups, and career development training, fully addressing employees' needs in health, life, and professional growth.

Taimei Technology always prioritizes employees' physical and mental health. The Company arranges an annual comprehensive health check for all employees and provides detailed health report interpretation services to help employees understand their health status in a timely manner and take necessary health measures to prevent illness.

At the same time, to address various unforeseen health risks, Taimei Technology has purchased commercial insurance for all employees, covering medical expenses, accidental injuries, regular life insurance, and critical illness insurance, ensuring that employees are fully protected in the event of health issues. For employees who need to travel or provide on-site support, the Company also arranges additional insurance measures based on the nature of the work, further enhancing the level of protection.

③ Holiday Team Building and Cultural Development

Taimei Technology places great emphasis on fostering employees' sense of belonging and strengthening team cohesion through a diverse range of cultural activities, while continuously cultivating a positive, collaborative and progressive organizational atmosphere. During the Reporting Period, the Company organized themed celebration and engagement activities around key occasions such as its anniversary. Through activities designed to be both ceremonial and participatory, employees were encouraged to reflect on the Company's development journey and appreciate its growth achievements, thereby further deepening their understanding of and identification with the Company's mission, vision and core values. At the same time, the Company also values day-to-day interaction among employees and cross-team communication, encouraging employees to enhance mutual understanding and strengthen collaboration in an open and relaxed environment, so as to advance corporate culture building and team integration in parallel.

2. DEVELOPMENT AND TRAINING

Employees are the Company's valuable asset, and the Company firmly believes that individual growth and professional development are crucial factors for the enterprise's success. Taimei Technology is committed to creating a comprehensive training and development platform for employees to foster their overall growth. Based on the employees' work needs and specific circumstances, the Company determines relevant training courses, including onboarding training and on-the-job training. The Company fully recognizes that different positions and projects have varied skill and knowledge requirements for employees. Therefore, the Company has designed and implemented a series of customized training programs to help employees continuously improve their professional abilities and career competence.

During the Reporting Period, the Company has established a normalized training mechanism, conducting in-depth training on topics such as standard processes, regulatory guidelines, management courses, experience sharing, human resources and finance, general courses, system training, industry fundamentals, and professional skills. These efforts are dedicated to improving employees' comprehensive quality and professional competence.

Top-level Design Level	Core Elements	Specific Content
Core Concept	Employee and Enterprise Symbiotic Growth	Drive enterprise innovation through employee growth, creating a closed loop of "individual skill improvement→ business efficiency optimization→ enterprise strategy implementation" through training
Strategic Goal	Professional, Compliant, and Global Talent Reserve	Focus on the pharmaceutical R&D industry to support global technology output and compliant operations

Training System Implementation:

Taimei Technology has continued to refine its dual-track training model that integrates online learning with offline practical training, focusing on key business areas such as compliance in pharmaceutical research and development, the application of artificial intelligence technologies, and service quality management. In doing so, the Company has progressively established a multi-level training system tailored to industry characteristics and the competency requirements of different positions.

With respect to training management, Taimei Technology has continued to improve its dynamic evaluation and optimisation mechanisms, so as to align its training system closely with business development needs. At the training planning stage, the Company systematically conducts course needs analyses and formulates annual training plans based on the practical requirements of business departments, while also taking into account strategic priorities such as AI application and global development, thereby ensuring that training content is aligned with business pain points, job competency requirements and organizational development directions. Following implementation, the Company continuously tracks employees' training progress and learning outcomes through regular assessments, performance evaluations and feedback collection, in order to evaluate the relevance and effectiveness of training programmes. Based on these results, the Company dynamically optimizes its course portfolio and talent pipeline records, enabling training resources to be allocated with greater precision and efficiency. By continuously enhancing its training system framework, the Company strengthens employees' professional capabilities and overall competencies, providing solid talent support for its high-quality development.

During the Reporting Period, 681 employees participated in 69,992 instances of training, totaling 7,554.03 hours. The average training time per employee was 11.09 hours, with an overall training participation rate of 100%. Training data divided by gender and employment category are as follows:

Employee Composition	Year 2025 Training Participation Rate[4]	Year 2025 Average Training Hours (Hours)[5]
By Gender		
Male	**100%**	**6.15**
Female	**100%**	**16.01**
By Employment Category		
Senior Management	**100%**	**16.65**
Middle Management	**100%**	**16.80**
General Staff	**100%**	**11.69**

Remarks:

4. The employee training participation rate is calculated by dividing the number of employees trained during the Reporting Period by the number of employees in that category at the end of the Reporting Period, and multiplying by 100%. Future reports will use the same method for calculating the employee training participation rate.

5. The average training hours are calculated by dividing the total training hours of employees in that category during the Reporting Period by the number of employees trained in that category during the Reporting Period, and multiplying by 100%. Future reports will use the same method for calculating the employee training participation rate.

