



Stock Code: 688029

2025

Environmental, Social and Governance (ESG) Report

MICRO-TECH (Nanjing) Co., Ltd.

Trusted For Life

Foreword

Foreword	01	Sustainable Development Governance	10	Future Prospects	127
Message from the Company	03	Special Feature I Deepening Global Expansion	19	Appendix	128
About MICRO-TECH	05	Special Feature II Enhancing Healthcare Accessibility	24	Key Performance Form	128
				Index of Indicators	134
				Feedback Form	138

01

Corporate Governance

Corporate Governance	28
Business Ethics	36
Values-Driven Leadership	38

02

Environmental Protection

Climate Action	41
Environmental Compliance	48
Resource Management	60
Biodiversity Conservation	63

03

Industry Value Creation

Innovation-Driven Development	65
Data Security and Privacy	79
Products and Services	82
Supply Chain Management	91

04

Better Life Initiative

Employees' Rights and Interests	101
Occupational Health and Safety	120
Community Public Welfare	126

Foreword

This is the fifth Environmental, Social and Governance Report (the “ESG Report”, formerly, Social Responsibility Reports from 2021 to 2023) released by MICRO-TECH (Nanjing) Co., Ltd. (“MICRO-TECH”, the “Company”, or “we”). Adhering to the principles of objectivity, standardization, transparency, and comprehensiveness, the Report provides detailed disclosure of the Company’s ESG practices and performance in 2025.

Reporting Scope

The Report covers MICRO-TECH (Nanjing) Co., Ltd. and its branches and subsidiaries. Unless otherwise stated, the scope of the Report is consistent with the scope of the Company’s Annual Report.

Reporting Period

The Report covers the period from January 1, 2025 to December 31, 2025 (the “Reporting Period”). To improve the comparability and completeness, the Report includes references to prior years or incorporate forward-looking statements where appropriate.

Data Source

Data sources used in the Report include public data from government agencies, the actual operational data, annual financial data, internal statistical reports of the Company, third-party questionnaire surveys, third-party evaluations or interviews, etc. The financial data in the Report is expressed in RMB. For any discrepancy between this report and the financial statements, the financial statements shall prevail.

Preparation Basis

- *Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No.14 - Sustainability Report (Trial)*
- *Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies on SSE STAR Market No. 13 - Preparation of Sustainability Reports (Revised in January 2026)*
- Global Reporting Initiative *Sustainability Reporting Standards* (GRI Standards)
- Sustainability Accounting Standards Board Standards (SASB Standards)
- China Enterprise Reform and Development Society *Guide to Corporate Sustainability Reporting in China* (CASS-ESG 6.0)
- China Association for Public Companies *Guidelines for Sustainability Reporting of Listed Companies*

Abbreviations

Definitions of abbreviations used in this report are set out in the glossary section of the *2025 Annual Report of MICRO-TECH (Nanjing) Co., Ltd.*

Confirmation and Approval

The Report was approved by the Board of Directors of the Company on April 27, 2026 and was released concurrently with the Annual Report. The Board undertakes to oversee the content of the Report and ensure that it contains no false records or misleading statements, and assumes responsibility for the truthfulness, accuracy and completeness of the Report.

Access to this Report

The electronic version of this report is available on the Shanghai Stock Exchange website (www.sse.com.cn) and MICRO-TECH's official website (<https://www.micro-tech.com.cn>).

Feedback

If you have any comments or suggestions concerning the Company's sustainability efforts, please feel free to provide feedback via the contact information below to help us continuously improve the Report.

Investor Relations Email: nwyx@mtmed.com

CSR Hotline: 4000253000 ext. 4



Message from the Company

2025 marked a significant year for MICRO-TECH as we further advanced our global footprint and accelerated the implementation of our sustainable development strategy.

As a minimally invasive medical device company guided by the philosophy of "Integrity and Innovation; Craftsmanship and Sustainable Development", we firmly believe that the true power of technology lies in its ability to protect human health, and that the value of an enterprise is defined by its contribution to society. Over the past year, we have continuously enhanced our ESG system by embedding green transition, inclusive innovation, global operations and talent development into both strategic decision-making and daily operations. While enhancing our core competitiveness, we actively fulfill our industrial responsibilities and embrace our mission in this era.

In recognition of our achievements in product innovation, intelligent manufacturing and sustainable development, MICRO-TECH was designated as one of the ninth batch of "Champions in Single-product Manufacturing" and honored as an "Advanced Intelligent Factories in Jiangsu Province". Our products were also included in the national catalogue of high-quality medical devices, and earned broad recognition from stakeholders across all sectors of society.

This is the fifth sustainability report, marking another significant demonstration of MICRO-TECH's ongoing commitment to ESG principles. We recognize that sustainable development is not merely a single report or an award, but a long-term commitment that requires consistent dedication. Looking ahead, we will remain committed to innovation-driven development while anchoring our efforts in responsibility fulfillment, and work closely with global partners to contribute to human health worldwide.

Upholding Green Transition to Build a Low-Carbon Healthcare Ecosystem

MICRO-TECH has consistently embedded the philosophy of green development throughout business operations and supported the healthcare industry's low-carbon transition through technological innovation.

During the reporting period, we completed the accounting of Scope 1, Scope 2 and Scope 3 GHG emissions, and established a carbon emissions baseline database to provide a solid foundation for the medium- and long-term carbon neutrality roadmap. For the first time, we conducted a precise assessment of product lifecycle carbon footprints at the R&D stage, safeguarding green transition with robust data support.

We continuously implemented energy efficiency and resource conservation initiatives, and completed the rectification of pipeline leakage points across the industrial park. We also introduced a rainwater harvesting system to support landscape irrigation, thereby reducing freshwater consumption. In packaging, we actively promoted the application of lightweight design and green materials. We developed and piloted environment-friendly bamboo-based materials, and implemented a series of packaging optimization initiatives to reduce unnecessary waste. Recycling signs were also added to packaging to support accurate sorting and recycling practices. We introduced electric forklifts and automated guided vehicles (AGVs) across our manufacturing facilities, to support greener logistics and transportation operations.

In the future, MICRO-TECH will continuously deepen the philosophy of ecological design, and promote product upgrades that make products easier to disassemble and recycle. We will gradually increase the use of sustainable packaging materials, and steadily advance our transition to a green and low-carbon model.

Focusing on Inclusive Innovation to Support Global Healthcare

MICRO-TECH remains committed to harnessing technological innovation to advance equitable access to healthcare resources worldwide.

During the reporting period, we continued to participate in national and local centralized volume-based procurement programs for medical consumables, leveraging scaled supply to reduce patient treatment costs and alleviate pressure on public medical insurance funds, thereby delivering on our commitment to inclusive healthcare.

We continued to expand our international supply chain footprint, with the development of our manufacturing center in Thailand serving as a strategic priority. This initiative further enhanced the resilience and risk management capability of our global supply chain. Today, our products are sold in more than 100 countries and regions worldwide. We have obtained registration certificates of more than 1,600 products worldwide, and established a local overseas team of more than 400 employees, creating a global operating network spanning key markets across the Asia-Pacific region, Europe and North America.

In terms of medical talent development and technology sharing, we continued to promote the adoption of minimally invasive diagnostic and therapeutic technologies in developing countries and primary healthcare institutions through our structured training platform. We successfully hosted a series of international academic and branding events, including the academic conference of the Nanjing International Endoscopy Symposium (NIES) and the international endoscopy symposium Malaysia INSPIRE.YOU Live. the MICRO-TECH Nexus Innovation Lab, serving as a key hands-on training base, provided endoscopic surgery training for international participants from five continents. The center also provided hands-on training in advanced endoscopic techniques to trainees from Egypt, Bangladesh, Tajikistan and other countries, supporting their transition from theoretical knowledge to clinical proficiency. These efforts not only reflect the global value of inclusive innovation but also contribute to building a global community of health for all.

Strengthening Governance Foundation to Safeguard High-Quality and Sustainable Development

MICRO-TECH has consistently viewed robust governance as the cornerstone of long-term, sustainable growth.

We continuously strengthened our ESG governance framework by establishing a three-tier governance structure that includes the Board of Directors for decision-making, the Sustainable Development Management Group for centralized coordination, and the Sustainable Development Execution Group for effective implementation. For compliance management and risk control, we strictly adhered to regulatory standards while further enhancing information disclosure and investor relations management. MICRO-TECH's information disclosure has consecutively received an "A" rating in the assessment by the Shanghai Stock Exchange.

In supply chain management, we've established a supplier lifecycle management system and implemented green procurement policies. Suppliers are required to sign declarations confirming the absence of hazardous substances such as BPA and phthalates in products, with a 100% signing rate achieved among qualified suppliers. For occupational health and safety, we continued to strengthen our management systems and improve employee safety awareness and emergency response capabilities. During the reporting period, MICRO-TECH recorded 0 major work safety incidents. We also actively engaged employees through channels including employee satisfaction surveys and employee congresses, fostering a workplace culture defined by respect, trust and continuous improvement. Now, MICRO-TECH has been recognized as an "Enterprise with Harmonious Labor Relations" for multiple consecutive years.

Looking ahead, MICRO-TECH will continue to follow the principles of "Life First, Innovation, Responsibility and Shared Success", and explore new possibilities at the intersection of health and sustainable development.

We will continue to deepen the integration of global footprint and localized operations, drive industry advancement through original innovation, enable green transition through low-carbon ecosystems, and promote equitable access to healthcare through diversified partnerships. We look forward to working alongside global partners to harness collective wisdom in an era of innovation. We will remain true to our mission amid a changing world, and jointly build a more inclusive and resilient future for global health, while contributing to a new chapter of high-quality development for the healthcare industry.

We sincerely thank every employee, partner and stakeholder for their trust and support. Let us work together here at MICRO-TECH to make greater contributions to global healthcare.

About MICRO-TECH

Company Profile

Founded in 2000, MICRO-TECH is principally engaged in the R&D, manufacturing and sale of minimally invasive medical devices. The Company's product portfolio comprises three major categories: endoscopic diagnosis and treatment devices used in conjunction with endoscopes, microwave/radiofrequency ablation systems and related consumables, and single-use endoscopes. Its endoscopic diagnosis and treatment product portfolio includes more than 60 product series across six major categories: biopsy, hemostasis and closure, EMR/ESD, dilation, ERCP and EUS/EBUS. Microwave/radiofrequency ablation products primarily include ablation generators and ablation needles. Single-use endoscope products include single-use pancreatobiliary imaging system (cholangioscope), single-use bronchoscope and related consumables. The Company has established multiple subsidiaries and regional marketing centers worldwide, forming a sales network spanning more than 100 countries and regions. MICRO-TECH is committed to providing high-quality gastroenterology products and services to hospitals and clinics around the world, advancing the quality of care, improving patient outcomes and helping reduce healthcare costs.



Corporate Culture

Mission

To improve people's health, we support healthcare providers with innovative products and solutions, modern technologies, and user-focused services.



Vision

To increase our value through innovation and high quality, we aspire to become one of the most reliable medical device brands in the field of therapeutic endoscopy. As an international company, we strive to become a global market leader, as well as a platform for innovation that shares its success with customers, employees, and shareholders.



Core Values

Integrity Innovation Ingenuity Sustainability



Development Milestones

2000

The founders and angel investors from Hong Kong jointly established Nanjing MICRO-TECH Medical Device Co., Ltd. The registrations of esophageal stent and biliary stent were approved by the National Medical Products Administration (NMPA).

2002

MICRO-TECH secured equity investment from China Science & Merchants Capital Management Group.

2003

The non-vascular stent product lines obtained CE certification and were exported to Europe for the first time. MICRO-TECH developed the disposable biopsy forceps and obtained both NMPA registration approvals and CE certification.

2004

Following the exit of the angel investors, Jiangsu Skylong Investment Group Co., Ltd. assumed control and consolidated the relevant equity interests.

2005

MICRO-TECH became an OEM/ODM supplier to leading medical device companies in Europe and the United States.

2007

MICRO-TECH (Europe) GmbH (MTE) was established to market proprietary products in the European market.

2011

The project "R&D and Application of Novel Esophageal Stents" received the Second Prize of the National Science & Technology Progress Award.

2012

MICRO-TECH received investment from Actis, formed a new management team, and accelerated new product development.

2015

MICRO-TECH USA (MTU) was established to market proprietary products. MICRO-TECH acquired a 51% equity stake in Canyon, a leading domestic company in the microwave ablation sector. MICRO-TECH completed its restructuring into a joint-stock company. The SureClip™ Hemoclip was launched in China and Europe, enabling the Company to establish a product portfolio of minimally invasive endoscopic diagnosis and treatment devices.

2016

Huakang, Huasheng Lingfeng and GreenPaper acquired Actis' equity interest.

2018

MICRO-TECH acquired the German shareholders' equity interests in MTE, making MTE a wholly owned subsidiary. The project "Establishment and Application of an Endoscopic Ultrasound Minimally Invasive Diagnosis and Treatment System" received the Second Prize of the National Science & Technology Progress Award.

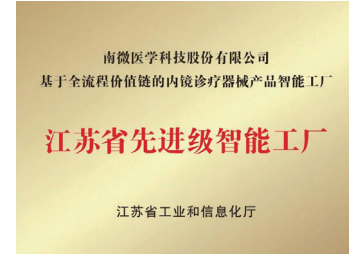
2019

MICRO-TECH became one of the first companies listed on the STAR Market of the Shanghai Stock Exchange. MICRO-TECH officially changed its name to MICRO-TECH (Nanjing) Co., Ltd.

Honors in 2025

In May
2025

MICRO-TECH was recognized by the Jiangsu Provincial Department of Industry and Information Technology as an Advanced Intelligent Factory of Jiangsu Province.



In October
2025

MICRO-TECH was designated by the Ministry of Industry and Information Technology as one of the ninth batch of Champion in Single-product Manufacturing.



In December
2025

MICRO-TECH's Single-Use Electronic Bronchoscope was included in the 11th *Catalogue of Outstanding Domestic Medical Device Products* issued by the China Association of Medical Equipment.

2020

Investment and sales subsidiaries were established in the Netherlands.

2021

Wholly-owned subsidiaries were established in the United Kingdom and France. MICRO-TECH received market approval for its single-use pancreatobiliary imaging system (cholangioscope).

2022

A wholly-owned subsidiary was established in Japan. MICRO-TECH received market approval for its single-use bronchoscope. MICRO-TECH was elected as one of China's first demonstration entities for the Unique Device Identification (UDI) system for medical devices.

2023

MICRO-TECH acquired Portugal-based Endotecnica and Switzerland-based Medexx. MICRO-TECH received market approval for its single-use surgical cholangioscope.

2024

A new manufacturing base was completed and commenced operations, while the Thailand manufacturing center commenced construction. The Company received the Second Prize of National Science & Technology Progress Award.

2025

MICRO-TECH acquired a 51% equity stake in Creo Medical S.L.U., a European company.

Key Performance in 2025



Economic Performance

Total Assets
RMB **5.464** Billion

Operating Revenue
RMB **3.184** Billion

Total Taxes
RMB **192** Million

Net Profit Attributable to Shareholders of Listed Company
RMB **570** Million

Basic Earnings per Share
3.05 yuan/share

Year-on-Year Growth Rate of Operating Revenue
15.55 %

Year-on-year Growth Rate of Net Profit
7.95 %

Annual Dividend
RMB **280** Million



Environmental Performance

GHG Emissions Intensity
11.41 tCO₂e/RMB 1 Million of Operating Revenue

Wastewater Discharge Intensity
20.42 Tonnes/RMB 1 Million of Operating Revenue

Environmental Violation Incident
0 Cases

Hazardous Waste Emission Intensity
0.02 Tonnes/RMB 1 Million of Operating Revenue

Compliance Rate for Wastewater, Waste Gas and Solid Waste Discharge
100 %

Training on Environmental Protection
11 Times



Social Performance

Investment in R&D
RMB **199.0463** Million

Number of R&D Personnel
414 Persons

Proportion of R&D Personnel
17.02 %

Work Safety Accidents
0 Cases

Product Qualification Rate
100 %

Customer Satisfaction
100 %

Investment in Work Safety
5.48 Million RMB

Products Exported Worldwide
Over **100** Countries and Regions

Coverage Rate of Safety Training
100 %

Coverage Rate of Occupational Health Examination
100 %



Sustainable Development Governance

MICRO-TECH has established a three-tier governance framework comprising decision-making by the Board of Directors, centralized coordination by the Sustainable Development Management Group, and execution by the Sustainable Development Execution Group. ESG requirements are deeply integrated across the entire value chain, including R&D and innovation, manufacturing and operations, supply chain management and customer service, enabling the Company to systematically advance its sustainable development objectives.



Board of Directors
(Decision-Making Level)

The Board focuses on industry trends and sustainability-related priorities, leads ESG strategy development and major decision-making, and oversees the progress of the Company's sustainable development initiatives.



Sustainable Development
Management Group
(Management and
Oversight Level)

Comprising the CEO, Executive President and department heads, the Sustainable Development Management Group operates under the Board's leadership. It is responsible for coordinating the Company's ESG risk management system, formulating risk mitigation measures, dynamically managing sustainability-related issues, supervising implementation, and reporting progress to the Board.



Sustainable Development
Execution Group
(Execution Level)

Composed of full-time and part-time personnel designated by the Company's departments and subsidiaries, the Sustainable Development Execution Group is responsible for implementing sustainability initiatives and ensuring the achievement of sustainability objectives.

MICRO-TECH has established an internal reporting mechanism for sustainability-related information.

- ① In response to evolving sustainability requirements in the healthcare industry, MICRO-TECH has developed a sustainability strategy and established an efficient internal reporting mechanism to ensure the effective implementation of relevant policies.
- ② Each year, the CEO Office Meeting reviews and discusses sustainability-related issues on a regular or ad hoc basis. Through global management meetings, the Company aligns its strategies and formulates annual ESG objectives and action plans.
- ③ The Sustainable Development Management Group under the Board is responsible for developing sustainability strategies and communicating objectives throughout the organization.
- ④ MICRO-TECH has also established a dedicated Sustainability Coordination Team, consisting of the EHS Officer and members of the Board Office. Its primary responsibilities include communicating the Company's sustainability strategy to all departments, assisting departments in identifying sustainability-related risks in a timely manner, and monitoring the implementation of departmental strategies.
- ⑤ To strengthen accountability, MICRO-TECH has incorporated key ESG performance indicators into the routine management requirements of each department. Under the coordination of the Sustainable Development Execution Group, each functional department appoints dedicated personnel to collect and organize information and advance specific initiatives. Departments maintain transparent and efficient communication with the Sustainability Coordination Team, promptly identify and mitigate ESG-related risks, and carry out ongoing stakeholder engagement with reference to the Stakeholder Communication Matrix.



Sustainable Development Strategy

MICRO-TECH upholds the following core values of sustainable development: "Life First, Innovation, Responsibility and Shared Success":



Life First



We place patient needs at the center of business operations and use technology to safeguard health and well-being.



Innovation



We leverage breakthroughs in original technologies to explore the limitless possibilities of minimally invasive medicine.



Responsibility



We are committed to upholding the principles of product safety, environmental protection and social equity.



Win-win Cooperation



We work together with value chain partners to create and share value and to build a sustainable healthcare ecosystem.

Sustainable Development Strategy Goals

In response to national strategies, global ESG disclosure requirements and stakeholder expectations, MICRO-TECH has established the following strategic objectives:

Governance Optimization · Strengthening the Foundation for Sustainable Development

- Continue to enhance the ESG governance structure and achieve full coverage of Board-level ESG responsibilities.
- Establish a global compliance and risk management system and incorporate ESG risks into core management indicators.
- Strengthen oversight and management of key issues such as climate change, supply chain ethics and data security.
- Regularly disclose ESG performance and improvement plans.

Technology Innovation · Driving Industry Advancement and Expanding Healthcare Accessibility

- Develop cost-effective product portfolios to help reduce healthcare costs.
- Promote a model that combines technology accessibility with training and capability building to narrow disparities in regional healthcare resources.

Green Transformation · Building a Low-Carbon Healthcare Ecosystem

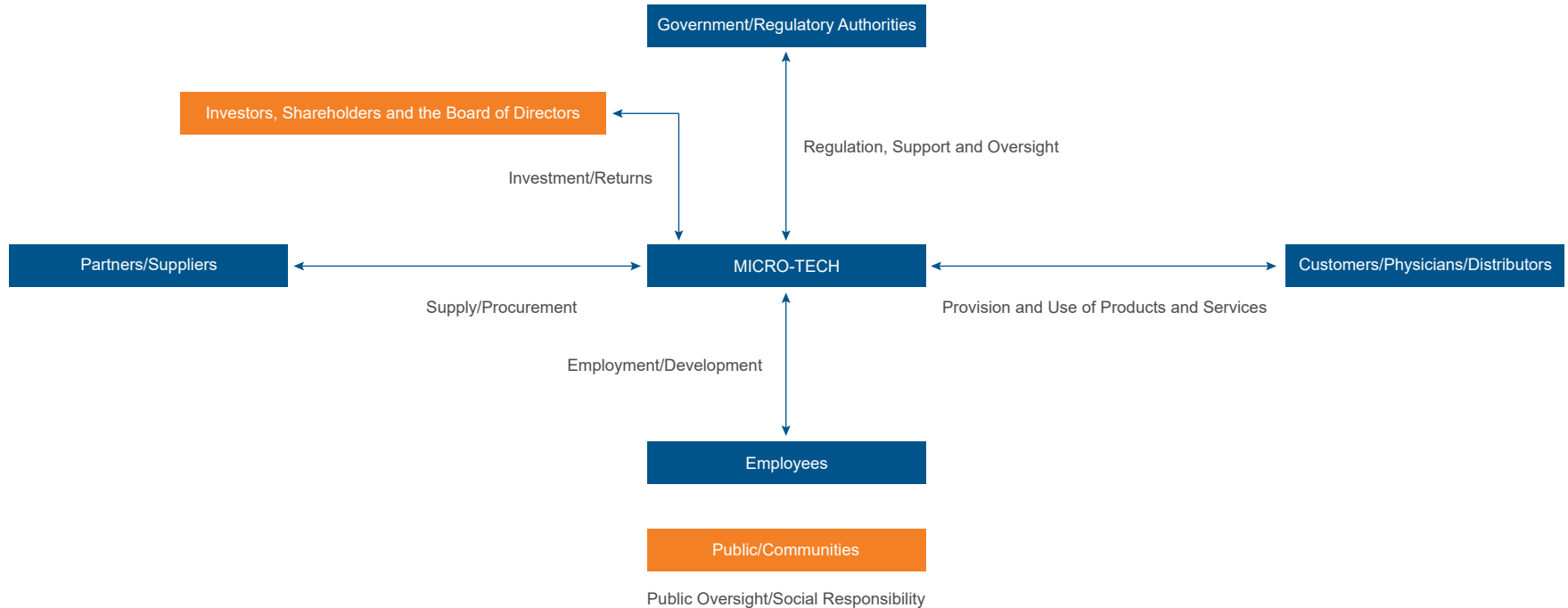
- Develop a roadmap toward carbon neutrality (currently in progress).
- Achieve an 80% adoption rate for green packaging materials by 2025 (already achieved).
- Reduce energy consumption per unit of output value by an average of 5% annually (Note: Due to the relocation of the Company's manufacturing and operating facilities in October 2024, the boundaries of production operations and the energy mix changed. Following prudent assessment, 2025 has been designated as the new baseline year, from which the Company will continue to advance energy efficiency improvements and target achievement).

Social Value Creation · Advancing Healthcare Equity and Employee Development

- Achieve 100% employee training coverage, foster a diverse workplace culture, and continuously improve the occupational health and safety management system.
- Promote healthcare accessibility training and exchange programs across the United States, Japan, Europe, Australia and developing countries.

Communications with Stakeholders

MICRO-TECH consistently places the interests of stakeholders—including customers, shareholders, employees, suppliers, governments and local communities—at the forefront of its operations. Through ongoing engagement channels, we systematically identify and respond to stakeholders' key ESG-related concerns and expectations.



The table below outlines the key issues of concern to different stakeholder groups during the reporting period, together with the Company's primary communication channels.

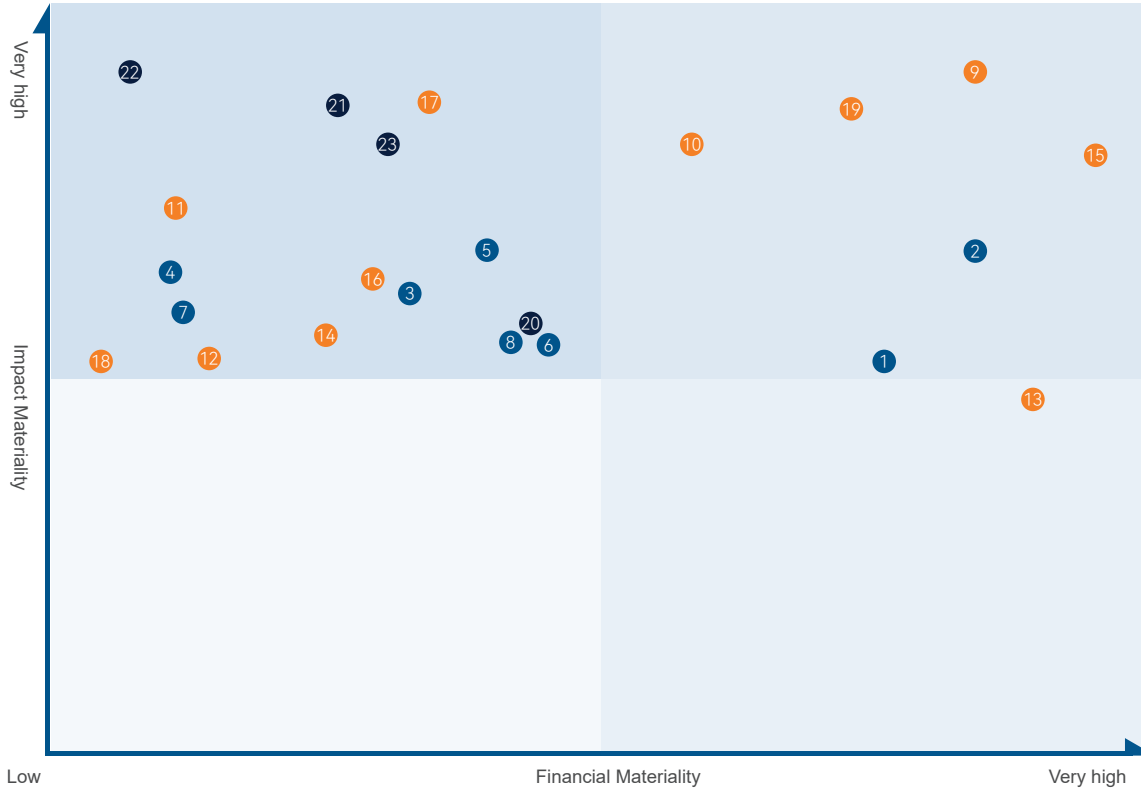
Stakeholders	 Employees	 Customers	 Investors/Shareholders	 Suppliers/Partners	 Public and Communities	 Government and Regulatory Agencies
Primary Communication Channels	<ul style="list-style-type: none"> Employee forums Employee training programs Employee meetings Human resources communication 	<ul style="list-style-type: none"> Timely response to customer complaints Customer training Customer satisfaction surveys Customer service hotline Customer communication and complaint channels 	<ul style="list-style-type: none"> Financial reports General meeting of shareholders Company announcements Earnings briefings Investor surveys Roadshows, etc. 	<ul style="list-style-type: none"> Routine online and offline communication Supplier qualification reviews Industry events Transparent procurement, green procurement On-site supplier assessments 	<ul style="list-style-type: none"> Community engagement activities Volunteer programs Routine media communication Information disclosure 	<ul style="list-style-type: none"> On-site inspections Government consultations Regulatory guidance Information disclosure Official correspondence Participation in meetings and seminars
Topics of Concern	<ul style="list-style-type: none"> Employee rights and benefits Employee training and development Employee health and well-being Work safety 	<ul style="list-style-type: none"> Product safety and quality Customer service and rights protection Healthcare accessibility Responsible marketing 	<ul style="list-style-type: none"> Technological innovation Corporate governance Investor relations Anti-corruption Anti-bribery and anti-corruption in healthcare Intellectual property protection Information security and trade secrets 	<ul style="list-style-type: none"> Sustainable supply chain management Industry collaboration and development 	<ul style="list-style-type: none"> Social contribution Medical ethics Response to climate change Pollutant emissions, waste management Biodiversity Water resources utilization Circular economy Energy management 	<ul style="list-style-type: none"> Corporate governance Anti-corruption in healthcare Business ethics Anti-bribery and anti-corruption Environmental compliance management Pollutant emissions Waste management

Materiality Management

MICRO-TECH consistently attaches great importance to the management of material topics. During the reporting period, the Company continued to study the requirements set out in the *Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14 - Sustainability Report (Trial)*. Separate thresholds were established for impact materiality and financial materiality, and a tiered assessment was conducted using a combination of quantitative and qualitative approaches. Based on the pool of material topics developed in previous years, together with expert identification and comprehensive assessment, we identified 7 financially material sustainability topics and 16 impact material sustainability topics, all of which are addressed as key priorities in this report.

