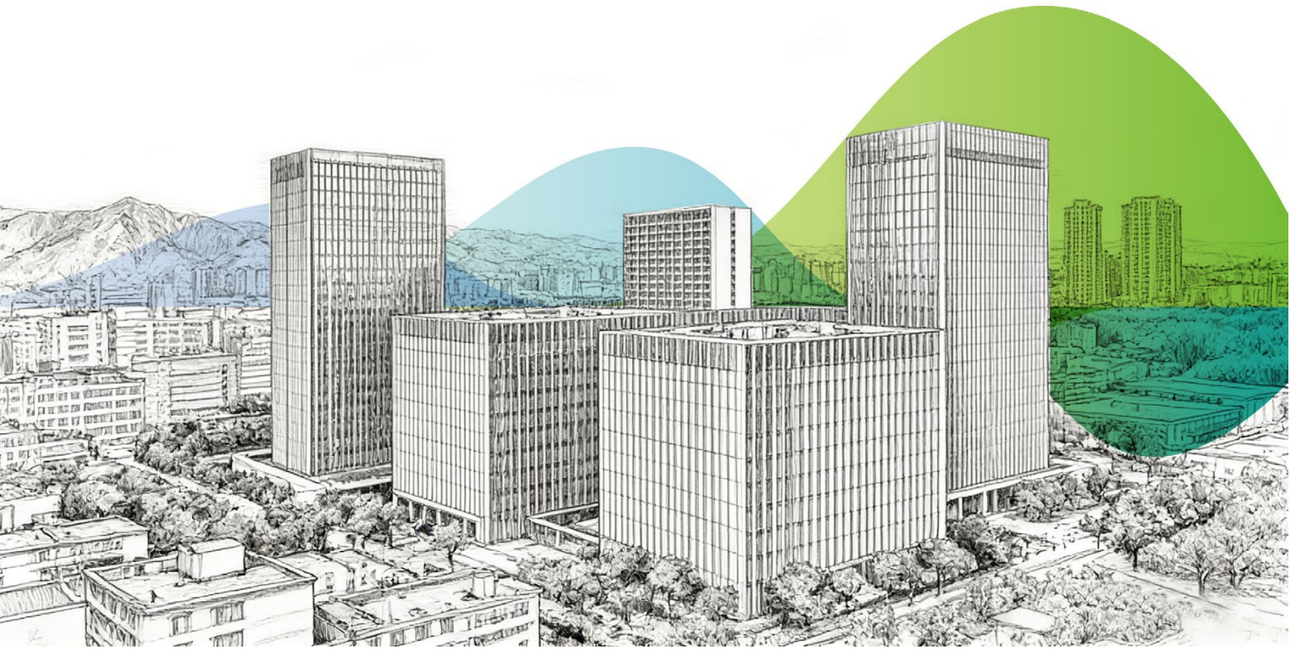
SHENZHEN NEW INDUSTRIES BIOMEDICAL ENGINEERING CO., LTD.

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORT 2025

Contents



ABOUT THIS REPORT

Overview >

This is the fifth environmental, social, and governance (ESG) report issued by Shenzhen New Industries Biomedical Engineering Co., Ltd. According to the principles of objectivity, standardization, transparency, and comprehensiveness, this report discloses detailed information concerning the Company's practice and performance in the field of sustainable development in 2025, such as environment, society, and governance.

Scope of Reporting >

This report is an annual report and covers relevant data from Jan. 1, 2025 to Dec. 31, 2025. As some of the data in this report involve continuity and comparability, some contents are appropriately extended or traced as needed.

This report covers Shenzhen New Industries Biomedical Engineering Co., Ltd. and its subsidiaries.

Standards for Reporting >

This report is mainly prepared with reference to the "Global Reporting Initiative (GRI) Standards", "Shenzhen Stock Exchange Self-Regulation Guidelines for Listed Companies No. 17 - Sustainable Development Report (Trial)", "Shenzhen Stock Exchange ChiNext Self-Regulation Guidelines for Listed Companies No. 3 - Sustainable Development Report Preparation", and the United Nations "Guide for Business Action on the Sustainable Development Goals (SDGs)", in order to continuously improve the transparency of the disclosure of sustainable development reports and respond to the information needs of stakeholders.

Explanation >

For better elaboration and understanding, "Shenzhen New Industries Biomedical Engineering Co., Ltd." is also referred to as "Snibe", "We", or "the Company" in this report.

The monetary amounts in this report are measured in RMB unless otherwise specified.

Confirmation and Approval>

This report was approved for release at the 7th Meeting of the 5th Board of Directors of the Company on Apr. 27, 2026. The Company and all members of the Board of Directors warrant that the contents disclosed in this report are true, accurate, and complete, and that there are no false records, misleading statements, or major omissions.

Access to the Report and Feedback >

This report includes paper and electronic versions. You can read and download the electronic version of this report on Juchao Information Network (www.cninfo.com.cn), the designated information disclosure website of the Shenzhen Stock Exchange, or the official website of Snibe (www.snibe.com), and obtain more company information. If you have any questions or suggestions about this report, please send an email to Snibeinfo@snibe.cn or call +86-755-86540062.

This report is prepared in Chinese. The English version is the translation of the Chinese version. If there is any ambiguity in the understanding of the English version, the Chinese version shall prevail.

MESSAGE FROM THE CHAIRMAN

The year 2025 marks the conclusion of the 14th Five-Year Plan, and the in vitro diagnostics (IVD) industry faces multiple challenges, including the deepening of centralized procurement, cyclical adjustments, and supply chain restructuring. As an enterprise with the mission of "creating value for human health", we firmly believe that the value of an enterprise lies in upholding its original aspirations, persisting in innovation, and bravely assuming its responsibilities in the face of adversity. This year, we have been working diligently on standardized governance, independent innovation, green operation, and social responsibility, and striving to write a new chapter for Chinese IVD enterprises amidst industry fluctuations.

We have solidified the foundation for development through standardized governance. We firmly believe that standardized governance is the cornerstone for an enterprise to achieve steady and long-term development. In line with the implementation of the new "Company Law of the People's Republic of China", we have comprehensively revised the "Articles of Association" and several governance systems, added an employee representative director, and further optimized the governance structure of the board. Facing the normalization of centralized procurement, we have carried out rigorous audit supervision and anti-commercial bribery efforts, not only strictly controlling marketing compliance but also improving operational efficiency through lean management. We place great importance on investor relations and, during this period of industry valuation reshaping, strive to convey the long-term value of the Company's sound operations to the market, effectively protecting the rights and interests of shareholders, especially small and medium-sized investors.

We adhere to innovation-driven development and define the industry's standards through technological breakthroughs. Amidst increasingly homogenized competition in the industry, we focus on our strengths, such as chemiluminescence, and continuously push the limits of single-machine speed measurement and detection accuracy. We continue to make breakthroughs in small molecule detection, rare diseases, and the research and development of geriatric, pediatric, and maternal products, allowing innovative achievements to benefit a wider population. At the same time, we keenly embrace the wave of "artificial intelligence + healthcare". By empowering R&D with digitalization, we have significantly improved both R&D efficiency and success rates. Our independently developed fully automated sample processing system, SATLARS T8, prioritizes emergency cases and features intelligent scheduling throughout the entire sample testing process, greatly shortening sample turnaround time and helping laboratories improve quality and efficiency with intelligent solutions.

We strictly control the quality lifeline and safeguard the well-being of patients with a sense of responsibility. In the context of medical insurance cost control and centralized procurement price reduction, we have always upheld the enterprise spirit of "Quality is our life". We further strengthen the full lifecycle quality management system and continuously enhance the traceability and risk prevention and control capabilities of the supply chain. What we pursue is not only the accuracy of test results, but also to help reduce misdiagnosis rates and unnecessary medical expenses through technological innovation, so that every reagent and every instrument carries the warmth of alleviating the burden of diagnosis and treatment for patients.

We promote green operation and respond to the challenges of our time with low-carbon practices. With increasing attention to sustainable development both domestically and internationally, we continue our efforts in energy conservation, emission reduction, and resource recycling, and continuously enhance the efficiency of energy and resource utilization through technological, equipment, and method improvements. We actively respond to China's carbon peaking and

carbon neutrality strategy, systematically promote greenhouse gas accounting and management, and take concrete actions to respond to the call for global climate change governance.

We empower our employees to grow and unite organizational strength through diversity and inclusion. We always regard talent as our most valuable core asset. We deepen the concept of diverse and equal employment, improve the training system and promotion channels, establish a perfect salary and benefit system and incentive mechanism, provide a comfortable working environment and diverse welfare, and take various welfare and care measures to create a highly sticky environment for talents, enhance employees' sense of belonging and achievement, and promote the common growth of employees and the Company.

We fulfill social responsibility and give back to society's expectations with professional expertise. As a national enterprise, leveraging our professional advantages, we actively promote the allocation of high-quality medical resources to grassroots levels. Through strategic partnerships with leading healthcare institutions, we drive translational research to enable early diagnosis and treatment of chronic diseases and support medical education and talent cultivation. In the grand vision for global healthcare, we are committed to serving global health needs with intelligent manufacturing from China and contributing Chinese strength to building a healthier, fairer, and more sustainable future.

Sustainable development is an enduring journey. Guided by unwavering reverence for human life and health, we harness innovation to address evolving healthcare imperatives and uphold our corporate mission through responsible stewardship. Looking ahead, we will continue to drive innovation and take responsibility, forging new paths amidst change and working hand in hand with every partner to write a brilliant chapter for Chinese IVD enterprises!

Chairman: Rao Wei
Apr. 27, 2026

ABOUT SNIBE

Company Introduction >

Since its founding in 1995, Snibe has focused on the field of IVD and developed itself into a national high-tech enterprise specializing in the R&D, production, sales, and services of IVD products. Since its inception, the Company has dedicated itself to the mission of "customer-centric, market-oriented, creating value for human health through continuous innovation" to provide customers with better IVD products and services. After 30 years of profound development, technology iteration, and customer accumulation, the Company's products have broken the monopoly and technology blockade of overseas giants on China's IVD market, and Snibe has become a leader in China's IVD field and is evolving into a pioneer in the global IVD field.

Corporate Culture >

Mission
Customer-centric, market-oriented, creating value for human health through continuous innovation.

Core values
Assume responsibility bravely
Enjoy challenge persistently
Pursue excellence passionately

Vision
To be a leader in China's IVD field
To be a pioneer in the global IVD field

Spirit
Quality is our life

Company's Ownership Structure >

As of the end of the reporting period, the actual controller of Snibe is Mr. Weng Xianding, whose direct shareholding ratio is 3.18% and shareholding ratio through Tibet New Industry Investment Management Co., Ltd. is 26.88%, totaling 30.06%. The second largest shareholder is Rao Wei, the chairman and general manager of the Company, with a shareholding ratio of 13.77%. The third largest shareholder is Tianjin Sequoia Juye Equity Investment Partnership (Limited Partnership) (hereinafter referred to as: Sequoia Juye), with a shareholding ratio of 10.62% (as of the disclosure date of this report, the shareholding ratio of Sequoia Juye is 8.78%).

SNIBE IN 2025

Milestones >

The multi-center clinical study on primary aldosteronism was concluded, contributing to the screening and treatment of hypertension

The "Conclusion Meeting of the Series of Studies on Diagnostic Markers of Primary Aldosteronism and Seminar on the Current Status, Challenges, and Countermeasures of Primary Aldosteronism Diagnosis and Treatment", sponsored by the Laboratory and Clinical Branch of the Chinese Society of Cardiothoracic and Vascular Anesthesiology, co-organized by the Chinese Endocrine Hypertension Collaborative Group, and organized by the Company, was grandly held in Shenzhen. The conclusion of this multi-center research on primary aldosteronism screening has promoted the standardization of primary aldosteronism screening and diagnosis in China.

The kick-off meeting of "Multi-center Research on the Clinical Application of High-sensitivity Troponin I Concentration and Changes in the Assessment of Acute Myocardial Infarction" was successfully held

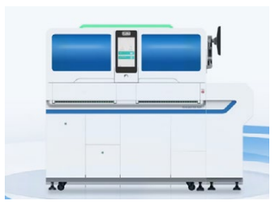
Cardiovascular disease is the "number one killer" that threatens human health, seriously endangering national health. Early diagnosis and precise treatment are the keys to saving lives. This meeting focused on in-depth discussions on the precise diagnosis and treatment of myocardial infarction and the application of high-sensitivity troponin in emergency triage, injecting new momentum into the prevention and control of cardiovascular diseases.

The project "Multi-center Research to Establish the Reference Interval for High-sensitivity Troponin I in Apparent Healthy People in China" was successfully concluded

Laboratory testing of cardiovascular disease biomarkers is susceptible to multiple factors, and technologies suitable for precise testing are crucial for clinical decision-making. This multi-center research on reference interval extensively covers key factors affecting biomarker testing, including multiple regions, diverse populations, various ethnicities, and different lifestyles. The research findings will open new paths for the prevention, diagnosis, and treatment of cardiovascular diseases in China, helping laboratory medicine better serve people's health.

MAGLUMI® X10, a flagship fully-auto chemiluminescence immunoassay analyzer with a throughput of 1000 T/H, was certified for market launch

MAGLUMI® X10 represents another significant breakthrough for Snibe in the IVD field, demonstrating its leading strength in clinical application and technological innovation, while also injecting new momentum and vitality into the global healthcare industry.



Biossays® C10, an automatic biochemistry analyzer with a throughput of 2000 T/H, was certified for market launch

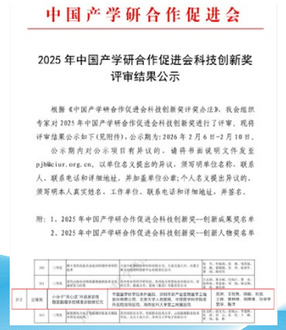
The launch of the Biossays® C10 demonstrates the Company's strong R&D capabilities in ultra-high-speed biochemistry analyzers, marking another major breakthrough in the field of biochemistry analyzers in China and moving towards a higher level.

Hemolumi® H6, a high-speed automated coagulation analyzer, and Biossays® E6 Plus, a high-speed fully-auto electrolyte analyzer, were certified for market launch

The launch of Hemolumi® H6 and Biossays® E6 Plus marks another milestone for the Company in the IVD field, providing core laboratories with more comprehensive solutions through modular integration into total laboratory automation systems.

The Company won the 2025 China Industry-University-Research Institute Collaboration Association Science and Technology Innovation Award

The Company, in collaboration with top institutions such as Fuwai Hospital of the Chinese Academy of Medical Sciences, Peking University People's Hospital, Fuwai Shenzhen Hospital of the Chinese Academy of Medical Sciences, and the Second Affiliated Hospital of Hainan Medical University, jointly conducted the project "Small Molecule 'Sandwich Method' Ushers in a New Era of Precise Diagnosis for Primary Aldosteronism". With its groundbreaking technological innovation and significant industry demonstration value, it won the third prize of the Innovation Achievement Award.



中国产学研合作促进会

2025 年中国产学研合作促进会科技创新奖
评审结果公示

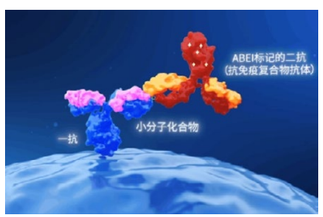
根据《中国产学研合作促进会科技创新奖评奖办法》，我会组织专家对 2025 年中国产学研合作促进会科技创新奖进行了评审，现将评审结果公示如下（见附件），公示期为：2026 年 2 月 6 日-2 月 10 日。

公示期内对公示项目有异议的，请将书面说明文件发至 pjb@ciur.org.cn，以单位名义提出的异议，须写明单位名称、联系人、联系电话和详细地址，并加盖单位公章；个人名义提出异议的，须写明本人真实姓名、工作单位、联系电话和详细地址，并签名。

附：1. 2025 年中国产学研合作促进会科技创新奖一创新成果奖名单
2. 2025 年中国产学研合作促进会科技创新奖一创新人物奖名单

Several small molecule "sandwich" assay reagents were certified for market launch

By the end of 2025, the Company's small molecule "sandwich" assay reagents have obtained a total of 15 product registration certificates. The detection technology is becoming increasingly mature, and the service users have expanded from China to the world. It is widely used in more than 100 countries and regions around the world, helping to achieve precision diagnosis and treatment and contributing to global healthcare.



Snibe R&D and Production Building officially commenced construction

The Company's Snibe R&D Building (also known as Snibe Phase V Project) officially commenced construction in Dec. 2025. Upon completion, the project will further enhance the Company's R&D and innovation capability and production scale, injecting new momentum into the Company's global development.

The Company's key reagent material and process R&D team was awarded the title of "Guangdong Provincial Advanced Collective"

The Company's key reagent material and process R&D team was awarded the title of "Guangdong Provincial Advanced Collective" for its outstanding innovative strength and social contribution, demonstrating the Company's strength in tackling core technologies.

Key Performance >

Economic performance

Business revenue	Net profit attributable to shareholders of listed companies	Earnings per share
4,576.76 Million RMB	1,620.25 Million RMB	2.0621 RMB/share

Corporate governance

Investor exchange	Information disclosure assessment result	Proportion of employees receiving anti-commercial bribery training	Proportion of employees signing anti-commercial bribery commitments
Nearly 300 activities	A	100%	100%

Quality of products and services

R&D investment amount	Number of valid patents granted	Number of globally available chemiluminescence immunoreagents	Quality management system certificates
477.77 Million RMB	426	250	3

Overall satisfaction with customer complaint handling	Total number of confirmed complaints received related to infringement of customer privacy	Number of events resulting in fines or penalties for breach of regulations	Number of recalled products
100%	0	0	0

Attraction and retention of talents

Number of employees **2,785**	Proportion of female employees **36.62%**	Proportion of females in management **30.27%**	Proportion of females in senior management **66.67%**
Proportion of employees with bachelor degree or above **73.29%**	Proportion of employees covered by year-end performance appraisal **100%**	Total training duration **96,743** hours	Social insurance coverage **100%**

Environmental and occupational health and safety

Energy consumption intensity **0.0076** tons of standard coals/10,000 RMB	Carbon emission intensity **0.0373** tons of CO_2 equivalent/10,000 RMB	Water intake intensity **0.5467** m^3/10,000 RMB	Volume of reject water recovered **21,679.7** cubic meters
Coverage of occupational health examination **100%**	Number of employee deaths due to work-related injuries **0**	Investment in environmental and occupational health and safety **4.58** million yuan	

Honors and Recognitions >

Honor and recognition	Issuing authority
National High-tech Enterprise	Science, Technology, and Innovation Commission of Shenzhen Municipality, Finance Bureau of Shenzhen Municipality, and Shenzhen Tax Service, State Taxation Administration
National Enterprise Technology Center	National Development and Reform Commission
Master Enterprise of "Industry-Education-Assessment" Skills Ecological Chain in Guangdong Province	Human Resources and Social Security Department of Guangdong Province
Listed in the "White List" of Shenzhen Entry-Exit Biomedical Special Products Pilot Enterprises (Institutions) in 2025	Development and Reform Commission of Shenzhen Municipality
Top 500 Enterprises in Guangdong Province in 2025	Guangdong Provincial Enterprise Confederation and Guangdong Provincial Association of Entrepreneurs
Guangdong Provincial Advanced Collective (Key Reagent Material and Process R&D Team)	CPC Guangdong Provincial Committee and People's Government of Guangdong Province
Forbes Asia's Best Under A Billion 2025 List	Forbes
China's Top 20 Most Competitive Pharmaceutical Listed Companies in 2025	HEALTHCARE EXECUTIVE Magazine
Shenzhen's Fourth Batch of Industry-Education Integration Enterprises	Development and Reform Commission of Shenzhen Municipality and Shenzhen Education Bureau
Shenzhen Top 10 Model Platforms for Lifelong Vocational Skills Training	Human Resources and Social Security Bureau of Shenzhen Municipality
Pingshan District Science Popularization Education Base	Science and Technology Innovation Bureau of Shenzhen Pingshan District
2025 Employer of Excellence in Occupational Credit	Guangzhou Best Check Human Resources Co., Ltd.
Grade A in information disclosure appraisal (four consecutive years)	Shenzhen Stock Exchange
2024 Golden Bull Award - The Most Valuable Investment Award	China Securities Journal
The 19th China ESG Top 100 Listed Companies	Securities Times
Scored BBB in MSCI ESG Rating	MSCI
Scored AA in Wind ESG Rating	Wind Information Co., Ltd.
Scored AA in CNI ESG Rating	Shenzhen Securities Information Co., Ltd.
Scored AAA in Sino-Securities Index ESG Rating	Sino-Securities Index Information Service (Shanghai) Co., Ltd.
Top 100 A-Share Listed Companies in ESG Performance 2025	Sino-Securities Index Information Service (Shanghai) Co., Ltd.
Top 20 A-Share Listed Companies in ESG Performance in Pharmaceutical and Healthcare Industry 2025	Sino-Securities Index Information Service (Shanghai) Co., Ltd.

01

REGULATING CORPORATE GOVERNANCE

Major issues

· Corporate governance
· Investor relations
· Compliance in operation
· Sustainable development management
· Communication with stakeholders
· Information security and privacy protection
· Anti-commercial bribery and anti-corruption
· Anti-unfair competition

Alignment with Sustainable Development Goals (SDGs)

Snibe has always regarded robust and standardized corporate governance as the foundation of sustainable development. We continuously improve the governance framework, enhance sustainable development management, deeply integrate the concept of sustainable development into daily operations, and actively communicate with stakeholders to respond accurately to the concerns of all parties. We continue to strengthen compliance management, build a comprehensive internal control system, and conduct business in an honest and self-disciplined manner, providing a solid guarantee for the steady and long-term development of the Company.

Corporate Governance

Corporate governance structure >

The Company, in strict accordance with the "Company Law of the People's Republic of China", the "Securities Law of the People's Republic of China", the "Code of Corporate Governance for Listed Companies in China", the "Rules Governing the Listing of Shares on the ChiNext of Shenzhen Stock Exchange", and other relevant laws, regulations, normative documents, and relevant requirements of China Securities Regulatory Commission, and in consideration of the actual situations of the Company, has established a corporate governance structure consisting of a board of shareholders, a board of directors, and a management team, and formulated and improved the "Articles of Association" and other internal control rules and working procedures to guarantee the standardized operation of the corporate governance structure.

In addition, the Board of Directors of the Company has set up four special committees: the Strategy Committee, the Nomination Committee, the Remuneration and Assessment Committee, and the Audit Committee, and formulated corresponding working rules, which formed a relatively scientific and standardized governance system and effectively ensured the standardized operation and sustainable development of the Company. Among them, the Audit Committee, as the core supervisory body under the Board of Directors, assumed the functions of the former Board of Supervisors during the reporting period in accordance with the provisions of the new "Company Law of the People's Republic of China", further strengthening the internal supervision mechanism and the Company's governance structure, simplifying the decision-making process, and improving governance efficiency.

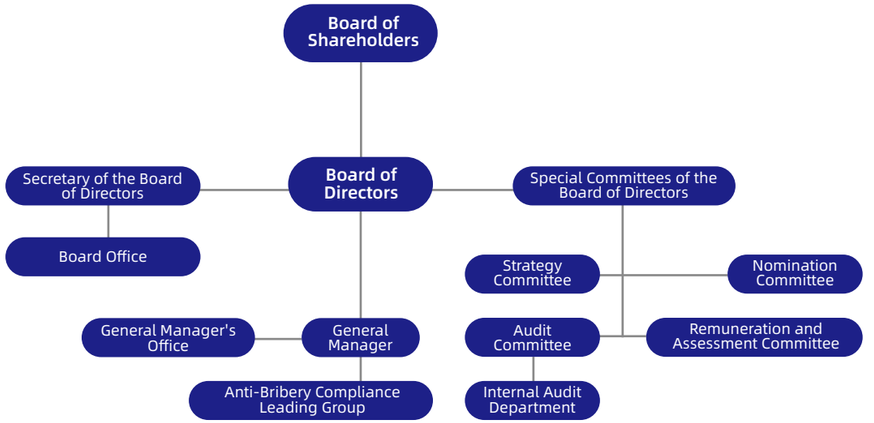


Figure - Corporate governance structure

Convening of three meetings

The Company convenes and holds shareholders' meetings in a standardized manner in strict accordance with the "Rules for the Shareholders' Meetings of Listed Companies", the "Articles of Association", the "Rules of Procedure for Shareholders' Meetings", and other regulations and requirements, adopts the combination of on-site voting and online voting, counts the votes of small and medium investors separately when considering major matters affecting the interests of small and medium investors, and discloses the voting results of small and medium investors in a timely manner to ensure that all shareholders, especially small and medium shareholders, enjoy equal status and are able to fully exercise their rights.

The Board of Directors is responsible to the Board of Shareholders, and the Company convenes and holds the meeting of the Board of Directors in strict accordance with the relevant provisions of the "Articles of Association" and the "Rules of Procedure for the Board of Directors". Independent directors are independent of the actual controllers, controlling shareholders, and other related parties of the Company, and are able to make judgments and express opinions independently to effectively safeguard the interests of all shareholders, especially small and medium shareholders. The directors of the Company, through continuous study, familiarization, and mastery of relevant laws and regulations, are committed to safeguarding the best interests of the Company and all shareholders, and perform their duties in a faithful, honest, and diligent manner.

Three meetings held by the Company in 2025 were counted as follows:

Board of Shareholders	Meetings of the Board of Directors	Meetings of special committees of the Board of Directors	Meetings of Independent Directors
Twice	3 times	7 times	3 times

Diversification of the Board of Directors and executive team

The Company's Board of Directors consists of 8 directors, including 3 independent directors, 1 employee representative director, and 3 female directors. Members of the Board of Directors are highly experienced in fields such as biomedicine, financial audit, risk control, and law, respectively.

The executive team of the Company consists of 6 executives, including 4 female executives. The team consists of professionals in biomedicine, finance, marketing, clinical testing, etc. With a wealth of management experience, the team is able to capitalize on market opportunities and put into action effectively. The general manager and other executives are appointed or dismissed by the Board of Directors. The general manager presides over the production and operation management of the Company, organizes the implementation of the resolutions of the Board of Directors, and reports to the Board of Directors.

The Company strictly abides by the "Code of Corporate Governance for Listed Companies" and has formulated the "Remuneration Management System for Directors and Senior Management" to establish a scientific and reasonable remuneration structure and achieve a balance between incentives and constraints. The Remuneration and Assessment Committee of the Board of Directors is responsible for drafting the remuneration plan and assessment standards for the Company's directors and executives, reviewing the performance of directors and executives and conducting annual assessments of them, and supervising the implementation of the remuneration of directors and executives in accordance with the "Working Rules of the Remuneration and Assessment Committee of the Board of Directors". The remuneration plan for directors is decided by the Board of Shareholders, and the remuneration plan for executives is approved by the Board of Directors, explained to the Board of Shareholders, and fully disclosed. The basic salary of the Company's executives is determined based on their positions within the company, job responsibility level, and ability level. The annual performance bonus is directly linked to the Company's operating performance, with the assessment based on the Company's annual operating goals and the individual's annual performance evaluation indicators.