3. HEALTH AND SAFETY

The Company attaches great importance to employee health and occupational safety, and is continuously committed to creating a safe, stable, and healthy work environment for employees. The Company strictly complies with relevant laws and regulations such as the Labor Law of the People's Republic of China, Production Safety Law of the People's Republic of China, and Law on the Prevention and Control of Occupational Diseases of the People's Republic of China, and continuously implements health and safety management requirements in combination with the reality of daily office work and business management. During the Reporting Period, the Company continuously consolidated the foundation of health and safety management by conducting daily safety inspections, promptly rectifying potential hazards, and formulating contingency plans for equipment failures and other unexpected events; at the same time, it regularly inspected fire-fighting facilities in office premises and organized employees to conduct fire safety training, continuously enhancing employees' safety awareness and emergency response capabilities.

In terms of employee health management, the Company formulated the Employee Health Checkup Guidelines to provide employees with systematic health examination arrangements, helping employees understand their health status in a timely manner and enhancing disease prevention awareness. Considering employees' different health needs, the Company set up diversified health checkup packages and provided personalized add-on options such as female health screening, male health screening, cancer screening, cardiovascular and cerebrovascular risk assessment, and in-depth thyroid screening to better meet employees' diversified health management needs. At the same time, the Company provided channels for querying medical examination reports and suggested that employees pay attention to the report interpretation service to help employees more comprehensively understand the examination results and improve the pertinence and effectiveness of health management.

In addition to paying attention to the health of employees themselves, the Company also extended health care to the family level of employees, providing self-funded health checkup packages and group discount benefits for employees' family members, extending health care to the family level, further reflecting the Company's concern for employee well-being.

During the Reporting Period, the Company did not incur any lost workdays due to work-related injuries, nor did it identify any material incidents of serious non-compliance with relevant health and safety laws and regulations that had a significant impact on the Company.

Health and Safety Indicators	**Unit**	**Year 2025**	Year 2024	Year 2023
Health and Safety Indicators Unit Number of work-related fatalities	Persons	**0**	0	0
Work-related injury rate	%	**0%**	0%	0%
Lost days due to work-related injuries	Day	**0**	0	0
Number of work-related injuries	Persons	**0**	0	0

4. SUPPLY CHAIN MANAGEMENT

The Company attaches importance to the important supporting role of supply chain management in business continuity, service quality, and steady operations. It continuously advances supplier admission, evaluation, management, and supervision related work according to internal systems such as the Procurement Management Regulations, standardizes procurement processes, and enhances the compliance, transparency, and stability of supply chain management, providing safeguards for the orderly conduct of business.

In supplier management, based on established system requirements, the Company conducts admission audits and classification management for suppliers, and conducts comprehensive evaluations on dimensions such as supplier qualification conditions, product quality, price rationality, delivery capability, and commercial credit through questionnaires, qualification certifications, and other methods. For issues found during the evaluation process, the Company will communicate with the supplier based on actual circumstances and propose corresponding rectification requirements; for suppliers who fail to meet management requirements and fail to complete rectification within the specified timeframe, the Company will adjust cooperation arrangements according to internal management regulations.

In terms of supply chain responsibility management, the Company pays attention to suppliers' performance in areas such as environment, health and safety, labor rights, and business ethics, advocating that suppliers and business partners comply with relevant laws and regulations and the Company's management requirements. Under equal conditions, the Company prioritizes suppliers with better environmental performance, and requires partners to conduct business in compliance with laws and regulations in areas such as environmental protection, intellectual property protection, and honest operation, avoiding seeking benefits by abusing positions or improper means.

In the future, the Company will continuously improve the supply chain management mechanism in combination with business development needs, promote the further implementation of supplier management requirements in procurement and cooperation processes, continuously enhance the standardized management level of the supply chain, and promote the steady and responsible development of the supply chain.

Details on the number of suppliers by region are as follows:

Number of Suppliers	**Year 2025**
Total Number of Suppliers	**833**
By Region	
Mainland China	**818**
Overseas	**15**

5. PRODUCT RESPONSIBILITY

The Company places great importance on product quality and intellectual property protection. As a medical technology company, it drives the advancement of the healthcare industry and creates value for society through innovative and high-quality products and services. The Company strictly adheres to international standards and industry norms. It has been certified under the ISO9001 Quality Management System, covering medical imaging display and measurement, pharmaceutical clinical research, pharmacovigilance, partner management, and digital marketing SaaS services, ensuring the high quality and reliability of its products and services.

Intellectual Property Protection

The Company has established a comprehensive intellectual property management system. We strictly comply with national laws and regulations, including the Patent Law of the People's Republic of China and the Trademark Law of the People's Republic of China, and have formulated regulatory documents such as the Patent Application Management Guidelines, Trademark Application Management Guidelines and Patent Grading Evaluation Regulations, clarifying full-process management requirements for intellectual property, including department responsibilities, application, registration, use, and protection.

In patent management, the Company follows the "Patent Grading and Evaluation" principle, classifying invention patents to ensure the application and maintenance of high-value patents. The Company also actively expands its international patent portfolio through PCT (Patent Cooperation Treaty) applications and other global patent filing procedures. In trademark management, the Company strictly controls the application and use of trademarks, as well as the unified management of intellectual property certificates such as patents and trademarks, to ensure the legality and compliance of trademark use.