Materiality Assessment Process	Assessment Method
<p>Step 1 Learn about the background of the Company</p>	<p>Through value chain analysis, we systematically assessed ESG-related impacts, risks and opportunities across each stage of business operations. In addition, stakeholder identification was conducted in accordance with the AA1000 Standard, and we actively responded to the needs and expectations of relevant stakeholders.</p>
<p>Step 2 Initial Topic Screening</p>	<p>With reference to GRI Standards, the United Nations Sustainable Development Goals (SDGs), Sustainability Accounting Standards Board (SASB) Standards, MSCI, Wind and industry peer benchmarking, we updated our pool of material sustainability topics for 2025.</p>
<p>Step 3 Assess the materiality of topics</p>	<p>1. Impact Materiality Assessment</p> <p>The impact materiality assessment examined the actual and potential positive and negative impacts of each sustainability topic on the environment, society and the economy. Stakeholder analysis was conducted through questionnaire surveys, with more than 100 valid responses collected. Based on the results, we identified 16 impact material topics.</p> <p>2. Financial Materiality Assessment</p> <p>The financial materiality assessment analyzed each topic from the perspectives of impact, dependency and relevance. Through stakeholder surveys and expert judgment, we identified and assessed the risks and opportunities associated with each topic. In the questionnaires, the impact on the Company's net profit was used as the quantitative assessment threshold, with evaluation levels categorized as "less than 1% of net profit", "1%–5% of net profit", "5%–10% of net profit", "10%–15% of net profit" and "greater than 15% of net profit". Quantitative assessments were then conducted based on the likelihood, severity and time horizon of the relevant risks and opportunities. Following dedicated review and discussion by the Board of Directors, 7 financially material topics were ultimately identified.</p>
<p>Step 4 Identify and approve material topics</p>	<p>A list of topics with impact materiality and financial materiality was formed with the approval of relevant authorities to ensure transparent, balanced, and complete disclosure of relevant topics in the Report.</p>

Materiality Matrix



E



- 1 Environmental Compliance Management
- 2 Response to Climate Change
- 3 Energy Utilization
- 4 Water Resource Utilization
- 5 Pollutant Emissions
- 6 Circular Economy
- 7 Protection of Ecosystem and Biodiversity
- 8 Biodiversity
- 9 Pollutant Emissions
- 10 Waste Disposal
- 11 Circular Economy
- 12 Protection of Ecosystem and Biodiversity
- 13 Biodiversity

S



- 9 Innovation-driven Development
- 10 Protection of Employees' Legal Rights and Interests
- 11 Employee Training and Development
- 12 Rural Revitalization
- 13 Supply Chain Security
- 14 Social Contribution
- 15 Safety and Quality of Products and Services
- 16 Data Security and Customer Privacy Protection
- 17 Science and Technology Ethics
- 18 Equal Treatment of Small and Medium-Sized Enterprises
- 19 Occupational Health and Safety

G



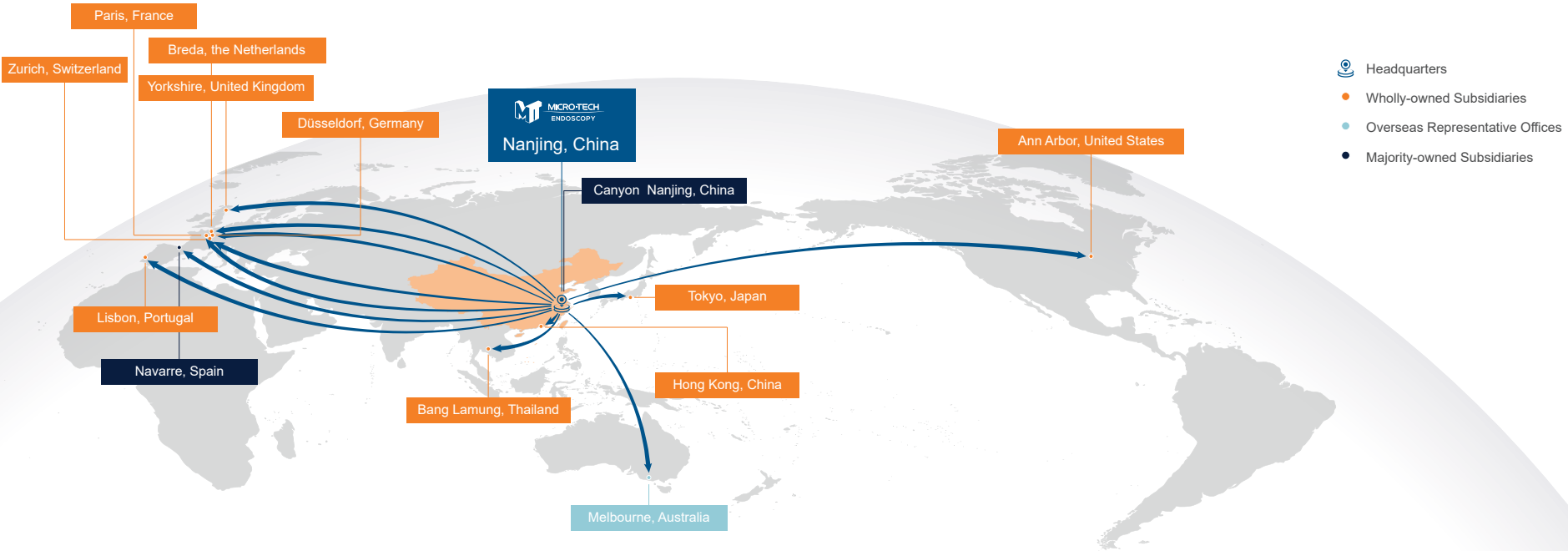
- 20 Anti-Unfair Competition
- 21 Due Diligence
- 22 Communications with Stakeholders
- 23 Anti-Commercial Bribery and Anti-Corruption

SDGs

MICRO-TECH remains committed to sustainable operations as a core development principle and actively supports the United Nations Sustainable Development Goals (SDGs). The Company aligns its business development with the global sustainable development agenda and, while pursuing high-quality and sustainable growth, contributes to the advancement of global sustainable development.

SDGs	Our Actions	SDGs	Our Actions
	Provide medical supplies and assistance to underdeveloped regions to improve the health and living conditions of vulnerable populations.		Build resilient infrastructure, advance sustainable industrialization, and foster innovation.
	Safeguard the health of all employees and promote well-being across all age groups.		Reduce social disparities and promote equitable social development.
	Advance gender equality and protect the rights and interests of women and girls.		Promote sustainable consumption and production patterns and support green transformation.
	Ensure access to clean water, improve sanitation systems, and promote sustainable water management.		Actively address climate change and reduce environmental impacts.
	Promote affordable, reliable, and sustainable modern energy.		Advocate for peace and inclusion, strengthen the rule of law, and improve governance institutions.
	Support economic growth, create employment opportunities, and ensure decent work for employees.		Strengthen implementation and deepen global partnerships for sustainable development.

Special Feature I Deepening Global Expansion



Core Global Supply Chain Footprint



Groundbreaking Ceremony (January 9, 2025)



Completion and Commissioning (January 16, 2026)



Aerial View



Manufacturing Workshop

The Thailand Manufacturing Center is located in the Rojana Industrial Estate Laem Chabang in Bang Lamung District, Chonburi Province, Thailand. Positioned as MICRO-TECH's core overseas strategic hub, it is a key component of the Company's global manufacturing footprint.

In January 2026, MICRO-TECH completed and commenced operations at the Thailand Manufacturing Center. The facility includes high-grade cleanrooms built to international standards and is equipped with advanced automated and intelligent production lines. Products manufactured at the facility are primarily supplied to markets, including the United States, Europe and Southeast Asia. The completion and commissioning of the Thailand Manufacturing Center further strengthened the Company's global supply chain network, effectively enhanced supply chain resilience and risk management capabilities, deepened medical industry cooperation between China and Thailand, and helped improve healthcare accessibility and service capabilities across Southeast Asia.

Global Market Expansion and Product Synergy Enhancement



On the product side, the Company develops tailored solutions for overseas markets to align with local clinical needs and regulatory requirements. Visualization products have become the Company's second growth driver in international markets.



On the channel side, MICRO-TECH continues to strengthen local partnerships in overseas markets through the acquisition of high-quality channel assets, further enhancing its global end-market service network. MICRO-TECH acquired a 51% equity in Creo Medical S.L.U. in Spain, further strengthening our presence in Europe and other key international markets.



On the brand side, the Company showcases its intelligent manufacturing capabilities through global exhibitions, international academic conferences, and other industry events, continuously strengthening its global brand presence and influence.

Building Global Sustainable Development Capabilities

MICRO-TECH leverages leading international academic platforms to accelerate technology adoption and strengthen brand recognition. During the reporting period, we successfully hosted a series of international academic and branding events, including the academic conference Nanjing International Endoscopy Symposium (NIES), the international endoscopy symposium Malaysia INSPIRE.YOU Live, and China-Switzerland and China-Europe academic exchange programs.





To date, MICRO-TECH has obtained more than 1,600 domestic and international product registrations. Our products are exported to more than 100 countries and regions worldwide, and we've established wholly-owned subsidiaries in the United States, Germany, the Netherlands, the United Kingdom, France, Japan, Switzerland, Portugal and Thailand, creating a global operating network.

The Company's overseas operations are supported by a fully functional international workforce of more than 400 local employees, enabling efficient localized management of overseas subsidiaries. At the same time, we've established two-way exchange and cross-cultural training mechanisms, strengthened career development and compensation systems, and fostered a diverse and inclusive international corporate culture.

Overall Strategic Value

With the Thailand Manufacturing Center at the core of its global footprint, MICRO-TECH has established a fully integrated value chain spanning manufacturing, market coordination and capability building. We've built a development model that combines global footprint with localized operations.

The Company's global expansion strategy has not only strengthened its own international competitiveness but also fulfilled its industry responsibility in advancing the globalization of Chinese medical devices, providing a replicable model for the international development of China's medical device industry.



Special Feature II Enhancing Healthcare Accessibility

MICRO-TECH has consistently adhered to its mission of "supporting clinicians with technology and innovation" and regards improving healthcare accessibility as one of the core pillars of its social responsibility efforts. We believe that high-quality medical technologies and products should benefit a broader population. To this end, we continue to make sustained efforts across multiple dimensions, including product accessibility, cost optimization, international talent development and medical education, with the goal of narrowing health disparities caused by the uneven distribution of healthcare resources.

Product Accessibility

To ensure that high-quality healthcare resources can benefit patients in different regions, MICRO-TECH continues to expand access to advanced minimally invasive diagnostic and therapeutic solutions through ongoing product innovation and technology deployment. These efforts bring innovative clinical solutions to more primary healthcare institutions and developing regions, enabling technological innovation to generate tangible clinical value beyond geographic boundaries.



Case

MICRO-TECH Innovative Products Recognized by International Experts

MICRO-TECH convened medical experts from India, Bangladesh and Mongolia to participate in hands-on evaluation sessions featuring a portfolio of innovative products, including the eyeMAX™ Cholangioscope, EUS-FNA/FNB needles, StarClip, and TTS-TC. The participating experts provided strong endorsement of the products' performance in enhancing procedural efficiency, safety and clinical usability. They noted that improved product accessibility will help a broader patient population across regions benefit from innovative medical technologies.



Experts Participating in the Innovative Product Hands-on Evaluation

Cost Savings

MICRO-TECH is committed to reducing healthcare costs and continues to actively participate in national and regional volume-based procurement programs for medical consumables. In centralized procurement initiatives in Hebei Province, the Sanming Purchasing Alliance (Nationwide), Anhui Province and other regions, multiple products—including hemostasis clips, hot biopsy forceps and duodenal papillotomy knives—were successfully selected. These outcomes have significantly reduced patient treatment costs and alleviated the financial burden on medical insurance funds through large-scale, standardized supply. Leveraging the scale effects of centralized procurement, the Company continues to expand the availability of cost-effective innovative products across a wider range of healthcare institutions, enabling equitable access for insured patients and further advancing its commitment to inclusive healthcare.

Medical Talent Development

Through a series of international training programs, MICRO-TECH has extended the systematic hands-on clinical training across Asia, Africa, Europe and Americas, and promoted the cross-border exchange of endoscopic technologies and their broader adoption at the primary level. Looking ahead, we will continue to serve as a bridge for innovation and a platform for collaboration, contributing to the advancement of medical education along the "Health Silk Road".



Case

Medical Talent Development in Countries Along the Belt and Road Initiative

In active response to the Belt and Road Initiative, MICRO-TECH leverages its structured training system and proprietary medical device portfolio to deepen cooperation in medical education and clinical technology with partner countries, supporting the development of the "Health Silk Road". In October 2025, the Company hosted 26 international trainees from Asia, Africa, Europe and the Americas. The MICRO-TECH Innovation Proof-of-Concept Center, serving as the core practical training base for the program, provided participants with an advanced endoscopic surgical simulation platform and delivered a five-day intensive program integrating theoretical instruction with hands-on practice.



Number of Training Participants



Case

Medical Talent Development in Asian and African Countries

In April and September 2025, MICRO-TECH provided hands-on training in endoscopic techniques to more than ten trainees from Egypt, Bangladesh, Tajikistan and other countries, supporting their transition from theoretical knowledge to clinical proficiency.



Participants from Asian and African Countries



Case

Academic Exchange with Trainees from Kazakhstan

In April 2025, MICRO-TECH hosted more than ten trainees from Kazakhstan for cross-border academic exchange activities. Under expert guidance, participants gained hands-on experience with innovative products such as TTS-TC, SureClip, and Pancreatic Pseudocyst Stents, achieving deep integration of endoscopic technologies such as ESD and ERCP with both theoretical learning and practical application.



Medical Education

Leveraging its technological capabilities, MICRO-TECH has developed a digital health education ecosystem through platforms such as WeChat official accounts and video channels. Using illustrated articles and video content, we promote public awareness of early gastrointestinal cancer screening and minimally invasive treatment. In addition, we've developed patient education materials in an innovative visual format to simplify complex medical concepts and improve patients' understanding of diagnosis and treatment pathways. Through integrated online and offline initiatives, we continue to promote the health concept of "early detection, early diagnosis and early treatment", contributing to improved public health literacy.



#INSPIREYOUlive | Challenging EUS Case Sharing

In a recent #INSPIREYOUlive session, Prof. Mark Ellrichmann ...more

INSPIRE YOU by LIVE

ERCP & EUS Masterclass Global Live Demonstration

Time: 12.17.2025 Wednesday
CST 16:00-19:10 (UTC+8)
CEI 09:00-12:10 (UTC+1)
PKT 13:00-16:10 (UTC+5)

01

Corporate Governance

Corporate Governance	28
Business Ethics	36
Values-Driven Leadership	38

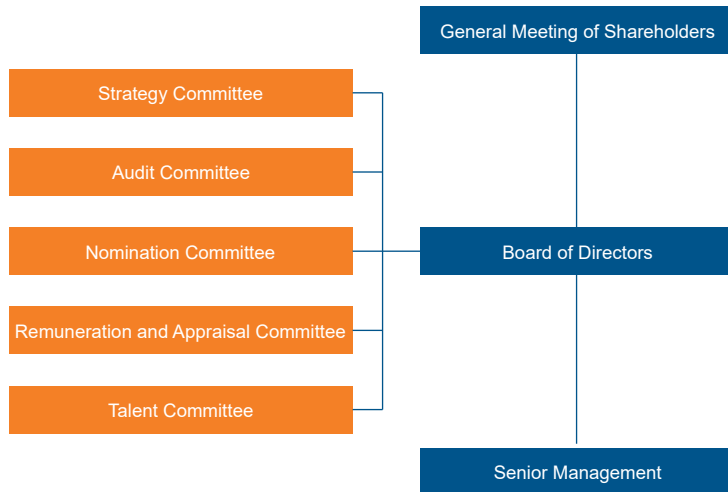


Corporate Governance

MICRO-TECH strictly complies with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and other applicable laws, regulations, and regulatory requirements, as well as its *Articles of Association*. We have established and continuously enhanced our corporate governance framework, and have developed an organizational structure and operational mechanisms aligned with our strategic development needs.

MICRO-TECH has established a comprehensive set of corporate governance policies and regulations, such as the *Articles of Association*, the *Rules of Procedure for General Meetings of Shareholders* and the *Rules of Procedure for the Board of Directors*. These policies and regulations clearly delineate the roles and responsibilities of each governance body, ensuring defined accountability, effective checks and balances and coordinated operations, providing a robust foundation for sound corporate governance and efficient decision-making.

■ Governance Structure



General Meeting of Shareholders

The General Meeting of Shareholders serves as the Company's highest governing body. In accordance with the *Articles of Association* and other internal policies, MICRO-TECH standardizes the procedures for convening, holding and voting at general meetings of shareholders. In compliance with regulatory requirements, we adopt a combination of on-site voting and online voting to effectively safeguard the participation and voting rights of minority shareholders. We continue to enhance the governance and administration of general meetings of shareholders and engage legal counsel throughout the process to issue legal opinions, ensuring that meeting procedures and resolutions are lawful and compliant and fully protecting the legitimate rights and interests of all shareholders.

■ Key Performance

During the reporting period, the Company convened a total of **4** general meetings of shareholders, including **1** annual general meeting of shareholders and **3** extraordinary meetings of shareholders. A total of **13** proposals were deliberated and approved. All decision-making procedures were standardized and executed efficiently.

Board of Directors

The Board of Directors is the decision-making body of the Company and answers to the General Meeting of Shareholders. The Board of Directors exercises its authority in strict accordance with the *Company Law of the People's Republic of China*, the *Articles of Association*, and the *Rules of Procedure for the Board of Directors*. The Board consists of nine directors, including six non-independent directors and three independent directors. It fulfills its decision-making responsibilities through regular and extraordinary meetings, ensuring sound governance and strategic decision-making in support of the Company's operations and long-term development.

Key Performance

During the Reporting Period, the Company convened a total of **7** meetings of the Board of Directors, at which **40** proposals were reviewed and **40** proposals were approved.

Specialized Committees under the Board of Directors

MICRO-TECH has established five specialized committees under the Board: the Audit Committee, Remuneration and Appraisal Committee, Nomination Committee, Strategy Committee and Talent Committee. Each committee operates in accordance with its respective terms of reference. The Audit Committee consists of 3 independent directors and is chaired by 1 independent director with expertise in finance. The Remuneration and Appraisal Committee consists of 2 independent directors and 1 external director and is chaired by an independent director with expertise in laws. The Nomination Committee consists of 2 independent directors and 1 external director and is chaired by an independent director with expertise in electronics and medicine. The Strategy Committee and the Talent Committee each consist of 3 directors and 2 external directors, all of whom possess robust expertise and qualifications required to perform their duties effectively. Each specialized committee convenes meetings in accordance with its terms of reference, reviews relevant matters, and submits resolutions to the Board of Directors. Where necessary, external professional institutions are engaged to provide expert advice. Meeting records are maintained in a standardized and complete manner.

Key Performance

During the reporting period, the Audit Committee convened **5** meetings, deliberating and approving **17** proposals. The Remuneration and Appraisal Committee convened **2** meetings, deliberating and approving **3** proposals. The Nomination Committee convened **1** meeting, deliberating and approving **1** proposal.

Board Diversity

Based on its strategic development needs, the Board of Directors adheres to a diversified appointment approach and continuously optimizes its composition to enhance decision-making quality and operational efficiency. Board members possess diverse professional backgrounds in areas including finance, law and artificial intelligence, providing valuable expertise to support the Company's development, governance and compliant operations. In addition, the Board includes one foreign director, who contributes an international perspective to support the Company's global strategic development.

Independence of Board of Directors

MICRO-TECH places great importance on the role of independent directors in corporate governance. In strict compliance with regulatory requirements, including the *Opinions on Reforming the Independent Director System of Listed Companies*, the *Administrative Measures for Independent Directors of Listed Companies*, and the *Code of Corporate Governance for Listed Companies*, MICRO-TECH has established and implemented the *Independent Director Working System*. Through these institutional arrangements, we clearly define the responsibilities, working procedures and support mechanisms for independent directors, enabling them to fully leverage their independence and professional expertise and continuously enhancing corporate governance standards and the quality of decision-making.

Indicator	Unit	2025
Number of Members of the Board of Directors	Persons	9
Independent Directors	Persons	3
Non-Independent Directors	Persons	6

Board Effectiveness

The Board of Directors performs its duties in strict accordance with applicable regulatory requirements and corporate governance standards. Guided by a diligent, prudent and accountable approach, the Board exercises its authority independently and in accordance with the law, fully discharging the responsibilities entrusted by the General Meeting of Shareholders. The Board rigorously implements resolutions approved by the General Meeting of Shareholders, actively advances their execution, continuously enhances the quality of decision-making and governance effectiveness, and ensures the standardized, efficient and independent performance of its duties.



Management of Remuneration for Directors and Senior Management

MICRO-TECH has established the *Remuneration Management System for Directors and Senior Management*. In accordance with applicable laws, regulations and the Articles of Association, the system is based on the principles of fairness, alignment of responsibilities, authority and benefits, long-term development, and a balanced approach to incentives and accountability. The Remuneration and Appraisal Committee under the Board of Directors is responsible for formulating, evaluating and overseeing remuneration plans. The system clearly defines the remuneration structure, payment arrangements and adjustment mechanisms applicable to executive directors, independent directors, employee representative directors and senior management, while also specifying various incentive arrangements. It further standardizes matters such as expense reimbursement, remuneration adjustments, and the implementation and interpretation of the system. The objective is to strengthen the remuneration management framework, establish a scientific and effective incentive and restraint mechanism, and improve the Company's operational and management performance.

Investor Relations Management

MICRO-TECH strictly complies with applicable laws and regulations and maintains long-term, trust-based relationships with investors through efficient, transparent and multi-channel communication. We ensure that information is disclosed in a timely, accurate, and complete manner, thereby enhancing market recognition, protecting investor rights and interests, and maintaining a strong reputation in the capital markets.

Key Performance

During the reporting period, the total remuneration for directors, and senior management (including incumbent and former officeholders) amounted to RMB **34.78** million.

Compliant Operation and Risk Management

MICRO-TECH complies with domestic and international laws, regulations and industry standards, and has established a comprehensive compliance management system to ensure that business activities are conducted within a robust compliance framework. This enables the Company to effectively manage risks, uphold integrity and provide a solid foundation for long-term, sustainable development.



Compliance Management System

In accordance with the *Internal Audit System*, the Audit Committee is responsible for conducting independent reviews of the effectiveness of internal controls, the accuracy of financial information and overall compliance. This ensures that high-risk matters, including external investments, related-party transactions and the use of proceeds from fundraising activities, are subject to compliant decision-making procedures and effective risk controls.

Compliance Management Measures

To regulate the conduct of business partners, MICRO-TECH has revised and implemented its *Distribution Agreement*, clearly defining the legal responsibilities and boundaries applicable to distributors and delivery partners. In addition, the Company conducted legal training for employees and specialized training on standards of business conduct for distributors, ensuring that both internal and external stakeholders fully understand and commit to compliance requirements.



Case

Training on Compliance Risk

On July 25, 2025, MICRO-TECH organized a dedicated training program on compliance risk management. Through systematic instruction on shifts in the international situation and key risk mitigation measures, the program effectively strengthened employees' professional capabilities in compliance management and further reinforced the Company's global compliance framework.



Training Site

Risk Management

With the Board of Directors at its core, MICRO-TECH has established a risk management framework with clearly defined objectives and strategies. Detailed approval and control procedures have been implemented for specific business activities, including sales, procurement, investment, and financing.

Tax Management

The Company's tax management activities are centrally overseen by the finance department, which is responsible for tax accounting, oversight of financial receipts and expenditures, and the calculation and payment of taxes in accordance with applicable laws and regulations. At the same time, the Company has established strict requirements for the retention, access and disposal of accounting vouchers, accounting books, financial reports and other records. These measures ensure the traceability of tax-related information and provide comprehensive documentation to support tax audits and mitigate potential tax risks.

Information Disclosure

MICRO-TECH has established and implemented the *Information Disclosure Management System*, under which it fulfills its disclosure obligations for quarterly, semi-annual and annual reports in a timely manner, while also providing prompt and accurate ad hoc disclosures on other material matters. “A” (Outstanding) Rating in Information Disclosure Assessment by the Shenzhen Stock Exchange in the 2024-2025 Fiscal Year.

Key Performance

During the Reporting Period, the Company issued **4** periodic reports and **104** interim reports, and did not face any regulatory penalties due to information disclosure violations

Public Opinion Management

Micro-Tech has established the Public Opinion Management System, which clearly defines governance architecture and responsibilities. Based on the principles of rapid response, transparent communication and proactive accountability, we conduct ongoing public opinion monitoring, risk identification and tiered response management. Through prompt verification and response, standardized information disclosure and well-established communication channels with investors and the media, we effectively mitigate reputational risks, safeguard corporate credibility and capital market stability, and continuously strengthen our compliance governance practices.

Investor Relations Management

MICRO-TECH consistently regards the protection of investor rights and interests as an integral part of its corporate governance framework. The *Articles of Association* clearly define the core rights legally enjoyed by shareholders, including the right to information, voting rights and rights to returns. We have also established and strictly implemented the *Related-Party Transaction Management System*, which provides full-process oversight of the review, disclosure, and execution of related-party transactions. Under this system, related directors and related shareholders are required to abstain from voting when the Board of Directors or general meeting of shareholders reviews matters involving related-party transactions. These measures help safeguard the independence and fairness of decision-making, ensure fair transactions and compliant procedures, and effectively protect shareholders' legitimate rights and interests. Through the formulation and continuous refinement of internal governance documents, including the *Rules of Procedure for General Meetings of Shareholders*, we've clarified communication procedures and deliberation standards for general meetings of shareholders, ensuring that shareholders can participate in corporate governance in a convenient and efficient manner and fully exercise their lawful rights. We recognize the important role of minority shareholders in the Company's long-term development. Through diversified participation methods, including on-site attendance and voting by correspondence, we facilitate shareholder participation—particularly for minority shareholders—in corporate decision-making and safeguard their statutory rights. At the same time, we actively communicate the Company's business strategy, management measures and operating performance through earnings briefings, general meetings of shareholders, investor hotlines and other channels, thereby enhancing investors' understanding of and confidence in the Company.

