

2022

Environmental, Social and Governance Report

Global Intco Global Health

INTCO MEDICAL TECHNOLOGY CO., LTD.

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About This Report

Introduction

This report is the second environmental, social and governance report (referred to as “this Report” or the “ESG Report”) issued by Intco Medical Technology Co., Ltd. (referred to as “Intco Medical”, “we” or the “company”), which aims to describe the institutional construction and work performance of Intco Medical in 2022 in terms of environmental, social and governance (referred to as “ESG”) matters, and objectively disclose the sustainability management and effectiveness of Intco Medical in response to the expectations of stakeholders and the public.

Reporting Scope

This report covers Intco Medical and its subsidiaries, and it will be separately described, if there are objects outside this scope. This report focuses on the ESG management and achievements about the company from January 1st to December 31st 2022 (referred to as the “reporting period” and “this year”). Of note some information references data dating back to 2021 or before, or looks forward into 2023.

Basis of Reporting

This Report is in accordance with the *GRI Sustainability Reporting Standards* issued by the Global Sustainability Standards Board (GSSB) (referred to as the “GRI Standards”), and the *Shenzhen Stock Exchange Social Responsibility Instructions to Listed Companies* and the *Guidelines No.2 of Self-regulation of Listed Companies on the Shenzhen Stock Exchange – Standardized Operation of Listed Companies on GEM*.

Data Sources and Reliability Statement

The information and data included in this Report comes from the company’s statistical and official documents, which have been audited by relevant authorities. The company undertakes that there is no misstatement or misleading representation contained in this Report and takes responsibility for the truthfulness, accuracy and completeness of the contents. The monetary amounts herein are denoted in RMB.

Process of Preparation

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

Confirmation and Approval

After confirmation by management, this Report was approved by the 3rd Board of Directors at the 13th meeting on **April 27, 2023**

Access

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

Contact Us

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

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Chairman's Message

The year 2022 was a challenging year for Intco Medical. With our profound technology accumulation and broad market channels, we rode the wave in the complex market. With the opening of the post-epidemic era, new opportunities are coming along. We will follow the development trend of the times, give full play to our advantages amidst the changes, and serve human health needs with the crystallization of human wisdom.

This year, Intco Medical focused on changes in market demand, increased investment in technology research and development, continuously improved production technology, and promoted product quality upgrade. Intco Medical continued to enhance the capability of independent innovation and developed a variety of products to satisfy the diversified market needs. We further strengthened the application of automation and artificial intelligence in production facilities, focusing on online vision inspection, automated packaging and other areas to optimize the process flow and ensure the quality and safety of our products.

Intco Medical adheres to the sustainable development concept of "environmental protection, health, safety, energy conservation and lean". We take actions to reduce the environmental impact from the operation process and support the fulfilment of Carbon Peaking and Carbon Neutrality Goals. We are committed to developing clean energy, adopting new modes of green transportation, and implementing energy-saving measures to create a green operating environment.

Intco Medical is people-oriented and concerned about the career development of our employees. We continue to promote the global talent development with a perfect talent management system. Intco Medical values with a "Love" as the core. We attach great importance to the physical and mental health of our employees, and make the work and life of our employees full of happiness through various activities and kind atmosphere.

This year, Intco Medical has witnessed more love and warmth. When the COVID-19 epidemic circulated, we charged ahead to provide supplies assistance for the prevention and control of the epidemic. In addition, we actively practice our social responsibility and donated medical supplies to schools and nursing homes for many times to improve the living and learning environment, giving back to the society with practical actions.

2023 is already coming to us, and Intco Medical will celebrate our 30th birthday. At this important point, we will continue to uphold the concept of sustainability, pursue economic benefits while fulfilling our ecological, environmental and social responsibilities, and pursue the maximization of social values. We will study the spirit of the 20th CPC National Congress in depth, promote high-quality development and contribute to the realization of national goals such as carbon peaking and carbon neutral and common prosperity.

Serve human health needs with the crystallization of human wisdom!