Additionally, the Company has strengthened intellectual property risk management. If any infringement is identified, the Company will immediately take legal measures to protect its legitimate rights and interests. In 2025, the Company newly acquired 5 copyrights, 4 trademarks, and 42 patents, bringing the total number of intellectual property rights held by the Company to 788 by the end of the Reporting Period.

Product Quality and Accessibility

The Company consistently regards product quality and healthcare accessibility as its core strategy, continuously relying on digital technology and standardized service capabilities to support the pharmaceutical and healthcare industry in improving operational efficiency and service accessibility, helping quality pharmaceutical resources to reach the terminal more efficiently. Regarding product and service quality management, the Company continuously improves its quality management system, follows international standards and industry best practices, and formulates and implements institutional documents such as the Product Testing Management Procedure, Enterprise Standard Process, and CAPA Management Procedure (Corrective and Preventive Action Management Procedure), implementing full-process quality control over key links such as R&D, development, testing, release, and operations. The testing team conducts systematic testing and inspection around product functionality, system performance, and security, continuously ensuring product operation quality and service stability.

Since the company primarily provides digital medical services and technical support rather than traditional physical product recycling, we have established a dedicated defect management and emergency response mechanism for software- and system-level defects and risks. Upon detection of any systemic risk or serious compliance deviation, we immediately initiate measures such as service interruption, version rollback, or online hotfix. In parallel, we leverage the CAPA management procedure to conduct root cause analysis (RCA), ensuring effective risk control and traceability. As the core driver of our quality management system, the CAPA mechanism identifies and tracks potential quality risks through internal audits, customer feedback, and issue identification during project implementation. For identified issues, we apply root cause analysis to trace origins and facilitate cross-departmental collaboration to develop and implement corrective and preventive actions, while continuously validating the effectiveness of these improvements. This creates a closed-loop, continuous improvement process encompassing issue identification, cause analysis, action implementation, and follow-up closure, consistently enhancing the reliability and delivery quality of our products and services.

At the same time, the Company pays attention to differences among customers in business scenarios, usage needs, and implementation conditions. In the product testing and acceptance process, it designs test data by simulating customer usage scenarios in combination with past experience and actual business needs, and provides targeted solutions to support customers in selecting products and services that better match their needs. In the future, the Company will continue to leverage its digital capability advantages, continuously optimize product experience and service quality, help improve pharmaceutical and healthcare resource allocation efficiency, and fulfill the corporate mission of "making good medicine accessible."

Industry Communication

Guided by a globalization strategy, Taimei Technology actively participates in industry exhibitions, driving international layout through the dual engines of technological innovation and localized services. As an "AI-driven life science technology company," the Company engages in in-depth exchanges and collaborations with industry experts, enterprises, and research institutions by showcasing its latest achievements and application cases in the AI field, jointly promoting technological progress and innovative development in the pharmaceutical R&D industry.

In 2025, the Company officially released the "Blueprint for Digital Intelligence Evolution in Clinical Research." Through the deep integration of AI large models and the SaaS platform, it launched an AIaaS (AI as a Service) collaboration model covering the entire drug lifecycle. Relying on three data and delivery centers established in China, the United States, and Singapore, the Company's products and services have obtained internationally authoritative certifications such as HIPAA, PDPA, and ICH-GCP, ensuring the provision of high-quality, efficient, and compliant technical support in global multi-center clinical research.

SOCIAL ASPECT

Below are some key industry communication activities the Company participated in and hosted in 2025:

No.	Category	Event Name	Date	Location	Organizer
1	Global Academic and Industry Event	2025 Taimei Technology Clinical Research Summit	Mar. 28	Singapore	Taimei Technology
2		2025 ASCO Annual Meeting	May 30 – Jun. 3	Chicago, USA	American Society of Clinical Oncology
3		2025 ARCS Annual Conference	Jun. 3	Australia	ARCS Australia
4		2025 DIA Global	Jun. 15–19	Washington, USA	Drug Information Association
5		Bio International Convention	Jun. 16–19	Boston, USA	BIO International Convention
6		2025 KONECT-MOHW-MFDS International Conference	Sep. 21–23	Korea	Korean Clinical Research Industry Association
7		2025 SCDM Annual Meeting	Sep. 28–30	Baltimore, USA	Society for Clinical Data Management
8		AusBio International Conference	Oct. 21–24	Australia	AusBiotech
9		2025 BBSW Annual Conference	Nov. 6–7	California, USA	Bay Area Biotech-Pharma
10	Industry Standards and Knowledge Output	Golden Double Helix for NDA Success: Regulatory + Quality	Apr. 10	Online	Taimei Intelligence Pharmaceutical
11		Clinical Endpoint Assessment Seminar (Beijing)	Apr. 24	Beijing	Taimei Intelligence Pharmaceutical
12		Clinical Trial Safety Endpoint Assessment Seminar	May 7	Jiaxing	Taimei Intelligence Pharmaceutical
13		The 7th CMAC Pharmacovigilance Annual Conference	May 7–9	Jiaxing	Taimei Technology
14		White Paper on Intelligent Entry of Individual Case Safety Reports	Jun. 20	Shanghai	Taimei Technology
15		CDISC China Day	Aug. 29	Beijing	CDISC
16		Patient Safety Day Live Streaming	Sep. 16	Online	Taimei Intelligence Pharmaceutical
17		Clinical Endpoint Assessment Seminar (Shanghai)	Sep. 19	Shanghai	Taimei Intelligence Pharmaceutical
18		e-Protocol and Digital Data Flow Informational Webinar	Oct. 31	Online	CDISC
19		Expert Consensus on the Application of AI in Pharmacovigilance (2025)	Dec. 2	Shanghai	Taimei Technology & Taimei Intelligence Pharmaceutical
20		Frontiers Forum on Cardiovascular Safety Assessment of Drugs: Innovative Approaches and Regulatory Trends	Dec. 12	Shanghai	Taimei Intelligence Pharmaceutical