Composition of the Board of Directors and executive team

Directors of the Board of Directors	Non-independent director	Independent director	Female directors	Proportion of independent directors	Proportion of female directors
8	5	3	3	37.5%	37.5%

Executives	Female executives	Proportion of female executives
6	4	66.67%

Basic information about the Board of Directors and executive team

Name	Position	Gender	Age	Expertise					Remuneration composition
				Industry experience	Risk management	Accounting	Law	Marketing	
Rao Wei	Chairman and general manager	Male	61	√					Basic salary + annual performance bonus
Weng Heming	Non-independent director	Male	28		√				Not on the Company's payroll
Rao Jie	Non-independent director	Female	37	√	√				Basic salary + annual performance bonus
Li Xu	Non-independent director	Male	51				√		Not on the Company's payroll
Wu Qianhui	Independent director	Female	53		√				Fixed allowance for independent directors
Shen Weihua	Independent director	Female	55		√	√			Fixed allowance for independent directors
Zhi Yi	Independent director	Male	46				√		Fixed allowance for independent directors
He Xin	Employee representative director	Male	29			√			Basic salary + annual performance bonus
Ding Chenliu	Deputy general manager, chief financial officer	Female	50			√			Basic salary + annual performance bonus
Li Tinghua	Deputy general manager	Female	48	√					Basic salary + annual performance bonus
Liu Haiyan	Deputy general manager	Female	46	√				√	Basic salary + annual performance bonus
Zhang Lei	Deputy general manager, secretary of the Board of Directors	Female	43		√		√		Basic salary + annual performance bonus
Yuan Jinyun	Deputy general manager	Male	39	√				√	Basic salary + annual performance bonus

Safeguarding shareholders' rights and interests >

Information disclosure

Guided by investor needs and based on compliance, Snibe attaches great importance to information disclosure, discloses relevant information in a truthful, accurate, timely, fair, and complete manner in strict accordance with relevant laws and regulations, as well as the requirements of the "Articles of Association", the "Information Disclosure Management System", etc., and actively fulfills its information disclosure obligations, and the Company designates "China Securities Journal", "Securities Times", "Shanghai Securities News", and "Securities Daily" as information disclosure newspapers and Juchao Information Network (www.cninfo.com.cn) as the website for information disclosure, so as to ensure that the vast number of investors can obtain accurate information on an equal basis and in a timely manner.

In 2025, Snibe issued 95 announcements, including 4 periodic reports and 91 temporary announcements. In the 2024-2025 annual information disclosure appraisal for listed companies on the Shenzhen Stock Exchange, Snibe was awarded the highest grade of "A (Excellent)" for the fourth consecutive year, reflecting a high level of recognition of Snibe's information disclosure by the regulatory authorities and the capital market.

Investor relations

Snibe attaches great importance to communication with investors and strictly follows relevant laws and regulations as well as the "Company's Investor Relations Management System". The chairman is responsible for leading investor relations management affairs, the secretary of the Board of Directors is the person in charge of investor relations management affairs, and the Office of the Board of Directors is the functional department of the Company's investor relations management. In addition, we continue to learn from excellent investor relations management experience, constantly try to carry out investor relations management in a more effective way, and ensure that all shareholders have equal access to information by opening up diverse communication channels.

In 2025, we issued 12 record sheets of investor relations activities, conducted regular briefings on performance reporting, reverse roadshows, and broker strategy meetings, and organized nearly 300 investor exchange activities of various types. With the outstanding comprehensive strength and stable profitability, we won the "Most Valuable Investment Award" at the 27th Golden Bull Awards for Listed Companies.

ESG Governance

ESG governance structure >

A robust ESG management mechanism is pivotal for the top-down implementation of the company's sustainability strategy. According to relevant laws and regulations and the sustainable development governance requirements of listed companies, Snibe continues to refine its ESG governance framework and optimize internal sustainable management.

The Board of Directors serves as the supreme decision-making body for Snibe's ESG governance, and is responsible for leading and supervising the Company's ESG initiatives, and reviewing and approving ESG-related planning, targets, and policies. Subordinate to the Board, the Strategy Committee is tasked with deliberating on ESG-related topics,reporting periodically to the Board on ESG performance, providing guidance and recommendations for ESG implementation, andmonitoring the execution of improvement plans.

Under the Strategy Committee, there are the ESG Work Leading Group and the ESG Work Implementation Group. The ESG Work Leading Group, composed of the general manager and deputy general manager of the Company, drives and monitors the implementation of ESG programs whileproviding decision-support inputs to the Strategy Committee. The ESG Work Implementation Group is led by the Office of the Board of Directors, and the heads of various departments and subsidiaries serve as team members and designated liaisons. This cross-functional team cooperates with various departments and subsidiaries of the Company to implement ESG-related work, and summarize the progress and performance of ESG-related work.

Communication with stakeholders >

Snibe always values and maintains effective communication with stakeholders. We fully consider the impact of our own operations on all stakeholders, understand the opinions, suggestions, and expectations of stakeholders by establishing a regular communication mechanism, and actively respond to the concerns of stakeholders, which serve as the basis for the Company's fulfillment of its responsibility for sustainable development.

Stakeholder	Issue of concern	Form and manifestation of communication
Government and regulatory agencies	Addressing Climate Change Compliance in Operation Anti-commercial bribery and anti-corruption Product safety and quality Industry exchange and cooperation Community commonweal	Comply with national laws and regulations Improve the compliance management system Establish an anti-commercial bribery system Strictly control the product quality Create cooperation programs and platforms Actively participate in government projects Respond to government policies Carry out charitable projects

Stakeholder	Issue of concern	Form and manifestation of communication
Shareholders and investors	Corporate governance Sustainable development management Compliance in Operation Investor relations Product R&D and innovation Product safety and quality Intellectual property protection	Improve the corporate governance system Improve the compliance management system Enhance risk management and control Fulfill the obligation of information disclosure Organize and participate in investor exchanges Increase efforts in R&D and innovation Strengthen intellectual property management
Customers	Product safety and quality Product R&D and innovation Information security and privacy protection Responsible Marketing Anti-unfair competition Customer Service Quality	Strictly control the product quality Increase efforts in R&D and innovation Enhance customer privacy management Maintain compliance in marketing Strictly abide by business ethics Improve the service quality Conduct customer satisfaction survey
Suppliers and partners	Product Quality and Safety Chain Management Anti-commercial bribery and anti-corruption Equal treatment of SMEs Intellectual property protection	Strictly control the product quality Strengthen supplier quality management Organize supplier meetings and training Establish an anti-commercial bribery system Strengthen intellectual property management
Employees	Diversity and equal employment Employee rights and benefits Employee training and development Occupational Health and Safety	Organize employee care activities Establish communication channels for employees Employees' Congress and Labor Union Provide diverse training programs Develop a transparent promotion policy Improve the employee salary management and performance management system Establish the environmental and occupational health and safety system
Industry associations and professional organizations	Product R&D and innovation Industry exchange and cooperation	Actively carry out industry exchanges Create cooperation programs and platforms Provide practice and research bases
Community and media	Product safety and quality Emissions and waste management Industry exchange and cooperation Community commonweal Biodiversity conservation	Strictly control the product quality Strictly control waste discharges Create cooperation programs and platforms Carry out charitable activities Participate in volunteer service Maintain good communication with the media

Assessment of important issues >

Snibe attaches great importance to and continuously improves the identification, management and analysis of important issues, and takes the concerns of various stakeholders as an important consideration in formulating sustainable development strategies, so as to accurately and effectively respond to the issues of interest to stakeholders, thereby providing an important reference for identifying and managing risks and opportunities.

This year, we invited stakeholders to participate in the survey in the form of an online questionnaire to understand their key concerns, covering all employees, customers, suppliers and partners, shareholders and analysts, media, industry associations, governmental organizations, non-governmental organizations, etc. Guided by the "Double Materiality" principle, that is, "Financial Materiality" and "Impact Materiality", we systematically evaluated and prioritized these issues.

Steps for assessing important issues

1 Issue identification and update

With reference to the "Shenzhen Stock Exchange Self-Regulation Guidelines for Listed Companies No. 17 - Sustainable Development Report (Trial)" (hereinafter referred to as the "Guidelines"), GRI Standards and other international standards, SDGs, and outstanding practices in the industry, and in combination with the Company's business growth and ESG practices, we identified other important issues on the 21 topics specified in the "Guidelines" of Shenzhen Stock Exchange and formed a list of topics after comprehensive evaluation.

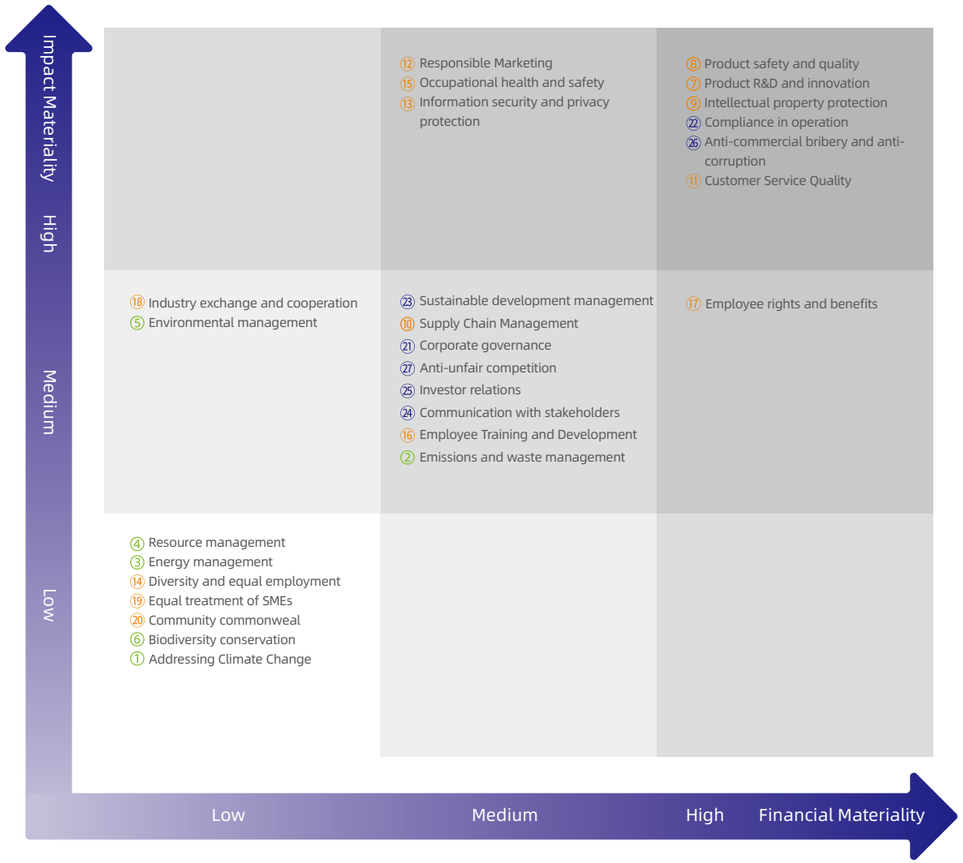
2 Issue survey

Following the "Double Materiality" principle, we invited stakeholders to conduct a questionnaire survey on the assessment of "Financial Materiality" and "Impact Materiality".

3 Results analysis and issue ranking

By comprehensively considering the results of peer benchmarking and stakeholder survey, the issues were assessed and analyzed from two dimensions: the importance to the economy, society, and environment, and the importance to the Company's finance, and the issues were ranked by importance.

Matrix of importance issues



Environmental category	Social category	Governance category
① Addressing Climate Change	⑦ Product R&D and innovation	㉑ Corporate governance
② Emissions and waste management	⑧ Product safety and quality	㉒ Compliance in operation
③ Energy management	⑨ Intellectual property protection	㉓ Sustainable development management
④ Resource management	⑩ Supply Chain Management	㉔ Communication with stakeholders
⑤ Environmental management	⑪ Customer Service Quality	㉕ Investor relations
⑥ Biodiversity conservation	⑫ Responsible Marketing	㉖ Anti-commercial bribery and anti-corruption
	⑬ Information security and privacy protection	㉗ Anti-unfair competition
	⑭ Diversity and equal employment	
	⑮ Occupational health and safety	
	⑯ Employee Training and Development	
	⑰ Employee rights and benefits	
	⑱ Industry exchange and cooperation	
	⑲ Equal treatment of SMEs	
	⑳ Community commonweal	

For the seven issues with high financial materiality, we further identified the associated risks and opportunities and assessed the potential impact of these risks and opportunities on the Company's strategy, decision-making, financial condition, operating results, cash flow, and other factors in the short term (1-3 years), medium term (3-5 years), and long term (more than 5 years). In addition, for each issue, the corresponding sections of this report will systematically disclose the Company's measures in monitoring, prevention, management, control, and mitigation of the impact.

Financial materiality issues	Risks and impacts	Opportunities and impacts	Impact time horizon	Section of management measures
Product safety and quality	If product safety and quality management fails to consistently meet regulatory requirements or is inadequate, it may lead to product recalls, regulatory penalties, and damage to brand reputation, resulting in customer loss and a decline in market share.	Establishing a full lifecycle quality management system that is stricter than regulatory requirements, strengthening product competitiveness through rigorous quality control and quality management systems, and enhancing brand value and driving business expansion by high-quality products and services.	Short term Medium term Long term	Product Quality and Safety
Product R&D and innovation	The IVD industry is characterized by rapid technological iteration. If the innovation direction is disconnected from market demand, R&D investment will fail to generate expected returns, resulting in sunk costs, missing opportunities in emerging markets, lagging product line iteration, falling into homogeneous low-price competition, and ultimately leading to a decline in profitability.	Conducting forward-looking planning, focusing on clinical needs, developing innovative solutions, building technical barriers, exploring new markets through differentiated competition, and creating new revenue growth drivers.	Short term Medium term Long term	Focusing on R&D and Innovation
Intellectual property protection	Negligence in intellectual property management and patent portfolio may lead to infringement and imitation of core technologies, which will weaken market pricing power and competitive moats.	Establishing a sound intellectual property management system and patent portfolio, building technical barriers, protecting core technologies from infringement, and developing new profit channels through patent licensing and technical cooperation.	Medium term Long term	Focusing on R&D and Innovation
Compliance in operation	Against the backdrop of increasingly stringent global regulations in the IVD industry, any non-compliance may lead to financial losses, and serious violations may result in the business being ordered to suspend operations for rectification, thereby undermining the foundation of an enterprise's operation.	Building a sound compliance management system, controlling compliance-related risks, and maintaining excellent compliance records will help tap into high-end overseas markets, enhance customer trust, highlight management advantages during industry reshuffling, and thereby secure a stable market share.	Short term Medium term Long term	Compliance in Operation

Financial materiality issues	Risks and impacts	Opportunities and impacts	Impact time horizon	Section of management measures
Anti-commercial bribery and anti-corruption	The IVD industry involves hospital procurement and distributor management, making it a highly sensitive field for corruption. Commercial bribery and corruption incidents may bring significant economic costs and legal consequences to a company.	Establishing a sound anti-bribery management system, promoting a culture of integrity and compliance, and continuously improving and optimizing internal management systems and processes can effectively reduce the risk of corruption. At the same time, an integrity and compliance brand image can lower marketing and market entry costs.	Short term Medium term Long term	Compliance in Operation
Customer service quality	End customers in the IVD industry require continuous services such as instrument maintenance, technical support, and result interpretation. Slow after-sales service response or inadequate technical support will lead to a decline in end customer satisfaction, directly cause equipment suspension and declining reagent sales, and ultimately affect the sustainability of the main business.	Leveraging digital services, responding to technical support promptly, enhancing customer stickiness and satisfaction, establishing a customer feedback mechanism, driving innovation and optimizing service experience, continuously consolidating customer relations, and providing support for the long-term development of the business through high-quality services.	Short term Medium term Long term	Customer Service Quality
Employee rights and benefits	The IVD industry is highly dependent on the technology accumulation of R&D personnel and the professional promotion capability of marketing personnel. A lack of a competitive remuneration system and career development channels, or the existence of employment risks, may lead to the loss of core talent, affect product R&D progress and market stability, and increase management difficulty and operational costs.	Building a diverse and inclusive work environment, providing a competitive remuneration and incentives system, career development opportunities, and health and safety safeguards, and establishing a strong employer brand can attract high-quality talent in the industry, stimulate innovation and motivation, and improve per capita productivity.	Short term Medium term Long term	Attraction and Retention of Talents

Compliance in Operation

Risk management and control >

We have established an internal oversight system in accordance with the relevant national laws and regulations and the "Notice on Strengthening the Internal Control Construction of Listed Companies and Proposed Listed Enterprises and Promoting Internal Control Evaluation and Audit", the "Basic Standards for Internal Control of Enterprises" promulgated by the Ministry of Finance, and the "Guidelines for Internal Control of Listed Companies" issued by Shenzhen Stock Exchange, and continuously optimized the "Manual for Internal Control Management" and the "Internal Audit Management System", providing guidance for internal audit supervision.

The Company has established a sound internal control and risk management framework. The Audit Committee is set up under the Board of Directors, which is responsible for the supervision, inspection, and evaluation of the Company's internal control, financial information, and internal audit. Under the leadership of the Board of Directors and the Audit Committee of the Board of Directors, the Company has established the Internal Audit Department, which is responsible for formulating and improving internal audit, internal control, and other internal management systems, performing comprehensive risk assessment and monitoring of various business processes, independently conducting internal audit and routine audit of all business departments and subsidiaries of the Company every year, forming audit reports and rectification proposals on the risk matters identified through the audits, continuously following up the implementation of rectification proposals, assisting the audited departments or subsidiaries in improving relevant business systems and risk management processes, strengthening the risk management capabilities of the departments, and effectively reducing the risks in the Company's operation.

To further enhance the collaborative efficiency of risk management, the Internal Audit Department has gradually achieved deep integration of legal affairs, compliance, and internal control. By breaking down functional barriers and promoting information sharing and data integration, the accuracy of risk identification has been significantly improved. The legal function ensures the legality and compliance of all business activities through contract review, legal consultation, and dispute resolution, thereby preventing legal risks at source. The internal audit function identifies operational risks through audit projects and supervises the implementation of corrective measures to ensure that the Company's operations comply with internal and external regulations. The coordinated operation of these two functions comprehensively enhances the overall risk management and control level of the Company.

In 2025, the Internal Audit Department focused on three core pillars: marketing, supply chain, and corporate functions, and conducted comprehensive and in-depth audits by assigning dedicated auditors to focus on each pillar. This year, we completed audits of 8 offices in China, visits to 156 distributors, contract process management audits of 11 core functional departments, visits and bidding for 36 projects, and final account audits for 32 projects. From offices to distributors and from contract processes to project settlements, the Internal Audit Department is committed to promoting efficient resource allocation and continuous process optimization through independent supervision and evaluation functions, thus safeguarding the Company's sustainable development.

Probity and self-discipline >

Snibe strictly abides by laws and regulations such as the "Anti-Unfair Competition Law of the People's Republic of China", the "Criminal Law of the People's Republic of China", and the "Interim Provisions on Prohibition of Commercial Bribery", adheres to the management concept of "compliance first", bases on the development strategy of "steady operation", and implements the compliance culture of fairness, integrity, and "Do things right". We hold a "zero tolerance" attitude towards any form of bribery, and strictly prohibit any form of bribery in public or private during the course of business. In 2025, no cases of fraud were found

in the Company's internal audits, and no internal or external reports of corruption were received.

Anti-bribery compliance management

The Company has established a comprehensive anti-bribery compliance management system. We have disclosed the "Snibe Anti-Bribery Compliance Policy" on the Company's official website to clarify the Company's overall objectives, policies, and requirements for anti-bribery compliance management. We have set up an Anti-Bribery Compliance Leading Group, and formulated and implemented the "Anti-Bribery Compliance Management Handbook" as well as a series of compliance management norms and control procedures to ensure the effective operation of the anti-bribery management system. The anti-bribery compliance team, composed of Internal Audit Department and internal auditors of various departments, undertakes anti-bribery compliance functions.

Since successfully passing the ISO 37001 anti-bribery management system certification audit, the system has been operating smoothly. We have closely monitored external regulatory developments, promptly collected information, and systematically optimized the system control procedures based on the latest anti-bribery policies and guidelines. To further enhance the operational efficiency of the system and strengthen the ability of various departments to identify and respond to bribery risks, we comprehensively revised the "Control Procedures for Bribery Risks" and "List of Bribery Risks" during the reporting period, making them more closely aligned with actual business scenarios and significantly enhancing their practical guidance, thus laying a solid foundation for building a more resilient compliance defense line.

Build a corruption-free environment

In order to enhance the anti-bribery compliance awareness and ability of employees, we regularly conduct on-site anti-bribery compliance training for all employees, and provide special training to new employees, management, compliance team, personnel in important positions such as marketing, finance, procurement, and HR, as well as external business partners. We regularly provide employees with publicity of anti-bribery laws and regulations, cases, and the Company's anti-bribery policies through the Company's official website, internal mails, OA system, etc. As mandated by the "Employee Handbook", all employees are required to sign the "Letter of Commitment for Anti-Bribery Compliance" upon onboarding. Additionally, business partners must sign the "Letter of Commitment for Business Ethics", "Anti-Commercial Bribery Agreement" or other equivalent anti-corruption documentation prior to commencing collaboration with the Company.

We advocate that our business partners join hands with us to maintain sufficient anti-bribery compliance communication and sharing, to jointly build an honest, transparent, and incorruptible anti-bribery compliant environment, and to share the value created by compliant operation.

In 2025, we conducted 14 anti-commercial bribery trainings for internal employees and business partners, and 100% of employees have received the anti-commercial bribery training and signed anti-commercial bribery commitments.

With the growth of overseas business, during the reporting period, we organized targeted compliance training on international anti-bribery, sanctions, and export controls in the healthcare industry for the Company's directors, executives, and key personnel in charge of overseas marketing to enhance their compliance awareness and risk prevention capability in conducting overseas operations.

Supervision and improvement

According to the "Control Procedure for Internal Audit", "Control Procedure for Corrective Action and Preventive Action", and other system and procedure documents, the Anti-Bribery Compliance Team has conducted continuous monitoring of the effectiveness of the design and implementation of the anti-bribery management system, and self-rectified the defects and deficiencies. On the one hand, the Internal Audit Department will regularly conduct internal anti-bribery compliance audits according to the annual plan to identify system defects and deficiencies and urge the implementation of rectification. On the other hand, we will continuously optimize the system based on the improvement recommendations identified during the annual external surveillance audits to ensure the effectiveness of the system.

The Company's official website publicly discloses the hotline, email address, and mailing address for reporting issues to ensure that external stakeholders can conveniently and safely report problems. Physical complaint mailboxes without surveillance coverage have been set up in public areas within the Company's headquarters campus to effectively protect the privacy of whistleblowers and encourage internal employees to exercise oversight in accordance with regulations. In addition to passively receiving reports, the Internal Audit Department, in conjunction with the General Manager's Office, is responsible for accepting on-site reports. Meanwhile, the Internal Audit Department proactively collects feedback and complaints from the end of the business chain by conducting on-site visits to distributors and suppliers every year, extending oversight to the front line of cooperation. For potential non-compliance identified through reported clues or audit findings, the Internal Audit Department will conduct investigations according to relevant procedures and requirements, and make suggestions on whether to take disciplinary measures based on the investigation results.

Reporting channels

- Official website of the Company: https://www.snibe.com/(Supervision and Reporting Module)
- Address: Internal Audit Department, Snibe Building, No. 23 Jinxiu East Road, Jinsha Community, Kengzi Street, Pingshan District, Shenzhen 518122
- Email: audit@snibe.cn
- Tel.: +86-755-26706462

Information security >

Snibe strictly abides by the "Data Security Law of the People's Republic of China", the "Cybersecurity Law of the People's Republic of China", the "Administrative Measures for the Graded Protection of Information Security" and other national laws, regulations and industry norms, fully assumes the responsibilities for information security entities, and continuously deepens the construction of information security systems. In 2025, the Company reported no information security incidents and no leakage of customer, employee, and business partner information.

Information security management

The Company attaches great importance to information security management, continuously deepens the construction of information security management system, and strengthens its own risk management and control capabilities. We have kept improving internal management measures such as the "Snibe Information Security Management Policy" and the "Snibe Communication Security Management Specification" and further standardized the information security management system and management processes. In 2025, we initiated the formulation of relevant regulations for the security management of business systems and servers to standardize the security management of application systems throughout their full lifecycle.

This year, the Company maintained the effectiveness of the ISO 27001 information security management system and successfully passed the annual external audit. The Company's remote service system Snibe Link retained the certification of "Level III of National Information Security Level Protection" while continuously expanding its information security compliance coverage.

Information security management mode

Cybersecurity Committee	Executive entity	External entity
Executives and relevant responsible persons of the Company	**IT Department**	**Suppliers, etc.**

Control and preventive measures

Through the combination of institutionalized management and normalized inspection, the Company has improved its information security protection capabilities.

In terms of proactive management, the Company applies technical means such as data loss prevention (DLP) system and ESM storage medium management module to secure data. Through situation awareness testing, we conduct security monitoring on all servers and user traffic, achieving 100% handling of abnormal alarms. By conducting system penetration testing and bastion host audits, we preemptively identify and mitigate potential cyber threats. We strictly implement a full-server vulnerability scan and repair mechanism every six months to ensure timely closure of system vulnerabilities. Additionally, we have established a sensitive information retrieval mechanism for public cloud drives to proactively investigate unauthorized storage activities and prevent data leakage risks at source. Following the comprehensive upgrade of the 360 Terminal Security System, we have achieved automatic daily updates of the virus database and forced distribution to terminals, ensuring that all employees' terminals are in the latest protection state and effectively improving the overall security baseline. Internal employees access the wireless network through domain account authentication, and visitors access the wireless network through SMS verification code authentication to ensure secure wireless network access.

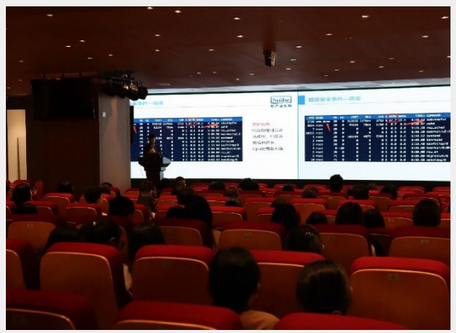
In terms of reactive management, the Company comprehensively upgrades the terminal protection software, implements the network access authentication mechanism, introduces the anti-tampering backup system, and optimizes the network partition access control policy to build a multi-layered and three-dimensional security and protection system. In terms of the handling of emergency incidents, the Company has developed an information security emergency response plan to clearly define the response mechanism, handling process, and measures in case of emergency incidents.

Furthermore, the Company placesparamount importance on information security awareness initiatives,prioritizes employee security awareness enhancement as a critical component of its cybersecurity strategy, and has carried out multi-dimensional and multi-tiered security training programs. We not only organize information security training for new employees to instill proper information security practices from day one, but also carry out special information security training for all employees every year.