Investor Contact Information

Tel.: 86-25-58648819

Email: NWYX@mtmed.com

Address: No. 199, Yaogu Avenue, Nanjing, Jiangsu Province, China



Case

Investor Communication Activities

On May 27, 2025, MICRO-TECH organized an investor communication event, during which it actively responded to investor concerns and engaged in in-depth dialogue, helping investors gain a deeper understanding of the Company.



Event Site



Indicator	Unit	2025
Number of On-Site Investor Surveys Received	Surveys	52
Total Number of Investor Inquiries on SSE E-Interactive Platform	Inquiries	24
Total Number of Investor Inquiries Answered on SSE E-Interactive Platform	Inquiries	24
Reply Rate to Investors' Questions	%	100

Returns to Shareholders

MICRO-TECH has established a standardized and transparent profit distribution decision-making and implementation mechanism in accordance with the revised *Articles of Association*. The Company's profit distribution plan is formulated by the Board of Directors based on annual operating performance and the requirements of the Articles of Association. Following Board review and approval, the plan is submitted to the General Meeting of Shareholders for final approval. Throughout this process, the Company places strong emphasis on communication with investors, particularly minority shareholders. It actively solicits opinions through multiple channels and fully safeguards minority shareholders' rights to information and participation.

Indicator	Unit	2025
Cash Dividend per Share	Yuan/Share	1.5
Total Cash Dividend (Including Tax)	RMB 10,000	28,002.17
Proportion to Net Profit Attributable to Shareholders in Consolidated Financial Statements	%	49.10

Protection of Creditors' Rights and Interests

In its business decision-making, MICRO-TECH fulfills its obligation to protect the legitimate rights and interests of creditors in accordance with applicable laws and regulations. Through prudent financial policies, sound debt-servicing capabilities and transparent communication, we maintain stable and cooperative relationships with creditors.

During the reporting period, MICRO-TECH complied with financing agreements and repaid principal and interest in full and on schedule. The Company was not included on any lists of serious legal violations, dishonesty or abnormal business operations.



Business Ethics

MICRO-TECH consistently adheres to compliant operations and is committed to maintaining a fair and open market environment. We adopt a zero-tolerance approach toward any conduct that violates business ethics, laying a solid foundation for building an integrity-driven business ecosystem and achieving sustainable development.

Integrity Management System

We've established a systematic integrity management framework. By signing the Employee Handbook and the Code of Business Conduct with employees, we clearly define employees' behavioral boundaries and professional standards in their day-to-day work, ensuring that all business activities are conducted in a compliant manner.

Anti-Corruption Risk Management

We regularly review the effectiveness and compliance of our internal control systems, comprehensively identify and evaluate potential risks across all business functions, and develop targeted mitigation measures. These efforts strengthen anti-corruption risk management and provide a robust foundation for integrity-driven operations. During the Reporting Period, no lawsuits or major administrative penalties related to commercial bribery or corruption were imposed on the Company.

Anti-Corruption Education

To strengthen employees' awareness of integrity and further integrate ethical culture into the Company's governance framework and job responsibilities, we regularly conduct specialized anti-corruption training related to the pharmaceutical and healthcare sectors. In addition, we collect and share representative anti-corruption cases and high-profile incidents with management for learning purposes, continuously reinforcing integrity awareness across the organization and supporting the Company's high-quality development.



Case

Conflict of Interest Compliance Training

In February 2025, MICRO-TECH conducted conflict of interest compliance training, using representative market cases to remind employees to uphold professional ethics and prevent similar risks.



Indicator	Unit	2025
Total Number of Participants in Training on Anti-commercial Bribery and Anti-Corruption	Persons	> 1,000
Including: Directors and Senior Management	Persons	14
Total Duration of Training on Anti-commercial Bribery and Anti-Corruption	Hours	8
Including: Directors and Senior Management	Hours	6
Average Duration of Training on Anti-commercial Bribery and Anti-Corruption	Hour/Person	1
Including: Directors and Senior Management	Hour/Person	0.43

Integrity Management of Business Partners

For external stakeholders, the Company revised its *Annual Distribution Agreement*, *Annual Procurement Agreement* and other relevant agreements with suppliers and distributors to foster relationships based on honesty, trust and mutual benefit. During the reporting period, we required our business partners to sign the Commitment to Integrity, which clearly sets out the integrity standards that business partners must comply with in their commercial dealings. These requirements include, but are not limited to, prohibiting all forms of commercial bribery, improper benefit transfers, and conflicts of interest, as well as strictly complying with national pharmaceutical pricing and procurement credit evaluation requirements. These measures provide a strong integrity and compliance foundation for commercial cooperation.

Whistleblowing and Protection of Whistleblowers

MICRO-TECH has established a whistleblowing mechanism under which employees have both the right and the obligation to report actual or potential violations through multiple reporting channels. At the same time, we've implemented a strict anti-retaliation policy that explicitly prohibits any retaliatory actions against employees who report concerns in good faith. We also provide direct appeal channels to ensure that the whistleblowing mechanism operates effectively and securely.

Anti-Unfair Competition

MICRO-TECH upholds business ethics, respects the principles of fair market competition, and strictly complies with the *Anti-Unfair Competition Law*, the *Company Law of the People's Republic of China*, and other applicable laws and regulations in the countries and regions where it operates. We firmly oppose bribery and corruption and reject all forms of unfair competition, monopolistic practices and money laundering, while supporting and maintaining a fair and competitive market environment.

Values-Driven Leadership

MICRO-TECH continues to study and implement the Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, continuously strengthening the "Four Consciousnesses" (political consciousness, thinking in terms of the big picture, following the leadership core, keeping in alignment (with the Central Committee)), staying confident in the path, theory, system and culture of socialism with Chinese characteristics, establishing Xi Jinping's core position on the Party Central Committee and in the Party as a whole as well as the guiding role of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, and upholding General Secretary Xi Jinping's core position on the Party Central Committee and in the Party as a whole, and the Party Central Committee's authority and its centralized, unified leadership. The Company remains committed to deeply integrating Party-building activities with business operations and consistently advancing comprehensive and rigorous Party governance, thereby providing strong political support for high-quality and sustainable development.

Current Status of Party Organizations

MICRO-TECH has 1 general Party branch, 2 Party branches, and 72 Party members, who are primarily distributed across research and development, management and frontline production positions. All Party members lead by example and take the initiative in fulfilling their responsibilities, effectively inspiring employee enthusiasm and innovation through their actions. By organizing various thematic education activities and establishing Party member demonstration positions, we've deeply integrated advanced Party values into our corporate culture, further strengthening organizational cohesion and injecting strong momentum into our operation and development

Party Building Work

Thematic Education and Party Discipline Learning

The Company carried out comprehensive and in-depth themed education and Party discipline learning activities in forms of Party member meetings, themed Party Days, specialized Party lectures, etc.

Supporting Priorities of Service Center

Party members worked on the front line to address practical difficulties faced by employees in their work and daily lives.

Advancing Grassroots Party-Building

All Party members completed Party lecture studies on schedule, ensuring the efficient implementation of Party building work at the primary level.

Case
Militia Training

In July 2025, MICRO-TECH's General Party Branch actively cooperated with the local armed forces department in organizing militia training. Party members and employees were widely mobilized to participate, using Party-building activities to strengthen cohesion and enhance national defense awareness as well as emergency preparedness capabilities.



Training Site



Case

Joint Party Lecture Session

In September 2025, to further advance thematic Party-building education, MICRO-TECH and the Emergency Management Bureau of Jiangbei New Area jointly organized a Party lecture session. A professor from the Political Academy of the PLA National Defense University was invited to host a special seminar. The session was designed to help Party members and management personnel better understand the international landscape, strengthen their ideals and convictions, and reinforce their sense of responsibility and mission.



Training Site



Case

Watching the Victory Day Military Parade on September 3

In September 2025, to commemorate history and honor revolutionary martyrs, MICRO-TECH's General Party Branch organized Party members, management personnel, and employees to collectively watch the Victory Day Military Parade on September 3. The orderly formations and impressive military display enabled participants to experience the strength of the nation and the powerful momentum of national rejuvenation, further reinforcing their ideals, convictions, and sense of responsibility. The Company translated the spirit of the military parade into motivation for action, remaining true to its original mission and contributing to high-quality corporate development through practical achievements.



Party Members Watching the Military Parade

Party-Building Exchange Activities

In 2025, MICRO-TECH actively carried out Party-building exchange activities. We hosted visits and guidance sessions from leaders of the Organization Department of CPC Jiangsu Provincial Committee, the Organization Department of CPC Nanjing Municipal Committee, and the Party Affairs Office of Jiangbei New Area, among other authorities. We also engaged in exchanges with industry associations, banks, universities and other enterprises and institutions. Through site visits, experience sharing and discussion sessions, we further strengthened the Company's Party-building foundation, improved work effectiveness, and promoted deeper integration between Party-building and business operations, leveraging high-quality Party-building to drive high-quality development.

02

Environmental Protection

Climate Action	41
Environmental Compliance	48
Resource Management	60
Biodiversity Conservation	63



Climate Action

Climate change is profoundly reshaping the global economic and social landscape and represents a major challenge faced by all of humanity. MICRO-TECH consistently places green development at the core of its strategic priorities and actively responds to national climate change policies. By establishing a comprehensive climate governance framework, the Company has fully integrated climate-related risks into its overall risk management system, enabling it to maintain a dynamic balance between business growth and environmental protection while effectively mitigating the potential impacts of climate change.

Response to Climate Change: Governance

Under the overall leadership of the Board of Directors, the Sustainable Development Management Group is responsible for coordinating climate governance initiatives. Through dedicated communication sessions and other mechanisms, we conduct in-depth assessments of the risks and opportunities arising from climate change. The Sustainable Development Execution Group is responsible for translating climate action objectives into specific initiatives and integrating them into annual operating practices.

Response to Climate Change: Strategy

MICRO-TECH has deeply embedded climate action into its sustainable development strategy and systematically carries out the identification, assessment and prioritization of climate-related risks and opportunities. We identify greenhouse gas (GHG) emission sources across the entire product life cycle, closely monitor climate policy developments in the industry, and implement targeted climate actions aligned with the Company's energy conservation and emissions reduction goals.



Risk/Opportunity	Type	Description of Risk/Opportunity	Financial Impact	Impact Duration	Impact Level	Likelihood of Occurrence	Countermeasures
Risk	Physical Risk	Extreme weather events, including high temperatures and heavy rainfall, may affect the normal operations of production bases in Nanjing, Chuzhou and other locations, potentially causing moisture-related equipment damage, production interruptions and disruptions to cold-chain logistics. These impacts may also affect the safe storage and delivery of minimally invasive medical devices.	Production interruptions may result in delayed order fulfillment, increased equipment repair costs, additional cold-chain contingency expenses, and reduced logistics efficiency, all of which may increase operating costs.	Short term	Low	Medium	<ul style="list-style-type: none"> ◆ Strengthen flood prevention and heat resistance infrastructure at its production sites, and establish emergency response plans for extreme weather events. ◆ Optimize its cold-chain logistics network, and add regional warehousing nodes to improve delivery resilience.
	Technology Risks	Investment in low-carbon production technologies (including energy-efficient sterilization processes and sustainable packaging solutions) involves inherent uncertainty. If technological adaptability proves insufficient or innovation cycles lag behind industry developments, production-related decarbonization performance may be adversely affected. In particular, sterilization processes in medical device manufacturing are highly carbon-intensive, and achieving meaningful emissions reduction breakthroughs remains technically challenging.	R&D investments may generate sunk costs, while the transformation of sterilization processes typically requires significant capital expenditure, placing short-term pressure on profitability.	Medium to long term	Medium	Medium	<ul style="list-style-type: none"> ◆ Prioritize technological innovation in key high-emission processes, including sterilization and packaging; collaborate with universities to establish joint low-carbon innovation platforms. ◆ Adopt a phased implementation approach for energy-efficiency upgrades, with priority given to the deployment of proven technologies.
	Market Risk	With the implementation of overseas carbon tariff mechanisms and increasing customer requirements for low-carbon procurement, products that fail to meet full life-cycle carbon footprint standards may face the risk of losing share in high-end international markets. Meanwhile, intensifying green competition across the industry is further increasing compliance costs associated with low-carbon requirements.	Carbon tariffs increase export-related costs, while potential market share loss may result in reduced revenue. In addition, carbon footprint accounting and green certification requirements further increase administrative and compliance costs.	Medium to long term	Medium	High	<ul style="list-style-type: none"> ◆ Conduct full lifecycle carbon footprint accounting and certification for its products, and strengthen alignment with overseas low-carbon regulatory requirements. ◆ Optimize supply chain management to promote coordinated emissions reduction across suppliers.

Risk/Opportunity	Type	Description of Risk/Opportunity	Financial Impact	Impact Duration	Impact Level	Likelihood of Occurrence	Countermeasures
Opportunities	Technological innovation	The Company should actively develop energy-efficient production equipment and use biodegradable medical packaging materials to reduce carbon emissions across the product life cycle. Leveraging digital technologies, the Company should establish a carbon emissions management platform to enable precise monitoring, reporting and control of emissions in production processes, thereby forming a differentiated green technology capability.	Green technologies are expected to support product premiumization, while energy-efficient processes reduce long-term energy consumption costs. In addition, technological barriers help strengthen the Company's competitiveness in high-end markets.	Medium to long term	High	High	<ul style="list-style-type: none"> ◆ Increase investment in low-carbon technology R&D, with a focus on biodegradable materials and energy-efficient sterilization technologies. ◆ Build a digital carbon management platform to enable real-time monitoring and optimization of emissions data.
	Policy Support	Under China's "dual-carbon" policy framework, the medical device industry benefits from financial incentives such as subsidies for green factory certification and energy-efficiency upgrades. Healthcare procurement policies are increasingly oriented toward green and low-carbon products, while international carbon compliance requirements are accelerating industry-wide transformation and creating incremental market opportunities.	Policy subsidies help reduce transformation costs, while preferential procurement mechanisms for green products support revenue growth.	Medium to long term	Medium	High	<ul style="list-style-type: none"> ◆ Actively apply for relevant subsidies and certifications related to green manufacturing and energy-efficiency improvements. ◆ Closely monitor domestic and international carbon compliance developments to proactively complete carbon footprint disclosure and compliance preparations for its products.

Notes: We define the short-term, medium-term, and long-term impact duration as 1-3 years, 3-5 years, and over 5 years, respectively; the high, medium, and low impact levels are defined as a significant, moderate, or minor impact on the Company's production and operations, respectively; and the high, medium, and low likelihood of occurrence mean that relevant risks are very likely, likely, and unlikely to occur, respectively.

During the reporting period, MICRO-TECH made steady progress in its climate transition initiatives, focusing on regulatory compliance and sustainability reporting, and achieved a series of phased outcomes. In terms of regulatory alignment and data management, we systematically reviewed EU PFAS regulatory requirements and global sustainability-related legislation, strengthening the Company's capacity to mitigate international compliance risks. At the same time, we revised the environmental management policies to further enhance our environmental management system. In addition, we launched an online energy consumption data reporting system. Compared with traditional offline reporting methods, reporting efficiency has doubled, providing more reliable and efficient data support for granular energy management and climate performance accounting.

Looking ahead, we will continue to deepen our initiatives to respond to climate change, focusing on key emission sources for technological breakthroughs, improving our carbon footprint accounting system, actively responding to domestic and international climate policies, and steadily advancing our low-carbon transformation agenda.



Response to Climate Change: Impact, Risk, and Opportunity Management

Based on operational realities and in alignment with industry trends and evolving climate policy frameworks, MICRO-TECH systematically identifies climate-related risks and opportunities, scientifically assesses their potential impact on business development, and establishes a dynamic and adaptive climate risk management mechanism.

Risk Identification

With reference to the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations, the Company identifies types of risks and opportunities across three major categories—physical risks, transition risks, and opportunities—and defines and describes climate change-related risks and opportunities based on national laws and regulations and policy requirements, domestic and international sustainable development trends, and the Company's actual conditions.

Risk Assessment

For each identified risk and opportunity, the Company further identifies the primary climate-related drivers, as well as the potential major financial impacts, time horizons, and levels of impact they may bring.

Risk Response

Based on identification and assessment results, the Company formulates corresponding response measures to ensure sufficient capabilities and resources to address climate change risks and seize climate change opportunities, thereby forming a closed-loop management mechanism for climate change risks.



Response to Climate Change: Metrics and Targets

Indicator	Unit	2025
Total GHG Emissions	tCO ₂ e	36,340.15
Direct GHG Emissions (Scope 1)	tCO ₂ e	569.09
Indirect GHG Emissions (Scope 2)	tCO ₂ e	8,125.58
Other Indirect GHG Emissions (Scope 3)	tCO ₂ e	27,645.48
GHG Emissions Intensity	tCO ₂ e / RMB 1 Million of Operating Revenue	11.42

During the reporting period, in support of its climate mitigation objectives, the Company conducted GHG emissions accounting for Scope 1, Scope 2 and Scope 3 emissions using a baseline year methodology, and completed a GHG inventory report to establish a foundation for quantitative emissions reduction targets. In addition, the Company engaged third-party professional institutions to conduct on-site carbon emissions verification at its production facilities, accurately identify emissions reduction potential across operational processes, continuously improve energy efficiency, and steadily reduce carbon emissions across the full production and operations lifecycle.

GHG Emission Management

In its GHG emissions management, MICRO-TECH is actively advancing a dual-track approach encompassing the application of green materials and the strengthening of technical capabilities. With respect to new material applications, we have developed environmental-friendly handle samples with bamboo-based materials. In terms of capability building, we organized professional training programs related to dual-carbon management, including ISO 14001 and ISO 14064 standards. All participants passed the examinations and obtained the relevant certifications, thereby establishing a solid professional foundation for GHG emissions management.



GHG Verification


Carbon Footprint Verification

To actively support China's "dual-carbon" strategy, MICRO-TECH initiated a full value-chain carbon emissions baseline assessment in 2025, establishing a robust data foundation for its medium- and long-term carbon neutrality roadmap. In addition to organization-wide emissions accounting, we conducted comprehensive carbon footprint verification across the entire value chain, covering product design, manufacturing, packaging, logistics, usage and end-of-life stages, and systematically identified emissions reduction potential across each phase.

The Four-Link Flat-Jaw Coating Sampling Forceps (Needle-Free) is a sterile, single-use endoscopic consumable developed by MICRO-TECH for biopsy sampling in the gastrointestinal and respiratory tracts. The product is introduced into the body via the endoscopic channel to perform biopsy procedures. Its sterile single-use design effectively eliminates the risk of cross-contamination. It complies with mandatory regulatory requirements in the United States, Canada and France, aligns with regulatory and market trends in Europe and Japan, and has been commercialized globally for many years.

In the future, we will progressively extend carbon footprint management across our full product portfolio to promote low-carbon transformation throughout the product lifecycle.

Overview of Product Carbon Footprint	
Item	Data
Product name	Four-Link Flat-Jaw Coating Sampling Forceps (Needle-Free)
Product Category	Sterile, single-use endoscopic consumable
Main Uses	Biopsy sampling for the gastrointestinal and respiratory tracts
Reference Flow	1 piece of product produced between January 1 and December 31, 2025
Carbon Footprint Accounting Boundary	Cradle-to-Grave
Total Carbon Footprint	0.9183 kgCO ₂ e/piece
Carbon Emissions by Lifecycle Stage	
Lifecycle Stage	Carbon Emissions (kgCO ₂ e)
Product Manufacturing Stage	0.3901
Other Stages	0.5282
Total	0.9183



The manufacturing stage is the largest source of emissions, accounting for approximately 42.5% of the total carbon footprint.

This indicates that:

Energy consumption and process-related emissions in manufacturing are key focus areas for decarbonization.

Optimization of production processes, improvement of energy efficiency and increased use of clean energy will significantly reduce the product carbon footprint.

Science-Based Targets (SBT)

At the current stage, MICRO-TECH is not yet fully prepared to join SBTi validation. Accordingly, leveraging our existing sustainability data infrastructure, we plan to organize relevant functional leads to complete online SBTi training, laying the groundwork for the development and implementation of science-based targets.

☰ Case
 Greenhouse Gas Accounting at Overseas Subsidiary

An overseas subsidiary of MICRO-TECH introduced and deployed the Ecocockpit platform from the State of North Rhine-Westphalia for greenhouse gas (GHG) accounting and sustainability data management in February 2023. Aligned with the GHG Protocol and GRI Standards, the subsidiary systematically monitors and annually discloses key indicators, including Scope 1, Scope 2 and Scope 3 carbon emissions as well as energy consumption. Given that energy suppliers and other partners provide baseline data such as natural gas and electricity on an annual basis, the sustainability report is published annually. All data are standardized and verified via the platform, ensuring accuracy and transparency in public disclosure.

SCOPE 1: DIREKTE EMISSIONEN

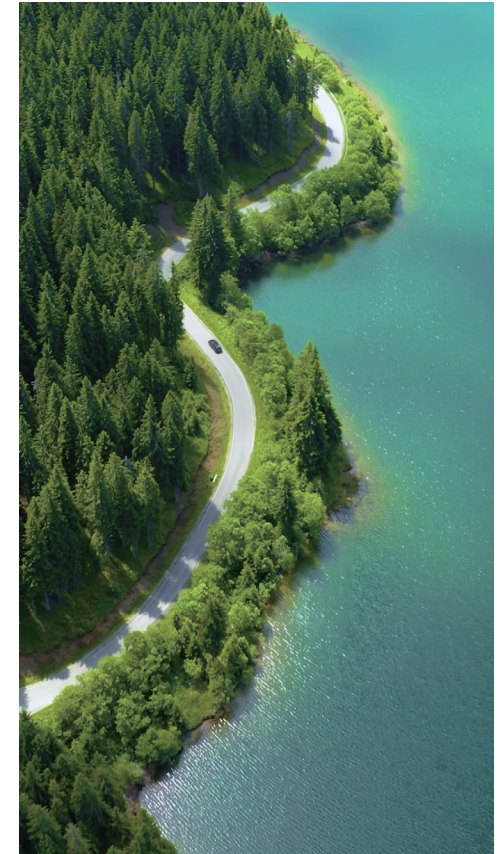
Category	Value	Percentage
Scopes	285,906.53 kg CO ₂ e	-
Diesel in L (Substrategie A)	182,731.29 kg CO ₂ e	64.24%
Benzin in L (Substrategie A)	47,312.62 kg CO ₂ e	16.55%
Biogas (Substrategie C)	40,805.68 kg CO ₂ e	14.22%
Biogas (Substrategie D)	14,056.74 kg CO ₂ e	4.92%
Emissionen insgesamt	+	-

BERICHT
Micro-Tech Europe GmbH

Datum: 27.02.2024
Anzahl Mitarbeiter: 100
Umsatzwert: 48.028.707,20 €

Category	Value
GESAMT EMISSIONEN (Scope 1)	7.943.819,81 kg CO ₂ e
GESAMT EMISSIONEN (Scope 2)	7.943.819,81 kg CO ₂ e
GESAMT EMISSIONEN (Scope 3) - 0% (Energieerzeugung)	0,00 kg CO ₂ e
GESAMT EMISSIONEN (Scope 3) - 0% (Transport)	0,00 kg CO ₂ e
GESAMT EMISSIONEN (Scope 3) - 0% (Güterverkehr)	0,00 kg CO ₂ e
GESAMT EMISSIONEN (Scope 3) - 0% (Sonstige)	0,00 kg CO ₂ e

Platform Dashboard Illustration



Environmental Compliance

MICRO-TECH integrates environmental protection into the strategic planning of its operations and management. By embedding resource conservation and ecological protection principles across the organization, we are committed to building a modern medical enterprise in harmony with nature. During the Reporting Period, the Company did not face significant administrative penalties from environmental and other relevant departments due to environmental incidents.

Environmental Compliance Management: Governance

To effectively implement energy conservation and environmental protection and management initiatives, MICRO-TECH has established the *Environmental Sustainability Management System* and the *Environmental Safety Management Manual*, and formed an Energy Conservation and Environmental Protection Management Leading Group. The Leading Group is chaired by the President, with other senior executives serving as deputy heads, and heads of workshops and departments serving as members. It is responsible for the overall coordination of the Company's sustainability initiatives, implementation of relevant policies and systems, periodic energy-saving and environmental inspections, and participation in the investigation and handling of environmental incidents. In addition, we've established the Safety and Environmental Protection Department as the centralized management function responsible for day-to-day energy conservation and environmental management. A supporting incentive and penalty mechanism has also been implemented to ensure accountability. We've obtained ISO 14001 Environmental Management System certification, reflecting internationally recognized standards in our environmental management practices.

Environmental Management System Architecture



ISO 14001 Environmental Management System Certificate



Case

Training on Environmental Protection

In 2025, to strengthen its environmental management foundation and further integrate sustainability principles into day-to-day operations, MICRO-TECH conducted environmental awareness training for management personnel, covering 30 supervisors across multiple departments.



Environmental Compliance Management: Strategy

MICRO-TECH recognizes the significant impact of environmental factors on its operations and has carried out systematic identification and assessment of environmental risks and opportunities. Based on the assessment outcomes, we've developed coordinated response strategies and integrated environmental considerations into business decision-making processes, with the objective of effectively managing environmental risks, capturing potential opportunities, and safeguarding the Company's long-term stable development.

Risk/Opportunity	Type	Description of Risk/Opportunity	Financial Impact	Impact Duration	Impact Level	Likelihood of Occurrence	Countermeasures
Risk	Environmental Compliance Risks	National and local environmental regulations are becoming increasingly stringent, with progressively higher emission standards and enhanced regulatory oversight expected in the future	Increased capital expenditure on environmental protection facilities and rising compliance costs	Short term	Medium	Medium	<ul style="list-style-type: none"> ◆ Continuously strengthen environmental management systems across all operational units ◆ Monitor policy developments and adjust environmental management strategies promptly
	Waste Management Risk	Improper classification, non-compliant storage or engagement of unqualified contractors for industrial solid waste and hazardous waste generated during production	Regulatory penalties or production suspension for rectification	Short term	Medium	Low	<ul style="list-style-type: none"> ◆ Proactively reduce hazardous waste generation at the source ◆ Promote the establishment of a full-process digital tracking system for hazardous waste
Opportunities	Environmental Compliance Advantages	Proactively implementing internal environmental standards that are more stringent than applicable regulatory requirements and maintaining a stable compliance record	Eligible for environmental-related subsidies and preferential green financing support	Medium term	Low	Medium	<ul style="list-style-type: none"> ◆ Benchmark against leading domestic industry emission standards and establish stringent internal control indicators
	Waste Resource Utilization Opportunities	Sorting, recycling and proper disposal of waste generated in production processes	Generating resource recovery benefits while reducing waste disposal costs	Short term	Low	High	<ul style="list-style-type: none"> ◆ Enhance waste segregation infrastructure across all production sites ◆ Advance waste sorting and recycling

Environmental Compliance Management: Impacts, Risks and Opportunities Management

MICRO-TECH follows a risk-based management approach and actively identifies, assesses and responds to environmental risks and opportunities.

Identification

In light of industry characteristics and operational realities, we dynamically monitor changes in laws and regulations as well as internal and external environmental factors. In addition, we systematically identify risks and opportunities related to resource consumption, pollutant emissions and waste management across production and operational activities.



Assessment

Identified environmental risks and opportunities are comprehensively evaluated based on likelihood and severity, providing a structured basis for management decision-making.



Response

Based on evaluation outcomes, we develop corresponding control measures and improvement action plans.