No.	Category	Event Name	Date	Location	Organizer
21	Digital Intelligence Ecosystem and Cross-border Collaboration	China (Suzhou) Innovative Drug Medicine Conference & 2025 CMAC Annual Meeting	Mar. 18–20	Suzhou	CMAC
22		Pharmaceutical Digital Intelligence Innovation Technology Seminar	Apr. 11	Chengdu	Taimei Technology
23		Digital Clinical Trials Innovation Forum (dTrial Forum 2025)	Apr. 11–12	Beijing	Drug Information Association
24		2025 AWS Global Summit	Apr. 16	Shenzhen	Amazon Web Services
25		The 8th Digital Pharma & Innovation Summit & Golden Awards Ceremony (DPIS2025)	May 27–29	Shanghai	Masterland
26		The 8th Clinical Data Management Conference	Jun. 5–7	Shanghai	MCI Group Shanghai Co., Ltd.
27		AI-Enabled Drug Regulation and Clinical Trial Summit	Jul. 18	Shanghai	PharmaDJ
28		Pharmaceutical Digital Innovation Technology Seminar (Guangzhou)	Aug. 1	Guangzhou	Taimei Technology
29		Digitalization and Internationalization: Trends in Pharmacovigilance Seminar	Aug. 13	Shanghai	CMAC
30		AI+Medical Imaging: Data Revolution and Future Ecosystem in Clinical Research	Aug. 17	Shanghai	Taimei Technology & Amazon
31		2025 Zhangjiang Pharma Valley International Innovation Conference – Advanced Therapies Summit	Aug. 28–29	Shanghai	Zhangjiang Group
32		The 10th MMC Medical Marketing Annual Conference	Aug. 27–29	Shanghai	Siqu Group
33		The 4th Beijing Innovation Forum	Sep. 23–24	Beijing	Bionnova
34		Pharmaceutical Digital Intelligence Innovation Technology Conference (Beijing)	Oct. 17	Beijing	Taimei Technology
35		The 13th Quantitative Science Forum for Drug Development	Oct. 23–25	Nanjing	Drug Information Association
36		The 2nd Pharmaceutical Digital Intelligence Ecosystem Conference	Nov. 7	Shanghai	Taimei Technology
37		2025 DIA Clinical Trial Data Conference	Nov. 7–8	Shanghai	Drug Information Association

No.	Category	Event Name	Date	Location	Organizer
38		The 9th PharmaDJ Clinical Annual Conference & ChinaTrials17	Nov. 12–14	Shanghai	PharmaDJ
39		Seminar on Clinical Research Driven by RWE and AI	Nov. 16–17	Shanghai	Taimei Intelligence Pharmaceutical

Through these intensive industry dialogues and technology demonstrations, Taimei Technology not only fulfills the social responsibility of promoting industry communication and safety compliance within "Product Responsibility," but also achieves a leapfrog upgrade from "digital tools" to "value creation" through the implementation of the AIaaS model.

Risk Control

The Company has established a comprehensive and standardized risk control management system to ensure it can respond to unexpected risks in the market environment and achieve sustainable development. The Company has formulated the Corporate Risk Control Management System, clarifying the objectives, principles, classification, and organizational framework for risk management. This system covers strategic, financial, operational, and legal risks, among others. By improving internal controls, refining corporate regulations, and optimizing management processes, the Company reduces the likelihood of risks. Additionally, it has established a risk assessment mechanism to regularly conduct comprehensive analyses of internal and external risks, formulating reasonable control objectives and response measures based on assessment results.

In terms of international sanctions compliance risks, the Company recognizes the potential impact on its future global product and service strategies. To actively address this challenge, the Company has formulated the "International Sanctions Compliance Risk Management Measures", establishing a comprehensive management system and support system for international sanctions compliance risks. By setting up international sanctions databases, risk assessment systems, and supply chain due diligence systems, and improving emergency mechanisms, we maintain a prudent and compliant business operation, actively addressing international sanctions risks. These measures have not only enhanced our ability to prevent and control international sanctions risks but also improved the level of international sanctions compliance risk management, providing strong support for the smooth execution of global operations. Furthermore, this ensures the compliance and competitiveness of our products and services in the global market, laying a solid foundation for our globalization strategy.