Case

Information security training

In 2025, the Company continued to prioritize cultivating employees' information security awareness and comprehensively improve the digital security literacy of all employees. We adopted a blended teaching model combining offline in-person training with online live streaming and interaction, and systematically organized a special campaign to raise awareness of information security. The training content closely addressed the security pain points in real-world work scenarios, and carefully designed practical course modules including phishing email identification techniques, key points of personal information protection, and demonstrations of common attack methods. The event saw broad participation from employees, significantly enhancing their overall security awareness and prevention capability. It effectively improved employees' ability to identify and handle information security threats, laying a solid foundation for the Company to build a digital security defense line.



02

STRICTLY CONTROLLING THE QUALITY OF PRODUCTS AND SERVICES

Major issues

- Product safety and quality
- Product R&D and innovation
- Intellectual property protection
- Supply chain management
- Responsible marketing
- Customer service quality
- Equal treatment of SMEs

Alignment with Sustainable Development Goals (SDGs)

"Quality is our life" is the consistent corporate spirit of Snibe. Guided by this belief, we continuously optimize the quality management system, increase R&D investment and equipment upgrades, and constantly improve product quality and supply chain security. Through persistent product and technical reformation, we provide clinicians with more accurate and reliable testing solutions, continuously creating value for human health.

Product Quality and Safety

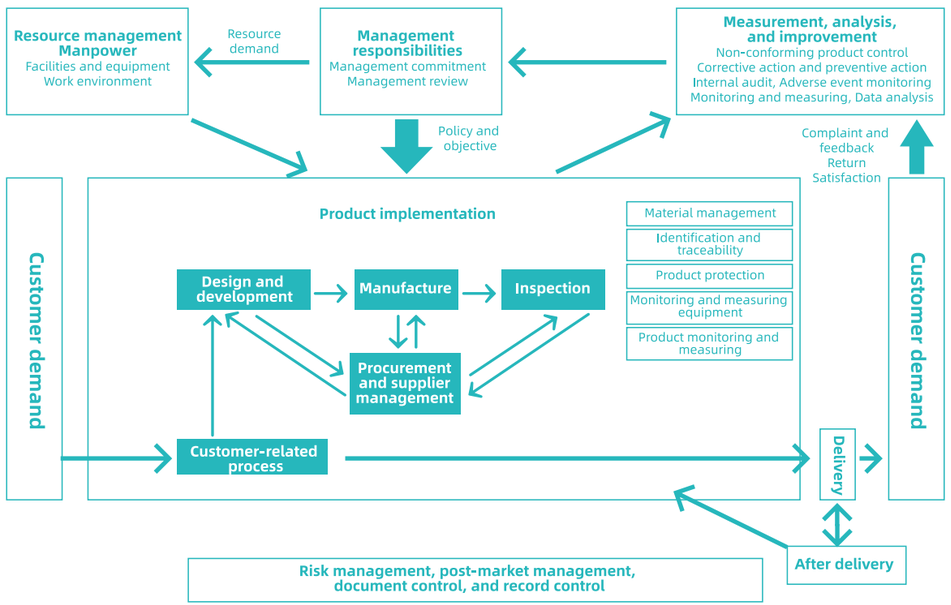
Snibe has long held the spirit of "Quality is our life". Driven by the spirit, Snibe continues to optimize the quality management system, increase investment in R&D personnel and equipment, and enhance product quality and supply chain safety. Snibe aims to provide more accurate and reliable testing products for clinical doctors and create value for human health through continuous innovation.

Quality management system >

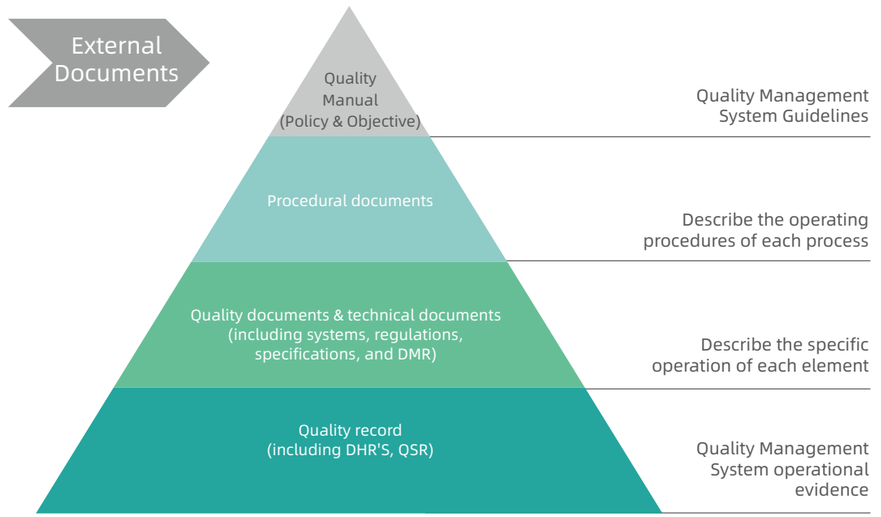
Snibe has established the policy of "Quality is our life" and set strict quality objectives. Besides a systematic, documented, and well-developed quality management system, an organizational structure with defined responsibilities has been in place to clarify control requirements for the quality management process. Snibe has also continued to optimize and improve the quality management system, gaining recognition of its product quality management capability from stakeholders and ensuring stable product quality and safety amidst rapid business development.

Quality Assurance Department, Key Reagent Material QC Department, Material Inspection Department, Reagent QC Department, Instrument QC Department, and Component Inspection Department have been set up to ensure product quality throughout the lifecycle. While strictly abiding by external policies such as the "Quality Management System Requirements", "Medical Devices - Quality Management Systems - Requirements for Regulatory Purposes", and "Good Manufacturing Practice for Medical Devices", Snibe has formulated and implemented such internal management systems as the "Quality Manual" and "Control Procedure for Product Monitoring and Measurement" that encompass the quality management process, specifications for products, and equipment use to realize quality manufacturing.

Product Quality and Safety | Focusing on R&D and Innovation | Supply Chain Management | Responsible Marketing | Customer Service Quality



Process Relation Diagram of the Quality Management System of the Company



Quality Management System Documentation Structure

To align with the Company's global expansion, we enhanced our Quality Management System (QMS) by fully integrating multi-regulatory compliance requirements, building on the foundation of MDSAP regulatory alignment. This initiative culminated in the development of a comprehensive "Quality Internal Audit Compliance Manual", which standardized internal audit protocols and ensured systematic and efficient internal audits.

With the expansion of the Company's IVD new product line business, in order to ensure effective quality control of the newly added product line, the Company obtained ISO 9001 and ISO 13485 system certificates for coagulation products during the reporting period.

Quality management system certification obtained:

ISO 9001	ISO 13485	MDSAP
Quality Management System Certification	Medical Device Quality Management System Certification	Medical Device Single Audit Program Certification

Internal audit of quality management system

The effective operation of the quality management system is not possible without a well-developed internal quality management team. Snibe has set up internal audit groups according to the "Control Procedure for Internal Audit", and appointed qualified group members. Internal auditors receive expertise and skill training on quality management system standards and regulations, and internal audit skills and methods. Moreover, they are assessed to ensure that each can accurately pinpoint and identify nonconformities or defects in the system.

The Company conducts annual internal audits covering the entire product line to ensure compliance with ISO 9001, ISO 13485, EU IVDR, and the China GMP for medical devices. For this reason, the Company's management system is effectively implemented and maintained, and continuously improved.

Improved quality management capabilities

To improve the knowledge reserve of personnel in the Quality Assurance Department, a total of 55 training sessions and learning activities were completed throughout the year, totaling over 12,000 hours, focusing on IVD supervision and upper-level laws and regulations (such as unannounced inspection, supervision, and penalties), facility and equipment management, R&D processes, risk management, hazardous chemical handling, product registration, and post-market surveillance. Through systematic learning and practice, the professional knowledge and skill levels of department personnel were effectively improved, providing solid technical support and assurance for the operation of the Company's quality management system.

To strengthen the Company's quality management capabilities and promote the strict implementation of the relevant requirements of the quality management system, in 2025, the Quality Assurance Department conducted a total of 110 training sessions on quality management, covering various aspects such as medical device regulations, document control, design changes, hazardous chemicals management, equipment management, risk management, and post-market surveillance. The trainees included relevant personnel of R&D, production, inspection, marketing, quality management, and other departments.

Through the above training sessions, the expertise, skill proficiency, compliance awareness, and risk prevention ability of relevant personnel have been improved, providing a solid quality management team for the Company's development.

Case

Regular updates and dissemination of regulations

In 2025, the Company conducted 9 regulation knowledge sharing sessions based on regular regulation update tracking, focusing on key regulatory documents in the industry and carrying out targeted dissemination of information, such as the List of In Vitro Diagnostic Reagents Exempt from Clinical Trials (2025) and the Guidelines for Registration Review of Fully Automated Chemiluminescence Immunoassay Analyzers (2025 revision). These efforts ensured that relevant personnel could keep abreast of the latest regulatory requirements and accurately identify the potential impact of regulatory updates on the Company's quality management system, providing strong support for the compliance maintenance and continuous improvement of the system.

Case

Training on the control of operational documents in the quality management system

In 2025, the company conducted a total of 29 training sessions related to document control, including comprehensive document control training, training on key points of software document review, and specialized training on key points of process document review. The training comprehensively enhanced the awareness and professional ability of personnel in document suitability and standardization, contributing to the continuous improvement of the Company's quality management system.

Effective operation and continuous optimization of quality management system

Snibe conducts comprehensive and independent evaluation through supervision and review by external auditors, and continues to optimize the quality management system based on the assessment and on-site inspection results.

In 2025, the Company underwent 13 quality management system audits from government regulatory agencies such as the Guangdong Medical Products Administration and the Shenzhen Administration for Market Regulation, as well as external audit agencies such as TÜV, DEKRA, and SGS, including 8 audits by third-party certification agencies, 2 audits on Good Manufacturing Practice for Medical Devices, and 3 audits on the Guidelines for Verification of Quality Management Systems for Medical Device Registration, covering the quality management systems of all final product manufacturing sites, achieving a 100% audit pass rate.

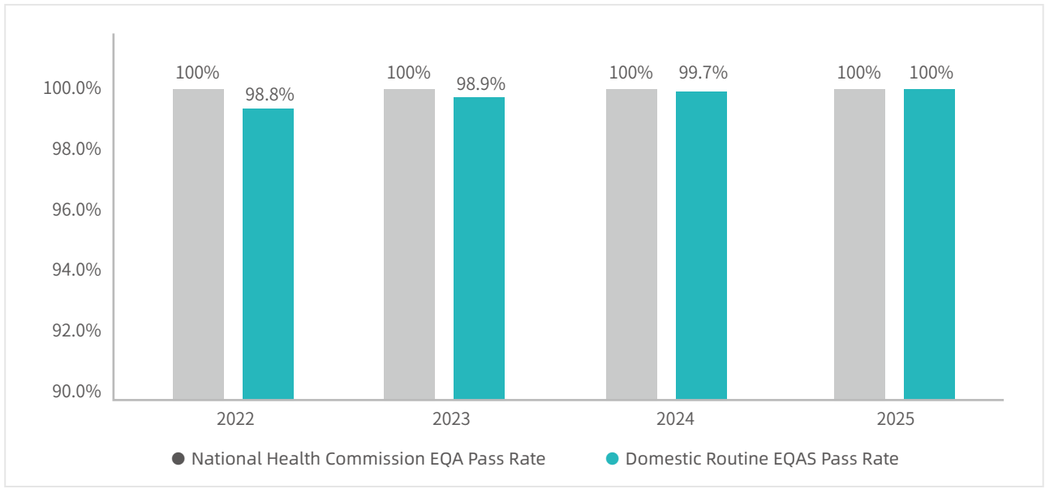
Through internal and external audits to continuously track the operation of the quality management system, the Company's quality management system has achieved continuous optimization and quality management capabilities have been continuously improved, ensuring the high quality output of products.

Product quality and safety management >

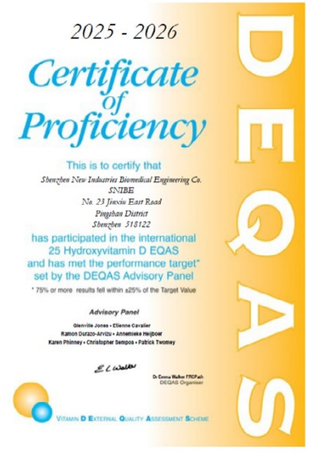
External quality assessment

External quality assessment (EQA) is a system for checking, supervising, and verifying the laboratory's performance in order to maintain a high standard of practice, and EQA results are largely dictated by the samples provided by the laboratory. To ensure the high-level performance of end users, we encourage EQA participation by domestic and overseas end users, which in turn allows us to follow up on product quality, safety, and performance.

In the domestic market, Snibe participated in 51 EQA programs organized by the National Health Commission in 2025, involving 235 items for evaluation, and we have achieved a 100% pass rate in routine EQA for four consecutive years. By the end of 2025, all the registered chemiluminescence reagent projects approved by the National Health Commission have been involved in EQA programs.



In overseas markets, 120 products demonstrated exceptional performance in the EQA programs conducted by leading international accreditation bodies in 2025, including Bio-Rad EQAS, RIQAS, RCPA-QAP, CAP, RfB, UK NEQAS, DEQAS, IFCC, and NGSP, which also validated the reliability of the Company's products.
In 2025, Snibe participated in the 25 Hydroxyvitamin D (25-OH Vit D) DEQAS and obtained the 2025-2026 Certificate of Proficiency. We also participated in the certification programs for glycated hemoglobin by IFCC and NGSP, achieved excellent results, and obtained relevant certificates.



Quality improvement of reference measurement laboratory

Snibe has built a professional quality management system for the reference measurement laboratory in accordance with the international standards of ISO/ IEC 17025 and ISO 15195, passed the review by the China National Accreditation Service for Conformity Assessment (CNAS), and obtained the accreditation certificate. Besides, high-end measurement devices and advanced reference materials at home and abroad have been introduced, and reference methods issued by the Joint Committee for Traceability in Laboratory Medicine (JCTLM) and national authorities have been adopted to ensure the metrological traceability of testing results. We work to build kit testing capacity for the reference measurement laboratory and establish a registered internal testing platform in strict accordance with national/industry standards, supporting product quality inspection.

While playing an active role in the cooperative development of reference methods and the collaborative assignment of reference materials, Snibe has been a stakeholder member of the Joint Committee for Traceability in Laboratory Medicine (JCTLM) and a corporate communication member of committees and working groups of the International Federation of Clinical Chemistry and Laboratory Medicine (IFCC), such as the Clinical Laboratory Management (C-TLM), the Standardization of Thyroid Function Tests (C-STFT), the Bone Metabolism (C-BM), the Apolipoproteins by Mass Spectrometry (WG-APO MS), and the Commutability in Metrological Traceability (WG-CMT), driving the standardization and harmonization of related projects. Participating in cooperative research on reference systems at home and abroad and strengthening peer exchanges will help improve the accuracy and comparability of test results.

By the end of 2025, Snibe has established more than 20 reference measurement procedures for vitamins, therapeutic drug monitoring, non-peptide hormones, enzymes, etc. Among them, 11 procedures have been approved by the China National Accreditation Service for Conformity Assessment (CNAS), including 6 for enzymes, 1 for 17-hydroxyprogesterone, 1 for 25-hydroxyvitamin D3, 1 for total thyroxine, 1 for total triiodothyronine, and 1 for testosterone. Among them, three procedures for enzymes (ALT, CK, α-AMY) have been included in the JCTLM reference measurement service list database. In 2025, the EQA results for the reference measurement laboratory were announced, and Snibe achieved excellent results in 8 IFCC-RELA programs and 15 NCCL-EQARL programs applied, with a satisfactory pass rate.

In 2025, the Company's reference measurement laboratory passed a routine supervision review by the CNAS regulatory authority.

Improved product quality management capabilities

In 2025, the Company made a lot of efforts to improve internal quality control, further improving its product quality management capabilities. At the same time, the Company also promoted a culture of quality management through various means to enhance employees' quality awareness.

The Company standardized the on-site audit management of external suppliers and established on-site audit management regulations and corresponding audit guidelines.

To implement refined management of facilities/equipment/systems, the Company established the "Management Regulations for Classification Critical/Facility/Equipment Systems" to distinguish between critical and non-critical facilities/equipment/systems and redefine the revalidation/qualification cycle.

The Company optimized the organizational environment, stakeholder needs, and risk and opportunity control procedures, and established risk assessment criteria for the quality management system.

Case

2025 assembly skills competition

To enhance the professional skills of the assembly team, strengthen the awareness of quality and efficiency, promote the spirit of craftsmanship, and facilitate teamwork and experience exchange, the Company held the "Craftsmanship for Excellence, Efficiency for Quality" assembly skills competition in 2025. Through this competition, the Company promoted a quality culture and facilitated the implementation of quality culture and awareness.

Product label and traceability management

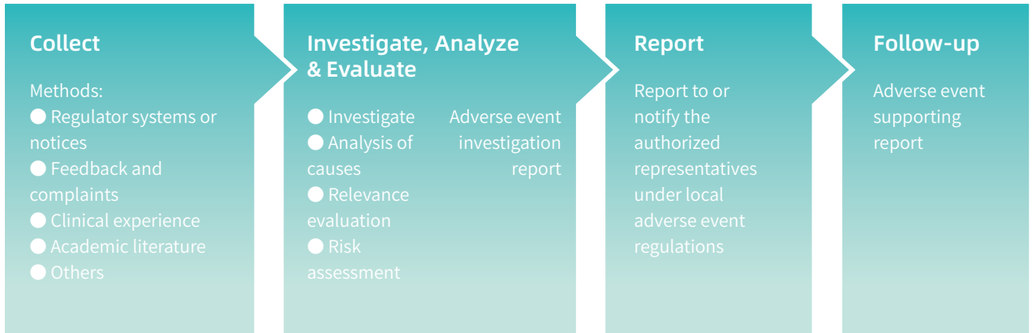
In accordance with the "Control Procedure for Identification and Traceability", the Company has taken measures to prevent identification mix-ups and misuse throughout the process of product implementation. We have established a unique device identifier (UDI) for all medical devices we sell to ensure their traceability.

Adverse events and product recalls

The Company continuously tracks and monitors the occurrence of post-market adverse events, while closely following updates and changes in relevant domestic and international post-market regulations and industry standards. On this basis, the Company continuously optimizes and improves processes for post-market adverse event monitoring, recalls, and advisory notices to comprehensively enhance the effectiveness of post-market supervision.

To guide, organize, and manage adverse event monitoring for medical devices, the general manager is in charge of overall control and resource coordination. At the same time, we have set up a steering group that brings together different departments, and developed the "Control Procedure for Adverse Event" and supporting procedures and documents to collect feedback on adverse events from medical institutions, businesses, regulatory authorities, and other relevant parties in a timely manner.

The Company regularly reports the regulatory situation to the Medical Device Adverse Event Monitoring Working Group. For any adverse events that occur, we strictly implement the investigation and evaluation process, conduct in-depth analysis of potential product risks, and regularly issue periodic risk assessment reports for medical devices. Through data analysis, we actively promote continuous improvement after product launch, achieving continuous monitoring of the full product lifecycle.



Response to adverse events

In addition, the Company relies on the after-sales service stations in various regions to ensure a timely response within 24 hours after receiving customer complaints, provide perfect after-sales service, and quickly solve customer problems. Information such as customer hotline, email, and fax is provided on product labels and the official website of the Company to ensure that customers have sufficient channels to complain and inquire about product problems.

The Company formulated the "Control Procedure for Feedback and Complaint Handling", specifying the critical workflow milestones in feedback and complaint handling, and the categories of feedback information, so as to guide regional professional engineers to investigate, analyze, and follow up on feedback and complaints in accordance with the requirements of the procedure document.

In 2025, 100% of complaints received have been addressed.

The Company formulated the "Control Procedure for Recall of Medical Devices", which was cross-linked with complaints, adverse events, and post-market supervision. At the same time, we timely analyzed, investigated, and evaluated the collected information to ensure that a recall was readily initiated according to regional laws and regulations.

In 2025, Snibe had no product recall and received no regulatory warning or punishment on our product or service quality.

Focusing on R&D and Innovation

Innovation is our lifeblood and core competitiveness. Snibe works to improve our R&D capabilities through continuous R&D process optimization so that we can create more innovative quality products, continue to develop a whole product lineup, and constantly create value for human health.

Ever-improving R&D and innovation system >

Instrument R&D platform

The Company has built and kept optimizing the product lifecycle management platform in line with its own characteristics. Through standardization, process, and data-based management, we have improved the reliability, predictability, and compliance of R&D projects, enabling product development to be more robust and efficient. After years of practice and iteration, our R&D management platform has become increasingly mature, providing strong support for product innovation, quality improvement, and market competitiveness, so that the Company can continuously launch high-quality products that meet customer needs and market expectations.

Intelligent data management to improve R&D collaboration efficiency

We have built an efficient data management architecture to achieve centralized storage, intelligent association, and dynamic updates throughout the product lifecycle. Our business teams can work together based on the single source of truth to ensure information integrity and accuracy and reduce redundancy and communication costs. At the same time, data traceability and version management capabilities of the system have been optimized, which allows the efficient reuse of research and development results and facilitates knowledge accumulation and innovation breakthroughs.

Systematic process control to improve project execution

We have implemented robust process controls across critical product lifecycle phases, covering product definition, engineering change, and version management, to ensure the transparency, standardization, and traceability of the processes at all stages, effectively reduce development risks, and shorten the product launch cycle.

End-to-end quality control for product excellence

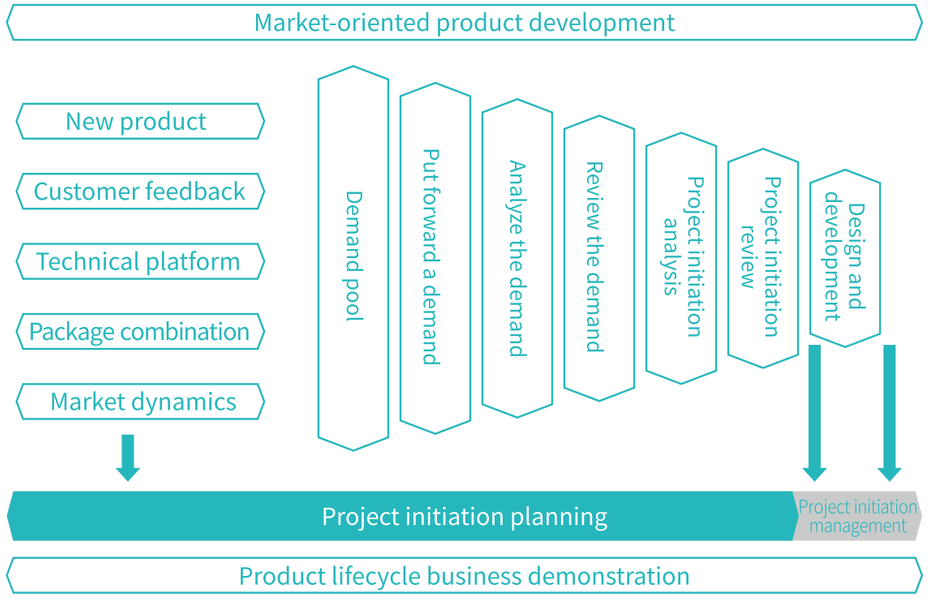
Supported by the R&D management platform, we can systematically manage product quality, including design verification, engineering change tracking, and quality system compliance, to ensure that products meet industry regulations and high standards, and further improve product stability and safety.

Reagent R&D platform

Snibe takes chemiluminescence immunoassay products as the core business. After nearly 20 years of continuous innovation and accumulation, we have mastered the core technologies such as antigen-antibody labeling technology, magnetic sphere-antigen/antibody coupling technology, and chemiluminescence reagent preparation technology, and achieved revolutionary technological breakthroughs in the field of small molecules. The Company has established a complete reagent development platform, covering immunodiagnostics, biochemical diagnostics, immunochromatography, molecular diagnostics, coagulation, and other IVD areas.

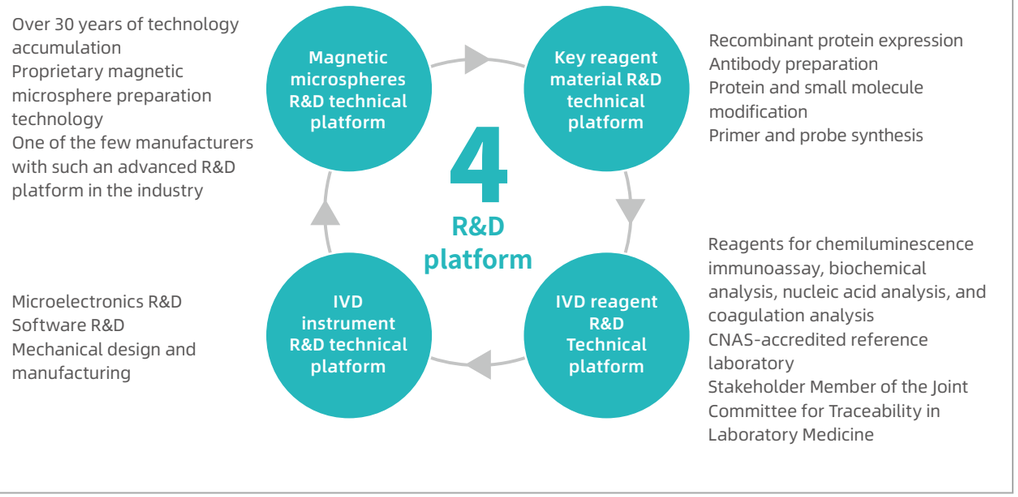
Guided by GB / T 42061-2022 IDT ISO13485:2016 "Medical Devices - Quality Management Systems - Requirements for Regulatory Purposes" and the actual situation of the Company, the Reagent R&D Department has formulated the "Control Procedure for Design and Development" to define requirements for every phase of new product design and development. Additionally, department-specific processes and standards have been developed and continuously optimized for critical design and development stages, including the commercial demonstration and project initiation planning process for reagent products, the process finalization and validation protocol for reagent products, the R&D-to-production transition process for reagent products, and the design change control process for reagent products, to standardize the management of new product development process.

Given the large number of projects and abundant information in the rapidly-changing IVD reagent market, it is important to identify key customer needs. We need to do the right thing in the business environment. To better serve the market with precise provision of necessary products, our reagent R&D team adheres to the strategies of "market-oriented product development" and "lifecycle business demonstration", and establishes a decision support mechanism for project initiation. In this way, we can determine whether a project meets market demand and is available for initiation and delivery.
The business demonstration process is shown below:



R&D and innovation capability >

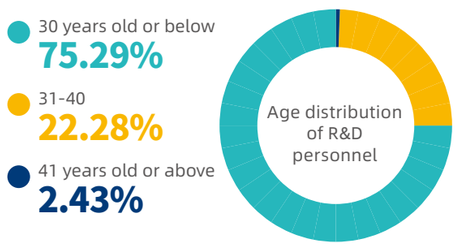
After more than 20 years of hard work, Snibe has built a mature R&D system that spans the entire industry chain. There are four technology platforms targeting the R&D of magnetic microspheres, key reagent materials, diagnostic reagents, and automatic diagnostic instruments.