To strengthen emergency preparedness for environmental incidents, MICRO-TECH has formulated the *Environmental Emergency Response Plan*, establishing an end-to-end management system covering monitoring, emergency response and post-incident remediation. In parallel, we conduct annual environmental emergency training and drills for all employees, prepare post-drill evaluation reports, and continuously enhance emergency response capabilities. Regular inspections of environmental protection facilities and environmental risk screenings are also conducted to ensure stable compliance of pollutant emissions.

Key Performance

During the reporting period, the Company conducted four comprehensive inspections of environmental protection facilities, achieving a **100%** rectification rate for identified issues.



Case

Integrated Environmental Emergency Drill

On June 20, 2025, MICRO-TECH conducted an integrated environmental emergency drill aimed at enhancing the responsiveness of environmental monitoring and emergency rescue teams and ensuring personnel proficiency in emergency procedures. Following simulated fire containment, the environmental monitoring team promptly conducted on-site leakage concentration testing, effectively mitigating secondary environmental risks such as air and wastewater contamination.




Emergency Rescue



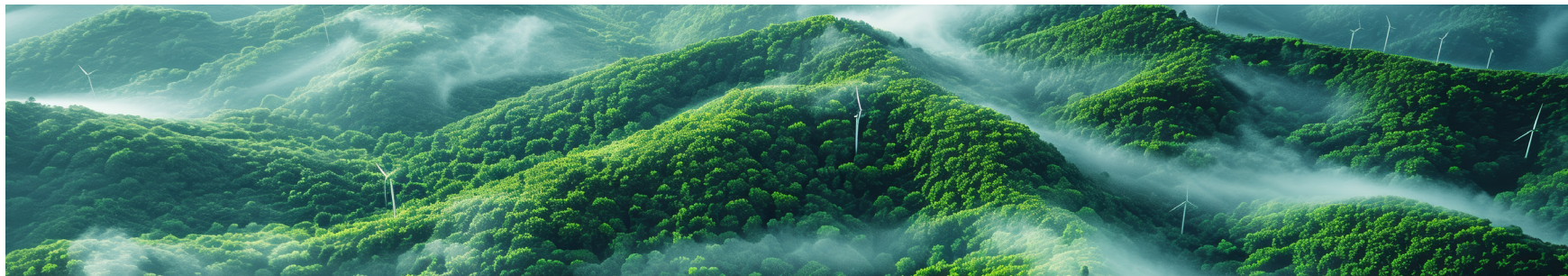
Environmental Monitoring Team Conducting Leakage Concentration Testing

Environmental Compliance Management: Metrics and Targets

MICRO-TECH has established targets for waste management and pollutant emissions and regularly monitors progress against these targets. Guided by environmental management objectives, we align short-term actions with long-term strategy to continuously enhance environmental performance.

Goals by 2025	Achievement
Environmental Accident: 0	 Achieved
Compliant Wastewater Discharge Rate: 100%	 Achieved
Compliant Disposal of all Waste Throughout the Year	 Achieved

Indicator	Unit	2025
Total Environmental Investment	RMB 10,000	80
Proportion of Environmental Protection Investment to Operating Revenue	%	0.03
Training on Environmental Protection	Times	11
Number of Participants in Training on Environmental Protection	Person-times	124
Duration of Training on Environmental Protection	Hour	15.5
Wastewater Discharges	Ton	65,000
Wastewater Discharge Intensity	ton/RMB 1 Million of Operating Revenue	20.42



Indicator	Unit	2025
Waste		
Total Waste Generation	Ton	291.11
Volume of Non-hazardous Waste Generated	Ton	241.91
Generation Intensity of Non-hazardous Waste	ton/RMB 1 Million of Operating Revenue	0.08
Disposal Volume of Non-hazardous Waste	Ton	241.91
Volume of Hazardous Waste Generated	Ton	49.2
Generation Intensity of Hazardous Waste	ton/RMB 1 Million of Operating Revenue	0.02
Disposal Volume of Hazardous Waste	Ton	49.2
Waste Disposal Volume	Ton	291.11
Waste Disposal Compliance Rate	%	100



Pollutant Emissions

MICRO-TECH strictly complies with applicable national and local environmental laws and regulations and has established a comprehensive pollutant emission management framework, including the *Waste Gas Management System*, *Wastewater Management System*, and *Noise Management System*. The Safety and Environmental Protection Department serves as the primary responsible function for managing exhaust gas, wastewater and noise emissions. We systematically manage pollutant emissions, including exhaust gas, wastewater and noise, according to the principles of source control, process management and end-of-pipe treatment, thereby minimizing the environmental impact of its operations.

The Company adheres to the principles of "emission reduction, recycling and eco-friendly disposal", actively recycling recoverable waste, reducing waste generation at source and minimizing environmental impact.



Exhaust air

- Exhaust gas is managed based on the principles of "segregated collection, centralized treatment and compliant discharge".
- Emissions are discharged only after treatment through a two-stage activated carbon adsorption system.
- Activated carbon is replaced on a regular basis in accordance with the "QR Code-based Activated Carbon Replacement" requirement.
- Environmental protection facilities are activated prior to production equipment startup and shut down after production equipment cessation.
- Departments responsible for any excessive or abnormal emissions are required to implement corrective actions under supervision.



Noise

- Noise-generating equipment is subject to routine inspection, maintenance and servicing.
- Vehicle speed limits and horn restrictions are enforced within the plant premises.
- External drivers are briefed on site-specific noise control requirements.



Wastewater

- Wastewater is treated according to the principle of "rainwater-sewage separation and classified treatment".
- Kitchen wastewater is discharged only after grease separation and sedimentation.
- Phosphorus-free detergents are used, and wastewater is filtered prior to discharge into the sewage pipeline network.
- Qualified third-party service providers are engaged to conduct regular septic tank cleaning to ensure unimpeded flow.
- Laboratory wastewater is collected and centrally treated to prevent direct discharge.
- Drainage pipelines are periodically inspected in accordance with the Environmental Protection Special Inspection Checklist.

MICRO-TECH regularly engages qualified third-party testing institutions to conduct monitoring of exhaust gas, wastewater and boundary noise, and continuously tracks emission performance to ensure stable compliance with applicable regulatory standards.

Case 2025 Environmental Monitoring

In November 2025, MICRO-TECH commissioned a third-party organization to conduct environmental monitoring, establishing 17 monitoring points, including 5 organized emission stacks, 5 fugitive emission monitoring points, 3 wastewater monitoring points, and 4 boundary noise monitoring points. Through systematic monitoring, the Company obtained a comprehensive and data-driven understanding of pollutant emission status, providing a reliable basis for environmental management and continuous improvement.



Waste Disposal

MICRO-TECH places strong emphasis on waste management and has established the *General Industrial Solid Waste Management System* and the *Hazardous Waste Management System*. The Safety and Environmental Protection Department is responsible for hazardous waste collection, storage site management and outsourced disposal, while the Logistics Department is responsible for general industrial solid waste collection, storage site management, transfer and disposal. Each department assigns dedicated Environmental Safety Officers responsible for waste collection and internal storage management, forming a tiered and accountable management structure.

The Company adheres to the principles of "emission reduction, recycling and eco-friendly disposal", actively recycling recoverable waste, reducing waste generation at source and minimizing environmental impact.



- A comprehensive waste inventory system has been established to track the full lifecycle of waste, including generation, storage, transfer and disposal through standardized ledger management.
- Non-hazardous waste generated by the Company is transported by qualified third-party service providers to designated temporary storage facilities and subsequently collected by authorized energy facility vehicles for weighing and incineration at energy recovery plants.



- Hazardous waste is subject to full lifecycle ledger management, with a formal hazardous waste register in place. Records are maintained through generation logs, storage records, outbound records and disposal records. In addition, entry and exit registrations are completed via the Jiangsu Pollution Source "One Enterprise, One File" Management System and the Jiangsu "Environmental Protection Faceprint" Mini Program to ensure full traceability of waste flows.
- Hazardous waste storage facilities are equipped with rainproofing, fire prevention, lightning protection, anti-scattering, and anti-seepage measures, as well as leachate collection systems. Different categories of hazardous waste are stored separately according to their characteristics. Firefighting equipment and hazard signage are installed on-site, and fire safety facilities are regularly inspected and maintained.
- Once hazardous waste reaches a specified threshold, it is transferred to qualified third-party licensed disposal providers for compliant treatment.

Circular Economy

Green Office

MICRO-TECH actively integrates the principles of green development into its daily operations by embedding energy conservation, emissions reduction and environmental protection into routine management practices. In office areas, we've implemented comprehensive waste segregation, standardized waste disposal procedures, and promoted the recycling and reuse of resources. In addition, energy-saving and water-saving reminders are prominently displayed at key points such as electrical switches and faucets to strengthen employee awareness of resource conservation.



Water Conservation Reminders



Electricity Conservation Reminders

Green Transportation

Within production sites, we've actively introduced electric forklifts and automated guided vehicles (AGVs) as clean-energy logistics equipment, progressively replacing traditional manual handling and internal combustion forklifts. This transition reduces energy consumption and exhaust emissions, supporting the green upgrade of internal logistics and transportation operations.



Automated Guided Vehicles (AGVs)



Electric forklift

Green design

MICRO-TECH adheres to a life-cycle eco-design philosophy, integrating sustainability considerations across the entire value chain—from raw material sourcing, manufacturing and assembly, to storage, transportation, product use and end-of-life treatment—so as to minimize environmental impacts throughout the product lifecycle.

1 Product Planning and Design Input

In strict accordance with the *Design Review Control Procedures*, we select materials and processes that comply with environmental regulations and applicable legal requirements during R&D. This approach reduces resource waste and embeds green innovation principles at the source of product development.

2 Product Design

We follow the lightweight, compact and integrated design principle, and apply energy-efficient design approaches for powered devices and equipment.

3 Raw Material Consumption

We prioritize recyclable and biodegradable thermoplastic materials and replace synthetic coatings with natural coating alternatives.

4 Production process

In manufacturing processes, laser cutting and welding technologies are adopted to reduce the generation of hazardous emissions.

5 Packaging

We advance green packaging design in line with the 3R principles of "Reduce, Reuse, Recycle". Without compromising product performance or usability, packaging materials are optimized for lightweighting to reduce resource consumption, lower bleaching agent usage, and minimize packaging waste generation.

Green Products and Packaging

MICRO-TECH incorporates sustainable design principles into its core product strategy and fully implements EcoDesign principles, aiming to reduce environmental impacts across the entire product life cycle. At the early stage of product development, we focus on energy efficiency improvement, resource conservation and material optimization, gradually increasing the use of renewable materials and restricting hazardous substance content to enhance product recyclability. We continuously improve packaging design, enhance the recyclability of packaging materials, and promote the development of products toward greener and lower-carbon solutions. In addition, recycling symbols are printed on packaging surfaces to support accurate sorting and facilitate recycling and strengthen end-to-end recycling awareness. We have also explored the use of plant-based inks to further advance sustainable material practices.

MICRO-TECH actively promotes lightweight packaging design and green upgrades. By optimizing packaging layouts and reducing void space, material redundancy is minimized at the source.

At the same time, Tyvek® pouches were replaced with 80g paper-plastic bags, and a mono-material packaging solution was adopted. Intermediate and outer packaging materials were also optimized, thereby eliminating the use of corrugated cardboard and improving the cost-effectiveness and recyclability of product packaging.

Green Building Retrofit

During the reporting period, the Company completed a smart lighting retrofit for its parking facilities, further reducing electricity consumption through the deployment of intelligent lighting systems. The retrofit project is expected to save 44,000 kWh of electricity per year, reducing the total GHG gas emissions by 23.61 tCO₂e.



Smart Parking Lighting Fixtures

Green Product Innovation

Material Innovation

We use low-carbon materials such as bioplastics to reduce dependence on fossil-based plastics and lower production-related carbon emissions.

Circular Design

We promote product design improvements focused on ease of disassembly and recyclability, enhancing the recovery value of materials at end-of-life.

v Packaging

Packaging Materials

We prioritize the use of renewable or recyclable materials in product packaging to reduce environmental impact.

Packaging Design

We implement lightweight packaging structures, conduct systematic reviews of existing packaging, optimize design configurations, reduce void space, and minimize unnecessary material usage.

Packaging sizes and structural layers are adjusted to further reduce material consumption.

Packaging Labeling

Recycling symbols are printed on packaging surfaces to support accurate sorting and facilitate recycling.

Resource Management

Rooted in its production and operational characteristics, MICRO-TECH integrates efficient resource utilization into its end-to-end operations. We've established a tiered and categorized management framework covering energy, water resources and materials. Through lean management practices and green innovation, we continuously optimize resource allocation, steadily reducing resource consumption while ensuring stable production and operational performance.

Management System

MICRO-TECH has established a comprehensive energy management system and continues to strengthen employees' awareness of energy conservation and environmental protection. A series of targeted and effective energy-saving initiatives has been implemented, driving improvements in energy efficiency through systematic management. At the same time, we adhere to the principle of "use on demand" and implement refined management of water usage across the entire production process. We strictly prevent leakage, wastage and non-essential consumption. Water conservation principles are embedded into employees' daily production and living practices, reinforcing organization-wide responsibility awareness. We continue to explore innovative approaches to efficient water utilization, fulfilling our commitment to green development through concrete actions.

Metrics and Targets

Indicator	Unit	2025
Electric Power	kWh	12,896,253
Gasoline	Ton	17.23
Natural Gas	m ³	40,023
Comprehensive Energy Consumption	tce	2,810.99
Comprehensive Energy Consumption Intensity	tce/RMB 1 Million of Operating Revenue	0.88

During the reporting period, the Company defined its medium- to long-term energy development direction. In alignment with operational realities and low-carbon transition requirements, it set a target to reduce total energy consumption by 2030, continuously advancing energy conservation practices and steadily improving energy efficiency.

Energy-saving Measures

MICRO-TECH continues to promote energy digitalization upgrades and energy-saving awareness initiatives across its sites. The parking area of the new facility is planned to be integrated with an intelligent lighting control system. Production workshops are undergoing intelligent retrofitting of air-cooled heat pump systems, and we will subsequently advance full-site digital monitoring integration for electricity and water systems. In addition, energy-saving reminders have been posted in office areas to strengthen employees' awareness of energy conservation, guide energy-saving behaviors, and enhance the precision of energy management.



Energy-saving Reminders

Case

Vehicle Management Policy

MTE, one of MICRO-TECH's subsidiaries, identifies commuting and business vehicles as a key entry point for emissions reduction and has implemented an updated corporate vehicle management policy. Through optimized driving standards and low-carbon fleet renewal, the policy continuously reduces energy consumption and carbon emissions in transportation activities. The policy explicitly recommends that employees limit highway driving speeds to a maximum of 130 km/h, thereby reducing fuel consumption and associated carbon emissions through improved driving behavior. At the same time, the company is steadily advancing its new energy vehicle replacement program. Electric vehicle options are already available across all vehicle categories. The company has also established a clear target of fully transitioning its corporate fleet to electric vehicles by 2030, driving low-carbon transformation in transportation through fleet electrification.

Case

Energy Efficiency Initiatives at MTE

MTE, a subsidiary of MICRO-TECH, is advancing a green and intelligent upgrading of plant infrastructure and fleet operations. Planned upgrades include the integration of an intelligent lighting control system in the parking area of the new plant and the intelligent retrofitting of air-cooled heat pump systems in production workshops. MTE is progressively connecting water and electricity consumption data across the plant to an intelligent monitoring platform, thereby improving energy efficiency and refined management capabilities. Regarding fleet management, the subsidiary operates 46 vehicles, including 11 battery electric vehicles (BEVs), representing 24% of the fleet. Supported by favorable BEV tax policies and growing adoption of sustainable mobility, demand for BEV usage is increasing. The Company will continuously optimize fleet electrification, based on the development of charging stations and the feedback of employees.



Company Electric Vehicles and Charging Piles

Water Conservation Measures

During the reporting period, MICRO-TECH completed a comprehensive inspection of the park's pipeline network, promptly identified and repaired leakage points, resulting in direct water cost savings of RMB 79,000. In addition, the Company implemented a rainwater harvesting system, using collected rainwater for landscaping irrigation within the industrial park. Annual water usage from this system is estimated at 1,077 tons, generating total cost savings of approximately RMB 12,000. Furthermore, water-saving signage has been installed across all water-use areas to enhance employee awareness and foster a strong culture of water conservation.



Signs for Paper and Water Conservation



Rainwater Harvesting Facilities

Biodiversity Conservation

Biodiversity is a fundamental pillar for maintaining ecosystem stability and enabling sustainable human development. MICRO-TECH actively aligns with national biodiversity conservation strategies, consistently prioritizes the protection of ecological environment and biodiversity, closely follows relevant local government policy directions, and proactively participates in regional ecological conservation initiatives. Through these efforts, the Company contributes to alleviating pressure on natural resources and supports global biodiversity conservation efforts.



Case

"Bee Home" Program

MTE, a subsidiary of MICRO-TECH, actively implements the "Bee Home" Program, taking practical actions to safeguard ecosystem health and biodiversity. In spring 2025, MTE collaborated with a professional beekeeping team to install five beehives in a quiet green area within its Düsseldorf campus in Germany. At launch, the bee population was approximately 80,000 individuals, increasing to around 300,000 by summer. These bees conduct pollination activities within a 10-kilometer radius of the campus, effectively supporting regional plant diversity, helping prevent soil erosion, and contributing to natural carbon regulation, thereby enhancing ecosystem resilience and vitality.

As key pollinators in ecosystems, bees support the pollination of approximately 80% of wild and cultivated plant species globally. They play a vital role in agricultural production and biodiversity conservation and also serve as sensitive bioindicators of environmental change. Through this beekeeping initiative, the Company not only contributes directly to local ecological restoration but also leverages the health status of bee populations as a proxy indicator of environmental quality, providing practical insights for ecological monitoring and conservation.

In addition, honey harvesting is conducted during spring and summer. The honey is extracted by professional personnel under controlled and safe conditions. Every 500 grams of honey represents approximately 40,000 bee flights and 120,000 kilometers of cumulative foraging distance, reflecting the remarkable value of nature's contribution. Looking ahead, the Company plans to establish a dedicated bee observation pathway within the campus, enabling employees and visitors to directly experience biodiversity conservation outcomes and further promoting the concept of harmonious coexistence between business operations and nature.



03

Industry Value Creation

Innovation-Driven Development	65
Data Security and Privacy	79
Products and Services	82
Supply Chain Management	91



Innovation-Driven Development

MICRO-TECH remains committed to innovation-driven development, leveraging its endoscopic diagnosis and treatment technology platform. Through R&D and medical-engineering integrated innovation models, the Company effectively addresses unmet clinical needs and develops competitive, differentiated products.

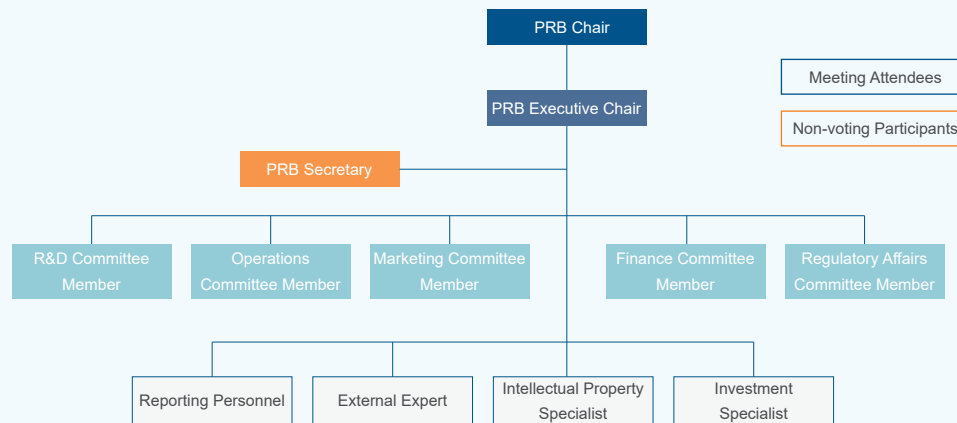
Innovation-Driven Development: Governance

The Company has established a clearly defined, tiered innovation governance framework with well-demarcated responsibilities. In May 2025, the Company established the Innovation Research Institute, forming a three-tier R&D structure comprising: Innovation Research Institute (Tier 1), Consumables and Devices R&D Department (Tier 2), Product Management, Intellectual Property and Prototype Workshop (Tier 3), to ensure deep integration of the innovation strategy with corporate governance.

At the institutional level, MICRO-TECH has formulated the *Project Reward Management System (Trial)*, introducing diversified incentive mechanisms such as milestone-based rewards and technology-based rewards to stimulate innovation across cross-functional project teams. In parallel, the Company has established the *Project Review Meeting Management System* to implement full lifecycle, milestone-based governance of technology development and product development projects.

In addition, the Company actively engages in industry–university–research collaborations with domestic and international research institutions, universities and medical institutions, building a multi-layered, platform-based and high-efficiency innovation and R&D ecosystem.

■ Innovation Review Committee



Multi-tiered R&D Platform

<p>National-Level R&D Platforms</p>	<p>  Passing the Laboratory Accreditation by the China National Accreditation Service for Conformity Assessment (CNAS)  </p>
<p>Provincial-Level R&D Platforms</p>	<p>  Engineering Technology Research Center for Non-vascular Luminal Stents in Jiangsu Province   Enterprise Technology Center in Jiangsu Province   Key Laboratory for the Design and Manufacturing of Micro- and Nano-Biomedical Devices in Jiangsu Province  </p>
<p>Internal R&D Platforms</p>	<p>  Established with approval of the Jiangsu Provincial Department of Science and Technology:  </p> <ul style="list-style-type: none"> ·Animal Simulation Center for Training on Clinical Skills ·Jiangsu Postdoctoral Innovation Practice Base (Established with Approval of Canyon in 2023)

During the reporting period, MICRO-TECH received multiple authoritative recognitions. In November 2025, it was designated by the Ministry of Industry and Information Technology as one of the ninth batch of Champions in Single-product Manufacturing, becoming a leading innovator in minimally invasive diagnosis and treatment. In the same year, the Company's "Intelligent Factory for Endoscopic Diagnostic and Therapeutic Devices Based on the Full Value Chain" was selected among the first batch of Advanced Intelligent Factories in Jiangsu Province.

Key Performance

As of the end of the reporting period, the Company held one designation as a National High-Tech Enterprise and one as a Champion in Single-product Manufacturing.



Innovation-Driven Development: Strategy

Against the backdrop of rapid iteration in the medical device industry, MICRO-TECH faces both challenges arising from continuous technological upgrading and R&D cycle uncertainties, as well as innovation opportunities driven by technological convergence and clinical translation. Accordingly, we place strong emphasis on establishing an end-to-end risk prevention and control mechanism and an industry–university–research collaborative innovation system. We address risks in a prudent manner while actively capturing development opportunities, as detailed below:

Risk/Opportunity	Type	Description of Risk/Opportunity	Financial Impact	Impact Duration	Impact Level	Likelihood of Occurrence	Countermeasures
Risk	Technology Iteration Risks	The medical device industry is characterized by rapid technological evolution. If the Company fails to timely track and respond to emerging trends such as new materials, new technologies and artificial intelligence (AI), the competitiveness of existing products may be adversely affected.	Increased R&D investment and failure to achieve expected technological outcomes may result in revenue losses and affect market competitiveness.	Medium term	High	Medium	<ul style="list-style-type: none"> ◆ Establish the Innovation Research Institute to track frontier technologies ◆ Build a three-tier R&D structure to support systematic technology deployment
	R&D Cycle Risk	The development cycle for new technologies and products is long and complex, with inherent uncertainties in clinical validation, registration and regulatory approval processes, which may affect product launch timelines.	Increase in R&D Investment	Medium term	Medium	Medium	<ul style="list-style-type: none"> ◆ Establish the <i>Project Review Meeting Management System</i> to enable end-to-end milestone-based control ◆ Implement a project incentive system to enhance R&D efficiency
Opportunities	Technology Convergence Opportunities	The accelerating convergence of medical devices with AI, advanced materials and precision manufacturing technologies is creating new opportunities for product innovation in minimally invasive diagnosis and treatment.	Revenue increase	Medium to long term	High	High	<ul style="list-style-type: none"> ◆ Establish the AI R&D Department and the New Technology Research Department, leveraging the Innovation Research Institute for early-stage (0–1) exploration ◆ Actively develop visualization products such as single-use cholangioscopes
	Clinical Translation Opportunities	The medical-engineering integrated innovation model enables precise identification of clinical pain points and shortens the pathway from R&D to clinical application.	Revenue increase	Medium term	High	High	<ul style="list-style-type: none"> ◆ Further deepen collaboration with clinical experts ◆ Maintain continuous focus on endoscopic diagnosis and treatment innovation

Innovation-driven Development: Impact, Risk, and Opportunity Management

MICRO-TECH has established a comprehensive risk management system covering the full R&D lifecycle. Through internal systems such as the *Project Review Meeting Management System*, the *Design and Development Control Procedures*, and the *Design Review Control Procedures*, we've established a closed-loop mechanism of "identification–assessment–monitoring–management". Supported by standardized methodologies, cross-functional coordination and digital systems, this framework ensures that innovation activities are carried out efficiently within a controlled risk boundary.

Risk Identification

Leveraging the Innovation Research Institute and the medical-engineering integration model, we systematically identify potential risks across multiple dimensions, including clinical needs, technology trends and regulatory environment.

Risk Assessment

Standardized tools such as Failure Mode and Effects Analysis (FMEA), risk matrices and Risk Priority Number (RPN) are applied to quantitatively evaluate identified risks, determine risk levels and priorities, and support resource allocation and mitigation strategy development.

Risk Monitoring

Key project milestones are subject to phased review in accordance with the *Project Review Meeting Management System*, while a digital project management platform enables real-time tracking of risk status changes, ensuring risks remain effectively controlled.

Risk Management

In accordance with the *Design and Development Control Procedures* and the *Design Review Control Procedures*, differentiated mitigation measures are implemented for risks at different levels. These measures are executed through cross-functional collaboration and integrated into the project incentive evaluation system, forming a continuous improvement loop.



Innovation-Driven Development: Metrics and Targets

MICRO-TECH remains firmly grounded in clinical needs and focuses on addressing key clinical bottlenecks through technological innovation. We've established an efficient product development and regulatory approval process. Project objectives are cascaded into OKRs at departmental and individual levels, combined with monthly target management and regular R&D–marketing coordination meetings to dynamically track progress, ensuring the successful development and commercialization of key innovative products, including surgical cholangioscopy systems, next-generation ICUs, and next-generation TTS-TCs.

Indicator	Unit	2025
Investment in R&D	RMB 10,000	19,904.63
Percentage of R&D Investment in Main Business Revenue	%	6.25

Innovation-Driven Measures

MICRO-TECH recognizes that R&D talent is a core driver of its competitiveness. We've established incentive mechanisms such as the *Project Reward System*, the *Patent Reward Process and System*, and the *Innovation Partner Profit-Sharing Plan*. In addition, we've built an open innovation and entrepreneurship platform to stimulate internal innovation vitality through diversified incentive mechanisms, thereby establishing a comprehensive talent incentive framework.

Key Performance

During the reporting period, **137** employees were rewarded with total bonuses of RMB **1.9951** million.

MICRO-TECH adheres to the development philosophy of "Integrity and Innovation; Craftsmanship and Sustainable Development" with a dual focus on technological advancement and the systematic cultivation of innovation talent from the source. Through initiatives such as the "Microseed Program", we recruit high-potential graduates and implement a structured 2–3 year rotation and placement-based mentorship system. This approach establishes a competency-based, grid-structured training framework covering technical, commercial and management career pathways. In parallel, we deepen collaboration with universities and research institutions to foster an open and knowledge-sharing innovation ecosystem. R&D personnel are encouraged to remain closely aligned with clinical needs and to pursue breakthrough innovation, thereby ensuring a sustained pipeline of technological advancement.