Chairman for Intco Medical
Frank Liu



01. About Intco Medical

ESG Performance

Environment

Carbon emission intensity
of 1 pc glove

26.87_g

Solar power generation

1,202.89_{MWh}
14.02% higher than last year

Water consumption of 1 pc glove

0.235_{Liter}

Social

Employees worldwide

8,824

Percentage of
female employees

65_%

Employee
training coverage

100_%

Average hours of
training

30_{hours}

Investment in R&D

Over 252.3_{million RMB}

Self-research and
self-production
projects

8

ISO 9001 Quality Management
Certification System
ISO 13485 Medical Device Quality
Management System

All major
production sites

Governance

Establishment under the Board of Directors
Strategy and ESG Committee

Identification ESG material issues related to
Intco Medical

22

Employee participation in code of conduct
training on business ethics and anti-corruption

100_%

Information and Cyber Security Training

9_{sessions}

Adhere to responsible marketing and
participate in:

Domestic exhibitions
18_{exhibitions}

Foreign exhibitions
10_{exhibitions}

2022 Report Highlights

CHINA **Top 500**
Brand Value in 2022



2022 Forbes **Top 2000**
Global Companies



ESG Awards



2022 Caixin Zhiyuan Award



2022 Bloomberg Green
ESG Pioneer



12th Philanthropy Festival

Corporate Awards



CHINA Top 500 Brand Value in 2022



2022 Forbes Top 2000
Global Companies



The 2nd China Health
Industry Golden Cane Award

ESG Rating



Intco Medical was upgraded to BBB
in the MSCI ESG Ratings assessment
in November, 2022

External Certification



Intco Medical was certified by WARP
(Worldwide Responsible Apparel Production)
and received the gold certificate.

Our Business

Intco Medical, listed as 300677 in Shenzhen Stock Exchange since July 2017, is a high-tech manufacturing company committing to R&D, production and marketing of medical consumables and durable medical equipment. Since establishment in 2009, we have always been customer-oriented and committed to providing high-quality medical supplies and services to the global medical industry, manufacturing, service and individuals.

10 Factories

120+ Countries

Nearly **9,000**
Global Employees

10,000+
Global Clients

The main business of Intco Medical covers three major segments: medical consumables, rehabilitation equipment, physiotherapy care. The main products include disposable gloves, wheelchairs, cold/hot gel pack, electrodes and other types of medical equipment and consumables, which are widely used in medical institutions, elderly care institutions, household daily use, industrial labor protection and other related industries.

MEDICAL CONSUMABLES

Used in healthcare and inspection, food processing precision electronics and other industries to provide personal protection against hazardous substances

- Disposable Nitrile Gloves
- Disposable Vinyl Gloves
- Disposable Polyethylene Gloves
- Face Mask
- Face Shield
- Isolation Gown
- Hand Sanitizer
- ECG Electrode



REHABILITATION EQUIPMENT

Used in providing mobility aids or otherwise meeting the daily care needs of people with disabilities or such needs

- Power Wheelchair
- Manual Wheelchair
- Rollator
- Cane & Walker
- Over Bed Table
- Lift Chair



PHYSIOTHERAPY CARE

Used in medical, surgical and routine care

- Instant Cold/Hot Compress
- Cold/Hot Gel Beads
- TAB Electrode
- Cold Mat



Corporate Culture

The medical device and consumables industry is closely related to the health of human lifestyle and the business society. Intco Medical has always performed multiple responsibilities to employees, team, customers, enterprise and society, adhering to the corporate culture and values with “Love” as the core, and continuously provide refined, diversified and multi-level health products and services to the society.

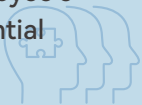
**PURPOSE**
Serve human health needs with the crystallization of human wisdom


**SPIRIT**
Integrity Diligence, Profession, Unity, Achievement


**MISSION**
Global Intco, Global Health


**IMPROVEMENT & INNOVATION**
Every suggestion will be cherished, Every improvement will be awarded


**VALUE**
Love, Goodness, Truth

Responsibility to Employees
Maximize each employee’s potential


Responsibility to Team
Create a positive working environment


Responsibility to Customers
Satisfy our customers


Responsibility to Company
Develop our business


Responsibility to Society
Adhere to ethical behavior


ESG Governance

Intco Medical highly valued the impacts to economy, society and environment during its operation process. We ensure that the company adheres to sustainability direction through a complete ESG management strategy and a regular management mechanism.