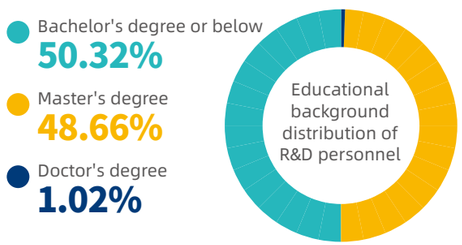


R&D investment and team building

Snibe has maintained friendly exchanges and communication with key universities and developed long-term on-campus recruiting plans to ensure a steady stream of talents. At the same time, Snibe has been recruiting social talents and independently training R&D professionals and persons in charge. By far, it has built an efficient and high-quality team that identifies with corporate culture.

By the end of 2025, we have engaged 781 R&D professionals, accounting for 28.04% of the total number of employees. Among them, 97.57% are aged 40 or below, and 49.68% have a master's or doctor's degree. A young and high-quality R&D team is contributing to our R&D and innovation.





In 2025, our R&D investment was **477.77** million yuan, a year-on-year increase of **5.33%**, accounting for **10.44%** of our revenue.

R&D capability enhancement

- Improvement of instrument R&D capabilities

The research and development of IVD instruments is a highly integrated work, covering electronics, mechanical engineering, software engineering, and many other fields. We are committed to building an industry-leading R&D system, continuously improving our core competitiveness, and developing more breakthrough IVD instrument products. To this end, we have made constant efforts to deepen and improve our R&D capabilities in the following five areas.

Strengthening interdisciplinary cooperation and technology integration	We actively foster an open R&D ecosystem by establishing long-term cooperative relations with universities and research institutions, driving the application-driven translation of cutting-edge technologies. For example, we set up a postdoctoral innovation practice base and bring experts from different disciplines into R&D projects. Through interdisciplinary collaborative innovation, we continue to expand the boundaries of technology and accelerate the implementation of new technologies in instrument research and development.
Building a systematic intellectual property management system	We have established a complete intellectual property management and protection system, covering patent applications, technical confidentiality, and intellectual property risk management and control. The Company has a dedicated intellectual property management team, responsible for the evaluation and protection of technological achievements, to ensure that innovative achievements are legally and effectively safeguarded. At the same time, through regular training and internal publicity, we raise R&D personnel's awareness of intellectual property and promote the continuous generation of high-value patents and software copyrights.
Stimulating innovative thinking and cultivating exploring spirit	We advocate an innovation-driven development model, and encourage R&D personnel to keep an open mind and dare to challenge the traditional technology path. The Company provides sufficient experimental resources and exploration space for the R&D team, supports cutting-edge technology research and new product concept verification, and encourages continuous optimization of product design from experiment and iteration to promote technological breakthroughs.
Improving the incentive mechanism and creating a culture of innovation	We have built a multi-level innovation incentive system, including project meritorious service award, technology innovation award, patent incentive plan, and promotion incentive mechanism, to fully stimulate the creativity of the R&D team. Meanwhile, the Company advocates a proactive and scientific R&D culture, and supports technology exploration and innovation experiments within a reasonable range. Under a strict quality control system, we empower the R&D team to systematically advance product solutions through data analysis and experimental verification, and promote technological progress, while ensuring product safety and reliability.
Increasing R&D investment and consolidating the technical foundation	We insist on large R&D investment, providing advanced equipment and perfect experimental conditions for instrument R&D. In 2023, Snibe completed the Phase III construction of R&D Building, creating a better office and experimental environment for the R&D team and further enhancing the overall strength of instrument R&D and industry competitiveness.

During the reporting period, the Company's instrument R&D team continued to improve the R&D governance system, focusing on the goals of high-quality development and sustainable innovation. We deeply integrated digital R&D tools, data-driven decision-making, and cross-departmental collaboration mechanism into the full product lifecycle management. By combining cutting-edge technologies and scientific methodologies, we built an agile, efficient, green, and sustainable innovation ecosystem. This transformation further enhanced the technical barriers and quality excellence of our products, helping the Company maintain its leading position in industry competition.

Improving the R&D management and quality control system	• We incorporated digital design, virtual validation, and cross-disciplinary review mechanism into the R&D project management process and quality control nodes to strengthen the institutionalization and traceability of the R&D process. • We established a joint review mechanism covering multiple functional roles such as R&D, testing, process, quality, and after-sales service to improve the governance capability and decision-making transparency of complex projects. • We continued to advance the mechanism for accumulating R&D knowledge assets and systematically managed historical project experience, test data, and improvement records to support the organization's long-term learning and capability accumulation. • We integrated the concepts of green design and resource conservation into R&D management requirements, guiding projects to simultaneously focus on material utilization, manufacturability, and maintenance convenience during the design stage.
Digital empowerment and collaborative R&D practices	(I) Digital design and virtual validation • In the conceptual design and scheme demonstration stages, 3D modeling and virtual prototype technology were routinely applied to carry out system-level layout, interference checks, and assembly feasibility analysis in advance. • Through an online review platform, multi-disciplinary collaborative reviews were organized to achieve visual display and efficient communication of the design scheme. (II) Simulation analysis and data-driven optimization • A closed loop of simulation analysis and measurement validation was carried out in key modules to continuously optimize design parameters. • Standardized test schemes and closed-loop problem management processes were established, shifting quality risks forward to the design and validation stages. (III) Collaboration between 3D technology and manufacturing • Assembly simulation and process validation were applied to reduce repeated modifications to prototypes and lower resource consumption. • During the mass production preparation stage, joint review of R&D and manufacturing was promoted to improve process maturity. (iv) Agile R&D and cross-departmental collaboration • By adopting a phased review and short-cycle iteration model, the pace of problem identification and resolution was accelerated. • By incorporating end-user feedback and after-sales experience into R&D improvement inputs, product reliability and maintainability were continuously optimized.

In 2025, relying on the in-depth practice of the instrument R&D governance mechanism, the Company's instrument R&D capabilities and quality robustness continued to improve. On the decision-making side, R&D decisions became more data-driven, and the ability to identify risks at the front end was significantly enhanced; on the execution side, the trend of design rework and repeated trial production was effectively controlled, and the efficiency of R&D resource utilization was continuously optimized; on the product side, reliability, manufacturability, and maintainability were continuously improved; in terms of team collaboration, cross-departmental collaboration became smoother, the pace of project progress and the efficiency of problem closure were further improved, and the ability to develop digital and complex systems was significantly enhanced. This series of advancements signifies that the Company's instrument R&D system has acquired high-quality, sustainable endogenous growth momentum.

● Reagent R&D capability enhancement

In 2025, to drive the synergistic improvement of R&D product quality, efficiency, and sustainability, our R&D system, driven by processes and systems, established standardized and visualized R&D management systems and a knowledge base center. This system encompasses the full product lifecycle, including key milestones such as project initiation review, design acceptance, design and development transfer, and product registration. Through continuous process/system iteration, it identifies best practices in the product development process and achieves the greatest balance between product quality and efficiency.

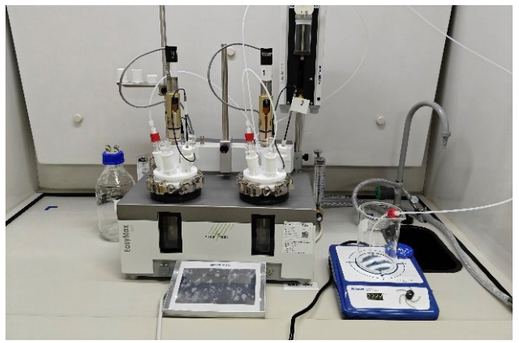
In terms of R&D personnel cultivation, professional skills training was provided to employees based on the needs of different positions in the R&D department. In 2025, the Reagent R&D Department conducted a total of 213 training sessions, including project experience sharing, professional basic knowledge explanation, and the use of professional tools to help R&D personnel consolidate their theoretical foundation and master core operational skills. For new employees in the Reagent R&D Department, the Company developed a systematic training plan. In 2025, a total of 169 professional skills enhancement courses were delivered, providing strong support for the growth of new employees, ensuring talent availability for the efficient operation and sustainable development of the department, and laying a solid foundation for the Company's reagent R&D capability enhancement.

● Improvement of R&D capabilities in key reagent materials

Through relentless technological innovation and product development, the Company has achieved groundbreaking advancements in the field of small molecules. The key reagent material R&D team has established the R&D platform for anti-neoepitop antibodies (antibodies that form new epitopes after the complexation of small molecule antigens with their specific antibodies). Such breakthrough has accelerated the development of the Company's small molecule immunization project. The result of small molecule sandwich assay is highly consistent with that of mass spectrometry, which well compensates for the shortcomings of the competition method. The registration of 16 small molecule dual-antibody sandwich assay reagents, including 25-hydroxyvitamin D, aldosterone, estradiol, progesterone, testosterone, androstenedione, tacrolimus, vitamin B12, folic acid, free triiodothyronine, total triiodothyronine, free thyroxine, total thyroxine, reverse triiodothyronine, cyclosporine, and angiotensin I, has been completed.

In terms of antibody preparation, the Company has established a single-B cell preparation technology platform to drive the high-quality development of rabbit monoclonal antibodies and other novel antibodies, thereby further improving reagent performance, significantly shortening the development cycle for primary antibodies in small molecule projects, and improving the overall quality of antibody development. At present, the Company has realized the self-production of iron powder, a key component of the magnetic sphere, which helps to control the quality of in-house iron powder and reduce its batch-to-batch variability. Thus, the supply problem of iron powder was solved, the cost of the kit was further reduced, and the market competitiveness and product accessibility were improved. In addition, the Company has kept increasing investment in personnel and equipment for the research and development of key reagent materials, so as to improve the R&D capabilities of key reagent materials.

Gas Chromatograph



Fully Automated Synthesis Workstation

R&D and innovation results >

With the original intention of "making medical examinations more affordable for the public", Snibe has pursued independent innovation while developing our core business as a socially responsible employer. We work to create value for human health, thus making quality medical resources available to all.

Instrument R&D results

Thanks to enhanced R&D efforts, we have delivered a lineup of instruments with increased accuracy and efficiency, providing reliable data for clinical diagnosis and promoting the accessibility of medical resources. Among them, the SATLARS mini-T8 Laboratory Automation System and the Biossays C6/Biossays C6P Automatic Biochemistry Analyzer are the company's key instrument products under development in 2025. These two products aim to reduce the affordability of medical terminals and improve testing efficiency.

SATLARS mini-T8
Laboratory Automation System

SATLARS mini-T8 is an intelligent assembly line designed for compact spaces in the laboratory department. It highly integrates sample pre- and post-processing functions, enabling unattended automated operation from sample loading to testing, storage, and disposal.

No additional scattered pretreatment or transfer equipment is required, effectively solving the pain points of equipment clutter and low space utilization in the laboratory department and reducing manual transfer and handover steps by more than 80%.

Equipped with AI vision-based serum quality identification and automatic quality control functions, it eliminates problems such as sample contamination, missed or erroneous testing, and information entry deviations at source, significantly streamlining the operation procedures of the department, improving sample turnaround efficiency, and helping the laboratory department achieve standardized, intelligent, and efficient operations of samples.

Biossays C6/Biossays C6P
Automatic Biochemistry Analyzer

Biossays C6/Biossays C6P are mid-to-high-end automatic biochemistry analyzers under development by the Company. The biochemical module has a throughput of 1000T/H. For the electrolyte testing module, Biossays C6 is equipped with a self-developed direct method electrolyte module with a throughput of up to 500T/H, while Biossays C6P is equipped with an indirect method electrolyte module with a throughput of up to 600T/H, meeting the requirements of different terminals.

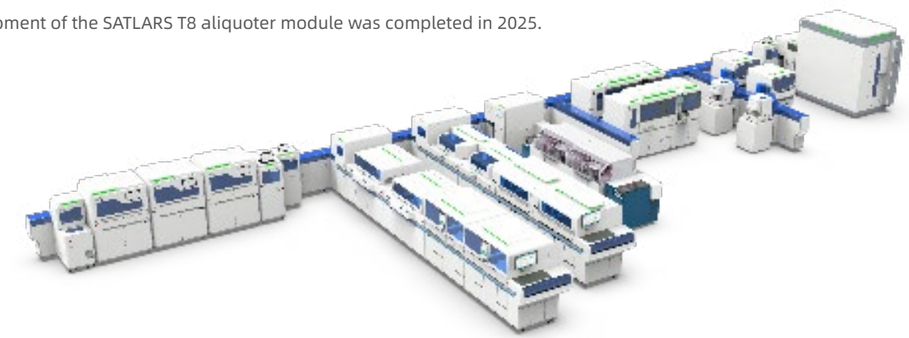
Both analyzers support direct loading of whole blood without pretreatment, enabling efficient clinical diagnosis.

Adopting a modular design, they can be interconnected with the MAGLUMI X6 chemiluminescence immunoassay analyzer to form a biochemical immunoassay automation system. They also support connection to a total laboratory automation system, better meeting the needs of large-scale terminals.

SATLARS T8
Laboratory Automation System (aliquoter module added)

SATLARS T8 is an open automation system developed by Snibe with completely independent intellectual property rights. It fully integrates the five modules of biochemistry, immunoassay, electrolyte, coagulation, and molecule. The whole process of sample loading, transport, processing, testing, and storage is automated, greatly reducing manual intervention and improving testing efficiency. The unique two-way four-track design makes sample scheduling more flexible toward dynamic balance. Modular design and multi-type tracks can be adapted to different laboratory spaces and meet different testing requirements through flexible configuration. Emergency priority and intelligent scheduling can greatly shorten the TAT of samples. A specialized data processing and information management system can help departments realize better quality management.

The development of the SATLARS T8 aliquoter module was completed in 2025.



In 2025, the Company's integrated biochemical and immunoassay analyzer Biolumi CX10 was a finalist in the International Design Excellence Award (IDEA), and the Company's electrolyte analyzer Biossays E6Plus won the Gold Award at the French Design Award. The two design awards stand as a strong testament to the innovation capabilities of our instrument R&D team and the growing global influence of our brand. These two products are also the first products to receive such awards.

Reagent R&D results

During the reporting period, the Company completed the registration of 9 new chemiluminescence reagents and 9 new biochemical reagents, which enriched the Company's reagent type in autoimmune antibodies, liver fibrosis, and infectious diseases.

Attention to rare diseases

Snibe focuses on the study of rare diseases. We actively develop relevant products so that the life and health of patients with rare diseases are guaranteed. In addition to the rare diseases previously disclosed, the rare diseases we are working on during the reporting period are as follows:

Rare disease	Product
Atypical haemolytic uraemic syndrome, aHUS	**sC5b-9, soluble terminal complement complex assay kit (magnetic particle based chemiluminescent immunoassay)**

Attention to chronic disease management and prevention

With the increasing aging of population in China, chronic diseases have become a major health threat. Under the value-based healthcare framework, to address this dilemma and further optimize chronic disease diagnosis and treatment pathways, we have launched appropriate and precise testing technologies through the innovation and application of cutting-edge technologies in laboratory medicine, which provides a new direction for chronic disease management guided by value-based healthcare and helps optimize the full lifecycle management of chronic diseases and clinical diagnosis and treatment pathways.

Diabetes is a highly prevalent chronic disease worldwide. According to the 2021 report by the International Diabetes Federation, approximately 537 million adults worldwide have diabetes, and this number is projected to rise to 784 million by 2045. China has the largest number of diabetes patients in the world, with approximately 140 million patients, accounting for about 26% of the global total. To improve the diagnosis rate of diabetes, the Company developed an anti-zinc transporter 8 antibody (Anti-ZnT8) assay kit (magnetic particle based chemiluminescent immunoassay) during the reporting period. According to the positive rate of glutamic acid decarboxylase antibody (GADA) in the population with newly diagnosed classic type 1 diabetes mellitus (T1DM) in China, the combined detection of protein tyrosine phosphatase antibody (IA-2A) and Anti-ZnT8 can increase the positive rate by 10% to 15%. The launch of the Anti-ZnT8 product effectively fills the diagnostic gap, improves the detection efficiency, promotes the precise subtyping of T1DM, and enables early warning and individualized treatment decisions.

In the cardiovascular field, Snibe successfully developed the 11-dehydrothromboxane B2 assay kit (magnetic particle based chemiluminescent immunoassay) based on the small molecule sandwich technology R&D platform. Leveraging the technical advantages of small molecule sandwich materials and methods, it breaks through the sensitivity limitations of traditional ELISA, quantifies the degree of platelet activation, accurately identifies patients with biochemical resistance, provides a basis for intensive intervention in high-risk populations, and guides the adjustment of medication regimens. The kit is also suitable for primary healthcare institutions, enabling screening and triage of low-risk patients at the grassroots level, thereby freeing up resources at Grade A tertiary hospitals and implementing tiered diagnosis and treatment. It directly serves the core goal of the "Healthy China 2030" initiative to reduce the mortality rate of cardiovascular diseases.

Promoting the R&D of geriatric, pediatric, and maternal products

The Company actively responds to the requirements of documents like the national "Healthy China 2030 Planning Outline", the "State Council's Opinions on Implementing Healthy China Initiative", the "14th Five-Year Plan for National Health" and WHO initiatives to promote the research and development of geriatric, pediatric, and maternal diagnostic products.

The global treatment cost for Alzheimer's disease (AD) is projected to reach $1.89 trillion by 2050. Early screening and diagnosis can slow disease progression, reduce the need for mid-to-late stage care, and help achieve the goal of "healthy aging". To this end, the Company has carried out the R&D of cerebrospinal fluid and blood detection products related to AD, helping to comprehensively promote the prevention and control of dementia in the elderly. As of the end of the reporting period, the Company had completed the development of multiple AD blood test kits (Aβ1-40, Aβ1-42, p-Tau-181, p-Tau-217, etc.), which are of great significance for the prevention and control of AD. First, this technology breaks through the bottleneck of early identification. Cerebrospinal fluid testing and PET scans are invasive, expensive, and difficult to popularize, while blood-based neurological biomarker testing, with its high sensitivity and specificity, non-invasiveness, and cost-effectiveness, has become the key to breaking the deadlock. It also supports large-scale community screening, enabling convenient and universal early diagnosis. Second, blood biomarkers allow for dynamic monitoring of disease progression and treatment efficacy to guide precise intervention, and combined monitoring can quantify pathological progression. Finally, China has the largest number of AD patients in the world (over 11 million patients aged 60 and above), with higher risks in rural areas and among women. This technology can effectively address the challenges of China's aging population and optimize the public health prevention and control system. It provides a core tool for building a full-chain system of "screening-diagnosis-treatment-prevention" for China's aging society, and is of strategic significance for reversing disease progression and alleviating public health pressure.

In 2024, China's State Council issued the "Several Measures on Accelerating the Improvement of the Fertility Support Policy System and Promoting the Construction of a Fertility-Friendly Society", which would implement in depth the Maternal and Infant Safety Promotion Action Plan and the Birth Defects Prevention and Treatment Capacity Enhancement Program. Human parvovirus B19, a pathogen capable of maternal-fetal transmission, may compromise fetal development. In alignment with national policies, the Company has accelerated the development of human parvovirus B19 antibody detection solutions and enhanced its comprehensive and high-quality TORCH screening panels. As of the end of the reporting period, the Human Parvovirus B19 IgG Antibody Test Kit (magnetic particle based chemiluminescent immunoassay) had obtained the registration test report and entered the clinical registration phase.

Facilitating the improvement of global public health services

Respiratory tract infections pose a long-term challenge to global public health. Their high transmissibility, pathogen diversity, and symptom similarity place enormous pressure on clinical diagnosis, treatment, and disease prevention and control.

As a pioneer in the global in vitro diagnostics field, we deeply understand that diagnostic products are not only medical tools, but also an important component of the public health defense system. In 2025, we conducted R&D of a series of testing products aimed at improving public health services and combating infectious diseases. These included respiratory multiplex testing products that detect pathogens such as influenza A, influenza B, respiratory syncytial virus, adenovirus, and Mycoplasma pneumoniae. The goal is to accurately identify pathogens through a single sampling and testing, especially for vulnerable groups such as infants, young children, and the elderly. This provides comprehensive etiological evidence to guide precise medication, thereby curbing the spread of antibiotic resistance at the source, reducing the burden on the medical system, and safeguarding public health.

Facilitating early screening, early diagnosis, and personalized diagnosis and treatment of cancer

Guided by China's policy of early diagnosis and treatment, the Company actively advances the development of early screening and diagnostic products for cancer, aiming to promote its early screening, early diagnosis and early treatment and to reduce cancer incidence and mortality rates.

DNA methylation detection, as a rapidly developing molecular detection technology for cancer in recent years, has shown promising application prospects in early cancer risk assessment and auxiliary diagnosis. It features non-invasive or minimally invasive sampling and the ability to capture potential early signals, making it suitable for risk assessment and clinical decision support in specific populations. In addition, DNA methylation biomarkers are being explored for disease progression assessment and prognostic analysis in some studies and specific application scenarios.

The Company has achieved breakthrough progress in the field of methylation-based early cancer screening. Based on methylation-specific PCR technology, the Company has developed single-cancer screening or auxiliary detection products for multiple high-incidence cancers, covering application scenarios such as colorectal cancer and cervical cancer. These products are used to detect the methylation of specific genes in the population using various sample types, including fecal samples, human peripheral blood plasma, and cervical exfoliated cells, assisting clinicians in disease diagnosis. Regarding methylation instruments, the R&D of methylation instruments had been completed by the end of the reporting period, facilitating early screening and early diagnosis of related diseases.

Malignancies have become one of the major disease burdens worldwide. The traditional "trial-and-error" approach of chemotherapy not only delays patient treatment, but also results in enormous waste of medical resources and patient suffering. As a "navigator" for precision medicine, the core value of companion diagnostics lies in finding the right drug for the right patient at the right time. To this end, the Company has introduced a digital PCR platform through strategic cooperation, which, with its high sensitivity and excellent quantification capabilities, provides more precise medication guidance for cancer patients. During the reporting period, relying on this technology platform, the Company achieved key breakthroughs in two major cancers, breast cancer and non-small cell lung cancer.

By dynamically monitoring drug-resistant mutations using the digital PCR platform, treatment regimens can be adjusted in a timely manner, supporting personalized diagnosis and treatment and avoiding the huge medical expenditures incurred by ineffective targeted therapies, as well as the radiation exposure and resource consumption from unnecessary imaging examinations. This approach not only respects life but also maximizes the use of limited medical resources.

Promoting access to quality medical resources

Adhering to the original intention of "making medical examinations more affordable for the public", the Company is continuously promoting accessibility to high-quality medical resources. In 2025, the Company's Instrument R&D Department consistently prioritized enhancing accessibility to medical services, improving clinical user experience, and reducing total cost of ownership as key directions of R&D governance. The concept of accessible and affordable healthcare was systematically embedded in the product planning, design, development, and validation phases. Through the coordinated development of centralized and decentralized testing solutions, the Company assisted medical institutions at different levels in enhancing their testing capabilities. The specific activities undertaken are as follows.

Incorporating healthcare accessibility goals into R&D strategy	•Incorporate product planning for centralized terminals and primary healthcare settings into the annual R&D roadmap, with a focus on supporting regional laboratory capacity building and the development of the tiered diagnosis and treatment system. •At the new project initiation stage, concurrently assess equipment deployment conditions, staffing levels, operational costs, and long-term maintenance requirements, and treat accessibility and affordability as key decision dimensions. •Establish a cross-departmental collaboration mechanism, uniting marketing, after-sales, clinical support, and supply chain teams, to incorporate end-user feedback and public health needs into product planning inputs. •Embed energy efficiency, durability, and life-cycle cost management requirements into the R&D evaluation system, to promote the economic viability and sustainability of products over long-term operation.
Expanding healthcare service coverage through innovative design and platform-based R&D	(I) Product R&D planning for centralized terminals The Company is developing two new products for medium-throughput centralized testing terminal scenarios, including a medium-speed biochemistry analyzer and an integrated sample processing system, both soon to be launched: •Both products are designed to enhance the testing capabilities of regional laboratories, optimize manpower allocation, and improve operational efficiency, meeting centralized testing needs. •The system architecture emphasizes modular design and scalability, enabling medical institutions to gradually configure equipment based on testing volume, thereby reducing the pressure of one-time investment. •By integrating sample pre-processing, automated transmission, and information system integration functions, manual operations are reduced and process stability is improved. •During the design phase, attention is also given to deployment space, power conditions, and environmental adaptability to enhance applicability across medical institutions in different regions. (II) Optimizing product design to improve usability •Continuously improve the user interface and interaction logic to reduce training costs; •Strengthen intelligent reminders, operation monitoring, and remote support capabilities to improve the transparency of equipment operation; •Introduce multi-scenario use validation during the R&D phase to ensure product suitability for different medical environments. (III) Adopting a modular and standardized design to improve affordability •Promote platform-based architecture and standardization of core components to control R&D and manufacturing costs; •Optimize part and component selection and process solutions to enhance supply chain stability; •Adopt a durable design and maintenance-friendly structure to reduce life-cycle operation and maintenance costs. (IV) Supporting applications in primary and resource-limited regions •Optimize installation and deployment methods to improve operational reliability in complex environments; •Promote low-energy-consumption design to reduce operational burden; •Fully cover scenarios of continuous operation and simplified maintenance during the validation phase. (V) Using digital tools to empower laboratory efficiency •Use data analysis and operational monitoring functions to help laboratories shorten testing turnaround time; •Strengthen system interconnection capabilities to support laboratory informatization; •Upgrade software to extend equipment life-cycle.

By systematically embedding the concept of healthcare accessibility into R&D governance and product development practices, the Company made positive progress in promoting healthcare coverage in 2025, which also reflects its commitment to social responsibility.

In the future, the Company's R&D department will continue to promote technological innovation and process optimization, and remain committed to creating more high-quality and cost-effective medical devices, further improving the accessibility of medical resources, and contributing to the sustainable development of the global medical industry.

Green R&D

The Company's instrument R&D team continues to delve into the field of sustainable development, integrating the green sustainability principle into every detail of products' life-cycle management. From the design iteration of core components to the optimization of production and assembly, and then to subsequent use and resource recycling, the team consistently leverages technological innovation to minimize environmental impact. By upholding and upgrading its green development concept, the Company provides customers with efficient and environmentally friendly solutions while continuously strengthening its sense of responsibility in the field of green medical equipment.

Case

The Company's SATLARS mini-T8 Laboratory Automation System embodies green concepts and life-cycle design

Green design: Advancing lightweight and intensive design

•Structural lightweighting to lower both material and energy consumption: For SATLARS mini-T8's cold storage unit, we optimized its structural design through simulation analysis while maintaining the structural advantages of SATLARS T8. Under the premise that part strength requirements were met, the weight was reduced by approximately 36%, effectively reducing material usage and directly lowering carbon emissions during subsequent transportation, thereby extending the green value contributed at the design phase.

•Storage efficiency upgrades to optimize resource utilization: Through systematic design upgrades, SATLARS mini-T8's cold storage unit achieved a simultaneous improvement in storage density per unit volume and overall energy efficiency ratio, truly realizing the green design goal of "create higher value with fewer resources" and indirectly reducing energy consumption during use.