Indicator	Unit	2025
Total Number of R&D Team Members	Persons	414
Ratio of R&D Personnel to Total Employees	%	17.02
By Educational Background		
Below Bachelor's Degree	Persons	55
Bachelor's Degree	Persons	267
Master's Degree	Persons	87
Doctoral Degree	Persons	5
By Gender		
Male	Persons	254
Female	Persons	160



Presentation of Innovation Achievements

In 2025, MICRO-TECH remained committed to its mission of "supporting clinicians with technology and innovation", continuously strengthening its capabilities in technological innovation and industry standard leadership. The Company achieved significant progress in core product innovation, industry standard development and ecosystem collaboration. We not only included our products in the national catalogue of high-quality medical devices, but also actively participated in the formulation and revision of multiple national and industry standards. In doing so, we've translated our R&D strength into public, industry-wide resources supporting high-quality development, further demonstrating the Company's innovation leadership.

Inclusion of core products in a national catalogue of high-quality medical devices: In December 2025, the Company's proprietary Single-Use Electronic Bronchoscope passed rigorous evaluation by the China Association of Medical Equipment and was included in the 11th Catalogue of Outstanding Domestic Medical Device Products. This signifies that the products of the Company have reached a domestically leading level in terms of technical performance, clinical applicability, and reliability.



Certificate for Inclusion in the Catalogue of Outstanding Domestic Medical Device Products

Participation in standardization: Building on its long-term expertise in sterilization technologies, sterile barrier systems and polymer materials, MICRO-TECH participated in the development of nine standards in 2025, including one national standard (published), seven industry association standards (five published), and one local standard. Key standards include the *Non-vascular Self-expanding Metallic Stent System*, the *Guidance on the Application of Sterile Barrier System Symbols*, and the *Sterilization of Medical Devices— Guidance on Using Biological Indicator Release for Ethylene Oxide Sterilization Process*, among others. These contributions have supported the continuous improvement of the industry's technical framework and quality and safety governance system.



Industry Standard

Strengthening industry collaboration and co-building an innovation ecosystem: MICRO-TECH remains actively engaged in leading domestic and international industry organizations, and serving as a council member and deputy secretary-general of the Medical Device Packaging Professional Committee of the China Association for Medical Devices Industry, member unit of the National Technical Committee for Standardization of Biological Evaluation of Medical Devices, and correspondent member of the National Technical Committee for Sterilization Technology and Equipment Standardization. The Company also actively participates in global platforms such as the Global Harmonization Working Party (GHWP), promoting alignment between domestic and international standards and advancing regulatory convergence. By leveraging its R&D strengths, the Company contributes to shared industry knowledge assets and supports the development of an open and collaborative medical device innovation ecosystem.



Case

5th Medical Device Quality Management Innovation & Development Conference

In November 2025, as one of the principal co-organizers, MICRO-TECH successfully hosted the 5th Medical Device Quality Management Innovation & Development Conference in Nanjing. The conference focused on the integration of intelligent manufacturing and smart regulation, bringing together leading experts from regulatory authorities, industry associations, academia and enterprises. Discussions covered medical device quality regulation, AI applications and industry standardization. The Company offered "MICRO-TECH solutions" to the high-quality development of the industry by sharing practical experience in intelligent manufacturing and quality management.



Case

HK LIVE ENDOSCOPY

In December 2025, MICRO-TECH showcased a range of innovative products at the 39th International Workshop on Therapeutic Endoscopy (HK LIVE ENDOSCOPY), hosted by the Hong Kong Society of Digestive Endoscopy. As a premier academic event in the field of endoscopy in the Asia-Pacific Region, it convened globally recognized experts in gastrointestinal endoscopy and presented frontier technologies and innovation outcomes through keynote lectures and live surgical demonstrations. MICRO-TECH's proprietary products, including the eyeMAX™ Cholangioscope, Trident EUS-FNB Needle and DAT Closure Device, received on-site recognition from international experts during live demonstration sessions, fully demonstrating the technological capabilities of China's advanced medical device manufacturing in the global endoscopic diagnosis and treatment sector.



Protection of intellectual property rights

MICRO-TECH regards intellectual property (IP) as a core strategic asset and has established a systematic patent management and protection framework, building robust technological barriers to support high-quality development. To strengthen the integration of IP strategy with business operations, the Company has embedded IP management into its medical device R&D system and established a comprehensive set of internal policies, including the *Patent Application and Management Procedures*, *Patent Risk Assessment Procedures*, *Patent Incentive Procedures* and *Management System*, *Trademark Registration Procedures* and *Trademark Management System*. Together, these form a closed-loop governance framework covering innovation incentives, risk early warning and compliant IP utilization. Prior to product launch, the Company conducts multi-stage IP risk assessments to ensure that no infringement of third-party intellectual property rights occurs.



Measures for Intellectual Property Protection

The Company has established and continuously optimized its IP management system, covering the full lifecycle from invention disclosure, portfolio planning and application filing to ongoing maintenance, ensuring standardized and efficient operations.



The Company proactively conducts IP risk prevention and control, performing dedicated clearance reviews for each product prior to commercialization to mitigate potential infringement risks.



In response to market incidents involving product imitation, the Company actively pursued legal remedies through patent litigation and ultimately obtained favorable rulings.

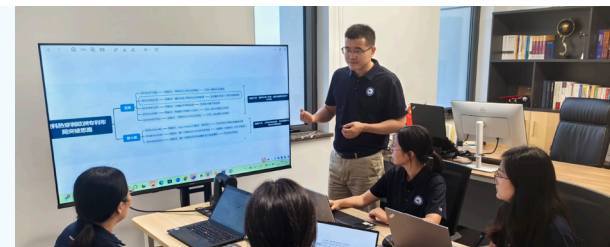


In 2025, MICRO-TECH passed the certification under the Intellectual Property Management System Standard and was selected as a 2025–2027 National Intellectual Property Demonstration Enterprise Cultivation Unit, and was recognized as a candidate for the "National Intellectual Property Demonstration Enterprise".



Intellectual Property Management System
Certification Certificate

In addition, to enhance IP protection awareness and risk prevention capabilities among relevant employees, the IP Management Department regularly offers multi-level IP-related training programs covering patent mining and portfolio, IP risk prevention and other topics.



Indicator	Unit	2025
Cumulative Number of Granted Patents (Valid Patents)	Patents	757
Number of Patent Applications	Applications	1,033
By Patent Type		
Cumulative Number of Authorized Invention Patents	Patents	234
Cumulative Number of Authorized Utility Model Patents	Patents	457
Cumulative Number of Authorized Design Patents	Patents	26
Cumulative Number of Software Copyrights	Copyrights	40
Total Number of Trademarks	Trademarks	180

Case

Training on Practices in Protection of Intellectual Property

In January 2026, MICRO-TECH participated in the second session of the Nanjing Medical Device Industry Intellectual Property Protection Practical Training organized by the Nanjing Administration for Market Regulation (Intellectual Property Office). During the event, the Company shared practical experience in overseas IP portfolio development and risk management to more than 20 listed companies and major medical device exporters.



Science and Technology Ethics

MICRO-TECH integrates ethical responsibility throughout the entire lifecycle of product development and clinical translation, establishing a systematic governance framework covering clinical research, animal testing and ethics education, thereby ensuring that technological innovation progresses in a responsible and sustainable manner.

● Clinical Research Ethics: Safeguarding subjects' Rights and Well-being

In conducting product-related clinical research, MICRO-TECH strictly adheres to the ethical principles outlined in the *World Medical Association Declaration of Helsinki*, as well as China's *Good Clinical Practice for Medical Devices*. Each clinical study is subject to rigorous review and approval by an independent ethics committee, supported by comprehensive informed consent procedures and robust risk management and monitoring mechanisms. These measures ensure that clinical trials are conducted in a compliant and standardized manner, and that study outcomes are authentic and reliable, thereby laying a solid foundation for the safe and effective application of medical technologies.

● Animal Experiment Ethics: Comprehensive Implementation of the "3Rs" Principle

MICRO-TECH strictly complies with China's *Regulations on the Administration of Laboratory Animals* and the *Guiding Opinions on the Humane Treatment of Laboratory Animals*, while proactively implementing the internationally recognized "3Rs" principle of animal welfare: Replacement, Reduction and Refinement. To strengthen ethical oversight, we've established a dedicated Animal Ethics Committee responsible for supervising the implementation of animal welfare standards. From protocol review and animal feeding management to experimental procedures, the Committee applies comprehensive animal welfare safeguards to ensure that scientific rigor and ethical responsibility are maintained in parallel.

● Ethics Education and Practice: Building an Industry–Academia–Research Collaboration Mechanism

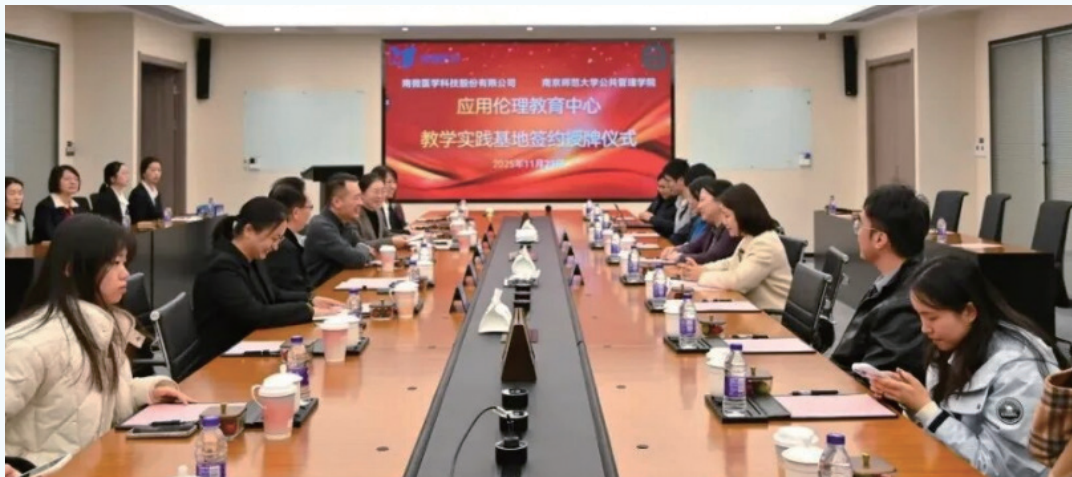
MICRO-TECH has established a deep partnership with Nanjing Normal University through the joint establishment of an Applied Ethics Education Center Teaching Practice Base, creating a long-term ethics education and practice framework that integrates industry, academia and research.



Case

Applied Ethics Education Center Teaching Practice Base Project

On November 23, 2025, MICRO-TECH and Nanjing Normal University formally established the Applied Ethics Education Center Teaching Practice Base, with the signing and plaque unveiling ceremony held at MICRO-TECH. This university-enterprise collaboration is expected to deliver meaningful outcomes for the animal ethics practice base through the combined strengths of academic guidance and practical implementation, thereby contributing to the high-quality development of the healthcare sector.



Signing Ceremony



Through these initiatives, MICRO-TECH has embedded ethical principles into the core of its innovation activities. While pursuing technological advancement, the Company remains firmly committed to its ethical responsibilities to life and society, striving to serve as an industry benchmark for responsible innovation.

Data Security and Privacy

MICRO-TECH complies with applicable laws and regulations, including the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*, continuously strengthening its information security management and customer privacy protection systems. We are committed to handling authorized information provided by employees, customers, consumers, suppliers and business partners in accordance with the highest legal and ethical standards.

Data Security and Customer Privacy Protection: Governance

To establish a robust data security governance framework, MICRO-TECH has formulated policies including the *Computer and Network Management Policy*, *Information System Management Policy*, and *Computerized System Backup and Recovery Management Procedures*. The IT Department serves as the primary responsible function, with full accountability for the maintenance and management of computers, network equipment and information systems. During the reporting period, the Company did not incur any penalties for violations of information security or privacy protection laws and regulations.



Data Security and Customer Privacy Protection: Risk Management

Through a combination of technical safeguards, management controls and ongoing monitoring, MICRO-TECH has established a comprehensive data security risk management system covering prevention, response and post-incident audit.



Risk Prevention and Control

We've deployed a file encryption system and installed professional security equipment at network boundary areas to encrypt and protect internal data transmission, effectively restricting access to authorized personnel only. Customer privacy information is managed by designated personnel. Physical documents are stored securely in locked cabinets to ensure confidentiality and prevent unauthorized disclosure.



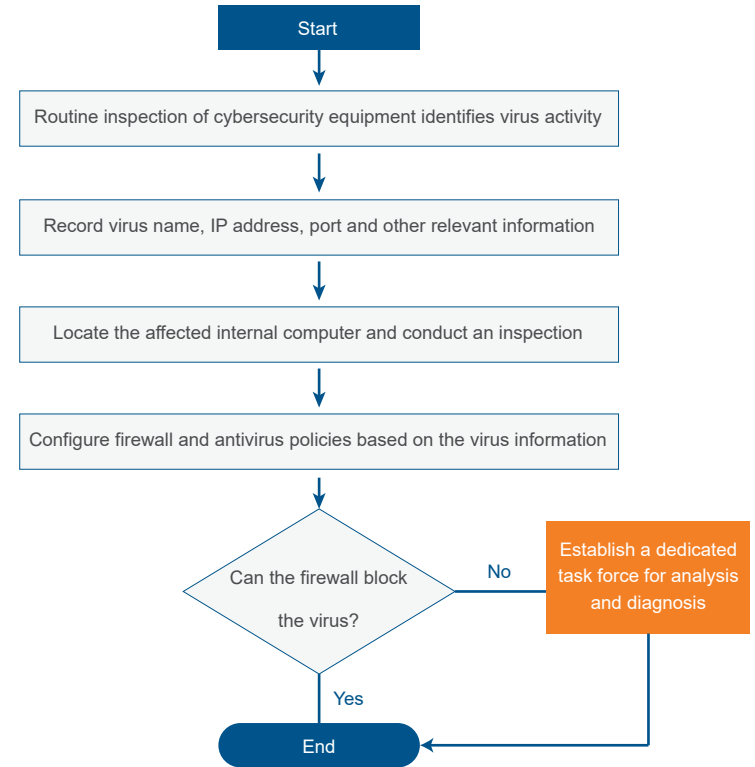
Emergency Response

We've established the *Information System Security Emergency Response Plan* and implemented a standardized process for handling security incidents. We deploy comprehensive endpoint protection measures in day-to-day operations. The IT Department regularly inspects security equipment such as firewalls and safeguards employee terminals through network access controls, desktop management systems and antivirus software.



Ongoing Monitoring and Audit

We conduct comprehensive monthly inspections and assessments of the operating status and security conditions of our information equipment and systems, and issue corresponding assessment reports to enable the routine identification and management of risks.



Emergency Response Process

Data Security Practices

MICRO-TECH places great importance on cultivating employees' safety awareness. Through internal subscription accounts and other means, cybersecurity alerts themed "Beware of Phishing and Fraudulent Emails" are issued to all employees. This help promote email security knowledge and effectively enhance employees' ability to identify and prevent cyber fraud.

Customer Privacy Protection

We've established the *Personal Information Protection Policy* that clearly defines customers' rights. In accordance with the principles of lawfulness, legitimacy and necessity, we clearly inform customers of the purposes for collecting personal information in scenarios such as subscribing to information updates, participating in events, purchasing products or services and submitting feedback. Personal information is retained for the longer of the period necessary to achieve the purpose of processing or the period required to fulfill legal obligations.



Products and Services

The safety and quality of products and services are the foundation of the Company's development. Through the deep integration of a full-process quality management system and digital control tools, together with rigorous international standard certifications, we ensure the safety and reliability of every stage from product development to delivery. At the same time, we continue to enhance our service response mechanisms to ensure professional and efficient service delivery, providing high-value medical device solutions to patients and healthcare institutions worldwide. During the Reporting Period, the quality management system operated effectively, a stable production safety performance was maintained, and no major safety or quality incidents occurred in the Company.

Safety and Quality of Products and Services: Governance

Leveraging its Manufacturing Execution System (MES) as the central data hub for quality management, MICRO-TECH has established a full lifecycle quality traceability system covering supplier management, incoming quality control (IQC), in-process quality control (IPQC) and outgoing quality control (OQC). It has also implemented an SPC online monitoring module to support data-driven intelligent quality management. On this basis, the Company has continued to improve its quality management system and has obtained ISO 13485 quality management system certification.



Digital Quality Control

Through three digitalized documents—Electronic Standard Operating Procedures (ESOP), Electronic Standard Inspection Procedures (ESIP) and Electronic Device History Records (EDHR)—the Company has further enhanced the standardization and traceability of operations and inspections.



Intelligent Alerts and Optimization

The Company has completed the implementation of its SPC online monitoring module, enabling real-time alerts for quality abnormalities. It has also focused on strengthening the closed-loop management of nonconforming products, the change control system and the optimization of sampling plans.



Quality Culture Transition

The Company has actively advanced the transformation of its quality culture. Through tiered training, case reviews and quality KPI assessments, it has shifted employee awareness from post-event inspection to preventive control, establishing a dynamic and forward-looking quality management model.



Results

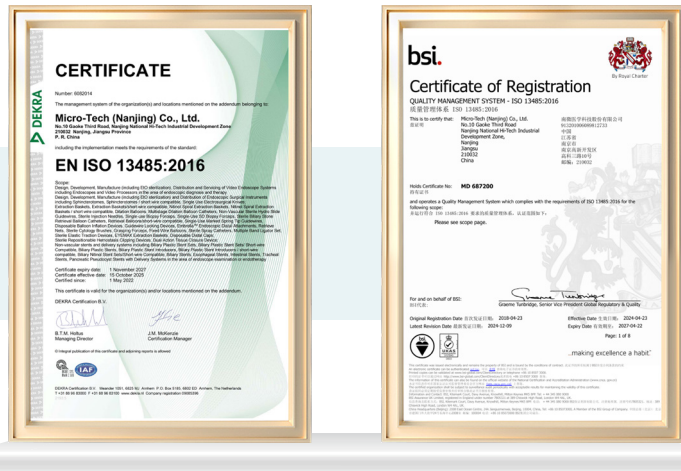
In 2025, the Company completed a total of 37 core process optimization initiatives, with a focus on improving the closed-loop handling mechanism for nonconforming products, strengthening the change control system, optimizing sampling plans for design verification and process validation, and refining alert system procedures.

International Certifications and Market Access

The Company has obtained certification under the ISO 13485 Quality Management System, and complies with the Regulations on the Supervision and Administration of Medical Devices and the regulatory requirements of the Medical Device Single Audit Program (MDSAP) to market medical products in five countries, including the United States, Japan, Canada, Brazil, and Australia.

To date, the products of the Company have secured market access approvals from relevant authorities in key markets worldwide, such as FDA (the United States), CE (EU), PMDA (Japan), Health Canada (Canada), ANVISA (Brazil), MFDS (Korea), and MHRA (UK).

As of the end of 2025, MICRO-TECH had obtained approvals/certifications for a total of 1,680 products, including 100 domestic products and 1,580 overseas products.



ISO 13485 Quality Management System Certification Certificate

Cumulative Number of Approved/Certified Products (Variety)	2025
Domestic Market	100
Overseas Market	1580
Including:	
United States	71
Germany	61
Japan	36
Brazil	86
Other Countries and Regions	1,326

Case Quality Training

In 2025, MICRO-TECH organized specialized training programs on Six Sigma, 8D methodologies and AI applications, helping employees master advanced quality analysis and improvement methods and comprehensively enhancing product quality management capabilities.



Quality Training Content

MICRO-TECH continues to advance the digitalization of customer service management. Supported by its CRM management system, it has established a full-process closed-loop management framework covering key customer scenarios, including contract management, authorization qualifications and handling of product complaints. Through systematic and standardized service processes, the Company continues to improve response efficiency and problem-solving capabilities, providing customers with a more efficient, transparent and traceable service experience.

Safety and Quality of Products and Services: Strategy

MICRO-TECH proactively identifies quality- and service-related risks and opportunities in order to strengthen risk control and capture market opportunities.

Risk/Opportunity	Type	Description of Risk/Opportunity	Financial Impact	Impact Duration	Impact Level	Likelihood of Occurrence	Countermeasures
Risk	Production Process Deviation Risk	Failure to monitor fluctuations in critical process parameters in real time during production may allow quality defects to pass into subsequent stages of the manufacturing process.	Increased cost of managing nonconforming products, resulting in large-scale rework or scrap, and adversely affecting delivery schedules	Short term	Medium	Low	<ul style="list-style-type: none"> ◆ Leverage its MES system and SPC online monitoring module to provide real-time alerts for critical quality characteristics ◆ Strengthen IPQC efforts
	Critical Component Quality Variation Risk	Instability in the quality of raw materials or components supplied by upstream vendors may reduce product consistency and compromise clinical safety during use.	Lead to higher costs associated with product rework, scrap or customer complaints.	Short term	Medium	Medium	<ul style="list-style-type: none"> ◆ Strengthen its supplier management system and rigorously implement the IQC procedures ◆ Continuously improve supplier qualification and periodic audit mechanisms
Opportunities	Advancing Quality Culture Transition	Through training programs and quality KPI assessment mechanisms, the Company is promoting a transition from "post-event inspection" to "preventive control".	Reduce the Cost of Poor Quality (COPQ) and improve first-pass yield rates.	Medium term	High	High	<ul style="list-style-type: none"> ◆ Continue to embed preventive quality control concepts into day-to-day management practices, further advancing its quality culture transition
	International Certification Opportunities	By maintaining ISO 13485 quality management system certification, the Company is able to meet international market requirements and further strengthen customer confidence.	Support overseas market expansion, lower market entry barriers, enhance brand value, and contribute to revenue growth.	Long term	High	High	<ul style="list-style-type: none"> ◆ Regularly undergo certification audits and continuously improve its quality management system
	Customer Service Opportunities	Through its digitalized customer service system, the Company enhances service responsiveness and problem-resolution capabilities.	Reduce after-sales service costs while improving customer satisfaction and repurchase rates.	Medium term	Medium	High	<ul style="list-style-type: none"> ◆ Continue to optimize its customer service management platform ◆ Strengthen the integration between customer feedback and quality improvement initiatives

Safety and Quality of Products and Services: Impacts, Risks and Opportunities Management

In strict compliance with applicable laws, regulations, and standards, MICRO-TECH has established a comprehensive risk management system and formed a cross-functional risk management team comprising professionals in product design, manufacturing processes, quality management and regulatory affairs. In accordance with the assessment methodologies set out in the *Risk Management Procedures*, the team conducts regular identification and assessment of potential risks, including their type, likelihood of occurrence, severity and frequency, with a particular focus on product quality and safety-related risks. At the same time, we've established dedicated risk management plans for different product categories. Through the full-process management of risk analysis, risk evaluation and residual risk assessment, we continuously enhance our capability to identify, assess and control product quality and safety risks.

Safety and Quality of Products and Services: Metrics and Targets

Each year, MICRO-TECH establishes annual quality targets focused on core products and key performance indicators. In 2025, the primary areas of focus included market performance, order delivery and yield rates for core products.

Indicator	Goals by 2025	Achievement
OQC Pass Rate	100%	Achieved
Major Quality Accidents	0 Case	Achieved

Key Performance

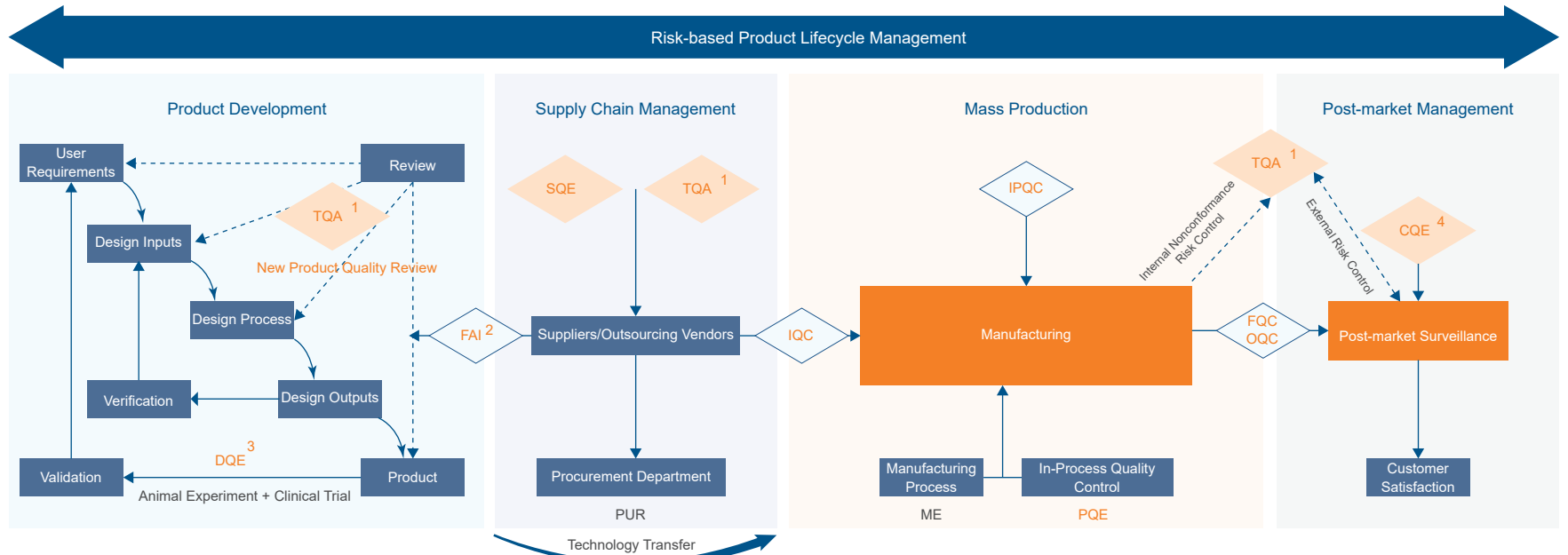
2025,

First Pass Yield	Number of Internal Quality Audits in a year	Number of Sampling Inspections by Third-Party Organizations	
100 %	5 Times	10 Times	
Number of Participants in Quality Training	Total Hours of Quality Training	Sessions of Quality Training	
45,457 Person-times	50,376 Hours	3,467 Times	
Number of Customer Complaints	Number of Customer Complaints Resolved		
937 Times	937 Cases		
Number of Customers Participating in the Satisfaction Survey	Customer Satisfaction		
131 Persons	100 %		

Product Quality Control

MICRO-TECH implements quality control throughout the entire product lifecycle, covering design and development, supplier management, incoming inspection, in-process control, final release testing and post-market management, ensuring that product quality remains controlled and compliant across all lifecycle stages.

Product Lifecycle Management



¹ TQA: Total Quality Assurance ² FAI: First Article Inspection ³ DQE: Design Quality Engineer ⁴ CQE: Customer Quality Engineer

Enhancement of Product Quality

MICRO-TECH continues to advance product quality improvement initiatives by establishing a comprehensive quality management framework that encompasses key areas such as change control, continuous improvement and lean manufacturing, thereby ensuring that quality enhancement activities are systematic, standardized and effectively implemented. At the same time, we've established laboratories in line with relevant standards and regulatory requirements, providing strong testing support for critical quality indicators such as chemical performance and sterility assurance.

Quality Improvement Measures

Intelligent Quality Inspection Technologies

The Company has further expanded the application of its automated IQC inspection platform for small precision components and independently developed automated inspection equipment for balloon-based products, further improving inspection efficiency and measurement accuracy.