In order to continuously improve the ESG performance of Intco Medical, during the reporting period, we established the Strategy and ESG Committee under the Board of Directors and issued the *Policy of the Specialized Committee of the Board of Directors* to determine the composition, responsibilities and authority, work procedures and rules to ensure the consistency of ESG matters with the strategic development of the Company. Under the Strategy and ESG Committee, an ESG Working Group was established to help execute the relevant preparatory work.



Stakeholder Communication

Intco Medical actively improves all aspects of our operations and governance by incorporating input from various stakeholders. We have identified our main stakeholders, including government and regulators, shareholders and investors, customers, employees, distributors and suppliers, public and community, media and other partners, with reference to GRI standards, our business characteristics and operational features, and the advanced experience of our global peers.

| Stakeholder | Issue of concern | Way of communication & response |
|-------------------------------------|---|--|
| Government & Regulators | <ul style="list-style-type: none"> • Corporate governance • Business ethics and Anti-corruption • Pollutant emission management • Community building and social welfare | <ul style="list-style-type: none"> • Information disclosure • Reception and research • Files exchanges • Policy enforcement |
| Shareholders & Investors | <ul style="list-style-type: none"> • Corporate governance • Sound operation • R&D innovation | <ul style="list-style-type: none"> • General meeting of stakeholders • Performance release • Information disclosure • Roadshow |
| Customers | <ul style="list-style-type: none"> • Business ethics and Anti-corruption • Customer privacy and information security • Product safety and quality • Responsible marketing • Market expansion and development | <ul style="list-style-type: none"> • Customer satisfaction surveys • Customer service hotline • Online communication (APP/Website) |
| Employees | <ul style="list-style-type: none"> • Employee training and development • Employee health and safety • Employee recruitment and rights protection • Employee compensation and benefits • Human rights respect | <ul style="list-style-type: none"> • Staff meeting • Employee activities • Employee training |
| Distributors & Suppliers | <ul style="list-style-type: none"> • Supply chain sustainability | <ul style="list-style-type: none"> • Distributors/Suppliers conference • Distributors/Suppliers training • Suppliers evaluation |
| Public & Community | <ul style="list-style-type: none"> • Community building and social welfare • Environmental protection | <ul style="list-style-type: none"> • Community activities • Welfare program |
| Media | <ul style="list-style-type: none"> • Sound operation • Responsible marketing • Market expansion and development | <ul style="list-style-type: none"> • Conference • News release • Interview |
| Other Partners | <ul style="list-style-type: none"> • R&D innovation | <ul style="list-style-type: none"> • Industry forum • Communication and interaction |

Intco Medical actively carries out stakeholder communication and actively listens to suggestions from investors. Our communication channels include online and offline meetings, telephone calls, roadshows, interviews and group reception days, etc. At the same time, we update information related to company announcements, corporate governance and investor protection on the investor relations page of our website.

During the reporting period ▶

We conducted a number of investor relations activities and received over

1,500

inquiries from investors.