Promoting Shared Progress Across the Value Chain

In the complex supply chain of clinical research, Taimei Technology not only focuses on its own development but is also committed to advancing the collective progress of professionals across the entire value chain. Through innovative digital technologies, through its self-developed WiZ intelligent platform, Taimei Technology is bringing complex pharmaceutical R&D into a new era of digital intelligence, achieving deep integration of capabilities across the upstream and downstream industry chain.

By launching the "Digital Productivity" matrix, Taimei Technology has reshaped the productivity of clinical research, advocating an intelligent collaboration model of "Human + AI." The core value of this transformation lies in freeing pharmaceutical professionals from repetitive tasks such as mechanical data entry and document classification, which account for up to 80% of their workload. This empowerment enables senior professionals such as PV specialists to shift from "report processing pipelines" to high-value tasks such as risk assessment, signal mining, and clinical development decision-making, thereby allowing human resources to exert greater creative value in the industry.

In terms of promoting value chain transformation, Taimei Technology helps traditional links achieve a leap from "cost centers" to "value centers." Taking pharmacovigilance as an example, the application of AI agents promotes model transparency and compliance, enabling PV work to provide deep support for clinical development and business decisions, becoming a cornerstone for enterprise growth. At the same time, Taimei Technology actively establishes co-creation mechanisms with customers, leads regular demand research, and, by collaborating with customers with commercial prospects, jointly unlocks AI potential and empowers comprehensive industry upgrades.

In addition, the establishment and upgrade of Taimei Intelligence Medical mark the further integration of professional capabilities and AI technology, aiming to provide the industry with more efficient, more transparent, and higher-quality intelligent R&D overall solutions. In the context of globalization, the "global business network" constructed by Taimei Technology not only supports the digital intelligence overseas expansion of Chinese enterprises but also, by benchmarking against international standards, promotes the coordinated progress of the entire industry chain under the three major trends of platformization, intelligentization, and internationalization. Through these efforts, Taimei Technology is working together with industry peers to jointly build a smarter and more efficient new ecology of pharmaceutical R&D.

Customer Service

The Company has always attached great importance to customer service feedback, striving to deliver exceptional products and services to ensure customer satisfaction and long-term cooperation. By formulating the Customer Service Center Technical Support Process and Complaint Handling Procedure, it clearly defines the detailed processes for the customer service center to provide technical support to contracted users, covering system usage, configuration, fault reporting, training support, and other aspects, with the aim of resolving issues efficiently and promptly. It also standardizes the standard operating procedures for technical support staff, including problem receipt channels, response time, data verification, work order processing flowcharts, and execution process descriptions. By building multi-channel service request entry points and establishing strict response and processing time limits, the Company ensures the efficient closed-loop of technical support services and the accuracy of data verification, while solidifying the foundation for long-term cooperation with a standardized governance process.

SOCIAL ASPECT

Under the strategic framework of promoting the digital intelligence transformation of the industry, the Company has distilled a mature AI commercialization methodology of "large-scale validation, promotion, and implementation." Relying on its self-developed "WiZ" intelligent platform and "Digital Productivity" such as iDM, iCTA, and iPV, which have autonomous capabilities, it has achieved a leap from traditional tools to intelligent outcome delivery. We adhere to the organic combination of data, scenarios, models, and standards as the success formula, allowing customers to flexibly choose the most suitable implementation path according to their own digital maturity, thereby deeply embedding digital intelligence forces throughout the entire pharmaceutical R&D process. This "Human + AI" collaborative model not only significantly optimizes resource allocation but also, through decision support products like iMAP, assists pharmaceutical enterprises in gaining real-time insights into data value, promoting the shared progress of all parties in the value chain within a complex supply chain, fulfilling the corporate mission of unleashing the power of digital intelligence to make health within reach.

During the Reporting Period, the Company achieved significant efficiency leaps and quality assurance performance through AI empowerment. In the pharmacovigilance field, the iPV agent shortened the working time for initial report entry from 50 minutes to 40 seconds through precise algorithms, with an accuracy rate exceeding 95% and an overall processing efficiency improvement of up to 300%. With outstanding international compliance capabilities, Taimei not only assisted customers in completing FDA Gateway integration testing but also successfully delivered systems for a Malaysian local CRO enterprise and provided key technical support for the subject recruitment system. In the clinical research field, the iDM and iCTA agents achieved an 80% improvement in database building efficiency and a 70% reduction in document filling time respectively, demonstrating excellent cost-reduction effects in large-scale Phase III applications; while the iMAP platform helped medical teams reduce data processing costs by 60%-70% through rapid online visual configuration, effectively freeing human resources from mechanical labor to high-value clinical development decision-making, comprehensively empowering the comprehensive upgrade of the industry.

For customer feedback and complaint handling, the Company has established multiple channels, including a complaint hotline (400–699–1906), a customer service center (eService), and a complaint email (customer_service@taimei.com). For common inquiries, an AI assistant directly generates standardized solutions from a knowledge base, achieving "second-level response" to ensure timely resolution of customer complaints.