Inspector Competency Assessment

The Company has established an inspector competency assessment system based on Kappa consistency analysis. Through blind sample testing and standardized certification, the Company ensures that inspection personnel continuously meet competency requirements.

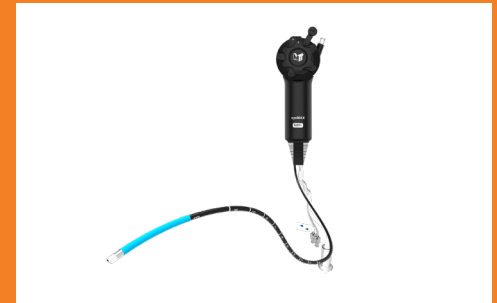
Cross-Functional Quality Improvement

The Company has established dedicated cross-functional teams that utilize Design of Experiments (DOE) methodologies to optimize process windows, improve product structures and enhance tooling design.

Case

Design Optimization of Disposable Imaging Catheters

To improve the usability of disposable imaging catheters and help physicians more easily confirm insertion depth, MICRO-TECH changed the color of the steering section from gray to blue and added graduated markings to the product surface. These refinements have effectively enhanced the convenience and safety of clinical procedures.



Product Recall Procedures



To ensure the quality and safety of medical devices, MICRO-TECH strictly complies with applicable domestic and international regulatory requirements, has established product recall control procedures, and carries out post-market surveillance of medical devices. Products identified as having defects or potential safety risks are subject to recall in accordance with established procedures. During the Reporting Period, the Company did not experience any incidents involving violations of product and service health and safety regulations, nor were there any product recalls.

Environmental-friendly Products

MICRO-TECH actively promotes the adoption of environmental-friendly consumables by healthcare institutions. The use of disposable sterile medical devices effectively prevents or reduces the risk of postoperative infections in patients while also helping conserve healthcare resources.

Customer Service Management

MICRO-TECH consistently regards customer satisfaction as its highest priority and remains committed to delivering high-quality services. To ensure that equipment operates safely, effectively and reliably throughout its lifecycle in clinical settings, we've established a customer-centric lifecycle service and management system, supported by a nationwide after-sales service network. Our services cover equipment delivery, operation and maintenance, ensuring the safe and stable operation of equipment throughout its service life.

Service Stage	After-Sales Service Scope
 <p>Equipment Installation and Commissioning</p>	<p>The Company provides customers with operational and application training to empower healthcare professionals, improve equipment utilization efficiency, and minimize clinical risks arising from improper operation.</p>
 <p>Equipment Operation</p>	<p>The Company provides on-site technical support and upgrade services and conducts regular preventive inspections of equipment.</p> <p>In the event of equipment malfunctions, the Company provides timely repair services and remote technical support to ensure that issues are resolved as quickly as possible, thereby safeguarding the continuity of healthcare services.</p>

MICRO-TECH has deployed an after-sales service work order management platform that integrates all service scenarios, including installation, training, repairs, on-site technical support and inspections. Through work order assignment, real-time tracking and approval upload mechanisms, the platform ensures that every service interaction is efficient, standardized and traceable. The platform has effectively improved service response times and first-time resolution rates. Each work order is linked to a specific device, department and service engineer, enabling precise management and closed-loop accountability.

Customer Complaint Channels



Unified National Service Hotline 400

The hotline centrally handles pre-sales inquiries and after-sales service requests, ensuring that customer issues are responded to and resolved in a timely and efficient manner.

Distributor Management and Training

MICRO-TECH has established a comprehensive distributor screening mechanism, giving priority to partners with reliable qualifications and strong reputations, while conducting ongoing evaluations and dynamic feedback throughout the course of cooperation. Through a standardized assessment and evaluation system, the Company ensures that distributors consistently meet its compliance requirements and service standards.

Standardized Management

Based on contractual terms, marketing policies and quality management requirements, the Company implements systematic and standardized management of distributors to ensure compliant and orderly operations.



Professional Training

The Company regularly provides training on product knowledge, operational skills and compliance requirements to continuously enhance distributors' professional capabilities and service standards.



Targeted Support

For key distributors and strategic customers, the Company provides customized support and dedicated management services to further improve collaboration efficiency and customer experience.



Responsible Marketing

MICRO-TECH strictly complies with the *Advertising Law of the People's Republic of China*, prohibiting exaggerated or misleading information, and ensuring that all product promotional content is truthful, accurate and compliant, communicating product value in a professional and transparent manner.

Supply Chain Management

In supply chain management, MICRO-TECH strictly complies with applicable national laws, regulations and relevant standards, while continuously monitoring legal and regulatory developments related to procurement, supplier management, environmental protection and compliant business operations. MICRO-TECH regards compliance as a fundamental component of supply chain management. Across supplier admission, cooperation and ongoing management, it incorporates legal compliance, environmental protection and social responsibility requirements into the full supply chain management process, thereby promoting standardized and resilient supply chain operations.

Supply Chain Security: Governance

MICRO-TECH has formulated and implemented internal policies such as the *Supplier Management Control Procedures*. Multiple departments, including the Procurement Department, Supplier Quality Management Department, requisition department and the R&D/Engineering Technology Center, work collaboratively with clearly defined responsibilities covering supplier admission, process monitoring, performance evaluation and exit management throughout the supplier lifecycle. Based on material risk, process complexity and supply experience, suppliers are classified into five categories—Class I, II, III, IV and V—to enable refined and differentiated management.



Supply Chain Security: Strategy

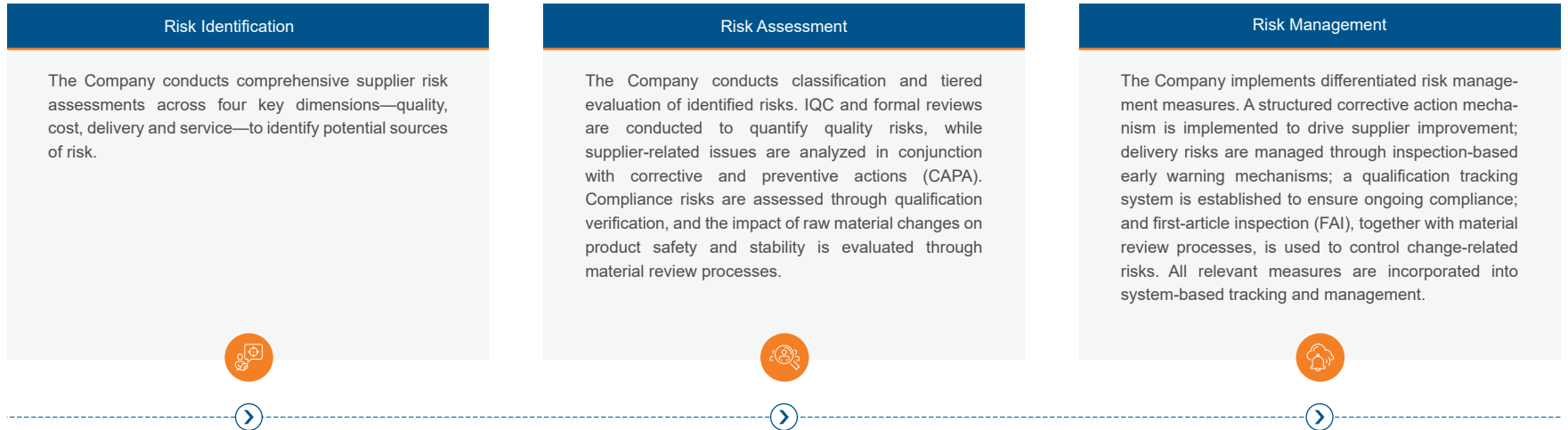
From short-, medium-, and long-term perspectives, MICRO-TECH systematically identifies supply chain challenges and opportunities and continuously enhances supply chain resilience and value creation through targeted response strategies.

Risk/Opportunity	Type	Description of Risk/Opportunity	Financial Impact	Impact Duration	Impact Level	Likelihood of Occurrence	Countermeasures
Risk	Policy and Legal Risks	As regulation of the medical device industry becomes increasingly stringent and domestic and international regulatory requirements continue to evolve, suppliers that fail to meet compliance requirements in a timely manner may cause supply disruptions or affect product registration. Inadequate implementation of environmental regulations, such as RoHS and REACH, may also lead to product recalls or regulatory penalties.	Increased compliance costs and supply disruptions may cause production disruptions that result in revenue losses, as well as direct compensation costs and reputational damage from product recalls.	Medium to long term	High	Medium	<ul style="list-style-type: none"> ◆ Establish a dynamic regulatory monitoring mechanism ◆ Strengthen supplier compliance admission and periodic audit
	Market Risk	Critical imported components may be affected by geopolitical developments, international trade frictions or global supply chain disruptions, creating risks of supply shortages or price volatility.	Increased procurement costs and delays in order fulfillment due to supply disruptions	Short and medium term	High	Medium	<ul style="list-style-type: none"> ◆ Implement rolling procurement and inventory management based on order fluctuations and historical data, thereby enhancing planning flexibility
	Management Risks	If data integration within the Supplier Relationship Management (SRM) system is inefficient or abnormal, or if coordinated responses are delayed, supply chain efficiency may be adversely affected.	Increased management coordination costs and reduced operational efficiency	Medium term	Medium	Medium	<ul style="list-style-type: none"> ◆ Promote the integration of key suppliers into its systems to improve collaboration
Opportunities	Technological Opportunities	Continue to advance technology development and product upgrades, which help improve supply chain coordination efficiency and delivery capabilities.	Lower operating costs and higher delivery efficiency	Medium to long term	Medium	Medium	<ul style="list-style-type: none"> ◆ Continue to increase R&D investment, driving upgrades to products and solutions and enhancing supply chain collaboration capabilities

Supply chain security: Impact, Risk and Opportunity Management

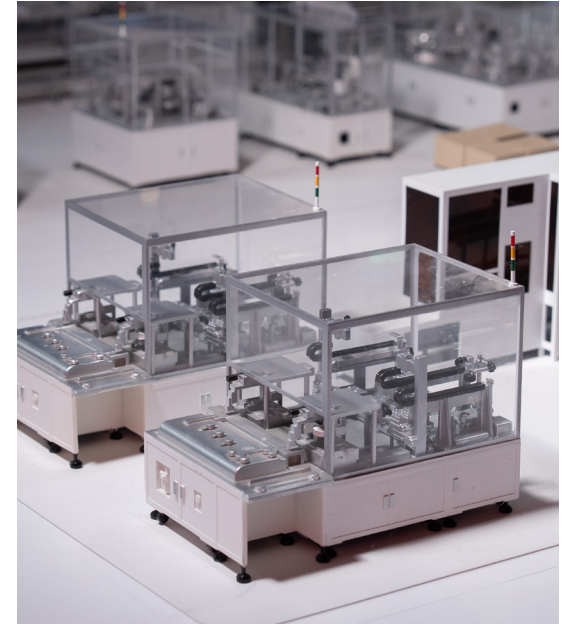
MICRO-TECH has established a supplier lifecycle risk management system that systematically addresses uncertainties across all supply chain stages through a closed-loop mechanism of risk identification, assessment and management, thereby providing a basis for strategic decision-making.

Risk Management System



Supply Chain Security: Performance Indicators and Targets

Indicator	Unit	2025
Total Number of Suppliers	Suppliers	168
Supplier Localization Ratio	%	96
Ratio of Localized Procurement	%	94
Suppliers with Quality Management System Certification	Suppliers	160
Number of Suppliers Passing the Environmental Management System Certification	Suppliers	40
Number of Suppliers with Occupational Health and Safety Management System Certification	Suppliers	20
Number of Suppliers Terminated Due to Non-compliance	Suppliers	0
Number of Potential Suppliers Rejected Due to Non-Compliance	Suppliers	0
Number of Incidents with Major Risk and Impact in the Supply Chain	Incidents	0



Supplier Lifecycle Management

In accordance with the Supplier Management Control Procedures, MICRO-TECH has established a supplier lifecycle management system that covers the full supplier management process, including supplier sourcing, onboarding, pricing, new product qualification, order management, annual audit and evaluation, and exit management, forming a closed-loop control mechanism. In parallel, the Company has developed a Supplier Relationship Management (SRM) system to enable electronic coordination across supplier management, order processing, delivery and reconciliation, thereby improving supply chain efficiency and transparency through digitalization.

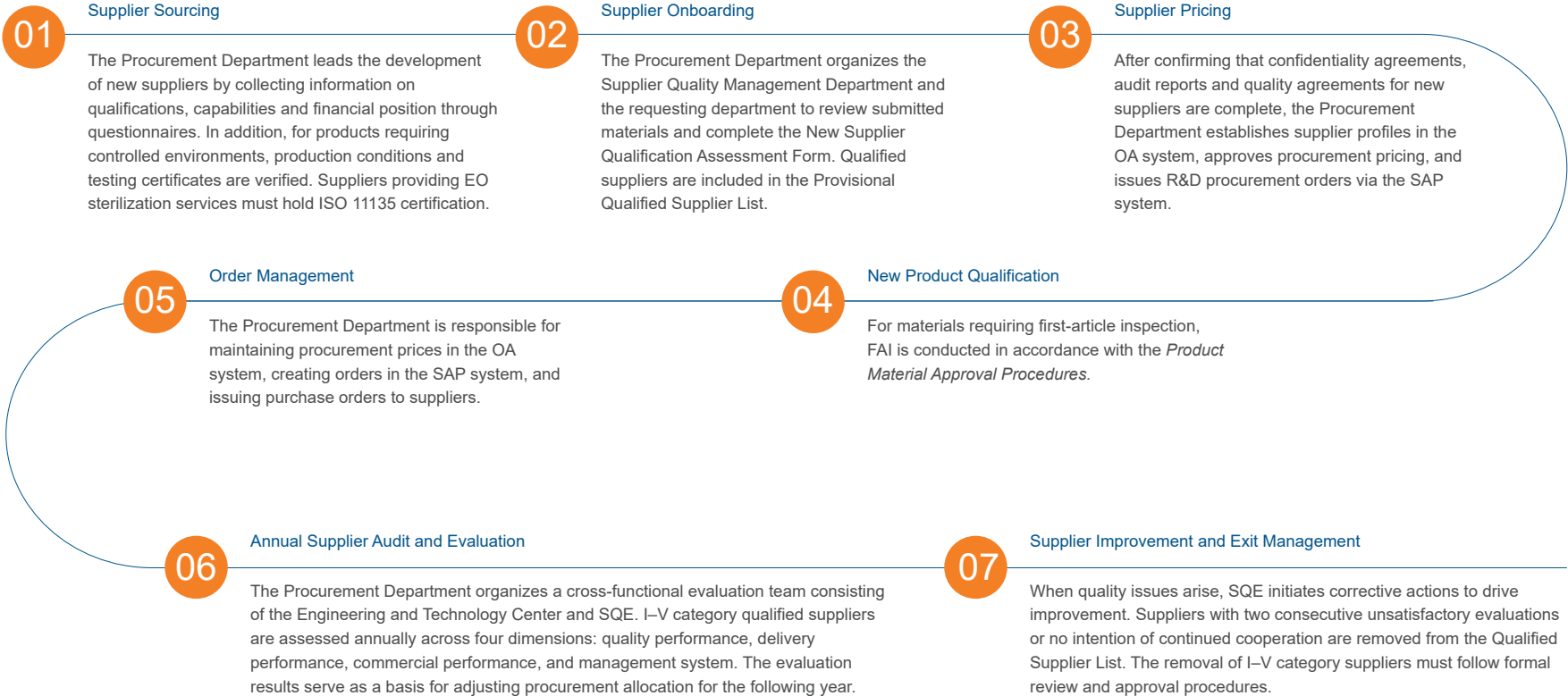
Supplier Relationship Management (SRM) System

The screenshot displays the SRM System interface. On the left is a navigation menu with categories like '门户' (Portal), '我的流程' (My Processes), '供应链管理' (Supply Chain Management), '采购管理' (Procurement Management), '合同管理' (Contract Management), '订单管理' (Order Management), '供应商管理' (Supplier Management), '评价管理' (Evaluation Management), '知识管理' (Knowledge Management), and '系统管理' (System Management). The main area is divided into several sections:

- 全部待办 (All Pending):** A card showing 3 pending items, including '采购订单通知' (Purchase Order Notification).
- 待办流程 (Pending Processes):** A table with columns for '流程标题' (Process Title), '当前节点' (Current Node), '创建时间' (Creation Time), and '创建人' (Creator).

流程标题	当前节点	创建时间	创建人
标准采购订单通知-2025-11-27 (SAP订单号: 4500028573, 供应商: Carmonja ...)	采购确认	2025-11-27 13:36:30	SIP账号
标准采购订单通知-2025-11-18 (SAP订单号: 4300002686, 供应商: 南京睿理...)	采购确认	2025-11-18 17:00:11	SIP账号
标准采购订单通知-2025-11-18 (SAP订单号: 5500005439, 供应商: 南京睿理...)	采购确认	2025-11-18 16:29:43	SIP账号
- 快捷入口 (Quick Entry):** A grid of icons for '采购订单管理' (Purchase Order Management), '采购合同管理' (Purchase Contract Management), '到货看板' (Arrival Dashboard), '发起对账' (Initiate Reconciliation), '待送货订单' (Pending Delivery Orders), and '发票录入列表' (Invoice Entry List).
- 预警信息 (Warning Information):** A grid of cards showing various alerts:
 - 供应商要货计划未确认统计: 500
 - 交货延期预警: 49
 - 订单交货延期已逾期: 8, 25848
 - 资源即将已到期: 2, 12
 - 待我处理的要货通知: 22210
 - 要货通知即将已逾期: 0, 1301
 - 合同即将已到期
 - 报价即将已逾期
 - 价格即将已到期

Supplier Full-process Management



Transparent Supply Chain

MICRO-TECH adheres to a merit-based supplier selection approach and maintains long-term partnerships with high-quality suppliers that actively fulfill their social responsibilities. Through institutionalized and transparent governance mechanisms, we continuously strengthen the integrity of our collaboration ecosystem and promote mutual benefit and shared value creation. During the procurement process, we implement procurement activities in strict accordance with the *Procurement Management Control Procedures*. We adhere to the principles of quotation comparison or conduct price analysis, to ensure that at least two suppliers participate in each quotation process. Complete quotation records or price analysis documentation are retained as the basis for price approval. This approach reduces reliance on single-source suppliers from the beginning and ensures fairness, transparency and competition in procurement activities.

In supplier cooperation, we require all suppliers to sign the *Integrity and Business Ethics Cooperation Agreement*, which clearly defines the integrity obligations of both parties in business transactions.

Key Performance

During the reporting period, the signing rate of the Supplier Integrity Agreement was **100%**.



Green Supply Chain

MICRO-TECH implements a green procurement policy to minimize the environmental impact of its operations. Environmental requirements are integrated throughout the supply chain management process, establishing a green supply chain system covering raw material procurement, production collaboration, packaging and delivery, and resource recycling.

● Green procurement

We prioritize environmental-friendly raw materials and require suppliers to submit hazardous substance control reports or commitments during the sample confirmation stage to ensure compliance with applicable requirements in the United States and the European Union. The compliance rate of qualified suppliers signing declarations confirming the absence of hazardous substances, including BPA and phthalates, reaches 100%. In parallel, we actively encourage suppliers to enhance their environmental management capabilities, and some suppliers have obtained ISO 14001 environmental management system certification.

● Green packaging and resource recycling

We continue to reduce the use of plastic packaging and adopt plant-based ink materials characterized by environmental friendliness, non-toxicity and low odor. We prioritize plastic-free inner and outer cartons and promote recycling of packaging materials to reduce environmental impact. In addition, suppliers are encouraged to minimize the use of raw materials and energy across the product lifecycle and to adopt environmentally responsible approaches to waste treatment and material recycling. For instructions for use and packaging materials, we encourage the use of recycled pulp kraft paper, the adoption of electronic manuals, and the reduction of printed manual pages to reduce paper consumption.

● Collaboration and shared progress

We encourage packaging suppliers to obtain ESG certifications. Suppliers such as Nanjing Tianping Color Printing Co., Ltd. and Nanjing Juhui Shenghua Paper Products Co., Ltd. have obtained relevant certifications. In alignment with ESG requirements, we've established an internal packaging integration task force to continuously optimize packaging solutions through specification consolidation and green material selection, thereby reducing environmental impact. Through joint efforts with suppliers in environmental protection, we continue to advance the supply chain toward low-carbon, circular and sustainable development.



FSC Certification of Nanjing Juhui Shenghua
Paper Products Co., Ltd.



FSC Certification of Nanjing Tianping
Color Printing Co., Ltd.

Equal Treatment of Small and Medium-Sized Enterprises

During the Reporting Period, the Company strictly adhered to contractual agreements with small and medium-sized enterprises, ensuring that all payable amounts under contracts were paid on time, with no instances of late payment to date. We are committed to maintaining stable cooperative relationships, upholding financial responsibility and prudent asset management principles, and treating every partner with equality and integrity.



Supplier Empowerment and Co-development

During the reporting period, leveraging the SRM system, MICRO-TECH implemented a series of initiatives including supplier tooling improvement, monthly supplier review meetings and performance evaluations, resulting in a 4% improvement in supplier IQC pass rates. In addition to ongoing supplier audits and performance communication, we emphasize long-term capability co-development with suppliers. Through regular visits and technical exchanges with overseas suppliers, we learn advanced manufacturing processes, enhance internal technical standards, and integrate external best practices into internal production operations. This enables quality assurance while improving resource efficiency and cost effectiveness, and supports continuous improvements in supplier quality management, environmental compliance and social responsibility performance.

04

Better Life Initiative

Employees' Rights and Interests	101
Occupational Health and Safety	120
Community Public Welfare	126



MICRO-TECH regards talent as a core driver of sustainable development and is committed to building a diverse, equitable, inclusive, healthy and safe workplace. The Company upholds labor standards and complies with applicable laws and regulations in all jurisdictions where it operates, strictly adhering to the *Labor Law of the People's Republic of China*, *Labor Contract Law of the People's Republic of China* and *Social Insurance Law of the People's Republic of China*, thereby ensuring a solid legal foundation for employment practices.

Employees' Rights and Interests

MICRO-TECH strictly complies with the *Labor Law of the People's Republic of China* and other applicable laws and regulations to safeguard employees' lawful rights and interests, and has established an open, fair and transparent environment for employee development. We are committed to providing competitive remuneration, people-oriented management and clear career development pathways, enabling every employee to feel respected, professional growth and a strong sense of belonging.

Protection of Employees' Rights and Interests: Governance

MICRO-TECH has established a comprehensive and compliant human resources management system and formulated a series of internal policies, including the *Employee Handbook*, *Recruitment Management System*, *Performance Management System*, *Training Management System*, and *Special Agreement on Protection of Female Employees' Rights and Interests*. These policies define standardized lifecycle management covering the entire employee journey from recruitment to separation. We integrate the principles of diversity, equity, inclusion and human rights protection into the Company's HR management framework to ensure employees' rights and interests are fully safeguarded.

We respect employees' statutory right to join trade unions and engage in collective bargaining with the labor union, including the signing of collective contracts, to safeguard employees' rights to collective consultation. In addition, we procure supplementary commercial insurance for all employees, implement enhanced protection for female employees during menstruation, pregnancy, childbirth and breastfeeding, and offer a comprehensive training system and clear career development pathways. We've also established multi-tiered employee communication and complaint channels.

With continuous efforts in protecting employees' rights and interests, MICRO-TECH has been repeatedly recognized as the "Enterprise with Harmonious Labor Relations" and "Preferred Employer" of Nanjing City and Jiangbei New Area.



Protection of Employees' Rights and Interests: Strategy

MICRO-TECH regularly identifies and assesses risks and opportunities related to employee rights and interests and develops targeted response measures, as summarized below:

Risk/Opportunity	Type	Description of Risk/Opportunity	Financial Impact	Impact Duration	Impact Level	Likelihood of Occurrence	Countermeasures
Risk	Risk of Key Technical Talent Attrition	The medical device industry relies heavily on key personnel in R&D, sales, and other critical functions. Loss of core talent due to external competition or insufficient internal career progression pathways may affect product development and market expansion.	Increased recruitment and replacement costs; reduced revenue	Short term	High	Medium	<ul style="list-style-type: none"> Establish transparent promotion mechanisms, provide competitive compensation and benefits, strengthen internal talent development, and implement equity incentive schemes to enhance employee engagement and retention.
	Employment Compliance Risk	With business expansion, non-compliance in recruitment, attendance, compensation and benefits processes—driven by evolving regulatory requirements across regions—may result in labor disputes, litigation and reputational damage.	Increased compensation and penalty costs, reputational damage, and reduced revenue	Short term	Medium	Low	<ul style="list-style-type: none"> Strictly implement recruitment management policies, provide compliance training for interviewers, standardize hiring approval procedures, and strengthen background and education verification processes.
Opportunities	Employer Brand and Talent Attraction Opportunities	A structured training system, diversified employee benefits, and corporate social responsibility practices enhance the Company's employer brand and attractiveness to high-quality talent.	Improved talent quality supports innovation and revenue growth	Long term	Medium	High	<ul style="list-style-type: none"> Continuously optimize employee training and development systems to build a learning organization Conduct employee care initiatives to strengthen corporate culture Expand university–industry cooperation and diversified recruitment channels

Employee Rights Protection: Impacts, Risks and Opportunities Management

MICRO-TECH adopts a systematic human resources risk management approach, identifying potential risks and formulating mitigation strategies through regular HR data analysis, employee satisfaction surveys, exit interviews and market compensation benchmarking.

Risk Identification

Through regulatory tracking, internal process audits, employee feedback channels and industry benchmarking, the Company systematically identifies potential compliance and management risks across recruitment and employment practices, compensation and benefits, occupational health, talent development and employee relations.

Risk Assessment

Based on the likelihood of risk occurrence and the potential impact on the Company's financial performance, operations and reputation, the Company conducts a comprehensive assessment and prioritization to determine risk management priorities.

Risk Monitoring

The Company implements dynamic monitoring and early warning of identified risks through key performance indicators (KPIs), employee satisfaction surveys, internal audits and compliance inspections.

Risk Response

For assessed risks, the Company adopts targeted mitigation measures, including strengthening internal policies, enhancing compliance training, optimizing management processes, improving communication mechanisms, and reinforcing employee care initiatives. These measures are designed to prevent risk occurrence, mitigate the impact of realized risks, and support continuous improvement.



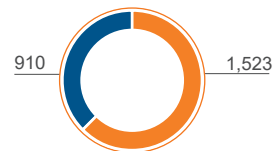
Protection of Employees' Rights and Interests: Metrics and Targets

In 2025, MICRO-TECH achieved a 100% labor contract coverage rate and full (100%) coverage of social insurance and housing provident fund contributions. The employee turnover rate was 10.8%. During the reporting period, there were no incidents of child labor, forced labor, workplace harassment or discrimination.

Indicator	Unit	2025
Total Number of Employees	Persons	2,433
Number of Veteran Employees	Persons	3
Number of Employees of Minority Nationalities	Persons	13
Percentage of Employees of Minority Nationalities	%	1
Labor Dispatch Workers	Persons	0

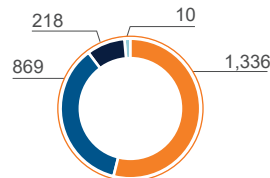
Note: The "Number of Veteran Employees", "Number of Ethnic Minority Employees" and "Proportion of Ethnic Minority Employees" are based on data from MICRO-TECH, excluding its subsidiaries and other branches.