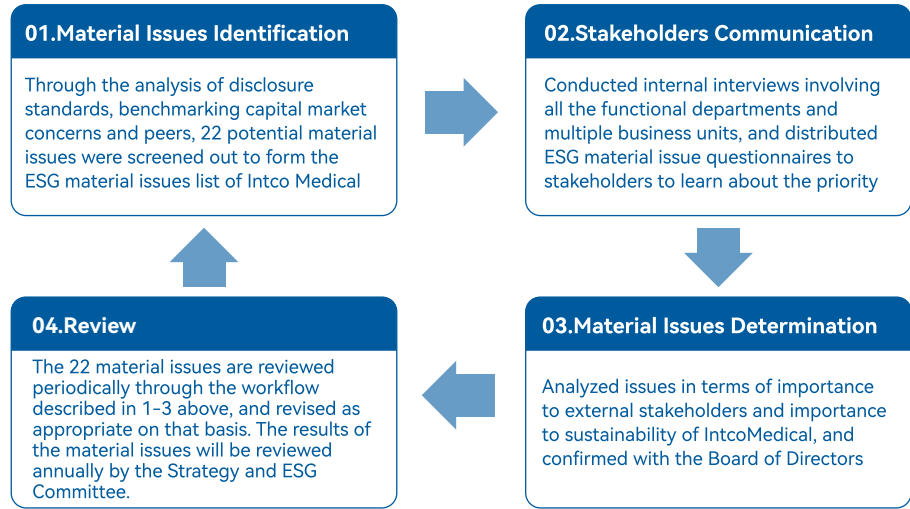
In addition, we held investor care activities and provided benefits to

8,655

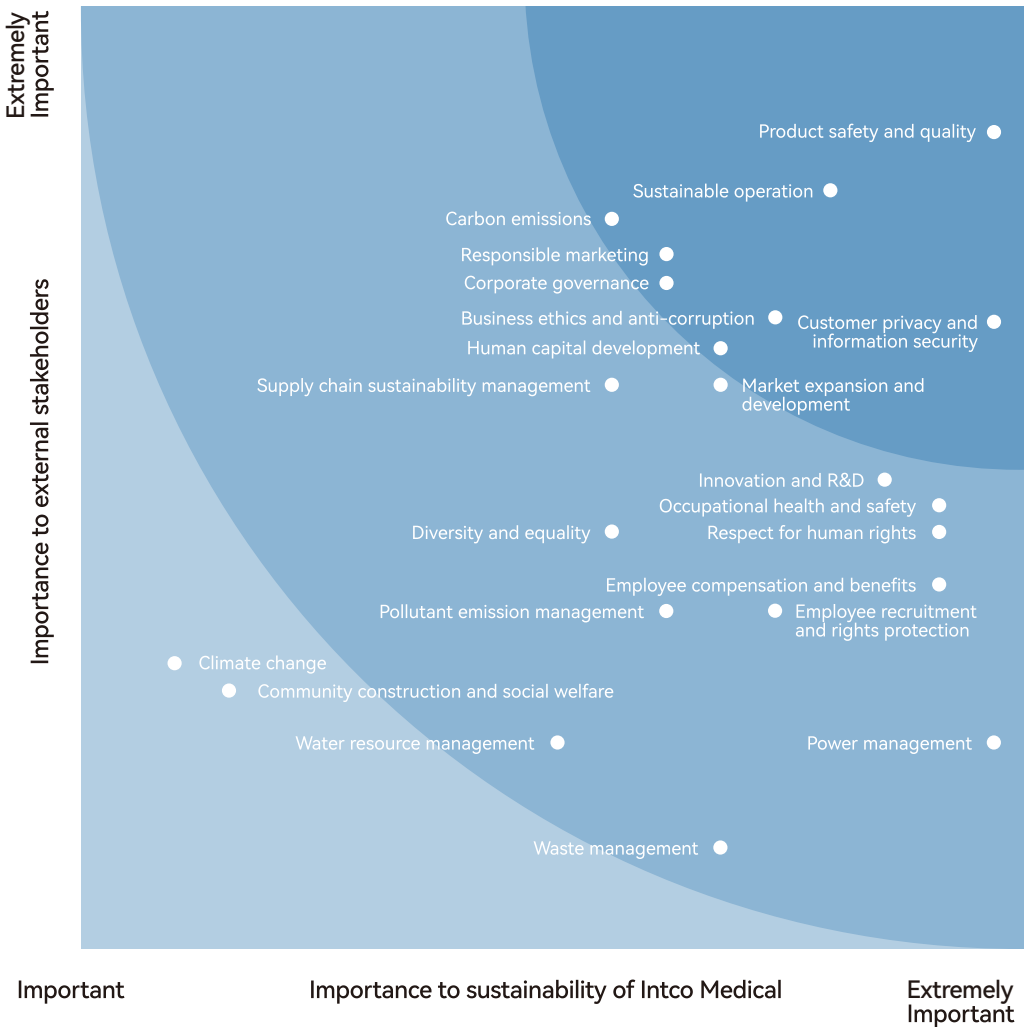
shareholders who participated in the shareholder certification activities.