The Company highly values product and service standardization. For any changes to the SOPs (Standard Operating Procedures) of its products and services, it releases corresponding standardized training videos on its online platform and requires employees in relevant departments to study them, ensuring consistent quality in products and services. During the Reporting Period, the Company conducted standard service specification training covering over 1,290 person-times, with a total training duration of 81.82 hours.

No complaints regarding product quality or service were received, and no issues related to product sales or returns occurred during the Reporting Period.

Network Security and Privacy Protection

Taimei Technology regards cybersecurity and privacy protection as core components of its corporate social responsibility, strictly complying with laws and regulations such as the Cybersecurity Law of the People's Republic of China, Data Security Law of the People's Republic of China, and Personal Information Protection Law. It has built an integrated management system spanning "strategy – system – execution – supervision". Guided by the Information Security Management Policy and Data Security Management Policy as top-level guidelines, it defines governance objectives and implementation paths for information and data security, ensuring full coordination in technical, process, and personnel management.

In full lifecycle data management, the Company implements refined classification and dynamic hierarchical control for medical research data and patient personal information through the Data Classification and Grading Security Guidelines and Sensitive Data Usage Guidelines. Relying on regulations such as the Data Transmission Security Guidelines, Data Storage Security Guidelines, and Data Collection Security Guidelines, it embeds encryption, de-identification, and access control technologies in all stages from collection, transmission, and storage to deletion, ensuring data compliance and integrity. For AI R&D scenarios, the AI Security Management Regulations were updated during the Reporting Period to further standardize the legality of algorithm training data sources, model interpretability, and ethical review mechanisms, preventing technical abuse risks and emphasizing that the internal approval process involves three-party evaluation by the Fleming Research Center, the Legal Department, and the Information Security Group, strictly prohibiting the use of third-party AI to analyze sensitive materials.

In risk prevention and incident response, the Company has established a multi-layered defense system: regular identification of system vulnerabilities and external threats through information security risk assessment and disposal processes, strengthened terminal and network perimeter protection in line with virus/malware prevention and cybersecurity management regulations; clear event classification, emergency response, and post-incident tracing mechanisms in accordance with the Information Security Incident Management Guidelines and Data Breach Protection Management Process to ensure rapid resolution of information security incidents and minimize impacts.

The Company attaches great importance to ensuring the legality of data transmission and special protection of medical privacy. By formulating the Personal Information Protection Management Regulations to detail operational rules for user informed consent and rights response, it lays a foundation for data compliance requirements under the Company's globalization strategy. The Company regularly updates and publishes the Information Security White Paper to comprehensively disclose its security governance architecture, shared responsibility model, and technical safeguard measures to stakeholders, thereby building a highly transparent digital trust system. At the same time, relying on the Company's formulation of relevant systems such as the Information Security Violation Penalty Guidelines and Information Security Inspection Management, it constructs internal audit and accountability mechanisms to ensure strict policy enforcement. The Company extends privacy protection concepts and measures to all business scenarios, setting special clauses in service agreements requiring partners to strictly fulfill legal obligations when accessing patient health information and medical data, ensuring full protection of patient data privacy and security.

SOCIAL ASPECT

Taimei Technology continuously improves its risk monitoring and emergency response system, constructing a 24/7 real-time monitoring mechanism, relying on automated detection programs (such as WAF, firewalls, situational awareness, etc.) and multi-party intelligence channels to ensure precise identification and rapid warning of security threats. For personal information protection, the Company has formulated strict response time specifications: committing to report to regulatory authorities within 72 hours of discovery and to notify affected customers within 48 hours in the event of a leakage risk involving personal information. During the Reporting Period, the Company proactively invited third-party professional institutions to conduct 100% hardening rectification and closed-loop management of its core system TrialOS, deeply solidifying the security defense of the digital foundation through continuous technical iteration and rectification retesting.

During the Reporting Period, the Company continued to deepen the construction of its digital intelligence compliance system. It not only became one of the first enterprises in the pharmaceutical digital intelligence field to obtain ISO/IEC 42001:2023 Artificial Intelligence Management System certification, ensuring its AI systems fully align with international standards in terms of ethical compliance, data privacy, and algorithm transparency; in the same period, the Company's digital marketing business also passed the CyberVadis Information Security certification with an excellent score of 938 (out of 1000), validating its high maturity in core security areas such as identity access management, data protection, and emergency response, building a solid international-level barrier for business operations and customer data security.

The Company attaches great importance to information security and compliance work, having established a comprehensive information security management and artificial intelligence governance system. It has successively passed ISO20000 Information Technology Service Management System certification, ISO9001 Quality Management System certification, ISO27001 Information Security Management System certification, ISO27701 Privacy Information Management System certification, ISO27018 Cloud Privacy Protection certification, ISO/IEC 42001 Artificial Intelligence Management System certification, and Cyber Vadis Information Security certification, covering multiple AI systems included in SaaS services provided externally such as pharmaceutical clinical research, pharmacovigilance, partner management, and pharmaceutical digital marketing, fully aligning with international standards, laying a solid foundation for innovation and collaboration in the AI era. In the future, the Company will continue to optimize resource allocation through its information security architecture, dynamically track domestic and international legislative developments, and build a solid barrier for user privacy rights and medical data security through technological iteration and institutional upgrades, fulfilling its sustainable development commitment of "technology for good."