Number of Employees by Gender



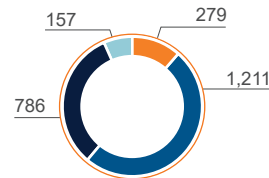
Female Male

Number of Employees by Education Background



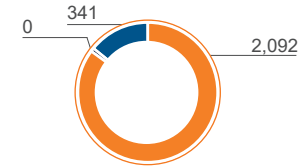
Below bachelor's degree Bachelor's Degree
Master's Degree Doctoral Degree

Number of Employees by Age



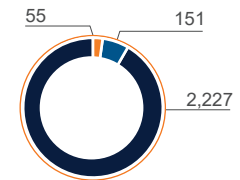
Under 30 Years Old 30-40 Years Old
40-50 Years Old 50 Years Old or Above

Number of Employees by Region



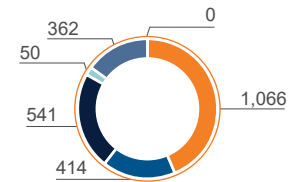
Chinese Mainland Hong Kong, Macao and Taiwan Regions
Overseas

Number of Employees (by Employee Level)



Senior Management Middle Management Other Employees

Number of Employees By Function



Manufacturing Technology Sales
Finance Administration Others

Talent Attraction and Retention

MICRO-TECH upholds a diversified, equitable and open talent acquisition philosophy. Through a multi-channel recruitment system and standardized hiring processes, we attract a broad range of talent and enhance employee engagement and retention through a comprehensive career development framework and incentive mechanisms.

Employee Recruitment

We strictly adhere to the principles of open recruitment, fair competition, job-based selection and merit-based hiring. Recruitment decisions are based on professional qualifications and job competencies, ensuring that all candidates meeting job requirements are granted equal interview opportunities. Also, we strictly comply with lawful and regulatory employment requirements to ensure fairness and transparency in human resource allocation.

A diversified recruitment system has been established by leveraging mainstream online recruitment platforms such as Liepin, 51Job and Zhaopin, complemented by campus recruitment and other channels. At the same time, we actively fulfill our social responsibility by providing equal employment opportunities for veterans and other underrepresented groups, continuously promoting fairness and inclusion in employment.

Diverse Recruitment Channels

Social recruitment

Key positions are recruited through platforms such as Liepin, 51Job and Zhaopin, supplemented by cooperation with four headhunting agencies.



On-campus recruitment

We've established partnerships with 27 universities and recruited 10 campus hires in 2025.



Veteran Recruitment

In 2025, we recruited 2 veterans through targeted recruitment programs.



Indicator	Unit	2025
Number of Employees Signing Labor Contracts	Persons	2,433
Signing Rate of Employment Contract	%	100

Employee Inflow/Outflow

Indicator	Unit	2025
Number of New Employees	Persons	262

Employee Outflow

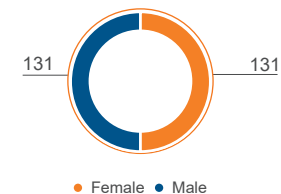
Indicator	Unit	2025
Number of Employees Resigned	Persons	312

Turnover Rate

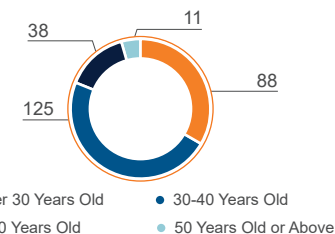
Indicator	Unit	2025
Employee Turnover Rate	%	10.8

Note: The "Employee Turnover Rate" is based on data from MICRO-TECH, excluding its subsidiaries and other branches.

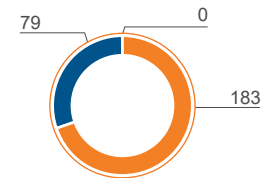
Number of New Hires by Gender



Number of New Employees by Age



Number of New Employees by Region



● Chinese Mainland
 ● Hong Kong, Macao and Taiwan Regions
● Overseas

Diversity, Equality, and Inclusion

MICRO-TECH is committed to building a diverse, equitable and inclusive workplace. In recruitment and personnel management, we explicitly prohibit any form of discrimination based on nationality, ethnicity, race, age, gender, marital status, organizational affiliation or religious belief, ensuring equal treatment and equal development opportunities in recruitment, compensation and promotion. To effectively safeguard the rights and interests of female employees, we've signed the *Special Agreement on Protection of Female Employees' Rights and Interests* with the labor union, systematically protecting the lawful rights and special interests of female employees and fully supporting their role in the Company's development. In day-to-day operations, we strictly implement maternity check-up leave, 158-day maternity leave and breastfeeding leave policies, provide lactation rooms, and regularly conduct Women's Day appreciation activities.



Case

International Women's Day Event

On March 8, 2025, in celebration of International Women's Day, the Micro-Tech labor union prepared gift packages for all female employees, containing practical daily care supplies. Through initiatives such as gift distribution and employee care activities, the Company has further fostered a workplace culture that respects and supports women, enhancing female employees' sense of belonging and team cohesion.



Distributing Appreciation Gift Packages

Indicator	Unit	2025
Number of Female Employees in Management	Persons	41
Proportion of Female Employees in Management	%	37.3
Number of Employees on Maternity Leave	Persons	32
Return Rate of Employees on Maternity Leave	%	100

Note: The above indicators are based on the data of MICRO-TECH, excluding its subsidiaries and other branches

Child Labor and Forced Labor Prevention Management System and Policies

MICRO-TECH strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Provisions of the People's Republic of China on the Prohibition of Child Labor*, and all applicable labor-related laws and regulations in the jurisdictions in which it operates. During recruitment, we rigorously verify candidate identity information to prevent the employment of any individual under the age of 18. All employees enter into labor contracts in accordance with applicable laws, and we ensure timely payment of remuneration in full. Employees' right to freely choose employment is fully protected, and any form of forced or compulsory labor is strictly prohibited.



Employee Training and Development

MICRO-TECH consistently regards talent as a core driver of corporate development. By establishing a structured training system and diversified career development pathways, we continuously empower employee growth and promote mutual development between employees and the organization.

Employee training

MICRO-TECH has established a robust *Training Management System*, with the Human Resources Department serving as the lead function responsible for end-to-end training management, including training needs assessment, planning, implementation and outcomes evaluation, ensuring standardized and well-governed training operations. Employee training comprises both internal and external programs, delivered through multiple formats including thematic seminars, online learning, mentorship programs, job rotation and external study visits, among others. This multi-channel approach meets the learning needs of employees across different functions and levels. With respect to internal trainer pool development, we've developed a structured internal trainer system with four progression levels (T0–T3). Trainer incentives are linked to training satisfaction scores, and an annual "Best Trainer" recognition program is implemented to promote knowledge sharing. In terms of curriculum development, we've built a repository of 151 internal courses covering modules such as organization-specific knowledge, product knowledge, R&D and operations. We also promote diversified learning methods such as thematic seminars and mentorship programs.

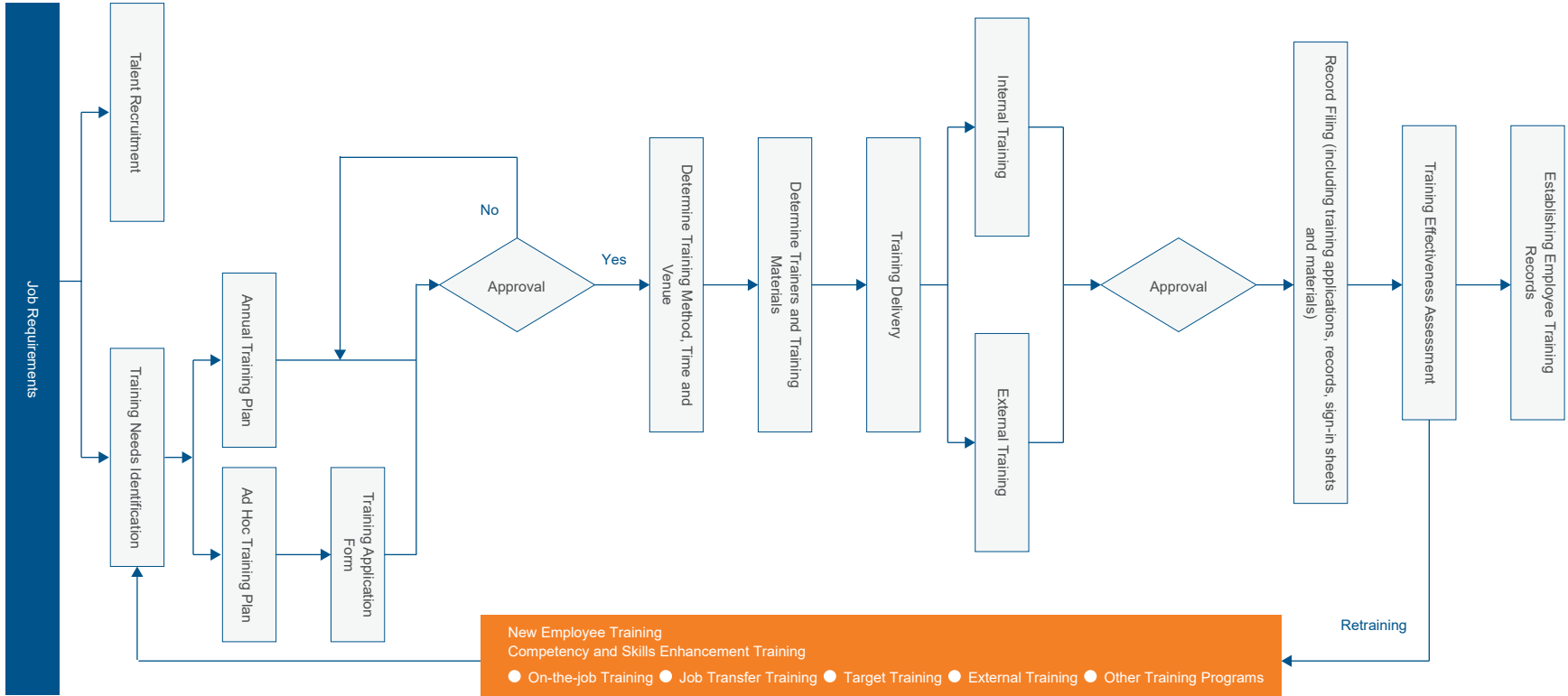
Employee Training Classification	External Training	Internal Training
	Specialized lectures	Workshop/ Forum
	Online Course	Job Rotation
Employee Training Delivery Formats	Self-learning	Professional Development Program
	Demonstrations and On-site Observation	Full-time Study Leave
	Mentorship Program	External Study Visit

Employee Training Statistics	
Module	Number of Courses
Company-wide Training	68
Products	9
R&D	13
Operations	29
General Knowledge	3
Targeted Program	18
Training for New Employees	11
Total	151

Indicator	Unit	2025
Investment in Employee Training	RMB 10,000	42.2
Training Sessions	Sessions	3,467
Total Number of Employees Trained	Person	1,375
Total Number of Employees Trained	Person-times	45,457
Coverage Rate of Employee Training (Training Ratio of Employee)	%	85.8
Total Training Duration	Hour	50,376
By Employee Type		
Senior Management	Hour	117
Middle Management	Hour	940.6
Other personnel	Hour	49,318.6
Average Training Duration per Employee per Year	Hour/Person	31.4
By Gender		
Female	Hour/Person	38.0
Male	Hour/Person	16.6
By Employee Type		
Senior Management	Hour/Person	4.2
Middle Management	Hour/Person	11.5
Other personnel	Hour/Person	33.0

Notes: The above indicators only include Micro-Tech standalone.

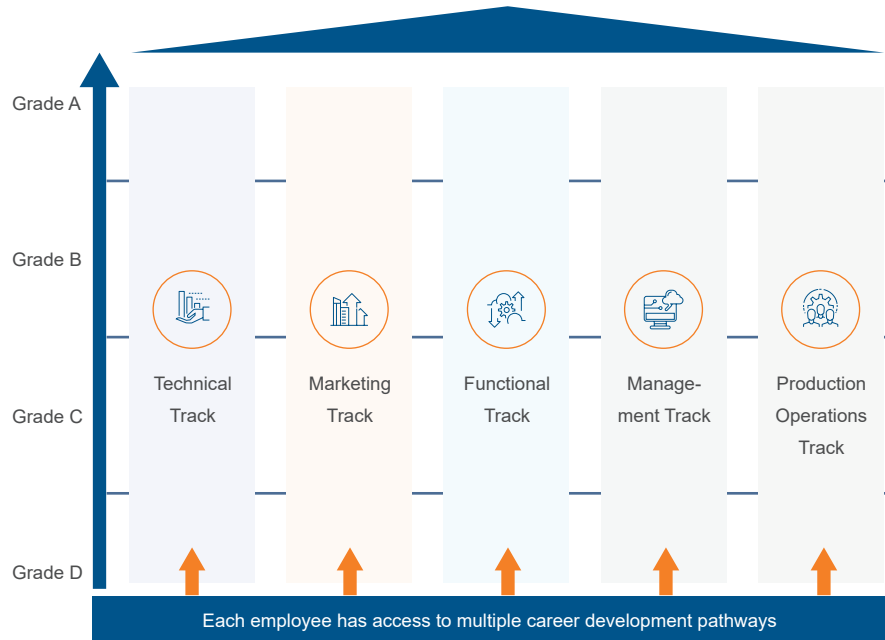
Employee Training Flowchart



Career Development

MICRO-TECH has established multi-track career development pathways for employees. In accordance with the Employee Handbook, we define four major job grade categories ranging from employee (D) to executive (A), with further sub-levels within each category. Employee promotion and advancement are governed by a structured framework. Promotion pathways include performance-based promotion, competitive selection, special appointment, and advancement of high-potential talent across development pipelines. Grade advancement is linked to annual performance evaluations and talent review outcomes, ensuring employees with different capabilities and development trajectories can access appropriate career opportunities.

Career Development Framework



Position Grade	Job Grade
Employee	(D5, D4, D3, D2, D1) — 5 levels; lower number indicates higher rank
Supervisor	(C3, C2, C1) — 3 levels; lower number indicates higher rank
Manager	(B3, B2, B1) — 3 levels; lower number indicates higher rank
Executive	(A4, A3, A2, A1, A0) — 5 levels; lower number indicates higher rank

Performance Management

MICRO-TECH complies with the *Labor Law of the People's Republic of China*, the *Company Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, and other applicable laws and regulations. We implement a target-oriented performance management system and are committed to establishing a fair, transparent and equitable performance appraisal framework that supports the alignment of individual growth with organizational objectives. Through the structured setting of performance targets, continuous optimization of evaluation processes and strengthened communication and feedback mechanisms, we continuously enhance organizational efficiency, unlock employee potential, and foster a performance-driven culture.

Management of Performance Assessment

MICRO-TECH has established and implemented the *Performance Management System*, adopting a combined monthly and annual performance appraisal mechanism to comprehensively assess employees' job performance, professional capabilities and work attitude. A diversified evaluation framework is applied, including KPI, OKR and 360-degree feedback assessments. Differentiated evaluation approaches are designed for employees at different levels to ensure fairness, objectivity and relevance of appraisal outcomes. The performance appraisal process follows a closed-loop cycle of "performance planning – performance monitoring and coaching – performance evaluation and feedback – performance improvement planning". Managers are required to strengthen their coaching responsibilities throughout the process, supporting continuous employee development. Appraisal results are widely applied to compensation adjustments, career advancement and recognition and incentive programs, forming a positive linkage between performance and development, thereby effectively enhancing employee motivation and organizational vitality.



Monthly Performance Appraisal Process

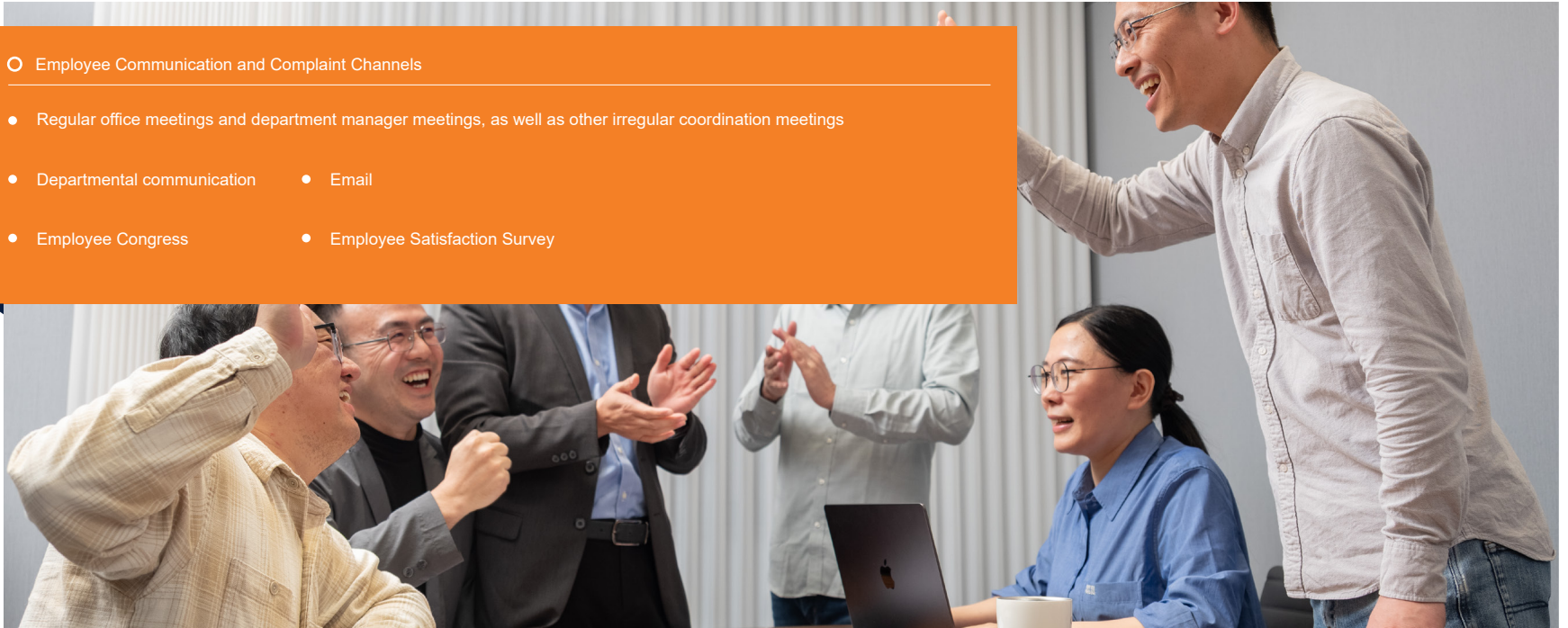


Appeal and Feedback Mechanism

MICRO-TECH has established a comprehensive appeal and feedback mechanism, embedding two-way communication between employees and supervisors throughout the entire performance appraisal process. Upon completion of each appraisal cycle, supervisors conduct face-to-face feedback discussions with employees to communicate results and jointly develop improvement plans. If employees disagree with appraisal outcomes, they may initiate a written appeal for step-by-step review. Appeals are handled sequentially by the department head, supervising vice president, and Human Resources Department, with final adjudication by the Performance Appraisal Management Committee to ensure fair and impartial resolution.

○ Employee Communication and Complaint Channels

- Regular office meetings and department manager meetings, as well as other irregular coordination meetings
- Departmental communication ● Email
- Employee Congress ● Employee Satisfaction Survey



Management of Compensation and Benefits

MICRO-TECH adheres to a people-oriented philosophy and is committed to building a compensation and benefits system that is both externally competitive and internally equitable. Relying on a structured compensation framework and diversified benefits programs, we seek to fully motivate employee potential, enhance employee engagement and well-being, and provide a strong talent foundation for sustainable business development.

Compensation Management

MICRO-TECH has established a broad-banded compensation structure based on job value, individual competency and performance. Differentiated salary ranges are defined according to job grades and levels, ensuring fairness and transparency in compensation management. The compensation structure consists of fixed and variable components. Fixed compensation includes base pay, while variable compensation includes performance-based pay, piece-rate compensation and annual bonuses. These are closely linked to overall company performance and individual appraisal results, fully reflecting the principle of "pay for performance". We strictly standardize payroll procedures and ensure that salaries are paid in full by the 10th day of each month, thus safeguarding employees' lawful rights and interests.

Indicator	Unit	2025
Employees Enrolled in Social Insurance	Persons	1,582
Coverage Rate of Social Insurance	%	100
Proportion of Employees Receiving Regular Performance and Career Development Assessments	%	100

Note: The above indicators are based on the data from MICRO-TECH, excluding its subsidiaries and other branches.

Social Benefits

MICRO-TECH has established a multi-tiered and comprehensive employee benefits system encompassing both statutory and supplementary benefits, with the aim of continuously enhancing employee well-being.

In terms of statutory benefits, we provide all employees with legally mandated social insurance and housing provident fund contributions, as well as statutory leave entitlements, including work-related injury leave, public holidays, marriage and bereavement leave, maternity leave and annual leave.

In respect of supplementary benefits, we offer cash-based allowances such as communication subsidies, meal subsidies and transportation allowances, as well as non-cash benefits including supplemental commercial insurance, annual health check-ups, birthday gifts, holiday gifts, employee team-building activities, and trade union-led cultural and sports programs. Female employees are also provided with a monthly hygiene allowance, reflecting the Company's commitment to employee care and gender-sensitive workplace support.

With regard to working hours and leave management, MICRO-TECH implements a combination of standard working hours, flexible working hours, and comprehensive working hour systems. Employee rest rights are safeguarded through formal leave application procedures and compensatory leave arrangements. We've also established accessible communication and appeal channels, including regular meetings, departmental communications, employee congresses, employee satisfaction surveys and formal complaint mechanisms, ensuring that employee feedback on compensation and benefits is effectively captured and addressed in a timely manner.

Labor Relations Management

MICRO-TECH, consistently upholding the principles of law-based governance and people-oriented management, is committed to maintaining harmonious and stable labor relations. Through a sound institutional framework and diversified communication channels, we effectively prevent and mitigate labor disputes, standardize resignation procedures, safeguard employees' lawful rights and interests, and foster a respectful and collaborative working environment. The Company consistently upholds the principles of law-based governance and a people-oriented approach.

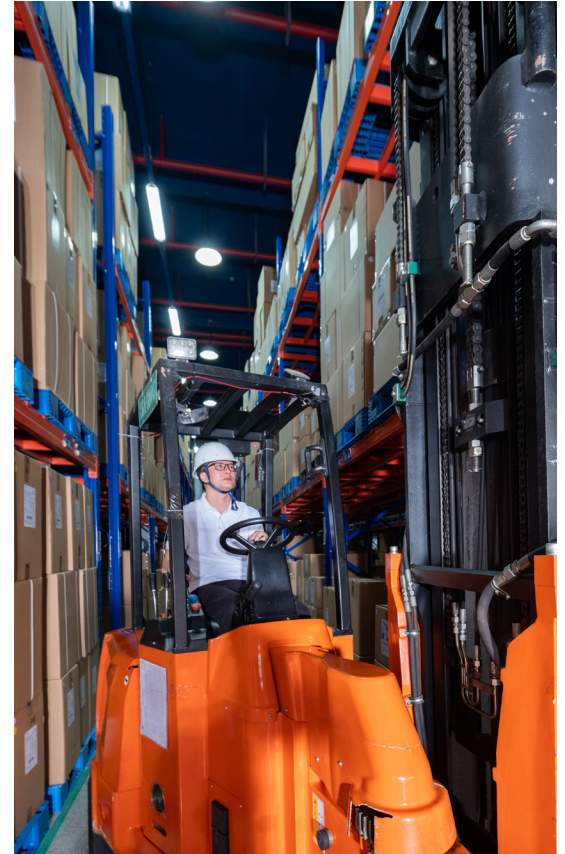
Labor Dispute Management

The Company has established a multi-level, multi-channel labor dispute prevention and resolution mechanism to ensure employee concerns are addressed in a timely, transparent, and fair manner. A structured appeal system enables employees to escalate issues progressively. Unresolved matters may be further submitted to the Human Resources Department and senior management for review and handling. In addition, employee congress mechanisms and multiple communication channels are in place to collect employee feedback, while the labor union participates in relevant processes to safeguard employee rights and ensure procedural fairness.

During the reporting period, the Company maintained stable and harmonious labor relations and recorded no material labor disputes.

Resignation Management

MICRO-TECH has established a standardized resignation management system to ensure lawful and orderly employee departures. Employees are required to submit a written resignation at least one month in advance and complete all handover procedures. Unauthorized departure is treated as absenteeism. Termination decisions are strictly executed in accordance with applicable laws and internal policies. Eligible employees receive statutory severance compensation, while employees involved in serious misconduct or gross negligence are not entitled to compensation. All departing employees are required to complete handover procedures within the specified timeframe to ensure business continuity and asset safety. Through standardized resignation management, we effectively mitigate workforce turnover risks and maintain stable operational continuity.



Employee Care and Communication

Guided by the principle of "caring for employees and co-creating a better future", MICRO-TECH has established a comprehensive employee care system. Through diverse cultural and sports activities, targeted support programs, democratic communication mechanisms and structured employee satisfaction surveys, we foster a warm, trusting and positive organizational culture.

Employee activities

During the reporting period, we systematically planned and organized a series of employee engagement initiatives to foster a vibrant, inclusive and harmonious workplace culture. At the beginning of the year, we hosted the "2025 New Year Guandan (Chinese Poker) Tournament" to enhance employee interaction and engagement. During the summer, the third "Youth Experience Camp" was organized to support employees' families. We also launched the inaugural "MICRO-TECH Cup" three-person basketball and badminton tournaments. In response to the national "Weight Management Year" initiative, we promoted healthy lifestyle awareness. In addition, the labor union regularly organizes cultural and sports programs, focusing on employees' physical and mental well-being and continuously enhancing organizational cohesion and employee satisfaction.



Employee Badminton Activity



Employee Basketball Activity



"Youth Experience Camp" Activity



"2025 New Year Guandan (Chinese Poker) Tournament" Activity

Employee Care and Assistance

The Company places strong emphasis on employee care and support. During the reporting period, we organized a warm retirement ceremony for retiring employees, expressing appreciation for their contributions to the Company's development.



Indicator	Unit	2025
Number of Employees Receiving Assistance	Persons	39
Amount of Assistance for Employees in Difficulty	RMB 10,000	3.9



Onboarding Ceremony for Overseas Colleagues

Democratic Management

MICRO-TECH has established a sound democratic management system, with employee congresses and labor unions serving as key platforms for employee participation in corporate governance and the expression of employee concerns. Employee congresses are convened on a regular basis to review and deliberate on material matters affecting employees' vital interests, fully safeguarding employees' rights to information, participation and oversight.

Indicator	Unit	2025
Number of Trade Union Members	Persons	1,591
Number of Projects Approved by the Employee Congress	Projects	2
Number of Projects Approved by the Trade Union	Projects	0
Union Membership Rate among Employees	%	100

Employee Satisfaction

MICRO-TECH attaches great importance to employee feedback and conducts regular employee satisfaction surveys. Through questionnaires, roundtable discussions and other channels, we broadly collect employee views and suggestions regarding the working environment, compensation and benefits and career development. In response to issues identified in the surveys, we promptly organize dedicated meetings, formulate improvement measures and track implementation progress. Through continuous refinement of management practices, we seek to enhance employee satisfaction and engagement, and promote mutual growth between the Company and its employees.

Indicator	Unit	2025
Number of Labor Dispute Cases	Cases	0
Number of Employee Complaints Received	Cases	0

Occupational Health and Safety

MICRO-TECH, always regarding the occupational health and safety of employees as a top priority, adheres to the guiding principles of "safety first, prevention-oriented and holistic risk control", and pursues long-term objectives of "zero occupational disease, zero safety incidents and zero personal injury". We continuously improve the occupational health and safety management system, implement work safety responsibilities at all levels, strengthen source control and integrated management of occupational hazards, and comprehensively safeguard employee health and safety.