•Part integration and simplification to reduce resource consumption at the source: A comprehensive structural integration and simplification was carried out on SATLARS mini-T8's sample processing unit. By optimizing wiring, simplifying transmission and support structures, and integrating functional components, the number of part types was reduced by approximately 14% and the number of parts by approximately 11%. This simplified material management and resource consumption at the source, facilitated subsequent maintenance and upgrades, and reduced resource waste caused by product replacement.

•Snap-fit connection optimization to reduce consumable usage: The innovative snap-fit fixing solution replaced some traditional connection methods, which not only simplified the assembly process and improved efficiency, but also significantly reduced the number of small consumables such as screws used, facilitating subsequent maintenance and recycling, and lowering resource consumption during use and disposal.

Green production: Promoting efficient and low-carbon collaborative manufacturing

•Material and process optimization to reduce production energy consumption: Relying on lightweight and integrated front-end design, the demand for raw materials and processing complexity were directly reduced. The simplified structure reduced material consumption and energy input during production, while the streamlined assembly process also reduced labor hours and energy consumption, thus achieving low-carbon manufacturing.

•Supply chain collaboration for full-chain carbon reduction: The reduction in the total number of parts enabled upstream suppliers to consume raw materials more precisely, reducing the production and waste risks of excess materials; the product's overall weight reduction and structural optimization further lowered fuel consumption and carbon emissions during logistics and transportation, promoting the green transformation of the full supply chain.

•Precise consumable management and control to reduce waste volume: For SATLARS mini-T8's sample processing unit, the reduction in the number of standard parts such as screws used (reduced by approximately 15%) and the optimization in part structures significantly lowered the amount of processing consumables used during production and reduced manufacturing waste; the standardized and intensive design also reduced resource input for subsequent consumable replacement and maintenance, forming a full-cycle green material management system.

Green packaging: Practicing sustainable logistics

•Continued application of environmentally friendly materials: In this new product, we still actively promoted the replacement of plastics and wood with paper, and used recyclable paper-based substrates and environmentally friendly cushioning materials, significantly reducing dependence on traditional plastics and wood, and lowering resource consumption and environmental pollution.

•Lightweight packaging design: By optimizing the packaging structure and using high-strength thin materials and multi-module combination solutions, the total volume and weight of the packaging were effectively reduced, which not only saved storage and transportation space, but also directly reduced energy consumption and carbon emissions during logistics.

•Strict adherence to international standards: All packaging materials strictly complied with international environmental regulations and recycling standards, ensuring they are recyclable and biodegradable. We are committed to providing customers with green packaging solutions that meet global environmental requirements, supporting the development of a sustainable supply chain.

Intellectual property protection >

Snibe strictly abides by and implements national and regional laws, regulations, and standards, such as the "Patent Law of the People's Republic of China" and "Trademark Law of the People's Republic of China", formulates the "Intellectual Property Management Procedure", "Patent Management Procedure", "Trademark Management Procedure", "Works Management Procedure" and other management documents, and continuously improves the construction of intellectual property management system.

We pay attention to intellectual property protection. With a dedicated team of professionals and a mature management system, we integrate intellectual property creation and protection into our R&D and innovation system to provide strong support and guarantee for our product R&D and technological innovation. Internally, the Intellectual Property Department adopts early warning for project research, project initiation, R&D, and product launch to manage risks throughout the development process and protect our technological innovations. Externally, investment, financing, and technological cooperation are conducted with an early warning mechanism to reduce potential risks. At the same time, we actively organize training sessions to help employees understand intellectual property compliance and obligations, and strengthen their awareness and professional competence in intellectual property protection.

With the outstanding performance in the creation, application, protection, and management of intellectual property rights, Snibe won the title of "National Intellectual Property Demonstration Enterprise" in 2023 and won the title of "National High-tech Enterprise" in 2024, fully demonstrating Snibe' exemplary and leading role in the independent control of core technologies and the strategic deployment of intellectual property rights.

By the end of 2025, the Company has had 743 patents filed, 426 valid patents granted (including 197 valid invention patents), 742 valid trademarks registered, and 60 software copyrights.

Cumulative number of patents filed	Number of valid patents granted	Cumulative number of valid trademarks registered	Cumulative number of software copyrights
743	426	742	60
	Including valid invention patents: 197		

Supply Chain Management

A stable, safe, and quality supply chain provides an important guarantee for us to offer high-quality products all the time. Guided by "The Bidding Law of the People's Republic of China" and other relevant laws and regulations, Snibe has developed a sound supplier management system. In addition to the quality of products and services, the Company also pays attention to the management of suppliers in terms of business ethics, environmental awareness, occupational health and safety, and continues to convey the concept of sustainable development to suppliers to ensure the quality and sustainability of suppliers.

Supplier management >

Management systems such as the "Bidding Management System", the "Control Procedure for Procurement", the "Anti-Bribery Control Procedure for Procurement Transactions", and the "Supplier HSF Management Regulations" have been formulated to systematically supervise and manage supplier development and admission, ordering, performance evaluation, re-evaluation, qualification management, and supplier elimination, forming closed-loop management to ensure the fair and effective operation of the procurement supply chain.

We continuously optimize supplier management and, in accordance with relevant system requirements, achieve comprehensive and high-standard management of our major business partners. We conduct anti-commercial bribery investigations and annual reviews for our major business partners, with a coverage rate of 100%, to prevent compliance risks at the source. Mandatory anti-bribery training sessions with competency assessments are organized for suppliers, accompanied by the signing of "Letter of Commitment for Anti-Commercial Bribery" or "Anti-commercial Bribery Agreement", internalizing integrity-based cooperation as a common principle for both parties. We have completed the signing of "Environmental and Occupational Health and Safety Policy Notice" across our partner network and the signing of "Supply Chain Information Security Agreement" with major suppliers, establishing risk control measures for environment, occupational health and safety, and information security. In addition, this year we have newly formulated the "Supplier On-site Audit Management Regulations", which not only standardizes the audit management of external suppliers, but also proactively urges and guides suppliers to improve their management in areas such as quality management, anti-commercial bribery, environment, occupational health and safety, and information security.

In accordance with the "Control Procedure for Procurement", the Company conducts annual requalification audits for both probationary and approved suppliers. Suppliers not up to standards are included on the "List of Unqualified Suppliers" based on the type of materials they supply. Rectification and guidance support are available to urge and help suppliers improve their management processes and measures, thus ensuring the stability and improvement of the supplier quality, and eliminating unqualified suppliers. Meanwhile, by establishing supplier management files, we regularly record suppliers' qualification changes, cooperation updates, and performance. Based on these records, we periodically review and audit suppliers, monitoring and strictly assessing whether to retain their cooperation eligibility.

In 2025, the Company added 50 new suppliers and removed 4 suppliers due to quality issues.

Supplier admission

- Preliminary investigation
- Production and R&D capabilities
- Quality assurance ability
- Intellectual Property Rights
- Environmental health and safety
- Social responsibility and ethical standards
- Sample validation
- Enquiry and quotation
- On-site certification and review
- Anti-commercial Bribery Investigation

Supplier re-evaluation

- Supplier classification management
- Supplier qualification management
- Risk management of supplier
- Organizational Structure
- Price level
- Production Capacity
- Quality assurance ability
- Environmental risk assessment
- Anti-commercial Bribery Investigation

Supplier elimination

- Supplier monitoring
- Eliminating abnormal suppliers

Supplier communication >

Technical exchange is an important measure to ensure product quality. Whenever quality anomalies are identified during regular supplier performance reviews, we immediately coordinate with relevant departments and suppliers to jointly discuss solutions. A regular communication and feedback mechanism has been established around the monthly incoming material pass rate and on-time delivery rate. For suppliers not up to standards or ranking low in performance, we proactively organize special meetings to invite them to review their quality performance in person. Through in-depth discussions on quality standards, we establish mutually agreed control standards, and on this basis, formulate effective corrective and preventive actions as well as quality improvement measures, thereby further enhancing material quality levels. In 2025, we organized more than 330 online and offline meetings with suppliers.

In the on-site audit stage before the new supplier was admitted, the Procurement Department would jointly conduct on-site visits and exchanges with the personnel of relevant upstream and downstream departments such as R&D and quality inspection. Based on the annual evaluation results of suppliers and the problems found in their daily management process, we would formulate an annual visit plan or arrange an unannounced audit, timely discuss with suppliers about the quality and sustainable development issues found in the audit, and discontinue the supply from suppliers to be rectified to mitigate supply risk. In 2025, we conducted a total of 26 pre-admission and annual on-site audits.

Product Quality and Safety | Focusing on R&D and Innovation | Supply Chain Management | Responsible Marketing | Customer Service Quality

Sustainable supply chain management >

To ensure the quality and supply safety of important materials, Snibe divides suppliers into three categories of A, B, and C by the importance of supplied materials management to the product. Suppliers are reviewed and evaluated with category-specific indicators and standards based on the types of their materials and the nature of business. Category A suppliers are required to establish a sound quality management system and sign a quality assurance agreement.

After years of technology accumulation, we have established a well-developed supply chain risk management system. On the one hand, we enhance the safety inventory management of core components and include more alternative suppliers. On the other hand, we join hands with domestic manufacturers to develop and apply for major special projects of Shenzhen to promote the R&D and substitution of domestic core components. For key components, Snibe and suppliers need to work closely on all-round material recognition to fully guarantee the safety of materials. For some key materials, Snibe has formulated Plan B to deal with sudden risks in the supply chain. For materials with a large amount of consumption, we usually purchase them from two or three suppliers at the same time to avoid the situation that the production of products is affected by the shortage of materials. Amidst the push to replace foreign goods with domestic alternatives in the manufacturing industry, Snibe has opted for more domestic materials after verification, consolidating supply chain security. Furthermore, the strong R&D team for key reagent materials serves as a solid backbone to guarantee the stable supply of raw materials for our reagent products. At present, most of the Company's key reagent materials have achieved self-sufficiency, effectively reducing the risk of limited raw material procurement channels and ensuring the stability of the key reagent material supply.

As for supply chain operation and inventory management, the annual demand forecasting is updated on a rolling basis (2 + 3, short-term + long-term) so that both suppliers and Snibe can maintain dynamic safety inventory for quick response to flexible demand. At the same time, based on production needs and procurement plans, we collaborate with suppliers to discuss and formulate reasonable inventory quantities and delivery schedules, and continuously update these to ensure smooth supply chain operations and improve delivery flexibility and response speed.

When selecting supply resources, we prioritize suppliers that are geographically close to us and have a relatively complete system to ensure flexible delivery and timely, effective communication and audit in quality control, as well as in-depth communication and careful evaluation during R&D cooperation to guarantee stable supply after delivery.

By the end of 2025, the proportion of suppliers in the Chinese mainland was **96.3%**

and the proportion of suppliers in Hong Kong, Macao, Taiwan, and overseas was **3.7%**

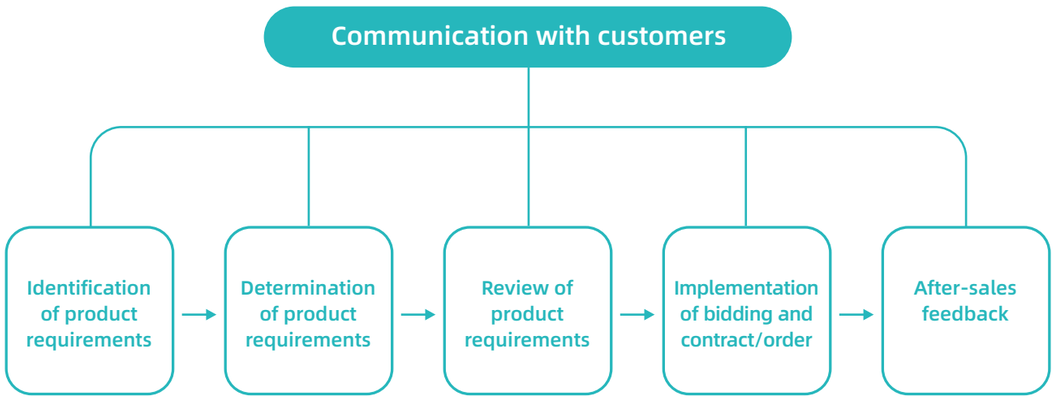
Responsible Marketing

Snibe has always put the rights and interests of users first. Through strong brand building, and the domain-specific expertise competency enhancement of the marketing and after-sales service personnel, the Company unswervingly implements responsible marketing, continuously elevates client service capabilities, empowers customers, and fosters industry exchanges and cooperation to expand the Company's leadership in the industry.

Responsible marketing management >

Management systems such as "Control Procedure for Customer-Related Processes", "Regulations on the Management of Domestic Distributors", "Regulations on the Management of Overseas Distributors", "Regulations on the Management of Publicity Materials", "Regulations on the Management of Intellectual Property Rights in Advertising and Exhibitions", "Regulations on the Management of Intellectual Property Rights in Market Sales", and "Anti-Bribery Control Procedure for Distributors' Sales Business" have been established to form a sound marketing management framework to ensure the protection of customer rights and interests and improve customer satisfaction during the course of business.

In both domestic and overseas markets, we adhere to the five principles of equality and mutual benefit, integrity and legal compliance, win-win result and long-term cooperation, daily management with regular evaluation, and zero tolerance for bribery to manage distributors.



As required by the "Regulations on the Management of Domestic Distributors", Snibe strictly abides by the "Anti-Unfair Competition Law of the People's Republic of China" and the "Interim Provisions on Prohibition of Commercial Bribery". For brand building and market development, we have formulated the "Management System for Domestic Academic Conferences" to regulate the organization of academic conferences and academic promotion. An internal customer management platform, which covers five modules of customer management, market management, product management, distributor management, and database, has been developed to help marketing personnel master information on customer relations, meeting procedures, product information, and online distributor management. This is how we realize responsible marketing.

In overseas markets, under the framework of the Company's ISO 13485 quality management system, we follow the "Regulations on the Management of Overseas Distributors", implement the ISO 37001 anti-bribery management system standard, and require overseas distributors to conduct business as per local laws and regulations. To ensure global regulatory compliance of post-market products, the Company strictly abides by the regulatory requirements of various countries/regions for medical devices, and sets appropriate labels when selling products to ensure that the end users are fully aware of the product information. For example, for distributors in the EU, we adapt our products and business to the latest IVDR and transitional provisions, for example, adding the information of EU importers and updating compliance declaration. To safeguard the interests of distributors and end users, we proactively communicate with customers and end-user hospitals regarding products undergoing phase-out or discontinuation, providing advance notification of discontinuation timelines to establish transition periods for users, while simultaneously offering optimized alternative solutions.

Responsible brand building >

Brand control and supervision

During product marketing and promotion, the Marketing Department submits the new products and promotional materials (including the commissioned design of advertisements) to the Intellectual Property Department for review in strict accordance with the requirements specified in the "Regulations on the Management of Intellectual Property Rights in Advertising and Exhibitions" and the "Regulations on the Management of Intellectual Property Rights in Market Sales", so as to ensure compliance with the Company's requirements for patent, trademark and copyright protection. At the same time, we require that the content of promotional materials be truthful and scientific, and must not contradict the content of product labels and instructions. Exaggerated statements are prohibited, and the use of text, names, images, or other similar labels that may mislead users regarding the intended use, safety, or performance of products is forbidden. Furthermore, all materials sent to external parties must undergo strict internal approval.

The Marketing Department is responsible for market supervision and risk control and prevention in the product release and publicity process. The Company also closely monitors the behaviors that damage our brand building, and clarifies the responsible departments and measures to deal with violations against our intellectual property rights to maintain Snibe's brand image.

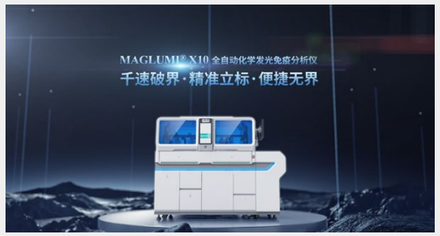
Brand building

In 2025, the Company launched several major instrument products, including the ultra-high-speed fully-auto chemiluminescence immunoassay analyzer MAGLUMI X10, the ultra-high-speed biochemistry analyzer Biossays C10, the high-speed fully-auto electrolyte analyzer Biossays E6 Plus, and the high-speed automated coagulation analyzer Hemolumi H6. The successive launches of these products provide important opportunities for the Company's brand building. The Company actively promotes brand building across all departments. We continue to carry out brand promotion through various channels and forms such as exhibitions, academic conferences, and official WeChat accounts to enhance the Company's industry influence.

Case

Promotion of MAGLUMI X10 and Biossays C10

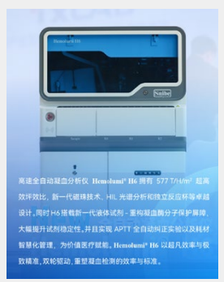
In Mar. 2025, at the Annual Conference & EXPO, China Congress for Diagnostics & Laboratory Medicine (CCDLM) and the 22nd China International In Vitro Diagnostic Expo (CACLP), the Company exhibited and launched the fully-auto chemiluminescence immunoassay analyzer MAGLUMI X10 and the next-generation biochemistry analyzer Biossays C10 for the first time in China. MAGLUMI X10, with its ultra-fast immunoassay throughput of 1000 tests per hour, MPC micro-precision sampling technology, as well as zero-contamination, zero-pulsation, and zero-degradation steady-state washing technology, ensures high efficiency, accuracy, and stability of immunoassays.



Case

Promotion of T8 total laboratory automation, coagulation analyzer, and electrolyte analyzer

In Sep. 2025, the 14th National Conference of Clinical Laboratory Management (NCCLab), organized by the Chinese Hospital Association, was held in Chengdu. As an important academic exchange platform in the field of clinical laboratory management in China, the Company made a stunning appearance at the conference with a series of high-quality laboratory solutions and disease diagnosis and treatment solutions, including SATLARS T8, the high-speed fully-auto electrolyte analyzer Biossays E6 Plus, and the high-speed automated coagulation analyzer Hemolumi H6.



In terms of brand building in overseas markets, the Overseas Sales Department and Overseas Marketing Department have held academic exchanges such as Snibe Day to enhance the Company's international brand influence.

"Snibe Day" is jointly organized by the Company, the International Federation of Clinical Chemistry and Laboratory Medicine (IFCC), and globally renowned medical associations and laboratories. Focusing on current challenges, future directions, and key issues in medical laboratory immunoassays, the event brings together renowned experts in international medical laboratory science to share the latest clinical applications and research advances, promoting the translation of research findings into clinical practice and vigorously facilitating knowledge sharing and cross-border cooperation in the field of in vitro diagnostics.

In 2025, we successfully held more than 10 "Snibe Day" brand events, which were launched in China and many countries overseas. The "Snibe Day" events transcend one-way communication. With an open attitude, the Company invited key global partners to come together, experience the smart production line, and witness how precision instruments were born; they also visited hospitals to see how the equipment drove efficient diagnosis and treatment. When manufacturing strength meets clinical needs, we jointly create a closed loop of trust. This is not just a showcase, but a commitment: Snibe ensures that every technology withstands the test of real-world application.

Case

International Symposium on Laboratory Medicine

On Aug. 24, 2025, the International Symposium on Laboratory Medicine was held at the headquarters of Snibe in Shenzhen. The conference was jointly organized by the International Federation of Clinical Chemistry and Laboratory Medicine (IFCC) and Snibe, and invited 14 lecturers and over 300 participants.

The conference was honored to have the attendance of Professor Tomris Ozben (President of the IFCC), Professor Khosrow Adeli and Maurizio Ferrari (former Presidents of the IFCC), and Professor Mario Plebani (President of the European Federation of Clinical Chemistry and Laboratory Medicine [EFLM]).

Case

Enhancing Snibe's brand influence through participation in international exhibitions

In 2025, the Company participated in more than 140 international exhibitions worldwide, including important industry platforms such as Medlab Middle East, EUROMEDLAB, ADLM, and Medica. On these stages, we systematically showcased cutting-edge laboratory technologies and innovative solutions, and collaborated closely with global partners to address real-world challenges in the diagnostics field and actively shape the future direction of medical diagnostics.

Responsible marketing training >

The Company highly values the professional and academic capabilities of its marketing team. It has established a systematic, regular, and effective training system that closely aligns with business strategies and effectively empowers the marketing frontline and support teams.

In 2025, the domestic marketing center organized 54 regular training sessions, covering areas such as promotion strategies, case sharing, knowledge training (luminescence, instrumentation, biochemistry, coagulation), and policies. Details are as follows:

The domestic marketing center has established a weekly, fixed-time joint training mechanism for the three teams (product managers, sales personnel, and technical service engineers) to ensure information synchronization. The training content includes: (1) product and technical knowledge, with in-depth training on clinical applications, report interpretation, and promotional advantages across six major areas, including bone metabolism, hypertension, and tumor biomarkers; (2) interpretation of market dynamics and policies, with timely launch of courses on the rationale for test panels; (3) regular sharing of excellent promotion cases as well as distributor cultivation and benchmark hospital construction experience; (4) regular special strategy training for regional directors, deputy directors, and other management personnel to unify the promotion consensus of regional leaders and ensure the accurate implementation of strategies.

To ensure training effectiveness, the domestic marketing center adopts the "Learn-Test-Evaluate" approach. Post-training tests are released via an online platform to enable immediate assessment of learning outcomes. By analyzing the distribution of test scores, the center continuously refines training content and formats to ensure high relevance to actual work.

Customer Service Quality

With the core strategic concept of "customer-centric, market-oriented", Snibe keeps optimizing customer service solutions in all aspects by understanding customer needs, timely responding to customer complaints, providing professional and accurate services, and investigating customer satisfaction, so as to provide customers with safe, reassuring, and innovative products and services.

Customer service management and capabilities >

We practice the "service +" concept to continuously improve customer service experience, and provide carefree services for customers. We have formulated and implemented management systems such as the "Control Procedure for Servicing Activities" to standardize the customer consultation and complaint handling process. Through systematic training and professional guidance, we continuously strengthen the team's professional ability and service awareness, and optimize the quality of customer service.

By 2025, the Company has built 190 service stations and upgraded on-site services in various regions across China, ensuring customer response in 1–2 hours. To help technical engineers in different regions solve customer problems in a systematic way, we have developed the remote service system Snibe Link on our own to ensure a comprehensive and professional customer service. We are committed to providing customer-centric, rapid-response, and professional services to create worry-free and value-added experiences.

In overseas markets, Snibe implemented regional management with independent marketing, after-sales, market, and business for each region. Product sales and after-sales personnel are better connected to improve the regional product and service performance. More foreign technical service personnel were recruited to ensure timely response to the urgent needs of distributors and end customers. As we expand our product lines, the number of overseas channels is also expanding in terms of both breadth and depth to bring quality products and services to more customers across the world. In major countries and markets, the Company strengthens localization through the establishment of overseas subsidiaries. Up to now, we have set up overseas subsidiaries in 16 countries. By recruiting local employees and applying for product circulation licenses, overseas subsidiaries boost localized operations for more meticulous and comprehensive market coverage and premium service for end customers.

Customer satisfaction >

We truly adhere to the principle of delivering timely, efficient, dedicated, professional, thorough, and quality service to customers. In case of any product problems, customers can get in touch with us through the "400" hotline, official mail, and "External Information Feedback Form" on the official website. In addition, our technical service personnel strictly follow Snibe's "Control Procedure for Feedback and Complaint Handling" for closed-loop management through regular maintenance & customer visit and timely communication with customers. In 2025, 100% of the complaints received have been handled, with a customer satisfaction rate of 100%.

We regularly conduct customer satisfaction surveys to understand the opinions and suggestions of customers on the Company's products and services. In 2025, the domestic and foreign customer satisfaction reached more than 98%.

Improving customer service capabilities >

We maintain proactive two-way communication through a customer-centric approach to deliver sustained customer empowerment. ISO 15189 is an internationally recognized standard for quality and competence management in medical laboratories. To help the medical laboratory departments establish a standardized quality management system and improve the accuracy and mutual recognition of test results, we have provided ISO 15189 full-process support. This year, we continued to provide ISO 15189 training and guidance to end customers in various regions, and built a combined online and offline platform for specialized training and exchanges, to fully empower customers to apply for accreditation. During the daily service process, we discussed with laboratory teachers the problems and questions encountered in the validation analysis, to enhance their understanding of immunoassay product applications, help them master product applications and analysis validation methods, and improve laboratory quality management.

We attach great importance to the construction and training of technical service engineers. In 2025, we organized training for domestic technical service engineers and provided on-site and online training for technical service engineers of overseas agents to comprehensively enhance their professional service capabilities. At the same time, through the "Snibe Forum" online platform, we delivered knowledge to technical service engineers of our agents to promote their understanding of the latest product-related information. On this platform, product-related information is constantly updated, and those engineers can learn to operate the product quickly.

03

PROMOTING GREEN OPERATION

Major issues

- Addressing climate change
- Emissions and waste management
- Environmental management
- Resource management
- Energy management

Alignment with Sustainable Development Goals (SDGs)

Snibe deeply practices the concept of sustainable development, strictly aligns with environmental protection, conservation, and safety production management standards, and continuously strengthens the construction of its environmental and occupational health and safety management system. We integrate the concepts of green operation and safe production into all aspects of daily operations. While ensuring employee safety and health, we strive to create an efficient and environmentally friendly operation model, promoting the deep integration of green development and safe operation.

Environmental and Occupational Health and Safety Management

Employee safety and environmental protection constitute the cornerstone of our continuous and stable development. Snibe has always adhered to the policy of "Environment protection, health and safety, compliance with regulations, and sustainable development" to continuously strengthen the Company's overall safety and environmental protection construction. Snibe maintains strict adherence to laws and regulations like the "Labor Law of the People's Republic of China", the "Environmental Protection Law of the People's Republic of China", the "Safety Production Law of the People's Republic of China", the "Fire Control Law of the People's Republic of China", and the "Law of the People's Republic of China on Prevention and Control of Occupational Diseases", and has developed relevant supporting management systems according to those laws and regulations and internal management needs to continuously improve environmental and occupational health and safety management.

In 2025, the Company invested **4.58** million yuan in environment and occupational health and safety.