6. TECHNOLOGICAL INNOVATION

Taimei Technology has always adhered to the "AI-driven" strategy, using its self-developed "WiZ" artificial intelligence platform as the engine to continuously expand its full-stack AI Agents product layout around AI for Productivity, AI for Information, and AI for Science, promoting the application and implementation of artificial intelligence capabilities in key scenarios such as clinical operations, data management, pharmacovigilance, medical imaging assessment, medical monitoring, and clinical study design. The Company is committed to overcoming efficiency bottlenecks in pharmaceutical R&D through continuous R&D investment. As of the end of the Reporting Period, the Company has established 3 global operation centers in China, Singapore, and the United States, with business covering 30 countries globally, and has provided global digital intelligence solutions for over 200 overseas clinical trial projects from more than 50 customers, providing strong support for the cross-regional deployment, delivery, and continuous iteration of the Company's AI products.

In 2025, the Company continued to increase its R&D investment in core agent products, continuously advancing the commercialization and functional improvement of core agent products. Among them, iDM can now support data cleaning, logical verification, and eCRF generation; iCTA supports document tracking, version management, and eTMF archiving; iPV can achieve SUSAR report automatic generation and assisted reporting; iMAP focuses on identifying potential medical risks in clinical research, further enriching the Company's AI product matrix from "cost reduction and efficiency improvement" to "success rate enhancement," providing solid support for the Company's technological breakthroughs and product evolution.

Relying on the data and business scenario advantages accumulated through long-term service, the Company continuously consolidated the foundation for AI model training and optimization. According to statistics from the Company's business platform, as of the end of the Reporting Period, the Company's platform had cumulatively served over 1,600 cross-type customers, accumulated over 10,000 clinical development projects, covering 30 countries globally, and had accumulated 400,000 expert-annotated high-quality images and 760 million cumulative medical images on the platform, providing important data support for algorithm optimization, model iteration, and product upgrades.

While promoting technological innovation, Taimei attaches great importance to the ethical and safety responsibilities of AI in the healthcare field, has established rigorous AI Security Management Regulations, and embedded ethical review mechanisms into the entire R&D process. The Company became one of the first enterprises in the pharmaceutical digital intelligence field to obtain ISO/IEC 42001:2023 Artificial Intelligence Management System certification, marking that its algorithm transparency, data privacy, and ethical compliance have reached international standards. In addition, the implementation of all AI technologies must undergo three-party evaluation by the Fleming Research Center, the Legal Department, and the Information Security Group, ensuring that technology applications always follow the principles of being trustworthy, usable, and perceptible. In the process of global business expansion and continuous implementation of AI products, the Company also continuously strengthens management requirements for cross-regional data security, model application boundaries, and technical compliance, promoting the coordinated advancement of artificial intelligence innovation and responsible governance.

7. ANTI-CORRUPTION

The Company upholds business ethics and integrity as core principles of its operations, dedicated to creating a fair, just, and corruption-free corporate environment. It strictly complies with laws and regulations such as the Anti-Unfair Competition Law of the People's Republic of China and Anti-Money Laundering Law of the People's Republic of China, formulating internal regulations including the Anti-Bribery and Anti-Corruption Policy, Conflict of Interest Management Regulations, and Anti-Fraud Management Regulations to ensure legal and compliant operations.

In accordance with the Employee Handbook and related policies, the Company explicitly and strictly prohibits behaviors such as conflicts of interest, bribery, embezzlement, and fraud. Acts such as accepting or soliciting bribes, embezzlement, misappropriation of funds, and money laundering are classified as serious violations of discipline. All employees must read, sign, and strictly abide by these provisions upon employment. Additionally, during supplier admission reviews, the Company requires all suppliers to sign an Anti-Bribery and Anti-Corruption Commitment to ensure compliance with relevant laws, regulations, and policies throughout the cooperation.

The Company regularly conducts anti-corruption training for directors and employees, covering 2,177 person-times with a total duration of over 167.82 hours. At the same time, it organizes all employees to deeply study comprehensive risk management and internal control systems, deepening integrity awareness through policy communication and scenario simulations. In addition, the Company further improved the reporting mechanism by establishing integrity reporting hotlines, email, and WeChat platforms, and strictly protecting whistleblower information to ensure unobstructed and efficient internal supervision channels.

During the Reporting Period, the Company was not involved in any concluded anti-corruption cases. The Company will strengthen anti-corruption safeguards to provide a solid foundation for sustainable business development.

8. SOCIAL WELFARE AND RURAL REVITALIZATION

As a socially responsible enterprise, the Company integrates rural revitalization and educational philanthropy into its core corporate social responsibility framework. While pursuing business development, the Company is committed to fulfilling its mission of "developing the enterprise and giving back to society" through concrete actions.