Occupational Health and Safety: Governance

MICRO-TECH attaches great importance to occupational health and safety management, recognizing it as a fundamental pillar of high-quality development and a core corporate responsibility. We strictly comply with applicable national laws, regulations and standards, and have established a comprehensive work safety responsibility system covering all employees. We continue to increase investment in safety infrastructure and protective facilities, and regularly conduct safety training, emergency drills and occupational health monitoring to fully mitigate production safety risks and occupational hazards, effectively safeguard employees' legitimate rights and interests, and promote the standardization, systematization and institutionalization of safety management.

We've formulated the *Safety Training and Education Management System* and continuously foster a strong safety culture through safety awareness campaigns, routine safety education, and thematic "Work Safety Month" activities, thereby enhancing employees' safety awareness and competencies.



Case

"Occupational Health Champion" Selection Activity

In response to national occupational health policies and requirements, MICRO-TECH organized the 2025 "Role Model in Occupational Health" Selection Campaign during the reporting period. Through a knowledge-based competition, the event effectively enhanced employees' awareness of occupational health and self-protection capabilities, encouraged positive behavioral change, and further improved the Company's occupational health management level. A total of 298 employees participated in the event.



Campaign Promotional Poster

During the Reporting Period, the Company has passed the Certification under the ISO 45001 Occupational Health and Safety Management System.



ISO 45001 Occupational Health and Safety Management System Certification Certificate

Occupational Health and Safety: Strategy

MICRO-TECH consistently prioritizes occupational health and safety, systematically identifies potential risks and opportunities across its operations, and relies on its existing management systems and governance structure to establish a closed-loop management mechanism. This approach helps prevent occupational injuries and safety incidents at the source, thereby strengthening the foundation for high-quality and sustainable development.

Risk/Opportunity	Type	Description of Risk/Opportunity	Financial Impact	Impact Duration	Impact Level	Likelihood of Occurrence	Countermeasures
Risk	Occupational Health Hazard Exposure Risk	The production process involves occupational health risks, including exposure to dust, noise and chemical substances. Prolonged exposure may adversely affect employee health and may also give rise to compliance risks.	Investment in occupational health examinations and protective measures, as well as potential compensation and compliance remediation costs	Medium to long term	Medium	Medium	<ul style="list-style-type: none"> Strengthen on-site protection and equipment management, and enhance monitoring and occupational health management systems.
	Production Safety Incident Risk	Production and equipment operation activities involve potential safety hazards, such as mechanical injury risks, which may result in personnel injuries and production interruptions.	Accident response costs, production downtime losses, and necessary remediation expenditures	Short term	Medium	Medium	<ul style="list-style-type: none"> Strengthen safety training and on-site supervision, and fully implement protective measures and hazard identification and rectification.
Opportunities	Safety Management System Enhancement Opportunity	Continuous improvement of the safety management system supports enhanced operational standardization and stronger risk prevention and control capabilities.	Reduced potential accident-related losses and optimized operating costs	Long term	Medium	High	<ul style="list-style-type: none"> Optimize system operations and strengthen standards enforcement and performance evaluation mechanisms.
	Policy Incentive Opportunity	Strengthened occupational health regulatory oversight provides compliant enterprises with opportunities for policy support and demonstration recognition.	Policy incentives and reduced compliance-related costs.	Medium to long term	Medium	High	<ul style="list-style-type: none"> Closely monitor policy developments and strengthen compliance management and stakeholder communication.

Occupational Health and Safety: Impact, Risk and Opportunity Management

The Company has established and implemented a comprehensive risk management process covering occupational health and safety risks across production operations, equipment and facility management. Through precise and effective control measures, we ensure proactive risk prevention and early-stage mitigation, and dynamically update hazard identification and risk assessment information in response to changes in internal and external conditions.

Hazard Identification

In accordance with occupational health and safety management systems, we conduct hazard identification through on-site inspections, employee interviews, and review of work-related injury and incident records. All findings are systematically recorded in the Hazard Identification and Evaluation Register.

Inspection of Potential Hazards

We formulate and implement annual, quarterly and monthly safety inspection plans, strictly enforcing a hazard identification and rectification mechanism integrating "daily inspection, weekly review and monthly coordination". This enables full-process closed-loop management of hazard remediation and ensures that major hazards are addressed with clear accountability, measures, funding, timelines and contingency plans.

Risk Assessment

Based on hazard identification, we conduct risk assessments using a combination of qualitative and quantitative methodologies.

Risk Control

Targeted control measures are developed and continuously optimized through objectives and indicators, management programs, operational controls, emergency preparedness and response, and performance monitoring. We also conduct ongoing targeted safety improvement initiatives, ensuring timely and high-quality completion of corrective actions, strengthening risk prevention and mitigation mechanisms, and continuously enhancing overall risk management capabilities.



Occupational Health and Safety: Metrics and Targets

Indicator	Unit	2025
Work safety		
Number of Work Safety Accidents	Accident	0
Number of Work-related Deaths	Persons	0
Number of Hazard Identifications Conducted	Times	126
Identification and Rectification Rate of Potential Hazards	%	100
Number of Security Emergency Drills	Sessions	51
Work Safety Investment	RMB 10,000	548
Proportion of Work Safety Investment to Operating Revenue	%	0.17
Safety Education and Training		
Total Investment in Safety Training	RMB 10,000	6.7
Number of Safety Training Sessions	Session	50
Number of Participants in Safety Training (Person)	Persons	1,420
Total Training Duration	Hour	74

Indicator	Unit	2025
Coverage Rate of Safety Training	%	100
Coverage Rate of Training on Safety Risk Prevention	%	100
Occupational Health		
Number of Employees Holding Special Operation Certificate	Persons	16
Permit Holding Rate for Personnel Engaged in Special Operations	%	100
Investment in Work-Related Injury Insurance	RMB 10,000	126.33
Coverage Rate of Work-Related Injury Insurance	%	100
Number of Employees Participating in Occupational Health Examination	Persons	289
Coverage Rate of Occupational Health Examination	%	100
Occupational Health Examination Coverage Rate for Employees in Hazardous Positions	%	100
Detection Rate of Occupational Hazard Factors	%	100
Qualification Rate in Detection of Occupational Hazard Factors	%	100
Number of New Occupational Diseases	Case	0

Emergency Response Plans and Drills

MICRO-TECH has revised its Work Safety Incident Emergency Plan, clearly defining the emergency organizational structure and the responsibilities of each emergency response team. We've developed dedicated emergency response plans for higher-risk incidents and established site-specific response procedures for different scenarios and operating environments, thereby forming a standardized and comprehensive emergency preparedness and response system.



Case

Comprehensive Emergency Drill for Work Safety Incidents

On June 20, 2025, MICRO-TECH conducted a comprehensive emergency drill for work safety incidents. The training focused on emergency response procedures, fire evacuation protocols, proper use of fire extinguishers, and key self-rescue and evacuation measures. Through an integrated approach combining awareness training, practical exercises and simulated drills, the exercise enhanced employees' emergency response capabilities as well as their ability to perform self-rescue and mutual assistance.



Drill for Use of Fire Extinguishers



On-site Command Center for Emergency Drill

Inspection of Potential Hazards

To strengthen hazard identification and management, MICRO-TECH adopts an integrated management model combining risk classification and hierarchical control with hazard identification and remediation. We conduct regular inspections to identify potential hazards, and develop and implement corrective action plans accordingly. The Safety and Environmental Protection Department provides end-to-end tracking and supervision of rectification progress, ensuring that work safety risks are identified early, addressed promptly and effectively controlled, thereby safeguarding stable and safe operations.

Key Performance

During the reporting period, the Company conducted more than **50** hazard identifications, identified **126** hazards, and achieved a **100%** rectification rate.

Hazardous Chemicals Management

MICRO-TECH places strong emphasis on the standardized management of chemicals and strictly complies with applicable laws, regulations and standards to ensure work safety and protect employee occupational health. MICRO-TECH has established a comprehensive set of internal management systems, including the *Hazardous Chemicals Management System*, the *Explosive Chemical Management System*, the *Precursor Chemicals Management System*, and the *Work Instructions for Receipt, Issuance, Storage and Inventory Management of Precursor Chemicals*. These frameworks provide end-to-end, closed-loop control over the procurement, storage, transportation, requisition, use and waste disposal of chemicals, ensuring standardized storage and safe handling throughout the lifecycle.

In addition, we strictly implement approval procedures for the requisition of hazardous chemicals and regularly report procurement, usage and inventory data for precursor and explosive chemicals to regulatory authorities. Personnel responsible for chemical storage, requisition and usage must complete professional training and pass qualification assessments before being authorized to work. We conduct annual emergency drills for hazardous chemicals, and departments involved in chemical usage also carry out on-site emergency response simulations, effectively reducing the risk of chemical incidents resulting in personnel injuries. In day-to-day operations, we continuously optimize management measures to minimize the environmental and health impacts associated with chemical use.

Safeguarding Employee Health and Safety

MICRO-TECH has established the *Occupational Health Surveillance and Employee Health Record Management System*. In accordance with the *Law of the People's Republic of China on Prevention and Treatment of Occupational Diseases*, the *Labor Law of the People's Republic of China*, and other applicable laws and regulations, the system applies to employees working in positions exposed to occupational hazards. It clearly defines the occupational health management responsibilities of the CEO Office and the Human Resources Department, and standardizes procedures for pre-employment, on-the-job, pre-departure and emergency occupational health examinations, as well as the management of abnormal examination results. It also establishes a dual-level occupational health record system covering both employees and the Company, and sets out requirements for contractor personnel management, occupational health protection for pregnant and lactating employees, and occupational disease reporting, with the aim of effectively preventing occupational diseases and safeguarding employees' occupational health rights and interests.

In addition, we strictly conduct annual inspections and testing of key risk points in accordance with the Company's annual monitoring plan.

Key Performance

During the reporting period, the Company carried out comprehensive testing of chemical and physical factors across key positions in the new plant area, including ethylene oxide, methanol and sulfuric acid concentrations, as well as noise, power frequency and high-frequency electromagnetic fields, illumination levels and fume hood airflow velocity. All test results complied with applicable national occupational exposure limit standards.

Community Public Welfare

MICRO-TECH has consistently upheld a "patient-centric" philosophy, integrating social responsibility into its corporate development strategy and actively participating in primary medical initiatives for community welfare investment. Through donations of medical consumables and other forms of support, we've contributed to strengthening primary healthcare service capacity, alleviating patients' medical burden and safeguarding public health through tangible actions, thereby fulfilling our corporate social responsibility and bringing warmth and compassion to healthcare.

Case Donation of Surgical Consumables

In November 2025, MICRO-TECH donated ERCP-related consumables, including Zebra guidewires (or non-vascular lumen guide wire) for biliary use and disposable stone retrieval baskets, to the Dangshan County Health Commission via the Red Cross Society of Dangshan County, Anhui Province. The donation was intended to support the enhancement of local diagnostic and treatment capabilities, effectively reduce patients' medical burden, and put corporate social responsibility into practice, while safeguarding the health of people in primary-level communities.



Future Prospects

Looking ahead, we will continue to uphold our core sustainability values of "Life First, Innovation, Responsibility and Shared Success". Building on existing achievements, we will further strengthen strategic execution and strive to become a globally trusted brand in minimally invasive medical devices.

Deepening Global-Local Integration and Building a Resilient Supply Chain

We will continue to refine our integrated "global footprint + localized operations" development model. Going forward, MICRO-TECH will further optimize its global supply chain network, enhance resilience to risks, and deepen industrial cooperation across Southeast Asia and global markets. At the same time, we will continue to advance localization and channel optimization in overseas markets. Through coordinated global management, we will steadily strengthen the Company's international competitiveness and brand influence.

Fulfilling Our Commitment to Green Development and Advancing Low-Carbon Operations

Addressing climate change remains a long-term strategic priority. Going forward, MICRO-TECH will continuously enhance its climate governance system and promote the low-carbon transformation of products across the full lifecycle. We will also steadily advance intelligent energy management upgrades across production sites and increase the use of renewable energy, actively contributing to China's "dual carbon" goals and supporting the development of a low-carbon healthcare ecosystem.

Advancing Inclusive Healthcare and Promoting Equitable Access to Health

"Supporting clinicians with technology and innovation" remains our enduring mission. In the future, MICRO-TECH will continue to promote high-quality minimally invasive diagnostic and treatment solutions to broader primary care and emerging markets through technological innovation and product penetration. We will actively participate in national and local centralized volume-based procurement programs for medical consumables, contributing to the reduction of patients' healthcare costs. At the same time, we will deepen medical education cooperation with countries along the Belt and Road Initiative and other developing regions, supporting the cultivation of endoscopy professionals worldwide, so that innovation can transcend geographical boundaries and benefit a broader population.

Driving Innovation and Strengthening Governance Excellence for Sustainable Growth

Innovation is the core engine of the Company's development. We will leverage our three-tier R&D system and Innovation Research Institute to focus on cutting-edge minimally invasive technologies and accelerate the translation of clinical innovations into practical applications. At the same time, we will continue to strengthen our ESG governance framework by integrating compliance risk management, business ethics and data security into daily operations, ensuring transparent and efficient corporate governance. In addition, we will continue to prioritize employee development, foster a diverse, equitable and inclusive workplace, and work together with all stakeholders to create and share a sustainable future.

Appendix

Key Performance Form

Indicator	Unit	2025
Governance Dimension		
Operating Revenue	RMB 10,000	318,378.39
Total Profit	RMB 10,000	69,115.39
Net Profit Attributable to Shareholders of Listed Company	RMB 10,000	57,032.74
Number of Party Committees	Committees	1
Number of Party Branches	Branches	2
Meetings of Party Committee Held	Times	36
Number of Party Members	Persons	72
Total Sessions of General Meetings of Shareholders Held	Times	4
Proposals Reviewed and Approved by the General Meeting of Shareholders	Proposals	13
Meetings of the Board of Directors Convened	Times	7
Proposals Reviewed and Approved by the Board of Directors	Proposals	40
Attendance Rate of Board Members	%	100

Indicator	Unit	2025
Number of Members of the Board of Directors	Persons	9
Non-Independent Directors	Persons	6
Independent Directors	Persons	3
Number of On-Site Investor Surveys Received	Surveys	52
Total Number of Investor Inquiries on SSE E-Interactive Platform	Inquiries	24
Total Number of Investor Inquiries Answered on SSE E-Interactive Platform	Inquiries	24
Reply Rate to Investors' Questions	%	100
Cash Dividend per Share	Yuan/Share	1.5
Total Cash Dividend (Including Tax)	RMB 10,000	28,002.17
Percentage of Net Profit Attributable to Shareholders in Consolidated Financial Statements	%	49.10
Total Number of Participants in Training on Anti-commercial Bribery and Anti-Corruption	Persons	Over 1,000
Including: Directors and Senior Management	Persons	14
Total Duration of Training on Anti-commercial Bribery and Anti-Corruption	Hours	8
Including: Directors and Senior Management	Hours	6
Average Duration of Training on Anti-commercial Bribery and Anti-Corruption	Hours/Person	1
Including: Directors and Senior Management	Hours/Person	0.43

Indicator	Unit	2025
Environmental Dimension		
Total GHG Emissions	tCO ₂ e	36,340.15
Direct GHG Emissions (Scope 1)	tCO ₂ e	569.09
Indirect GHG Emissions (Scope 2)	tCO ₂ e	8,125.58
Other Indirect GHG Emissions (Scope 3)	tCO ₂ e	27,645.48
GHG Emissions Intensity	tCO ₂ e/RMB 1 Million of Operating Revenue	11.41
Total Environmental Investment	RMB 10,000	80
Proportion of Environmental Protection Investment to Operating Revenue	%	0.03
Training on Environmental Protection	Times	11
Number of Participants in Training on Environmental Protection	Person-times	124
Duration of Training on Environmental Protection	Hours	15.5
Wastewater Discharges	Ton	65,000
Wastewater Discharge Intensity	ton/RMB 1 Million of Operating Revenue	20.42

Indicator	Unit	2025
Total Waste Generation	Tonnes	291.11
Volume of Non-hazardous Waste Generated	Tonnes	241.91
Generation Intensity of Non-hazardous Waste	Tonnes/RMB 1 Million of Operating Revenue	0.08
Disposal Volume of Non-hazardous Waste	Tonnes	241.91
Volume of Hazardous Waste Generated	Tonnes	49.2
Generation Intensity of Hazardous Waste	Tonnes/RMB 1 Million of Operating Revenue	0.02
Disposal Volume of Hazardous Waste	Tonnes	49.2
Waste Disposal Volume	Tonnes	291.11
Waste Disposal Compliance Rate	%	100
Electric power	kWh	12,896,253
Gasoline	Tonnes	17.23
Natural Gas	m ³	40,023
Comprehensive Energy Consumption	tce	2,810.99
Comprehensive Energy Consumption Intensity	tce/RMB 1 Million of Operating Revenue	0.88

Indicator	Unit	2025
Industry Value		
Investment in R&D	RMB 10,000	19,904.63
Percentage of R&D Investment in Main Business Revenue	%	6.25
Total Number of R&D Team Members	Persons	414
By Educational Background		
Below Bachelor's Degree	Persons	55
Bachelor's Degree	Persons	267
Master's Degree	Persons	87
Doctoral Degree	Persons	5
By Gender		
Male	Persons	254
Female	Persons	160
Ratio of R&D Personnel to Total Employees	%	17.02
Cumulative Number of Granted Patents (Valid Patents)	Patents	757

Indicator	Unit	2025
Number of Patent Applications	Applications	1,033
By Patent Type		
Cumulative Number of Authorized Invention Patents	Patents	234
Cumulative Number of Authorized Utility Model Patents	Patents	457
Cumulative Number of Authorized Design Patents	Patents	26
Cumulative Number of Software Copyrights	Copyrights	5
Total Number of Trademarks	Trademarks	180
National High-tech Enterprise	Enterprises	1
Product Qualification Rate	%	100
Number of Internal Quality Audits in a year	Times	5
Number of Sampling Inspections by Third-Party Organizations	Times	10
Number of Participants in Quality Training	Person-times	45,457

Indicator	Unit	2025
Total Hours of Quality Training	Hours	50,376
Sessions of Quality Training	Times	3,467
Number of Customer Complaints	Times	937
Number of Customer Complaints Resolved	Cases	937
Number of Customers Participating in the Satisfaction Survey	Persons	131
Customer Satisfaction	%	100
Product Recall Incident	Times	0
Product Recall Rate	%	0
Total Number of Suppliers	Suppliers	168
Supplier Localization Ratio	%	96
Ratio of Localized Procurement	%	94
Signing Rate of Integrity Agreement by Suppliers	%	100
Suppliers with Quality Management System Certification	Suppliers	160
Number of Suppliers Passing the Environmental Management System Certification	Suppliers	40
Number of Suppliers with Occupational Health And Safety Management System Certification	Suppliers	20
Number of Suppliers Terminated Due to Non-compliance	Suppliers	0
Number of Potential Suppliers Rejected Due to Non-Compliance	Suppliers	0

Indicator	Unit	2025
Social Dimension		
Total Number of Employees	Persons	2,433
Number of Veteran Employees	Persons	3
Number of Employees of Minority Nationalities	Persons	13
Percentage of Employees of Minority Nationalities	%	1
Labor Dispatch Workers	Persons	0
Number of Employees Signing Labor Contracts	Persons	2,433
Signing Rate of Employment Contract	%	100
Number of New Employees	Persons	262
Number of Employees Resigned	Persons	312
Number of Voluntary Resignations	Persons	215
Employee Turnover Rate	%	10.8
Number of Female Employees in Management	Persons	41

Note: the "Number of Veteran Employees", "Number of Ethnic Minority Employees", "Proportion of Ethnic Minority Employees", "Employee Turnover Rate", "Number of Female Employees in Management" and "Proportion of Female Employees in Management", employee training-related indicators, "Employees Enrolled in Social Insurance" and "Coverage Rate of Social Insurance" are all based on the data from MICRO-TECH, excluding its subsidiaries and other branches.

Indicator	Unit	2025
Proportion of Female Employees in Management Personnel	%	37.3
Number of Employees Receiving Hardship Assistance	Persons	39
Amount of Hardship Assistance for Employees	RMB 10,000	3.9
Investment in Employee Training	RMB 10,000	42.2
Training Sessions	Sessions	3,467
Total Number of Persons Trained (Persons)	Persons	1,375
Total Number of Persons Trained (Person-time)	Person-times	45,457
Coverage Rate of Employee Training (Training Ratio of Employee)	%	85.8
Total Training Duration	Hours	50,565
Employees Enrolled in Social Insurance	Persons	1,582
Coverage Rate of Social Insurance	%	100
Proportion of Employees Receiving Regular Performance and Career Development Assessments	%	100

Indicator	Unit	2025
Number of Trade Union Members	Persons	1,591
Number of Projects Approved by the Employee Congress	Projects	2
Number of Projects Approved by the Trade Union	Projects	0
Union Membership Rate among Employees	%	100
Number of Labor Dispute Cases	Cases	0
Number of Employee Complaints Received	Cases	0
Number of Major Work Safety Accidents	Cases	0
Number of Work-related Fatalities	Persons	0
Number of Hazard Identifications Conducted	Times	126
Identification and Rectification Rate of Potential Hazards	%	100
Number of Security Emergency Drills	Sessions	51

Indicator	Unit	2025
Investment in Work Safety	RMB 10,000	548
Proportion of Work Safety Investment to Operating Revenue	%	0.17
Total Investment in Safety Training	RMB 10,000	6.7
Number of Safety Training Sessions	Sessions	50
Number of Participants in Safety Training	Persons	1,420
Total Safety Training Duration	Hours	74
Coverage Rate of Safety Training	%	100
Number of Employees Holding Special Operation Certificate	Persons	16
Permit Holding Rate for Personnel Engaged in Special Operations	%	100
Investment in Work-Related Injury Insurance	RMB 10,000	126.33
Coverage Rate of Work-Related Injury Insurance	%	100

Indicator	Unit	2025
Occupational Health Examination Coverage Rate for Employees in Hazardous Positions	%	100
Detection Rate of Occupational Hazard Factors	%	100
Qualification Rate in Detection of Occupational Hazard Factors	%	100
Number of Employees Participating in Occupational Health Examination	Persons	289
Coverage Rate of Occupational Health Examination	%	100
Investment in Charitable Contributions	RMB 10,000	19.3

Indexes

Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No.14 - Sustainability Report (Trial)

No.	Disclosure Requirement	Corresponding section of this report	
1	Response to Climate Change	Environmental Protection	Climate Action
2	Pollutant Emissions	Environmental Protection	Environmental Compliance
3	Waste Disposal	Environmental Protection	Environmental Compliance
4	Protection of Ecosystem and Biodiversity	Environmental Protection	Biodiversity Conservation
5	Environmental Compliance Management	Environmental Protection	Environmental Compliance
6	Energy Utilization	Environmental Protection	Resource Management
7	Water Resource Utilization	Environmental Protection	Resource Management
8	Circular Economy	Environmental Protection	Environmental Compliance
9	Rural Revitalization	During the reporting period, the Company did not carry out any specific rural revitalization initiatives. Going forward, the Company will actively follow national policy directions, continue to explore ways to fulfill its social responsibilities, and engage in and support rural revitalization efforts at appropriate times.	
10	Social Contribution	Better Life Initiative	Community Public Welfare

No.	Disclosure Requirement	Corresponding section of this report
11	Innovation-driven Development	Better Life Initiative Community Public Welfare
12	Science and Technology Ethics	Industry Value Creation Innovation-Driven Development
13	Supply Chain Security	Industry Value Creation Supply Chain Management
14	Equal Treatment of Small and Medium-Sized Enterprises	Industry Value Creation Supply Chain Management
15	Safety and Quality of Products and Services	Industry Value Creation Products and Services
16	Data Security and Customer Privacy Protection	Industry Value Creation Data Security and Privacy
17	Employee	Better Life Initiative Employees' Rights and Interests Occupational Health and Safety
18	Due Diligence	The Company did not conduct dedicated ESG due diligence during the reporting period. However, the Company continuously carries out risk management activities to identify and assess potential adverse impacts arising from its operations. For further details, please refer to the Risk Management section of this report.
19	Communications with Stakeholders	Sustainable Development Governance
20	Anti-Commercial Bribery and Anti-Corruption	Corporate Governance Business Ethics
21	Anti-Unfair Competition	Corporate Governance Business Ethics

Report Framework		Global Reporting Initiative <i>Sustainability Reporting Standards (GRI Standards)</i>	CASS-ESG 6.0: Guidance for Social Responsibility Reporting in China
Foreword		/	P1.2
Message from the Company		/	/
About MICRO-TECH		102-1	P3.1/P3.2/P3.3
Special Feature: Global Expansion		102-4、102-6	S3.1
Special Feature: Access to Healthcare		203-1、416-1	/
Sustainable Development Governance	Sustainable Development Governance	103、102-16	G1.1
	Sustainable Development Strategy	102-14	G1.1
	ESG Strategy Targets	102-14	G1.1
	Communications with Stakeholders	102-40	G1.3
	Management of Material Topics	102-46	G1.1
	SDGs	102-12	G1.1
Governance	Values-Driven Leadership	/	/
	Corporate Governance	102-18、102-22、102-26	/
		102-43	G1.3
		205	/
Business Ethics	205	G2.1/G2.2	

	Report Framework	Global Reporting Initiative <i>Sustainability Reporting Standards (GRI Standards)</i>	CASS-ESG 6.0: Guidance for Social Responsibility Reporting in China
Environmental Protection	Climate Action	/	E1.1
	Environmental Compliance	103、203-1、305-5、306-3	E2.1/E2.2/E2.4
	Resource Management	301-2、301-1、303-1、303-5	E3.1/E3.2/E3.3
	Biodiversity Conservation	307-1	E2.3
Industry Value Creation	Innovation-Driven Development	201-1、203-1、203-2、102-12、102-16、419	S2.1
	Data Security and Privacy	418	S3.4
	Products and Services	201-1、403-8、418-1、416、417	S3.3
	Supply Chain Management	204-1,308-1、414-1	S3.1
Better Life Initiative	Employees' Rights and Interests	401-1、401-2、401-3	S4.1/S4.3
	Occupational Health and Safety	403	S4.2
	Community Public Welfare	/	S1.2
Future Prospects	/	/	/
Appendix	Key Performance Form	201-1/301-1/301-2/302-1/302-2/303-3/303-4/303-5/305-1/ 305-2/305-5/306-3/401-1/401-3/403-5/403-9/404-1	A2
	Indexes	102-55	A3
	Feedback Form	/	A6

Feedback Form

Dear Readers,

Thank you for reading this report. We highly value and look forward to hearing your feedback on this report. Your opinions and suggestions are crucial for us to continuously improve our ESG information disclosure, management and practices. We sincerely welcome and thank you for your valuable feedback!

1 Your overall assessment of MICRO-TECH's ESG performance:

Very Good Good Average Below Average Poor

2 Your overall assessment of this report:

Very Good Good Average Below Average Poor

3 How do you think MICRO-TECH has performed in terms of communications with stakeholders?

Very Good Good Average Below Average Poor

4 How do you think MICRO-TECH has performed in terms of product responsibilities?

Very Good Good Average Below Average Poor

5 How do you think MICRO-TECH has performed in terms of environmental protection, safety and occupational health?

Very Good Good Average Below Average Poor

6 How do you think MICRO-TECH has performed in terms of employee responsibilities?

Very Good Good Average Below Average Poor

7 How do you think MICRO-TECH has performed in terms of ESG?

Very Good Good Average Below Average Poor

8 What are your opinions and suggestions on Micro-Tech's performance and this report?