Environmental and occupational health and safety management policy and objectives >

Policy: Environment protection, health and safety, compliance with regulations, and sustainable development.
Objectives:
(1) Zero fire incidents
(2) Zero chemical leaks and explosions
(3) Zero work-related fatalities or serious injuries
(4) Zero occupational diseases

Environmental and occupational health and safety management initiatives >

Area	Initiatives
Environmental management	Waste management: Strictly implement the "Wastewater, Emissions, and Noise Management System" and the "Environmental Protection and Harmless Treatment System", and implement classified storage, compliant disposal, and full-process monitoring of various wastes generated from production and daily activities, ensuring full compliance with environmental regulations and effectively safeguarding the environment. Resource and energy management: Continuously implement the "Resource and Energy Consumption Control Management System" to regulate employees' practices in conserving water and electricity. Post water and energy conservation signs to improve employees' awareness of energy saving and emission reduction. Implement quota control for office supplies. Integrate green design concepts into product design and production processes, and optimize the use of raw and auxiliary materials to reduce resource waste at the source. Hazardous waste management: Establish the "Hazardous Waste Management System" to clarify the requirements for identification, classification, labeling, storage, transfer, and disposal of hazardous waste. Maintain hazardous waste management records, implement the declaration and transfer manifest system, and eliminate environmental risks.
Health management	Domestic water management: Establish the "Management System of Drinking Water for Domestic Use" to clarify water quality testing standards for domestic drinking water tanks, limits for key indicators, and water quality testing standards for direct drinking water. Commission external agencies to conduct water quality testing biannually, entrust third-party agencies to inspect water fountains routinely, and clean the internal tanks of water dispensers quarterly, ensuring that the Company's domestic drinking water fully complies with the national standards for drinking water quality. Occupational health management: Establish the "Management System for the Prevention and Control of Occupational Diseases". Sign the "Job-Specific Occupational Disease Hazards Notice" with employees in high-risk positions, which clearly outlines job-related hazards. Provide compliant and necessary personal protective equipment to all employees in high-risk positions. Conduct annual monitoring of occupational hazard factors. Organize pre-employment, in-service, and post-employment occupational health examinations for employees in high-risk positions. Maintain employee occupational health records to timely identify and address occupational health issues. Canteen safety management: Establish the "Canteen Management System" to strengthen canteen hygiene management. All the canteen staff are on duty with certificates.Conduct regular inspections of food quality and hygiene management. Develop record forms for key steps in the meal preparation process to ensure full traceability and risk control of canteen management. Formulate a special emergency response plan for food safety, clarifying emergency response procedures, responsibilities, and handling processes for sudden incidents such as food poisoning. Work-related injury management: Strictly implement the "Work-related Injury Management System" to ensure proper reporting, investigation, identification, and medical treatment procedures for work-related injuries, safeguarding employees' legitimate rights and interests.

Area	Initiatives
Emergency management	Emergency procedure management: Establish the "Emergency Preparedness and Response Control Procedures" to define the organization process, evaluation criteria, and improvement mechanisms for emergency drills, and standardize the drill record template, promoting the standardization and traceability of emergency management. Focusing on major risks such as fire and hazardous chemical leaks, regularly organize comprehensive emergency drills involving multiple departments to test the effectiveness of emergency plans and improve employees' capabilities in emergency evacuation, initial response, and coordinated action. Emergency resource management: Strictly implement the requirements for medicine allocation, inspection, replacement, and documentation as specified in the "First Aid Kit and Medicine Management System" to ensure that first aid medicines and equipment in all areas are always in good condition and ready for use. Establish a first-aider team with basic first-aid knowledge and skills.
Safety Management	Equipment safety management: Establish various safety operation procedures and safety management systems, strictly implement pre-employment safety training, and ensure that special equipment operators/special operation personnel hold valid certificates. Regularly inspect and maintain production equipment, electrical wiring, and safety protection facilities to ensure the safe and stable operation of equipment and facilities. Hazardous operations safety management: Establish the "Hazardous Operations Management System" to improve the approval and management requirements for high-risk operations such as hot work, high-place work, and confined space work. Strengthen pre-operation risk identification, safety briefings, and implementation of protective measures, and assign dedicated personnel for on-site supervision to ensure that the entire process of hazardous operations is under safe control. Hazardous chemicals safety management: Strictly implement relevant hazardous goods management systems, fully standardizing the management requirements for the classification, storage, labeling, use, and waste disposal of hazardous chemicals. Assign dedicated personnel to manage and document chemicals inventories, deploy firefighting facilities and emergency response equipment, and regularly inspect their effectiveness. Fire safety management: Strictly abide by relevant fire safety regulations and systems. Establish the "Fire Equipment and Facilities Management System" to clarify the organization and implementation of daily fire safety management. Equip all areas with appropriate fire equipment, emergency exit indicator lights, etc., as required. Regularly conduct inspections and maintenance of fire equipment, and organize company-wide fire drills and fire safety training.

Addressing Climate Change

Snibe recognizes that the physical impacts of global climate change and mitigation actions may pose significant risks or create opportunities for our business. During the reporting period, we identified relevant entity risks, transformation risks and opportunities based on the business development and operation of the Company, and formulated corresponding countermeasures.

Type	Influencing factors	Specific impact	Countermeasures
Entity risk	Heavy rains, typhoons and other extreme weather occur frequently or increase in intensity	Snibe operates in a coastal city, where increased frequency or intensity of extreme weather events, like heavy rains and typhoons, may disrupt facility power supply, leading to water/power outages or damage to warehouses and equipment. Such risks threaten both property security and our operational stability.	We actively monitor climate trends and have developed an extreme weather emergency response plan tailored to local conditions. We pay close attention to weather warning information, and implement the following preventive measures prior to forecasted extreme events: conduct safety inspections, clear drainage systems, repair roofs, reinforce perimeter walls, install water barriers, strengthen ventilation, enhance circuit leakage protection, improve firefighting capacity, etc.
Transformational risk	Energy prices rise as countries respond to climate change	At present, Snibe's main energy consumption relies on externally sourced electricity. Environmental protection regulations are becoming increasingly stringent, with national and local governments rolling out policies to restrict corporate carbon emissions. Rising fossil fuel prices have also driven up energy-related operational costs.	The Company has proactively implemented energy management strategies, including technology upgrades, source-level energy consumption controls, intensified energy conservation and emission reduction propaganda, etc. to reduce energy consumption and carbon emissions.
	Investors are increasingly focused on corporate climate action	Snibe recognizes that domestic and international investors prioritize transparency in greenhouse gas (GHG) emissions and emission reduction targets. Failure to actively manage GHG emissions could lead to ESG rating downgrade, negative publicity, reputational damage, and ultimately restricted financing channels and higher capital costs.	The Company has actively responded to investors' concerns, and voluntarily initiated climate risk identification, greenhouse gas emission management and other programs for disclosure. Moving forward, the Company will further develop GHG reduction objectives in line with the needs of enterprise development.

Type	Influencing factors	Specific impact	Countermeasures
Opportunity	Climate change leads to increased demand for new products	Global climate and environmental shifts, particularly rising temperatures, are increasing the likelihood of infectious disease outbreaks and respiratory health risks, which creates new product opportunities for IVD companies.	Snibe is closely tracking diagnostic demands linked to climate-sensitive diseases and proactively advancing R&D of targeted testing products.
	Climate change policies promote technological upgrading of enterprises and increase benefits	Reduced energy and resource consumption lowers both corporate emissions and operational costs. By adopting more efficient production technologies, the Company can increase production capacity and revenue while enhancing resource efficiency.	Through energy conservation and emission reduction initiatives, including technological transformation and equipment upgrading, the Company continuously improves energy and resource utilization efficiency, achieving cost reduction and efficiency enhancement.

The Company's greenhouse gas emissions predominantly stemmed from the utilization and consumption of electricity, natural gas, gasoline, and diesel in its production and operations, direct emissions resulting from the escape of refrigerants, and indirect emissions resulting from the consumption of purchased electricity. During the reporting period, we commissioned SGS, an international authoritative certification body, to carry out a comprehensive and detailed greenhouse gas verification audit, and obtained the ISO 14064-1:2018 Greenhouse Gas Verification Statement Certificate issued by SGS.

In 2025, the total carbon dioxide emissions (Scope 1 and Scope 2) resulting from the Company's operations amounted to 17,071.48 tons of CO_2 equivalent. Among these, direct emissions (Scope 1) accounted for 2,589.96 tons of CO_2 equivalent, while indirect emissions (Scope 2) stood at 14,481.52 tons of CO_2 equivalent. The carbon emission intensity was 0.0373tons of CO_2 equivalent per 10,000 yuan ① .

Direct emissions (Scope 1)	Direct emissions (Scope 2)	Total emissions of Scope 1 and Scope 2	Carbon emission intensity
2,589.96	14,481.52	17,071.48	0.0373
tons of CO_2 equivalent	tons of CO_2 equivalent	tons of CO_2 equivalent	tons of CO_2 equivalent/10,000 RMB

① Direct emissions (Scope 1) encompass emissions directly generated by the Company through the consumption of fossil fuels, including gasoline, diesel, and natural gas, as well as direct emissions resulting from escape of refrigerant. Indirect emissions (Scope 2) include emissions resulting from the consumption of purchased electricity by the Company. Total emissions represent the aggregate of direct and indirect emissions. The accounting methodology for electricity emission factors primarily references the national average CO_2 emission factor for electricity outlined in the "Announcement on Release of 2023 CO_2 Emission Factor for Electricity", issued by the Ministry of Ecology and Environment of the People's Republic of China on Dec. 31, 2025. Additionally, calorific value coefficients and emission factors for other energy sources are mainly derived from the "Guidelines for Compiling Provincial Greenhouse Gas Inventory" and the "General Rules for Calculation of the Comprehensive Energy Consumption".

The energy usage of Snibe in 2025 is detailed as follows:

Purchased electricity	Natural gas	Gasoline	Diesel
27,281,049.87	51,719	25.16	9.89
kWh	cubic meters	tons	tons

Snibe's carbon emission reduction target: To maintain a stable carbon emission intensity before the completion of Phase V of the R&D and production base, and to achieve a steady decline in carbon emission intensity after the completion of Phase V and the normal operation of the R&D and production base. The main basis is that Phase IV of the R&D and production base will be completed in 2025 and the base will then be put into use. With expanding business operations, electricity consumption is expected to rise significantly year-on-year, creating substantial short-term pressure on carbon intensity metrics.

Green Operation

Rigorously adhering to the "Water Pollution Prevention and Control Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", the "Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes", the "Regulations on the Administration of Medical Wastes", and other laws and regulations, the Company has formulated management systems such as the "Control Procedure for Environmental Issues", the "Resource and Energy Consumption Control Management System", the "Wastewater, Emissions, and Noise Management System", and the "Hazardous Waste Management System", so as to effectively utilize resources and energy and strictly oversee the disposal process of hazardous wastes. The Company has not been listed as a key pollutant discharge entity by the environmental protection authority. In 2025, the Company did not violate any environmental law or regulation, and was not subject to administrative penalties by the environmental protection authority.

Emissions and waste management >

Wastewater management

All sewage undergoes treatment following the principles of "rain and sewage diversion, collection at source, and reuse". Snibe implements environmentally friendly sewage management practices. Wastewater is categorized into rainwater, domestic sewage, and production wastewater by source. Following a classified management approach, we collect each type of wastewater accordingly. The sources of liquid medical waste and air filtration wastewater are collected and managed by accredited facilities. Meanwhile, the reject water without any chemical reagents and additives generated during the preparation of purified water is directed to a dedicated reject water recovery pool for toilet flushing and park irrigation, and discharged from the municipal domestic wastewater pipe network into the Shatian Water Purification Plant, contributing to resource conservation and waste reduction.

Waste gas management

All waste gases produced by the Company are subject to the principle of "classified collection, centralized treatment, and standards-compliant discharge". The production waste gases are treated through the waste gas treatment facility to meet regulatory standards before discharge, with regular emissions testing conducted. Independent waste gas collection covers and fume hoods are installed in production workshops and locations or areas where waste gas is generated within each production line. The waste gas treatment device is equipped with activated carbon boxes and spray towers to ensure that laboratory waste gas is discharged in compliance with environmental standards. The flow directions in waste gas collection pipelines are clearly marked, and regular testing of waste gas by third-party institutions ensures alignment with relevant laws and regulations on emissions.

Waste management

Snibe has established a dedicated task force for environmental pollution prevention and control to perform classified management of medical and hazardous wastes. Medical wastes, including infectious waste, sharps waste, and chemical waste, are centrally collected in specialized medical waste bins, and then disposed of by accredited facilities. The ten types of hazardous wastes, including waste activated carbon, waste engine oil, waste lamp tubes, waste circuit board, waste thermometer, waste ink carbon ribbon, waste rust-proof oil, waste chemicals, waste packaging, and spray tower wastewater, are centrally transported and disposed of by third-party organizations after collection.

The Company actively implements the requirements for solid waste pollution prevention and control, fully promotes the domestic waste classification system, and continuously advances the refined and eco-friendly management of solid wastes. For general solid wastes (domestic waste, kitchen waste, etc.) generated in daily operations, the Company strictly implements classified management and entrusts qualified third-party organizations to carry out standardized transportation, utilization, and disposal. At the same time, the Company rigorously reviews the technical capabilities of the entrusted parties to ensure full-process compliance. Recyclable materials such as office waste paper and cardboard are handed over to professional recycling facilities for resource utilization.

To further enhance employees' awareness of waste classification and improve the accuracy of waste disposal, the Company continuously optimizes the classification facility configuration and signage within its premises. For domestic waste and kitchen waste on each floor, the layout and specifications of bins have been specially upgraded to improve their visibility and ease of disposal. A regular waste battery recycling mechanism has been established, with dedicated recycling bins placed at fixed locations. The waste battery collection and disposal process has been standardized to reduce the potential environmental impact of heavy metals and other pollutants.

Resource and energy management >

Water resource management

The Company rigorously regulates water resource usage, increases the proportion of recycled water, and enhances water resource utilization efficiency through measures like water recycling and equipment adjustments.
A regular inspection and maintenance mechanism for water facilities has been established and imp
roved, incorporating key water facilities such as domestic water tanks and solar hot water systems into routine inspections. Comprehensive inspections and maintenance are carried out regularly, focusing on facility operation stability and pipeline sealing. Aging or damaged parts and components such as valves, pipes, and faucets are replaced promptly to eliminate leaks at the source, ensuring that all facilities remain in good working condition, thereby guaranteeing water safety and efficiency. A remote smart meter has been installed on the master water meter to monitor the water consumption in real time through the intelligent system, so as to effectively avoid manual meter reading errors, quickly detect abnormal water use, and timely troubleshoot water leaks or equipment failures.

The Company places emphasis on fostering water conservation awareness among all employees. Through various means such as posting water conservation slogans in office areas and sending internal notices, we advocate employees adopting good water-saving habits and guide them to embrace the concept of "taking pride in saving water and feeling ashamed of wasting it", collectively creating a green, low-carbon, and resource-conserving office environment.

Focusing on water conservation and efficiency improvement, we proactively optimize water management measures. By scientifically adjusting the operating pressure of water supply equipment and rationally controlling the water pressure and volume of faucets in restrooms, water consumption is effectively reduced without compromising employees' normal water needs. This also reduces the operating load of basement water supply equipment, achieving dual benefits of water conservation and equipment maintenance. In the Company's daily operations, the reject water generated mainly comes from the purified water preparation process. The quality of this reject water has been tested and fully complies with the "Reuse of Urban Recycling Water — Water Quality Standard for Urban Miscellaneous Use" (GB/T 18920-2020). Adhering to the principle of resource conservation and waste reduction, we have installed reject water storage tanks for recycling and reuse. Currently, 100-cubic-meter and 180-cubic-meter reject water storage tanks have been installed to supply water for toilet flushing and park irrigation in the Company's Phase II and Phase III parks, respectively, effectively reducing tap water consumption.

We prioritize water balance testing as a cornerstone of water resource management, and conduct systematic testing, data collection, and analysis to establish precise water usage equilibrium. By scrutinizing every aspect of water usage and optimizing processes with data-driven insights, we ensure stable operations while maximizing water efficiency and conservation.

In 2025, the Company's total water intake amounted to 250,223 cubic meters,with a water intake intensity of 0.5467 cubic meters per 10,000 yuan, and 21,679.7 cubic meters of reject water recovered.

Total water intake	Water intake intensity	Volume of reject water recovered
250,223	**0.5467**	**21,679.7**
cubic meters	m^3/10,000 RMB	cubic meters

Energy management

The Company actively controls the rational use of energy, continuously enhances energy efficiency through technological advancements, equipment upgrades, and various measures, and strengthens the publicity and practice of green concepts to maximize energy efficiency.

To ensure electricity safety, we prioritize core facilities such as generator sets and power supply and distribution systems in routine inspections, and conduct comprehensive maintenance regularly. Through continuous routine inspections and preventative maintenance, we focus on operating conditions and circuit safety, and promptly replace aging or damaged parts and components to eliminate safety hazards at the source and ensure the stable and efficient operation of the power system. A comprehensive survey of primary, secondary, and terminal power distribution cabinets is conducted, and standardized signs are posted to clearly distinguish between daily and emergency power supplies, preventing the emergency power supply from being occupied and enabling rapid identification and response during emergencies.

We strengthen energy-saving awareness among all employees by posting slogans and sending notices to promote behaviors such as saving electricity, double-sided printing, turning off lights when leaving, saving water, and actively reporting water leaks. Signs are posted on switches and air conditioner panels to remind employees to use air conditioners scientifically: set to no lower than 26 ° C in summer and no higher than 20 ° C in winter. Employees are guided to start with small actions and jointly create a green office environment.

We continuously promote refined management by scientifically regulating air conditioning units and reasonably setting parameters based on seasonal changes and office needs. While ensuring office comfort, this approach maximizes operational efficiency and reduces power consumption, achieving a balance between comfort and energy efficiency. For key areas such as the Phase III plant's special workshops and underground garages, the lighting on/off times and brightness are scientifically adjusted to eliminate the phenomenon of "lights left on all the time", ensuring efficient use of lighting resources. A centralized control device is installed at charging stations of underground garages, which is linked with the mobile phone to set a scheduled shutdown time, thereby avoiding a potential safety hazard and power waste caused by long-term standby charging. The time-controlled system is deployed for courtyard lights, parking lot lights, and LOGO lights in the parks, enabling precise remote control via mobile phones to significantly reduce energy consumption. Solar panels are regularly cleaned and maintained to improve thermal conversion efficiency and maximize green energy benefits.

04

TALENT EMPOWERMENT

Major issues

· Diversity and equal employment
· Employee rights and benefits
· Employee training and developmentt
· Occupational health and safety

Alignment with Sustainable Development Goals (SDGs)

Talent is the core driving force for sustainable corporate development. Snibe consistently prioritizes its talent strategy as the key to overall development, continuously advances the construction of the employer brand, and comprehensively enhances the professional level of human resource management. Embracing an open and inclusive philosophy, we have established diversified talent recruitment mechanisms while protecting the legitimate rights and interests of employees according to laws. By establishing a sound vocational training system and clear career development channels, we create a fair and transparent growth platform for employees and fully stimulate organizational innovation vitality. We continuously improve the occupational health, safety management, and welfare systems, and better bind employees and bring them happiness, so as to achieve the value creation and common growth of the enterprise and its employees.

Attraction and Retention of Talents

Diversity and equal employment >

Equal employment

In strict accordance with laws and regulations such as the "Labor Law of the People's Republic of China" and "Labor Contract Law of the People's Republic of China", Snibe has formulated internal systems such as the "Human Resources Control Procedure", "Employee Handbook", "Employee Internal Transfer Management System", and "Intern Management System" to standardize the recruitment and talent management process, and build a high-quality and diversified talent team. It is clearly stated in the "Human Resources Control Procedure" that Snibe prohibits the employment of child labor, opposes discrimination in gender, health, and age, advocates diversity, and offers equal opportunities for every employee and job seeker. It is also explicitly specified in the "Anti-Discrimination and Anti-Harassment Management System" that Snibe prohibits unfair treatment of employees in the process of recruitment, training, promotion, etc. on the basis of race, social class, nationality, religion, disability, gender, etc.

In 2025, Snibe embraced a "hard worker focused" concept for exploration and practice in such fields as talent organization and management, workplace environment, corporate culture, remuneration and welfare, and training system. For the first time, we built and launched a LinkedIn Life page, shaping ourselves into a quality employer. In addition, we received the honor of "2025 Employer of Excellence in Occupational Credit" from Guangzhou Best Check Human Resources Co., Ltd.

Attraction and reserve of talents

Snibe values a well-layered talent pipeline by formulating comprehensive talent development strategies and exploring flexible and diverse ways to absorb talents. On-campus and off-campus recruitment are two major ways Snibe brings in needed talents.

For on-campus recruitment, we persist in working with universities on university-enterprise cooperation projects and ensuring ongoing communication. At present, we have signed university-enterprise cooperation agreements with top domestic universities and built internship & practice bases. Nearly 600 faculty members and students have visited Snibe in the past year. By establishing joint postgraduate bases and employment bases, as well as joint post-doctoral research bases and employment bases, and holding lectures on career development in colleges and universities, we continue to deepen the university-enterprise cooperation, and have established long-term cooperation with many colleges and universities to provide internship opportunities for their students. There are more than 150 interns in the Company. We provide one-on-one mentorship for interns who join early and prioritize full-time conversion opportunities for students who have excellent practice performance. These cooperation programs allow us to offer various practice and employment opportunities to university students and help them transform theoretical knowledge into practical skills. In turn, this provides us with access to a huge talent pool.

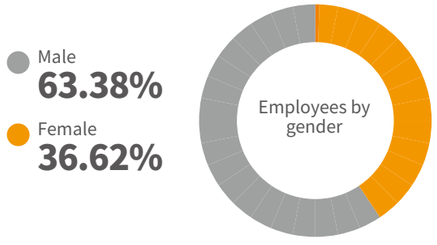
To recruit off-campus talents, we not only work with mainstream recruitment platforms and experienced headhunting institutions at home and abroad, but also encourage our employees to recommend potential candidates. An array of talent introduction channels helps to fuel our talent-driven development, foster a team of scarce cutting-edge talents, and integrate excellent talents to fulfill our strategic goals.

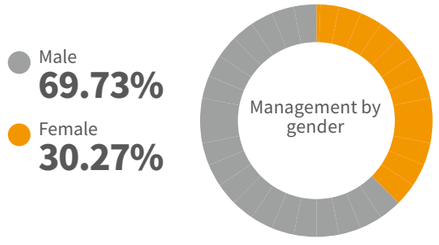
Employee diversity

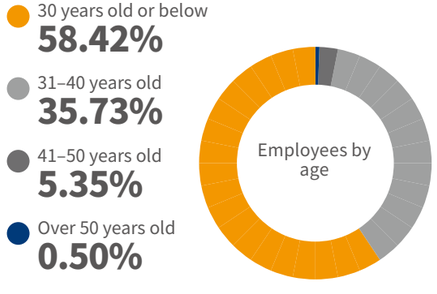
Snibe remains committed to building a workplace of diversity, equality, and tolerance. With a diversified and inclusive recruitment policy, we gather together top talents from across the world and encourage employees with different backgrounds to give full play to their talents. We treat every employee equally and secure their rights and interests in recruitment, promotion, development, remuneration, and welfare regardless of gender, age, race, nationality, etc.

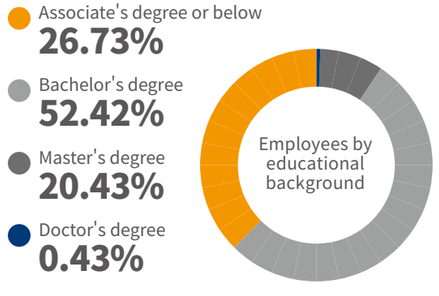
We actively cultivate a diverse workforce and champion workplace inclusivity. We focus on empowering underrepresented groups and providing employment opportunities for individuals with disabilities. To respect the religious and cultural differences of foreign employees, we provide dedicated prayer rooms in the Company, and assist foreign employees in obtaining legal work permits and residence permits to ensure their legal employment in China. We offer re-employment opportunities for retired employees. Retirees are welcomed back and provided with competitive benefits while fully considering the operational needs.

By the end of 2025, Snibe had 2,785 employees with 168 from minority groups, of whom 36.62% were female, and 30.27% of managerial positions were held by women.









Employee rights and benefits >

Remuneration and welfare system

To establish a fair and competitive remuneration system, effectively attract, retain, and motivate talent, and support the achievement of strategic goals and sustainable development, the Company has formulated the "Employee Remuneration Management System", providing employees with a competitive remuneration system. The Company implements a remuneration system based on job value and performance results. The total annual remuneration of an employee consists of "monthly base salary + allowances/subsidies + performance bonus". In addition, we provide employees with annual salary adjustment opportunities, and reward teams and individuals who are dedicated to their work, have outstanding abilities, and achieve remarkable results, in recognition of their exceptional contributions to the Company.

According to national and local regulations, we ensure that our employees are entitled to statutory holidays and leaves, contribute to social insurance and housing accumulation fund for all employees, and provide comprehensive non-salary benefits, including supplemental commercial insurance, annual checkups, health testing and consultation, festival activities, and team-building activities, to meet employees' physical and mental health needs. For our female employees, we not only provide paid marriage leave, maternity leave, breastfeeding leave, and other holidays stipulated by national laws to female employees of reproductive years, but also build baby care rooms for working mothers, offer yoga classes, and hold Women's Day and Mother's Day activities.

Statutory Benefits	Employee Welfare	Work-life Balance
● Statutory holidays ● Statutory leaves, including sick leave, work injury leave, marriage leave, funeral leave, prenatal check-up leave, maternity leave, paternity leave, breastfeeding leave, and annual leave ● Social insurance, including pension, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, etc. ● Housing accumulation fund ● Other statutory benefits	● Holiday allowance ● Staff quarters ● Staff canteen ● Shuttle bus ● Annual lottery ● Commemorative gift ● Activity funds ● Assistance in employee's settling down ● Supplemental commercial insurance ● Occupational health examination ● Health consultation hotline Health lectures and free medical clinics	● Library ● Gym ● Yoga class ● Basketball court ● Team-building activities ● Festival activities ● Club activities ● Amateur cultural activities

By the end of 2025, we have signed labor contracts with and paid social insurance for **100%** of our employees.

Work-life balance

Snibe cares about employees' life after work and offers a variety of cultural activities and holiday care activities. All employees are encouraged to participate in such activities. Employee activities include:

● Snibe organizes online and offline activities during traditional holidays, annual celebrations, and annual meetings. During festivals such as Women's Day, Dragon Boat Festival, and Mid-Autumn Festival, special activities are successively held, including gamified check-in challenges, skincare classes, plaster printmaking, and lantern making. This year marked the Company's 30th anniversary. We organized a series of activities, including a fun sports meeting and a themed marketplace, produced a 30th-anniversary promotional video, successfully completed the unveiling ceremony of the corporate culture spiritual fortress and the departmental tree adoption activity, and customized anniversary T-shirts, refrigerator magnets, and exclusive name tags for all employees, further enhancing employees' sense of participation, honor, and belonging.

● To promote the inheritance of Snibe's culture and the realization of its strategy, and to commemorate the hard work and dedication of "Snibers", this year, we held an award ceremony for employees serving the Company for 15 years and above, and presented them with service commemorative coins and trophies. Commemorative coins were also given to employees who had served the Company for 1, 3, 5, and 10 years. To foster a culture of relentless pursuit of excellence, the Company convened the 2025 Annual Performance Review & Honors Gala to formally recognize individuals and teams who delivered exceptional impact on mission-critical initiatives this year.

● To help employees relax and keep fit, Snibe has built an in-house gym, a yoga room, a library, a basketball court, etc., and employed external professional yoga teachers to regularly conduct yoga classes at the Company. In addition, football and badminton courts rented outside the Company are also available on a regular basis, providing a platform for employees to keep fit and enrich their spare time. In collaboration with culture and sports authorities, we organize free events such as watching movies and stage plays, fostering a harmonious and healthy work atmosphere and continuously enhancing employee well-being.