Analysis of Material Issues

Intco Medical has selected 22 company-related material issues based on the following four steps in the development of sustainability. The material analysis helps to identify and respond to changes and challenges in society, and helps Intco Medical to mobilize corporate resources more effectively to ensure the implementation of ESG-related activities and initiatives.







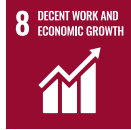
The following chart shows the results of the material issue assessment for Intco Medical, with the horizontal and vertical axes of “Importance to sustainability of Intco Medical” and “Importance to external stakeholders”.



Align with SDGs

The Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. As a responsible corporate citizen, Intco Medical is aligned with SDGs and actively contributes to the realization of SDGs through sustainability operation.

| Our Contribution to SDGs | | |
|---|---|---|
| Section | Material Issues | SDGs |
| Excellent quality with consistency | <ul style="list-style-type: none"> Product safety and quality Innovation and R&D Supply chain sustainability management |   |
| Sustainable Living, Protecting Our Planet | <ul style="list-style-type: none"> Power management Carbon emissions Climate change Waste management Water resource management Pollutant emission management |    |
| People-oriented with Equality and Diversity | <ul style="list-style-type: none"> Respect for human rights Employee recruitment and rights protection Employee compensation and benefits Occupational health and safety Human capital development Diversity and equality |    |

| Our Contribution to SDGs | | |
|--|--|--|
| Section | Material Issues | SDGs |
| Health Care and Work Together | <ul style="list-style-type: none"> Market expansion and development Community construction and social welfare |     |
| Responsible Operations and Steady Progress | <ul style="list-style-type: none"> Corporate governance Sustainable operation Business ethics and anti-corruption Responsible marketing Customer privacy and information security |  |



02. Excellent Quality with Consistency

Intco Medical attaches great importance to the quality and safety of our products. Through technological breakthroughs and innovations, we continue to improve the efficacy of medical supplies to meet the diverse needs of our customers. We actively cooperate with our suppliers to build a sustainable supply chain and provide quality products and services to our global customers.

3 GOOD HEALTH
AND WELL-BEING



17 PARTNERSHIPS
FOR THE GOALS



Quality and Safety

Quality and safety management of our products is the top priority of Intco Medical. We have established a strict quality assurance system for the whole process of product design, development, production, sales and service, aiming to comply with the relevant laws and regulations on quality and safety in each country and region where we sell our products.



Safe Delivery

To provide safe products for customers and satisfy the responsibility to customers



Quality Assurance

To continuously improve the quality and safety management system to ensure the products quality



Health Care

To pfully understand the needs and expectations of customers and to take care of their health



For You

To provide safe products for customers and satisfy the responsibility to customers

Quality Policy Statement



Intco Medical strictly abides by the *Medical devices - Quality management systems - Requirements for regulatory purposes (EN ISO 13485:2016)*, *Canadian Medical Device Regulations (CMDR)*, *Quality System Regulation (FDA-21-CFR-QSR 820)*, *Quality management systems - Requirements (GB/T 19001-2016)* and *relevant laws and regulations*. Meanwhile, we further *refine internal quality management processes and clarify the goals through our internal ISO 13485 Quality Manual and ISO 9001 Quality Manual*. Through the established four-level quality management system document structure, we plan and implement measures to deal with quality risks in a timely manner and improve the effectiveness of the quality management system.