During the Reporting Period, the Company continued to participate in charitable donation activities, donating RMB10,000 to the Yunnan Rural Revitalization Project of the Red Cross Society of Qingpu District, Shanghai, to support the development needs of relevant areas, actively responding to the national rural revitalization strategy with practical actions and reflecting the Company's continuous attention to social public welfare and regional coordinated development.

Looking ahead, the Company will continue to uphold a people-oriented philosophy and actively participate in more public welfare initiatives, contributing to the sustainable development of society. The Company aspires to be a proactive promoter of social welfare and to help build a better social environment.

CONTENT INDEX TABLE OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE ISSUED BY THE STOCK EXCHANGE OF HONG KONG LIMITED

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to Exhaust Gas and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions Management
KPI A1.1	The types of emissions and respective emissions data.	Emissions Management
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity	Emissions Management – Greenhouse Gas emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and intensity	Not Applicable
KPI A1.4	Total non-hazardous waste produced (in tonnes) and intensity.	Emissions Management – Waste emissions
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction target(s) set and steps taken to achieve them.	Emissions Management
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Use of Resources – Energy consumption
KPI A2.2	Water consumption in total and intensity	Use of Resources – Water resources
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources – Energy consumption Green Office
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources – Water resources Green Office
KPI A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced	Not applicable – explained in Use of Resources – Packaging materials

INDEX TO APPENDICES

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environment and Natural Resources
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Employment
KPI B1.1	Total workforce by gender, employment type, age and region	Employment – Recruitment and Termination
KPI B1.2	Employee turnover rate by gender, age and region.	Employment – Recruitment and Termination
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety
KPI B2.1	Number and rate of work-related fatalities.	Health and Safety
KPI B2.2	Lost days due to work injury.	Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
Aspect B4: Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Employment
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Employment
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Employment
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

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Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility – Customer Service
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Product Responsibility – Customer Service
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility – Intellectual Property Protection, Customer Service
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility – Product Quality and Accessibility, Customer Service
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility – Intellectual Property Protection, Network Security and Privacy Protection

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-Corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Corruption
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Social Welfare and Rural Revitalization
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Social Welfare and Rural Revitalization
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Social Welfare and Rural Revitalization
Climate-related disclosures[6]		
Climate Change	It is necessary to disclose the relevant information regarding "governance, strategy, risk management, indicators and goals".	Climate Change
Greenhouse gas ("GHG") emissions	Total GHG (in tons) and density for direct (Scope 1) and indirect (Scope 2) emissions.	Climate Change

Remarks:

6. Taimei Technology has prepared the ESG Report in accordance with the requirements of Part D "Climate-Related Disclosures" of the Code issued by the Stock Exchange of Hong Kong Limited. During the preparation of the report, some clauses cannot yet be disclosed due to current practical circumstances such as progress of internal system development, and data statistics and accounting capabilities. The climate-related information that can be disclosed has been presented in Chapter 4 "Environmental Aspect", Section 4 "Climate Change" of this report. The Company attaches great importance to the HKEX's requirements on climate-related disclosures. While ensuring the authenticity, accuracy, and non misleading nature of information, the Company will improve data collection, statistical analysis, model development and governance processes in phases, striving to achieve full disclosure in future reporting periods.

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LIST OF LAWS AND REGULATIONS

ESG Aspect	Laws and Regulations Complied With
Environmental	• Environmental Protection Law of the People's Republic of China • Energy Conservation Law of the People's Republic of China • Law on the Prevention and Control of Air Pollution of the People's Republic of China • Law on the Prevention and Control of Water Pollution of the People's Republic of China • Law on the Prevention and Control of Environmental Pollution by Solid Waste of the People's Republic of China
Employment	• Labor Law of the People's Republic of China • Labor Contract Law of the People's Republic of China • Social Insurance Law of the People's Republic of China • Law on the Protection of Minors of the People's Republic of China • Provisions on the Prohibition of Child Labor • Regulations on the Administration of Social Insurance
Health and Safety	• Labor Law of the People's Republic of China • Production Safety Law of the People's Republic of China • Law on the Prevention and Control of Occupational Diseases of the People's Republic of China
Product Responsibility	• Civil Code of the People's Republic of China • Advertising Law of the People's Republic of China • Personal Information Protection Law of the People's Republic of China • Cybersecurity Law of the People's Republic of China • Trademark Law of the People's Republic of China • Patent Law of the People's Republic of China • Copyright Law of the People's Republic of China
Anti-Corruption	• Company Law of the People's Republic of China • Criminal Law of the People's Republic of China • Anti-Money Laundering Law of the People's Republic of China • Anti-Unfair Competition Law of the People's Republic of China • Interim Provisions on the Prohibition of Commercial Bribery • Interpretation by the Supreme People's Court on Several Issues Concerning the Determination of Joint Crimes in Cases of Embezzlement and Misappropriation of Public Funds

Taimei

太美医疗科技