● This year, we held a Family Day event for the first time, inviting employees' family members to visit the company, tour the workplace, and experience the corporate culture, thereby strengthening family support for employees and enhancing their sense of identification. In conjunction with the Pingshan District Party-Mass Service Center, we organized several employee social events to build a communication and dating platform for young singles, deepening the humanistic care for young people.

● To help new employees get familiar with the parks quickly, better adapt to the corporate culture, and enhance sense of belonging, we presented the "Guide to Park Life" and explained it in person on the day of employment. We organized a welcome party for fresh graduates to help them better know each other and blend in with the big family of Snibe.

Women's Day activities


Mid-Autumn Festival lantern making

Commemorative Coin Award Ceremony


Unveiling of corporate culture spiritual fortress

Anniversary basketball game

Welcome party for fresh graduates

Employee care and communication >

Establishing multi-dimensional communication channels

Snibe values listening to employees' voices and fully respects their opinions and feedback. To facilitate communication between employees and the management, Snibe builds feedback platforms of different types at all levels for equal, efficient, and constructive communication within the Company.

We conducted an annual satisfaction survey for all employees, covering eight dimensions: their own work, internal communication and management, career development, work environment and office software, remuneration and welfare, corporate culture, industry environment and company development, and overall satisfaction. This year, the employee satisfaction rate was 89.2%. Through systematic categorization and data analysis of survey results, we identified that employees' concerns were primarily concentrated in three areas: remuneration and benefits, their own work, as well as management and communication. This provides a data foundation and decision-making basis for further improving management and services. Based on employee feedback, we will continuously optimize our initiatives, enhance employee satisfaction and well-being, and work together with employees to create a better working environment.

Feedback Platform	Feedback and Communication Mechanism
Employee Satisfaction Survey	We conduct an annual satisfaction survey for all employees and report the pooled survey results to the Company's management. Relevant departments are tasked with implementation and progress tracking based on the Company's decisions.
Regular Feedback Collection	Through our year-end performance appraisal process, we systematically gather the opinions or suggestions of all employees on all aspects of the Company's management, and report them to the management, with designated departments tasked with implementation and progress tracking. We collect feedback and recommendations from new employees and reply to them through symposiums and other forms. We also interview employees who intend to leave to improve the talent retention plan in a targeted manner.
Smart Park Platform	We continue to optimize the Snibe Smart Park Online Platform, and encourage employees to give feedback on the staff canteen, equipment repair and various park services through the platform.
In-house Publication	"The Snibers", an in-house magazine, serves as the main medium to promote corporate culture and highlight our employees. It includes such columns as company news, management policies, employees showcase, reflections on work, the voice, and spare time life, which focus on listening to employees and uniting all together.
Dedicated Feedback Email and Anonymous Submission Portal	A dedicated feedback email and an anonymous submission portal are available for employees to voice concerns or proposals. Management responses to substantive suggestions will be fed back to the employees.
Department Meetings	Heads of each department stay informed of employees' demands through department meetings and annual performance talks.

Labor Union and Employees' Congress

The labor union at Snibe forms a bridge of communication between the management and general employees. The Employees' Congress aims to protect the rights, interests, and welfare of employees and keep the company dynamic. The

Labor Union regularly holds the Employees' Congress as required and maintains close communication with all employees to get them involved in the decision-making of important affairs. Rules and regulations are also being optimized and improved to better safeguard the rights and interests of employees.

In 2025, the Company held the Employees' Congress two times to review and approve systems such as the "Technical Grade Evaluation Measures for Engineers in Domestic and Foreign Technical Service Departments" and the "Management Measures for the Professional Knowledge and Skills Assessment of Product Managers in the Domestic Market Department", further improving the talent evaluation and cultivation system. At the same time, the Congress successfully completed the election of employee representative directors to the Company's board of directors, effectively guaranteeing employees' rights to participate in the Company's democratic management and supervision.

Talent introduction and retention for 2025:

New Employees	Turnover Rate①
212	8.21%

Employee Training and Development

Training system >

Diverse training system

Snibe believes that employee training boosts the corporate development. On top of the "Training Management System", Snibe has formulated a series of training management measures, detailed rules, and operational guidelines such as the "Operational Guidelines for the Implementation of Training Process" and the "Operational Measures for the Implementation of Training System" to support and standardize training.

① Turnover rate = annual employee departures/average annual headcount

We keep improving and optimizing various training systems and processes. Committed to "people-oriented, making the best use of everyone's abilities", we have put in place a training operation system that focuses on both "talent construction" and "product empowerment". A diverse training system of all layers and categories is being built, along with talent training mechanisms of all types, to fuel the internal business operation at all positions. A combination of both online and offline training, including onboarding, induction/transfer training, external expert-led management training, special training for serving staff, and special training on quality, instrumentation, and safety production, improves employees' hard and soft skills and overall workplace capabilities, drives their career development, supports the Company's ongoing business expansion and optimization, and shapes a talent pipeline for continuous business development.

In 2025, we offered **33,899** training opportunities of **96,743** hours for our employees.

Employee ability improvement >

All-round ability improvement

We have been developing and upgrading training courses that target and serve the company's development strategy and business needs.

- Cultivation of fresh graduates

We have established a training framework for fresh graduates, including three stages: "entry", "growth" and "success". Group training after joining the company helps new employees to get the basics of the company, swiftly learn and adapt to the corporate culture, and complete the transformation from campus to workplace. Tutoring, job rotation, and panel discussions enable fresh graduates to quickly fit into the team and master essential job skills. With the guidance of the direct supervisor and tutors, these new employees can establish a solid groundwork for independently undertaking key tasks in the future.

- General knowledge and soft skills enhancement

Product basics popularization and work-related comprehensive soft skill enhancement are realized through Snibe Lecture with the help of an online learning platform "DingTalk". Through years of continuous exploration and experimentation, we have initially established a framework for general workplace knowledge and skills training. This year, we launched 37 online courses across five series: AI, communication and presentation, medical science popularization, summary and reporting, and four major chronic diseases. For the first time, we successfully repurposed online courses into offline courses, which became highly popular upon release. A total of 40 sessions were held throughout the year, with more than 6,300 attendances and an average learning time of approximately one hour per person, meeting employees' learning needs for general skills.

- Improved management capabilities

We have comprehensively strengthened the reserve and development of mid-level and frontline managers. This year, we focused on carrying out special training on personnel management capabilities for the marketing team. For overseas marketing centers, we specially hired external experts to conduct a 3-day full-time intensive training themed "Building High-Performance Cross-Cultural Teams — Talent Identification and Utilization in Sales Teams". The training comprehensively imparted experience and skills in talent "selection, utilization, development, retention, and motivation" to managers, from four dimensions: "managing goals, managing processes, managing capabilities, and managing willingness", thereby enhancing the management capabilities of the marketing team. For the domestic marketing center, a two-day full-time intensive training themed "Annual Goal Management and Efficient Execution Workshop" was conducted by rehiring external experienced experts. The training covered four aspects: "understanding and upgrading of the manager's role, goal management and plan execution, team development and motivation, as well as communication skills and practical application". Managers were guided to engage in deep learning and self-reflection, supplemented by learning methods such as scenario simulations and role-playing, which reinforced the training outcomes.

- Enhancement of professional skills

Leveraging our part-time internal trainer team and the "Cloud Classroom" online platform, we have launched a series

of training programs, including "Product Optimization and Upgrade", "Performance Verification", "Annual Rotational Training", and "New Product Empowerment", thereby meeting employees' professional learning needs and solidifying their understanding and knowledge of new products. This year, we have further expanded training programs on the themes of "Quality, Instrumentation, and Safety", the "Medical Device Assembler·Job Level Certification" series, and the "Reagent Production Quality and Efficiency Improvement" special program, to meet employees' more refined, deeper, and broader needs for professional upgrading. What's more, we actively communicate with industry experts, suppliers and other partners, and host activities like "Clinical Testing Lecture", "Snibe Day", and "Inspection Industry Experts/Specialized Exchange Meeting" to further meet the learning needs of personnel in specific functions/positions for "advanced, specialized, cutting-edge" knowledge, and provide support and momentum for internal technical reformation and product innovation.

In addition, we provide employees with more opportunities and platforms for learning and growth by investing more and more in talent cultivation and integration. In 2023, we were officially certified as a "Shenzhen High-skilled Talents Training Base". In 2024, we received the "Top Ten Demonstration Carriers of Shenzhen Lifelong Vocational Skills Training" award from the Human Resources and Social Security Bureau of Shenzhen Municipality. These recognitions offer a promising platform for future employee development and talent cultivation.

Qualification and talent recognition

We have been developing and upgrading training courses that target and serve the company's development strategy and business needs.

- Support for employee qualification

Snibe encourages and rewards all employees to take the exams for relevant skills certificates and gain post qualifications by covering all associated costs, including exam fees and annual reviews. Employees participating in off-job training can also get subsidies of transportation, catering, etc. By the end of 2025, employees had obtained more than 100 skill certificates, covering professional skill qualification certifications in fields such as special equipment safety, internal audit, medical device lifecycle management, drug validation, electronic product testing, statistical technology application, metrological verification and standard substance development, chemical management, corporate compliance, and occupational health.

- Assistance in talent recognition and professional title application

We assist qualified employees in applying for high-level talent recognition and professional titles under the talent policies of local governments, and we encourage employees to further their professional competitiveness. We also hold skills festivals with Shenzhen colleges and universities to identify the field-operational experts with excellent skills. In 2025, 54 employees in the Company obtained professional titles in their respective fields.

Employee promotion and development >

Diverse promotion and development paths

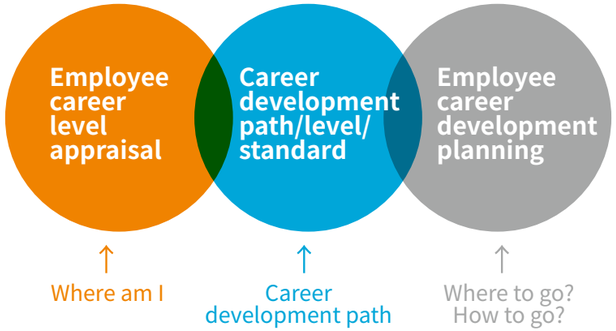
To "make the best use of talents", we set up clear and detailed promotion channels for employees with a series of clear internal promotion systems, including the "Rank Management Measures", "Rank Promotion Management Measures for Reagent R&D Personnel", "Supplementary Rules for Promotion and Management of R&D Personnel", "Technical Grade Evaluation Measures for Engineers in Domestic and Foreign Technical Service Departments", "Rank Promotion Management Measures for Product Managers in Domestic Marketing Departments", etc. At the same time, the Rank Evaluation Committee, the highest authority for rank promotion and development, has been established to ensure fair, reasonable, scientific, and compliant selection.

Snibe aspires to grow with employees together and set position requirements in line with the corporate goals and employee career goals. Clear, exact, and fair career paths have been designed for employees of all ranks and all positions. We encourage employees to leverage their talents and challenge new positions. We set three career development paths of "expertise", "management", and "business" to provide fair and impartial career choices and development opportunities for all employees. With the promotion method integrating "technical expertise" and "management ability", employees with outstanding contributions or special talents are promoted more than one grade at a time, while employees with exceptional comprehensive and professional ability are promoted and cultivated, so as to guide employees to leverage their own edges in enhancing professional skills and overall competitiveness.

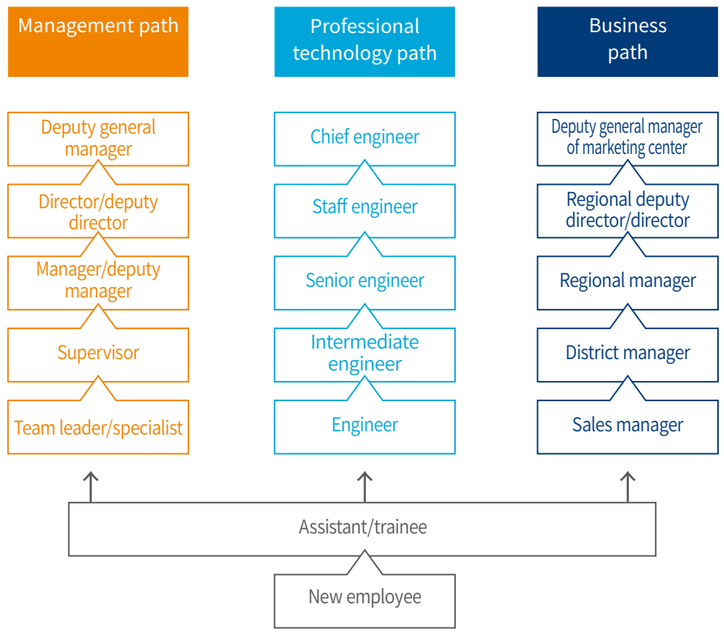
To promote talent mobility, we implement a flexible internal transfer mechanism, regularly monitor and evaluate the work performance and professional skills of employees who wish to transfer and provide appropriate support. We offer cross-departmental and cross-functional transfer opportunities to employees who are willing and qualified to transfer, breaking down job restrictions, stimulating employee development potential, and enhancing organizational vitality and innovation capabilities. Moreover, we continue to optimize the talent management by adjusting the existing rank evaluation requirements, so that employees can have a clearer understanding of their development direction. The talent analysis report and human resources management report of each center are regularly output, so as to timely identify and motivate employees with outstanding work performance.

In 2025, **100%** of employees received year-end performance appraisals, and more than **80** employees applied for and completed internal transfer.

Employee Career Development System



Employee Promotion Channels



Occupational Health and Safety

Occupational health >

Snibe believes in "people first" in its management and always puts employee health in the first place. Various measures are taken to safeguard the physical and mental health of employees. The Company strictly abides by relevant laws and regulations on occupational health and safety like the "Safety Production Law of the People's Republic of China", and the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", and has developed management systems such as the "Control Procedure for Hazards", the "Management System for the Prevention and Control of Occupational Diseases", and the "Work-related Injury Management System" to identify, analyze and manage potential risks in daily operations and protect the health and safety of employees.

Deaths from occupational injury	Serious injuries from occupational injury	Occupational injuries excluding deaths and serious injuries	Losses of working hours due to occupational injuries
0	0	7	1,779 hours

Occupational disease prevention and control

Snibe continuously regulates occupational health monitoring to prevent occupational diseases. The Human Resources Department conducts statistical analysis and management of occupational hazards. During employee onboarding, the department truthfully informs employees about the occupational disease hazards associated with their positions, including potential consequences, protective measures, and relevant benefits. The Company implements occupational disease prevention measures and requires employees to sign the "Job-Specific Occupational Disease Hazards Notice".

The Company sets up bulletin boards in prominent positions in the production workshops to issue rules and regulations on the prevention and control of occupational hazards, operating procedures, emergency rescue measures for occupational hazards accidents, and the detection and evaluation results of occupational hazards in the workplace. The Company organizes occupational health examinations for employees who are exposed to occupational disease hazards and special operations in strict accordance with the relevant regulations based on the types of occupational disease hazards and the level of exposure. The physical examination report is added to personal health records, and the employee is informed of the actual results of occupational health examination.

Safeguarding physical and mental health

The Company places a strong emphasis on the physical and mental health of its employees, regularly organizes occupational health checkups, and routinely conducts activities such as traditional Chinese medicine health lectures, free clinic services, and stress relief workshops. In collaboration with commercial insurance providers, the Company also offers health screenings, including retinal scans and TCM pulse-taking machine assessments. A mental health hotline has been established to support employees' overall well-being.

To ensure the hygiene of food and the safety of drinking water in the Company canteen, all canteen staff are required to be

certified and regularly inspect food quality and hygiene. Key aspects of the food service process are managed through record-keeping forms to ensure full traceability. In addition, a food safety emergency plan has been developed, and procedures for handling emergencies have been clearly defined. Regarding drinking water, clear testing standards and limit values for water tanks and direct drinking fountains have been established. The Company regularly commissions external agencies to test water quality. Direct drinking fountains are cleaned at regular intervals and their filters are replaced to ensure that drinking water complies with the national standards for drinking water quality.

Safety management >

Snibe always regards safe production as the lifeline of enterprise development, and unswervingly implements the responsibility system for safe production. To fortify safety safeguards, the Company conducts regular safety awareness campaigns and training programs. These initiatives systematically elevate employees' safety consciousness through multi-dimensional and in-depth approaches, comprehensively enhance their occupational safety competencies, and effectively reduce various safety risks.

Strengthening the foundation of safety

In terms of safety training and awareness building, the Company has established an education mechanism of "mandatory training upon onboarding + annual refresher training". This year, a total of 6 special safety training sessions for new employees and 2 safety retraining sessions for all employees were conducted, achieving full coverage of all positions. By leveraging key occasions such as "Safety Production Month" and "Fire Prevention Publicity Month," and through various forms such as knowledge lectures and case studies, we create a cultural atmosphere where "everyone talks about safety," continuously strengthen the safety awareness and sense of responsibility among all employees, and build a solid ideological defense.

In terms of special equipment safety operation and maintenance, the Company has established a management system covering the entire lifecycle of equipment, strictly implements the daily inspection and regular maintenance system for elevators, and completes the review and verification of special equipment safety standardization certificates and the updating of technical files to ensure that the equipment is always in a compliant, safe, and reliable operating state, eliminating potential hazards from the source.

At the level of fire safety management, the Company thoroughly implements the working policy of "prevention first, combining prevention and firefighting", continuously optimizes the configuration of fire protection facilities, establishes a "daily inspection, monthly testing, and annual maintenance" mechanism, and regularly conducts equipment function tests. The Company strictly abides by the national regulations and standards to ensure that the fire passages in the office area are unblocked, and standard fire protection facilities and equipment are well equipped. Designated personnel is responsible for conducting regular inspections to eliminate potential safety hazards in a timely manner.

In terms of hazardous goods management, the Company strictly implements effective control measures for hazardous goods. We properly classify, store, and protect various chemicals, flammable and explosive materials according to their specific characteristic. Hazardous chemical warehouses are equipped with adequate protective equipment, fire protection and emergency response facilities, and have obvious warning signs. Hazardous chemicals are classified according to their characteristics and SDS documents are stored in the corresponding hazardous chemical storage cabinet, which is managed and registered by designated personnel in accordance with the regulations. Hazardous goods are counted by warehouse keeper on a quarterly basis.

In terms of emergency management, the Company establishes an emergency preparedness and response mechanism. We clearly define emergency response plans for various types of accidents, including fires, hazardous chemical accidents, and object strikes. In accordance with the requirements of the emergency plans, we equip ourselves with emergency supplies, equipment, or facilities, and designate the persons responsible for their daily storage and inspection. In terms of emergency resource allocation, we form a first-aider team and equip medical kits and first-aid equipment, among others. In terms of emergency evacuation, the signage management of safety exits and evacuation routes in office and production areas should be fully standardized to ensure that escape routes are clearly identifiable. The responsibilities of the floor supervisors and evacuation guides are clearly defined, establishing a well-defined emergency command system that provides a solid guarantee for the rapid and orderly evacuation of personnel in emergency situations.

Emergency drills and response

The Company consistently implements its emergency response plan system for safe production. In 2025, we organized more than 20 emergency drills and specialized training sessions to enhance our practical emergency response capabilities. These drills comprehensively covered key risk scenarios. In addition to emergency drills such as fire evacuation, hazardous chemical accidents, highly toxic substances, and hazardous waste pollution disposal, we also organized specialized emergency drills such as dormitory fire emergency drills, heptafluoropropane gas extinguishing system emergency drills, and elevator accident emergency drills. These drills effectively strengthen the emergency response awareness and practical handling capabilities of all personnel.

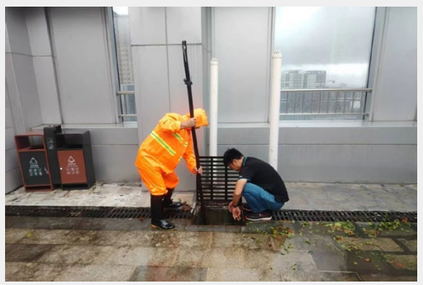
Case

Emergency Response Drill for Hazardous Chemical Leaks

In May 2025, we conducted a special drill for hazardous chemical leaks in key areas such as hazardous chemical warehouses and hazardous waste storage rooms. Prior to the drill, more than 1,000 personnel, including warehouse managers, operators, and emergency response team members, received systematic training, which focused on the hazardous characteristics of chemicals, safety identification, and emergency response procedures for leaks. The drill simulated the entire process of a leak accident, including its occurrence, reporting, initial response, and evacuation, effectively strengthening the risk prevention and collaborative response capabilities of key personnel.

Extreme Weather Emergency Response

In Sep. 2025, Super Typhoon Ragasa struck. The Administration Department responded swiftly, forming an emergency task force and inspection teams. We adhere to source control, thoroughly clean up sewers in advance, reinforce objects on the ground and rooftops, and build a solid safety barrier. At the same time, we strengthened routine precautions, conducted regular lightning protection inspections, regularly maintained generator sets, and worked with professional third-party maintenance organizations to issue professional maintenance reports to ensure the safety and reliability of emergency facilities and equipment.



05

FULFILLING SOCIAL RESPONSIBILITY

Major issues

· Industry exchange and cooperation
· Community commonweal

Alignment with Sustainable Development Goals (SDGs)

While steadily advancing its own development, Snibe has never forgotten to fulfill its corporate social responsibility. Relying on our competencies and technological expertise, we actively participate in industry exchanges and cooperation, promote the popularization of medical examination knowledge, and facilitate the overall development of the industry. We collaborate with multiple medical institutions to conduct scientific research, promote early diagnosis and treatment of chronic diseases, and continuously support scientific research and education, contributing our efforts to the training of diagnostic personnel and the advancement of medical research.

Industry Exchange and Cooperation

Industry-University-Research collaboration and multi-center research >

In active response to the "14th Five-Year Plan for Pharmaceutical Industry Development" and the "Healthy China 2030 Planning Outline", Snibe has continuously focused on addressing the pain points and needs of front-line clinical and laboratory medicine, and attached great importance to industry-university-research-hospital-application cooperation. Snibe has joined hands with universities, hospitals, and enterprises for all-round cooperation targeting disease diagnosis and treatment, medical technology development, IVD research and development, technology commercialization, and talent training. By leveraging respective strengths, all parties aim to promote product diversification and technological innovation in IVD. Amidst the national endeavor to prevent and control the four major non-communicable diseases, Snibe has carried out relevant research with medical institutions to help early diagnosis and treatment of chronic diseases.

Case

Multi-center Research on Screening of Aldosterone and Renin in Patients with Primary Aldosteronism, Establishment of Diagnostic Cut-off Values, and Clinical Application Evaluation

On Mar. 29, 2025, the "Multi-center Research on Screening of Aldosterone and Renin in Patients with Primary Aldosteronism, Establishment of Diagnostic Cut-off Values, and Clinical Application Evaluation" and the " Multi-center Research on Aldosterone and Renin Reference Interval Establishment in Different Regions of China" participated in and supported by the Company were concluded in Shenzhen. This multi-center research has promoted the standardization of primary aldosteronism screening and diagnosis in China, and will help to further promote primary aldosteronism screening at the grassroots level.

Case

Multi-center Research on the Clinical Application of High-sensitivity Troponin I Concentration and Changes in the Assessment of Acute Myocardial Infarction

On Apr. 19, 2025, the Company held a launch meeting in Nanjing for the "Multi-center Research on the Clinical Application of High-sensitivity Troponin I Concentration and Changes in the Assessment of Acute Myocardial Infarction," in which it participated and supported. This multi-center research will combine machine learning algorithms to transform static data into time-series dynamic, multi-modal diagnostic models, and develop more flexible, accurate, and more suitable diagnostic solutions for the Chinese population. This also marks a new milestone for the Company in the field of clinical application research of myocardial biomarkers.

Case

Real-World Research on the Establishment of a Spectrum of Endocrine System Toxicity Related to Tumor Immunotherapy and Its Impact on Patient Clinical Outcomes

On Dec. 14, 2025, our Company launched a "Real-World Research on the Establishment of a Spectrum of Endocrine System Toxicity Related to Tumor Immunotherapy and Its Impact on Patient Clinical Outcomes" in collaboration with 20 top-tier tertiary hospitals. This multi-center research promotes a profound shift in cancer treatment from "disease-centered" to "patient-centered" by systematically constructing a toxicity management model.

Academic extension >

Supporting chronic disease management and value-based healthcare practices

China's healthcare system is undergoing profound changes. The comprehensive advancement of DRG/DIP payment reform marks a shift in the healthcare value evaluation system from "payment based on quantity" to "pricing based on effectiveness," and the concept of value-based healthcare is gradually gaining popularity. The Company fully leverages its leading position in the field of laboratory medicine to promote the exploration and practice of chronic disease management and value-based healthcare. In 2025, the Company continued to conduct a number of chronic disease management activities, and the relevant conference convened experts and scholars from the field of laboratory medicine to discuss in depth the strategies, cutting-edge concepts, latest technologies and practical challenges of disease prevention and treatment, aiming to promote the accurate diagnosis and clinical management of chronic diseases and contribute to the high-quality development of chronic disease management in China. "Appropriate and precise" solutions are provided for achieving the strategic goals of "Healthy China 2030".

Participating in the preparation of laboratory medicine books and clinical manuals

As the editor-in-chief, Snibe participated in the preparation of "Medical Laboratory Equipment and Application" (immunology section, biochemistry section, laboratory intelligence and informatization section), "Expert Consensus on the Development and Evaluation of In Vitro Diagnostic Products", and "In Vitro Diagnostic Enterprise Operation and Management" led by renowned experts in Chinese laboratory medicine, transforming our technical accumulation in chemiluminescence, biochemistry, automated assembly line, reagent research and development, laboratory intelligence construction and other fields into standardization knowledge and consensus. Through the authoritative and practical guidance of these publications, the Company promotes the standardization of industry technology, makes the research and evaluation of in vitro diagnostic products more in line with current needs, and contributes to the high-quality publication of innovative textbooks for the cultivation of medical laboratory technology professionals under the background of new medicine.

In active response to the national policy on optimizing test panel profiles, the Company takes the lead in compiling the "Handbook for Conducting Clinical Test Items" to assist medical institutions in conducting truly meaningful and clinically valuable test items, as well as enabling precision testing for related disease screening, treatment, and prognosis, thus empowering value-based healthcare.

Supporting clinical academic research

By the end of 2025, Snibe users worldwide had published over 600 international journal articles and approximately 200 academic posters related to Snibe products. Snibe has partnered with several authoritative hospitals to conduct 16 medical studies on its small molecule "Snibe-NACA" testing product, and 25 related academic papers have been published to date. Extensive real-world customer research data shows that the "Snibe-NACA" testing technology effectively addresses clinical pain points and facilitates precise disease diagnosis and treatment.

Popularizing laboratory knowledge

Actively promoting the popularization of clinical medical knowledge is an important part of our social responsibility as a biopharmaceutical company. We popularize laboratory medicine knowledge through professional articles, popular science posters, and online professional knowledge exchanges.