We conduct annual simulation recalls of our products in accordance with quality management regulations and our internal system to identify the source of quality problems by tracing the records of raw materials, production and transportation backwards through production dates and batch numbers. During the reporting period, we did not have any recalls due to the quality of our product deliveries.

level 1 Quality Manual

Programmatic guideline for all employees to follow over time

level 3 Operating Documents

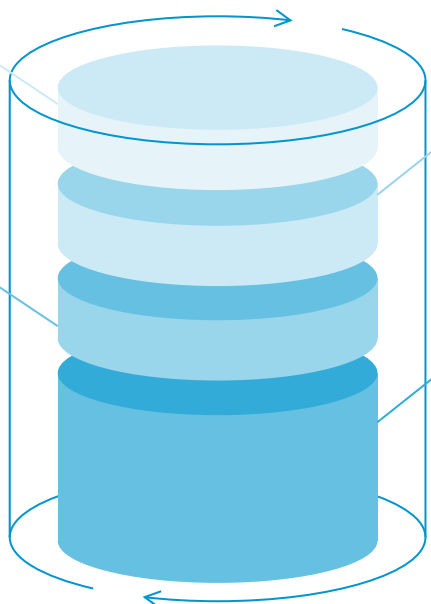
Standard documents, work instructions, management regulations, operating procedures, calibration procedures,etc.

level 2 Procedure Documents

Implementation documents for quality activities

level 4 Records

To clarify the results of quality activities to achieve traceability

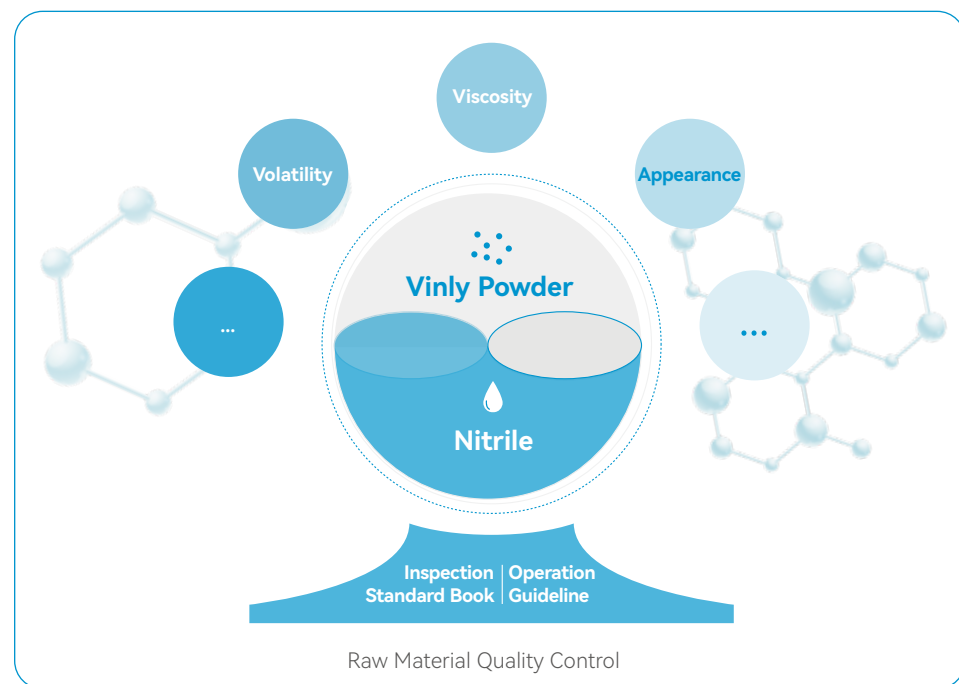


Quality Control

Intco Medical strengthens product control of quality and safety. We establish process documents to control the product quality from the beginning, which specified the inspection of raw materials, semi-finished products and finished products. We optimize the quality testing equipment and improve the efficiency of quality testing in order to ensure the products with a 100% pass rate.

Raw Materials

We strictly follow the relevant national and local standards, and for the raw materials of nitrile and vinyl we used, we have formulated internal documents such as *Nitrile Raw Material Inspection Standard Book*, *Vinyl Powder Inspection Operation Guideline* and *Raw Material Inspection Operation Guideline*, which regulate the inspection methods, process and related specific operations of each raw material.