The Company, in collaboration with DXY, conducted online academic exchanges through medical forums and organized 13 offline academic exchange conferences to popularize knowledge of laboratory medicine and promote industry exchange and cooperation.

In 2025, the Company's overseas marketing department leveraged the Company's self-owned media platforms to promote laboratory medicine knowledge through promotional posters on the occasion of major global health awareness days, thereby fulfilling its corporate social responsibility.

Driving industry standardization >

Deeply engaging in the development of standardization organizations

The Company actively participates in the development of industry standardization organizations, takes the initiative to participate in the work of standardization technical committees at all levels, and actively applies for committee member qualifications, using its professional capabilities to help the industry and standardization work achieve high-quality development. In 2025, the Company successfully joined two national and international counterpart standardization technical organizations: Rao Jie was selected as a member of the WG3 (In Vitro Diagnostic Products Group) of the domestic technical counterpart working group for ISO/TC212 Medical Laboratories and In Vitro Diagnostic Systems, and Du Kai was selected as a member of the TC136 Clinical Laboratory Testing and In Vitro Diagnostic Test Systems. Leveraging its role as a committee member, the Company will participate more deeply in industry standardization efforts and continue to contribute its professional expertise to the industry's standardization and high-quality development.

Engaging in standards development and standard system establishment and revision

Snibe actively integrates itself into both domestic and international standardization systems. The Company not only participates in the research of national and international standards, but also contributes to the formulation of national standards, industry standards, and group standards in an all-round way. With excellent professional capabilities and extensive industry experience, Snibe demonstrates its leadership in facilitating the mutual recognition of test results.

During the reporting period, the Company engaged in the development and collaborative calibration of 20 national standards, national references, and international standards, led or participated in the drafting of 11 reagent-related national standards, industry standards, and group standards, and established 1 reference method, further strengthening the traceability consistency and result mutual recognition of the aforementioned diagnostic products. By doing so, scientific norms and guidance are in place for the industry development, effectively promoting the standardization process of the industry.

During the reporting period, the development of standards and references, as well as the compilation of national/industry/group standards that Snibe is involved in, include:

Type	Assay Abbreviation	Name	Status
National standards	HCG	Human chorionic gonadotropin	Collaborative assignment, uniformity and stability tests completed; released.
	FSH	Follicle-stimulating hormone	Collaborative assignment, uniformity and stability tests completed; to be released.
	TSH	Thyroid stimulating hormone	Collaborative assignment, uniformity and stability tests completed; released.
	tPSA	Total prostate-specific antigen	Collaborative assignment completed; to be released.
	fPSA	Free prostate-specific antigen	Collaborative assignment completed; to be released.
	IGF-1	Insulin-like growth factor-1	Periodic verification experiment completed
	TNF-α	Tumor necrosis factor-alpha	Collaborative assignment completed; to be released.
	IL-6	Interleukin-6	Collaborative assignment completed; to be released.
	17α-OHP	17 α-hydroxyprogesterone	Collaborative assignment and suitability study completed; to be released.

Type	Assay Abbreviation	Name	Status
National standards	PROG	Progesterone	Collaborative assignment and suitability study completed; to be released.
	TEST	Testosterone	Collaborative assignment and suitability study completed; to be released.
	ALD	Aldosterone	Assignment and application preparation stage
National references	Anti-HCV	Hepatitis C virus antibody	Collaborative assignment completed; to be released.
	CMV IgM	Cytomegalovirus IgM antibody	Collaborative assignment completed; to be released.
	B19 IgM	Human parvovirus B19 IgM antibody	Collaborative assignment completed; to be released.
	Toxo IgM	Toxoplasma gondii IgM antibody	Collaborative assignment completed; to be released.
	Rubella IgM	Rubella virus IgM antibody	Collaborative assignment completed; to be released.
	HBs Ag (chemiluminescence)	Hepatitis B surface antigen (chemiluminescence)	Collaborative assignment completed; to be released.
	HBs Ag (rapid test)	Hepatitis B surface antigen (rapid test)	Collaborative assignment completed; to be released.
International standards	TNF-α	Tumor necrosis factor-alpha	Collaborative assignment completed; to be released.

Type	Name	Sponsor	Status
National standard formulation	Automatic sample processing system for medical use	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We participated in standard drafting, and the standard was released in Oct. 2025.
	In vitro diagnostic medical devices — Information supplied by the manufacturer (labelling) — Part 1: Terms, definitions and general requirements	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We participated in standard drafting, and the standard was submitted for approval.
Industry standard formulation	17 α-hydroxyprogesterone assay kit (labeled immunoassay)	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We led the standard drafting, and the standard was released in Jun. 2025.
	In vitro diagnostic medical devices — Practical guidance for establishing metrological traceability of values — Part 1: Traceable to SI	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We participated in standard drafting, and the standard was submitted for approval.
	Blood ammonia test kit	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We participated in standard drafting, and the standard was submitted for approval.

Type	Name	Sponsor	Status
Industry standard formulation	Cortisol testing kit	Clinical Laboratory Testing and In Vitro Diagnostic Test Systems (SAC/TC136)	We participated in standard drafting, and the standard was submitted for approval.
Group standard formulation	Vascular endothelial growth factor assay kit (magnetic particle based chemiluminescent immunoassay)	China Inspection and Testing Society	We participated in standard drafting, and the standard was released in Jul. 2025.
	Immunoassay - evaluation of measurement uncertainty	Chinese Society for Measurement	We participated in standard drafting, and the standard was submitted for approval.
	Guidelines for construction and evaluation of smart laboratory Part 2: Medical laboratory	China Association of Productivity Promotion Centers	We participated in standard drafting, and the standard was released in Jan. 2025.
	Technical requirements for information technology construction of regional medical laboratories	Hospital Management and Information Technology Construction Branch of the National Association of Health Industry and Enterprise Management	As the deputy editor-in-chief, we participated in standard writing; drafting in progress.
	Fully-Auto Chemiluminescence Immunoassay Analyzer	Standardization Working Committee of China Association for Promoting International Economic & Technical Cooperation	We participated in standard drafting, and the standard was submitted for approval.
Establishment of test reference method	Development of a standard reference method for FT3/FT4 small molecule free hormones by liquid chromatography-mass spectrometry	National Center for Clinical Laboratories, Guangdong Provincial Hospital of Traditional Chinese Medicine	The method has been established and validated; the article is in the process of publication.

Driving laboratory quality management standardization

Laboratory quality management and testing competency serve as fundamental safeguards for achieving inter-institutional consistency in diagnostic outcomes, forming the essential basis for mutual recognition of test results. ISO 15189 is currently the most authoritative international standard for accreditation of medical laboratories. Guided by national policies, the Company has launched a standardized laboratory construction solution, which covers ISO 15189 accreditation services, quality supervision services, and grassroots quality improvement services, comprehensively covering the multi-dimensional standardized construction needs of laboratories and promoting the "standardization" of laboratories.

To promote the adoption of ISO 15189 certification, ISO 15189 training and guidance were provided to 82 hospitals in 2025, of which 87% were tertiary hospitals. The Company continues to improve service solutions, driving the standardization in the field of health care and intelligent laboratory construction, and the implementation of the "test results mutual recognition strategy".

Case

Medical laboratory accreditation and quality management training course

In Jul. 2025, the "Medical Laboratory Quality Management Training Course and ISO 15189 Internal Auditor Training Course" hosted by the Guangdong Association of Chinese Integrative Medicine was held at the company headquarters to help promote the standardized construction of the medical laboratory quality management system, improve the laboratory's quality management and technical capabilities, and help medical institutions achieve high-quality development.

International exchanges and cooperation >

Strategic cooperation

In 2025, we signed strategic cooperation memorandums with health departments of governments and authoritative laboratory medicine associations in more than 20 countries around the world, and added partners in Latin America, Central Asia, and Oceania. The types of signing institutions have also expanded from mainly professional associations to a wider range of fields, such as governments, enterprises, universities, and international alliances. This move signifies the Company's deepening cooperation and increasing influence in the international laboratory medicine field, and will help promote the further dissemination and popularization of high-quality in vitro diagnostic products.

On Mar. 30, 2025, Hon. Kwabena Minitah Akandoh, Minister of Health of Ghana, and Ms. Liu Haiyan, Deputy General Manager of Snibe, jointly signed a strategic cooperation memorandum in Shenzhen.

On Oct. 26, 2025, Dr. Raiva Simbi, Minister of Health of Zimbabwe, and Ms. Liu Haiyan, Deputy General Manager of Snibe, jointly signed a strategic cooperation memorandum in Shenzhen.

Supporting clinical testing in countries of the Belt and Road Initiative

Snibe actively responds to the "Belt and Road" initiative, vigorously advances business expansion in Africa, and is committed to strengthening China-Africa cooperation in the process of "going global" to achieve mutual benefit and win-win results.

We actively participate in the China-Africa Health Cooperation Forum, working with health officials, medical institution representatives, and industry experts from various African countries to focus on the development path and future planning of laboratory medicine in underdeveloped regions. We have systematically shared in vitro diagnostic solutions and localization practices suitable for resource-constrained environments, and held practical discussions on key issues such as improving the capabilities of primary laboratories, optimizing public health screening networks, and strengthening personnel training and technology transfer. By building an open and collaborative dialogue platform, Snibe is committed to promoting the widespread availability of appropriate technologies, facilitating knowledge sharing and capacity building in the field of laboratory medicine between China and Africa, and contributing professional expertise to improving healthcare accessibility in underdeveloped regions such as Africa and contributing to global health equity and accessibility.

In Dec. 2025, Snibe's representatives participated in a forum panel discussion at the WHX Leaders in Ghana.

In Nov. 2025, during the China-Africa Medical Development Forum held in Tunisia, the Tunisian Minister of Health visited Snibe's booth.

Community Commonweal

Support for research and education >

Supporting scientific work

We actively fulfill our corporate social responsibilities by contributing our fair share to promote inclusive diagnostic knowledge, advance sustainable laboratory development, cultivate diagnostic talent, and support education and medical research.

In 2025, the Company officially became an official sponsor of the EFLM GREEN LABS program, deeply involved in and supporting this important industry initiative that promotes the sustainable development of clinical laboratories. Initiated by the EFLM "Green and Sustainable Labs Committee", this program is dedicated to promoting the transformation of laboratory medicine into a sustainable healthcare system. It aims to make efficient use of resources from ecological, social, and economic dimensions, reduce energy consumption, water waste, and the use of hazardous chemicals while ensuring the quality of medical services, and help Europe achieve its carbon neutrality goal by 2050.

Case

Supporting the development of public healthcare

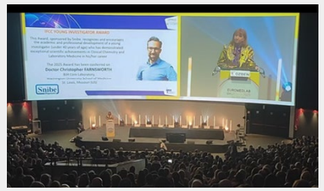
In Oct. 2025, in order to promote the development of public health and medical services and advance scientific research on laboratory medicine-related programs, the Company donated RMB 500,000 to the Zhong Nanshan Medical Foundation of Guangdong Province.

We closely follow the outstanding young researchers and scientists emerging in the fields of clinical chemistry and laboratory medicine. Through our continuous support of the IFCC Young Investigator Award and the IFCC Distinguished Award for Laboratory Medicine and Patient Care, we recognize and encourage young scholars who have made outstanding scientific achievements in the fields of clinical chemistry and laboratory medicine, as well as individuals who have made unique contributions to improving patient care and generating global impact in the field of clinical medicine.

Case

Sponsoring outstanding young researchers

On May 14, 2025, at the opening ceremony of Euromedlab in Brussels, Snibe participated in and supported the IFCC Young Investigator Award as a special sponsor of this important award. The award aims to recognize young scholars under the age of 40 who have made outstanding scientific achievements in the fields of clinical chemistry and laboratory medicine. This year's laureate is Dr. Christopher Farnsworth. Ms. Liu Haiyan, Deputy General Manager of Snibe, was invited to present awards to the laureate, further showcasing Snibe's corporate image and professional influence to industry experts and clients in Europe and around the world.



Empowering global diagnostics talents

The Company is keenly aware of the importance of technical cooperation and has carried out a number of academic exchange activities in Africa in recent years, regularly inviting well-known lecturers to share their laboratory techniques and industry experience. These activities have enhanced the diagnostic and treatment capabilities of local medical staff, promoted mutual learning and exchange of medical technologies, and strengthened in-depth interaction between the two sides in their professional fields.

On Apr. 24, 2025, Snibe co-hosted the Snibe Day international academic lectures on laboratory medicine with the International Federation of Clinical Chemistry and Laboratory Medicine (IFCC) in Algeria.

On Mar. 14, 2025, Snibe held a seminar on laboratory medicine in Tanzania.

On Mar. 21, 2025, Snibe held a seminar on laboratory medicine in Kenya.

On Jun. 28, 2025, Snibe held a seminar on laboratory medicine in Ethiopia.

Supporting community commonweal >

As a listed biopharmaceutical company with a strong sense of social responsibility and national commitment, the Company has always deeply integrated corporate social responsibility into its development strategy and proactively shouldered its social responsibility mission.

Education is of paramount importance to both the country and the Party. Snibe attaches great importance to the high-quality development of education and actively engages in science popularization and public welfare education, contributing to the vigorous development of socialist education with practical actions. In 2025, the Company was awarded the title of "Science Popularization Education Base" by the Science and Technology Innovation Bureau for its solid practice and outstanding contributions in the field of science popularization education, which further consolidated the foundation of science popularization education work. Upholding its commitment to social responsibility, the Company has carried out science popularization and education activities. In 2025, it hosted teachers and students from Pingshan Foreign Language School and Shenzhen Pingshan Eastern Greater Bay Experimental School for visits and exchanges, totaling more than 60 visits. This provided students with a window to understand cutting-edge technologies and industry development in the field of medical devices, effectively stimulating young people's interest and enthusiasm for scientific exploration and the biomedical field, and fulfilling the Company's responsibility for science popularization and education.

At the same time, in response to the national rural revitalization strategy, the Company has actively participated in rural revitalization public welfare undertakings, donated RMB 10,000 to the Pingshan District Charity Association, and contributed to rural development with practical donations, conveying corporate warmth and demonstrating the responsibility and commitment of a national biopharmaceutical company.

Economic Indicators

Indicator	Unit	2023	2024	2025
Operating revenue	10,000 RMB	392,965.57	453,540.45	457,675.95
Cost of operations	10,000 RMB	106,247.60	126,653.49	140,724.23
Total Value of Assets	10,000 RMB	822,248.88	961,945.35	994,075.80
Asset-liability ratio	%	8.25	10.84	8.01
Net profit attributable to shareholders of listed companies	10,000 RMB	165,365.32	182,845.66	162,025.22
EPS	RMB/share	2.1054	2.3271	2.0621

Environmental indicators

Greenhouse Gas Emissions

Indicator	Unit	2023	2024	2025
Direct emissions (Scope 1)	Tons of CO_2 equivalent	452.82	1,138.78	2,589.96
Indirect emissions (Scope 2)	Tons of CO_2 equivalent	12,288.54	14,213.66	14,481.52
Total emissions (Scope 1 and 2)	Tons of CO_2 equivalent	12,741.36	15,352.44	17,071.48
Carbon emission intensity per unit of revenue	Tons of CO_2 equivalent/10,000 RMB revenue	0.0324	0.0339	0.0373

Energy source

Indicator	Unit	2023	2024	2025
Purchased electric power	kWh	21,735,492.00	26,480,307.55	27,281,049.87
Natural gas consumption	m^3	51,093.00	55,181.00	51,719.00
Diesel consumption	Tons	12.60	12.09	9.89
Gasoline consumption	Tons	27.30	27.33	25.16
Direct energy consumption	Tons of standard coal	120.57	124.84	114.23
Indirect energy consumption	Tons of standard coal	2,671.29	3,254.43	3,352.84
Total energy consumption	Tons of standard coal	2,791.86	3,379.27	3,467.07
Energy consumption intensity	Tons of standard coal/ 10,000 RMB	0.0071	0.0075	0.0076

Water resource

Indicator	Unit	2023	2024	2025
Water intake	m^3	235,533	244,266	250,223
Water intake intensity	m^3/ 10,000 RMB	0.5994	0.5386	0.5467
Volume of reject water recovered	m^3	19,396.80	20,870.10	21,679.70

Waste

Indicator	Unit	2023	2024	2025
Biohazard waste	Tons	95.50	149.3	122.32
Hazardous waste	Tons	0.88	2.08	2.81
General industrial solid waste	Tons	51.60	87.00	211.46

Environmental compliance

Indicator	Unit	2023	2024	2025
Total monetary value of significant fines	RMB	0	0	0
Total number of non-monetary sanctions	Cases	0	0	0
Cases brought through dispute settlement mechanisms	Cases	0	0	0

Social indicators

Diversity and equal employment

Indicator	Unit	2023	2024	2025
Number of staff involved	Persons	2,627	2,841	2,785
Male employees	%	64.94	63.57	63.38
Female employees	%	35.06	36.43	36.62
Male employees in management	%	70.71	69.05	69.73
Female employees in management	%	29.29	30.95	30.27
Employees under 30 years old	%	62.31	62.44	58.42

Diversity and equal employment

Indicator	Unit	2023	2024	2025
Employees aged 30-40 years old	%	33.80	33.09	35.73
Employees aged 40-50 years old	%	3.43	4.05	5.35
Employees over 50 years old	%	0.46	0.42	0.50
College degree or below	%	29.62	27.49	26.71
Undergraduates	%	52.87	52.76	52.42
Postgraduates	%	17.24	19.43	20.43
PhD students	%	0.27	0.32	0.43

Attraction and Retention of Employees

Indicator	Unit	2023	2024	2025
Number of new employees	Persons	594	563	212
Turnover Rate	%	12.49	9.56	8.21

Employee compensation and benefits

Indicator	Unit	2023	2024	2025
Employee labor contract signing rate	%	100	100	100
Employee social insurance coverage rate	%	100	100	100

Employee training and development

Indicator	Unit	2023	2024	2025
Total training duration	Hours	164,366	86,482	96,743
Total number of trainees	Times	33,109	13,298	33,899

Occupational health and safety

Indicator	Unit	2023	2024	2025
Investment amount in environmental and occupational health & safety	10,000 RMB	/	409.5	458
Coverage rate of occupational health examination	%	100	100	100

Occupational health and safety

Indicator	Unit	2023	2024	2025
Deaths and mortality rate of employee caused by work injury	Persons;%	0	0	0
Occupational injuries excluding deaths and serious injuries	Persons	5	6	7
Losses of working hours due to occupational injuries	Hours	635.04	1,773.04	1779

Anti discrimination

Indicator	Unit	2023	2024	2025
Total number of discrimination incidents during the reporting period	Cases	0	0	0

Quality of product and service

Indicator	Unit	2023	2024	2025
Quality management system certification	Pcs	3	3	3
External regulatory review	Times	5	6	5
Third party quality system audit	Times	7	8	8
Overall satisfaction with customer complaint handling	%	100	100	100
Events where fines or penalties are imposed for violations of regulations	Cases	0	0	0
Events subject to warnings due to violations of regulations	Cases	0	0	0
Events that violated the voluntary code	Cases	0	0	0
Events of Product recall quantity	Pcs	0	0	0

Product R&D

Indicator	Unit	2023	2024	2025
Total number of R&D personnel	Persons	693	836	781
R&D investment amount	10,000 RMB	36,604.71	45,358.80	47,776.93
Cumulative number of patent applications	Pcs	523	629	743
Valid patents granted	Pcs	335	388	426
Valid invention patents granted	Pcs	142	169	197
Chemiluminescence immunoassay reagent projects provided globally	Items	199	224	250

Supplier management

Indicator	Unit	2023	2024	2025
Total number of new suppliers	Suppliers	35	36	50
Number of suppliers disqualified due to quality issues	Suppliers	0	4	4
Percentage of the Chinese Mainland suppliers	%	95.21	95.90	96.30

Marketing management

Indicator	Unit	2023	2024	2025
Events where fines or penalties are imposed for violations of regulations	Cases	0	0	0
Events subject to warnings due to violations of regulations	Cases	0	0	0
Events that violated the voluntary code	Cases	0	0	0

Customer privacy

Indicator	Unit	2023	2024	2025
The total number of confirmed leaks, theft, or loss of customer information	Cases	0	0	0
The total number of confirmed complaints received regarding violations of customer privacy	Cases	0	0	0

Anti-corruption

Indicator	Unit	2023	2024	2024
Number of anti-commercial bribery trainings	Times	8	19	14
Proportion of employees receiving anti-commercial bribery trainings	%	100	100	100
Proportion of employees signing anti-commercial bribery commitments	%	100	100	100

Issue Index of "Shenzhen Stock Exchange Self-Regulation Guidelines for Listed Companies No. 17 - Sustainable Development Report (Trial)"

Dimension	No.	Issue	Section
Environment	1	Addressing Climate Change	Addressing Climate Change
	2	Pollutant emissions	Green Operation
	3	Waste disposal	Green Operation
	4	Ecosystem and biodiversity conservation	/
	5	Environmental compliance management	Environmental and occupational health and safety management
	6	Energy utilization	Addressing Climate Change
	7	Water utilization	Green Operation
	8	Circular economy	Green Operation
Society	9	Rural revitalization	Community Commonweal
	10	Social contribution	Industry exchange and cooperation,Community Commonweal
	11	Innovation-driven development	Focusing on R&D and Innovation
	12	Ethics of science and technology	Focusing on R&D and Innovation
	13	Supply chain security	Supply Chain Management
	14	Equal treatment of SMEs	Supply Chain Management,Responsible Marketing
	15	Safety and quality of products and services	Product Quality and Safety,Customer Service Quality
	16	Data security and customer privacy protection	Compliance in Operation
	17	Employees	Attraction and Retention of Talents, Employee Training and Development,Occupational Health and Safety
Governance related to sustainable development	18	Due diligence	Compliance in Operation
	19	Communications with stakeholders	ESG governance
	20	Anti-commercial bribery and anti-corruption	Compliance in Operation
	21	Anti-unfair competition	Responsible Marketing

GRI Index Table

Indicator No.	Indicator Name	Report Chapter
GRI2：General Disclosures		
The organization and its reporting practices		
2-1	Organizational details	ABOUT THIS REPORT
2-2	Entities included in the organization's sustainability reporting	ABOUT THIS REPORT
2-3	Reporting period, frequency and contact point	ABOUT THIS REPORT
2-4	Restatements of information	ABOUT THIS REPORT, Key Performance Indicator Table
Activities and workers		
2-6	Activities, value chain and other business relationships	Supply Chain Management,Responsible Marketing,Customer Service Quality
2-7	Employees	Attraction and Retention of Talents
Governance		
2-9	Governance structure and composition	Corporate governance
2-10	Nomination and selection of the highest governance body	Corporate governance
2-11	Chair of the highest governance body	Corporate governance
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate governance
2-14	Role of the highest governance body in sustainability reporting	ESG governance
2-16	Communication of critical concerns	ESG governance
2-17	Collective knowledge of the highest governance body	Corporate governance
2-18	Evaluation of the performance of the highest governance body	Corporate governance
2-20	Process to determine remuneration	Corporate governance
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	MESSAGE FROM THE CHAIRMAN
2-23	Policy commitments	Compliance in Operation
2-24	Embedding policy commitments	Compliance in Operation, Supply Chain Management,Responsible Marketing
2-25	Processes to remediate negative impacts	Compliance in Operation
2-26	Mechanisms for seeking advice and raising concerns	Compliance in Operation
2-27	Compliance with laws and regulations	REGULATING CORPORATE GOVERNANCE,STRICTLY CONTROLLING THE QUALITY OF PRODUCTS AND SERVICES,TALENT EMPOWERMENT,PROMOTING GREEN OPERATION,Appendix
Stakeholder engagement		
2-29	Approach to stakeholder engagement	ESG governance
GRI3：Material Topics		
3-1	Process to determine material topics	ESG governance
3-2	List of material topics	ESG governance
3-3	Management of material topics	ESG governance
GRI201：Economic Performance		
201-1	Direct economic value generated and distributed	Key Performance Indicator Table
201-2	Financial implications and other risks and opportunities due to climate change	Addressing Climate Change
GRI203：Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Community Commonweal
GRI204：Procurement Practices		
204-1	Proportion of spending on local suppliers	Supply Chain Management
GRI205：Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	Compliance in Operation
GRI206：Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Key Performance Indicator Table
GRI302：Energy		
302-1	Energy consumption within the organization	Addressing Climate Change,Key Performance Indicator Table
302-3	Energy intensity	Addressing Climate Change
302-4	Reduction of energy consumption	Addressing Climate Change
302-5	Reductions in energy requirements of products and services	Addressing Climate Change,Key Performance Indicator Table

Indicator No.	Indicator Name	Report Chapter
GRI303：Water and Effluents		
303-1	Interactions with water as a shared resource	Green Operation
303-2	Management of water discharge-related impacts	Green Operation
303-3	Water withdrawal	Green Operation, Key Performance Indicator Table
303-4	Water discharge	Green Operation
GRI305：Emissions		
305-1	Direct (Scope 1) GHG emissions	Addressing Climate Change, Key Performance Indicator Table
305-2	Energy indirect (Scope 2) GHG emissions	Addressing Climate Change, Key Performance Indicator Table
305-4	GHG emissions intensity	Addressing Climate Change, Key Performance Indicator Table
GRI306：Effluents and Waste		
306-1	Waste generation and significant waste-related impacts	Green Operation
306-2	Management of significant waste-related impacts	Green Operation
306-3	Waste generated	Green Operation
306-5	Waste directed to disposal	Green Operation
GRI308：Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Supply Chain Management
308-2	Negative environmental impacts in the supply chain and actions	Supply Chain Management
Society		
GRI401：Employment		
401-1	New employee hires and employee turnover	Attraction and Retention of Talents,Key Performance Indicator Table
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Attraction and Retention of Talents, Employee Training and Development
GRI403：Occupational Health and Safety		
403-1	Occupational health and safety management system	Environmental and occupational health and safety management
403-2	Hazard identification, risk assessment, and incident investigation	Environmental and occupational health and safety management, Occupational Health and Safety

Indicator No.	Indicator Name	Report Chapter
403-3	Occupational health services	Environmental and occupational health and safety management, Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Employee care and communication
403-5	Worker training on occupational health and safety	Environmental and occupational health and safety management, Occupational Health and Safety
403-6	Promotion of worker health	Environmental and occupational health and safety management,Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental and occupational health and safety management
403-8	Workers covered by an occupational health and safety management system	Environmental and occupational health and safety management
403-9	Work-related injuries	Occupational Health and Safety, Key Performance Indicator Table
GRI404：Training and Education		
404-1	Average hours of training per year per employee	Employee Training and Development,Key Performance Indicator Table
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Training and Development, Key Performance Indicator Table
GRI405：Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Corporate governance, Attraction and Retention of Talents, Key Performance Indicator Table
GRI406：Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Attraction and Retention of Talents, Key Performance Indicator Table
GRI416：Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Product Quality and Safety, Customer Service Quality
GRI417：Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Responsible Marketing

Shenzhen New Industries Biomedical Engineering Co., Ltd.

Add: Snibe Building,No.23, Jinxiu East Road, Pingshan District, Shenzhen, P.R. China
Web: www.snibe.com
E-mail: snibeinfo@snibe.cn
Zip code: 518122