Quality Inspection

We have physical property laboratory and pinhole inspection laboratory to conduct physical property and pinhole inspection of relevant standards to ensure that our products comply with relevant standards in China, the United States, Europe and other countries. During the reporting period, we added Fourier infrared chromatograph, gas chromatograph, ion particle counter, distillation range meter, titrator, flash point meter and other equipment to improve the accuracy and efficiency of the inspection. In the box inspection part, we introduced the pre-inspection process to reduce the unqualified rate. Also, we added new testing equipment for compression and abrasion resistance to improve the quality control of the box.

Digital System

Quality Management System, QMS

During the reporting period, Intco Medical introduced QMS and conducted trial operation in Anhui factory. The system mainly includes the import and maintenance of incoming and outgoing inspection data, as well as the review of non-conforming products. Employees can complete online access to inspection data and process approval through mobile terminals, which help reduces the time spent on paper records and waste of resources and help improve work efficiency. Through the system's data statistical analysis, the validity of data is ensured and the retention period is extended to achieve more effective quality management.

Visual Inspection

During the reporting period, Intco Medical added the visual inspection function of industrial camera. Based on deep learning algorithm, this function can help identify and product rejection of defects such as broken and greasy products effectively, so as to improve the product pass rate. Through real-time statistical analysis of data, we can achieve effective early warning of abnormalities in the front section of the production line.



Internal and External Supervision

Intco Medical has established the *Internal Audit Control Procedures* and conducts annual internal quality audits to ensure the effective implementation and maintenance of the quality management system. We actively cooperate with external third-party auditing and supervision, and we have obtained product certifications from NSF (National Sanitation Foundation), PPE (Personal Protective Equipment) and MDR (Medical Device Regulation). Our products also meet the international product standards such as ASTM, CE, ISO and JIS Food Standards, meanwhile our products like nitrile gloves, vinyl gloves, synmax gloves, auto-wheelchair, and etc. had approved by the US FDA-510k certificated. We actively cooperated with quality audits from customers and third parties. During the reporting period, Intco Medical has received 82 quality-related external audits and passed 100% of them and we also received the *Gold Award for Excellent Supplier* from our customers.



During the reporting period ▶

Intco Medical has received

82 quality-related external audits

passed 100% of them

Examples of Certificates Obtained by Intco Medical

We provide excellent products and services to our global customers and actively carry out quality-related system certification. All of our production sites have obtained ISO 9001, ISO 13485 and other quality management certifications. Some are as follows:

| Certification | Examples of sites the business operates |
|--|---|
| ISO 9001 Quality Management System | Intco Medical Technology Co., Ltd. |
| | Shandong Intco Medical Products Co., Ltd. |
| | Anhui Intco Medical Products Co., Ltd. |
| | Jiangxi Intco Medical Co., Ltd. |
| ISO 13485 Medical Device Quality Management System | Intco Medical Technology Co., Ltd. |
| | Shandong Intco Medical Products Co., Ltd. |
| | Anhui Intco Medical Products Co., Ltd. |
| | Jiangsu Intco Medical Products Co., Ltd. |
| BRC (Global Consumer Products) Certification ¹ | Intco Medical (HK) Co., Ltd. |
| | Intco Medical Technology Co., Ltd. |
| | Shandong Intco Medical Products Co., Ltd. |
| | Anhui Intco Medical Products Co., Ltd. |
| MDSAP Certification ² | Jiangxi Intco Medical Co., Ltd. |
| | Shandong Intco Medical Products Co., Ltd. |
| Integration of Informatization and Industrialization | Anhui Intco Medical Products Co., Ltd. |
| | Intco Medical Technology Co., Ltd. |
| GB/T 19580-2012 Certification of Criteria for Performance Excellence | Intco Medical Technology Co., Ltd. |

1.BRC (Global Consumer Products) Certification: BRC Consumer Products Standard is developed by the British Retail Consortium (BRC)
2.MDSAP Certification: Medical Device Single Audit Program, including the standards and regulatory requirements of Australia, Brazil, Canada, Japan and the United States. This certification is audited by the regulatory agencies with five countries authorization.

R&D Innovation

This year, Intco Medical continued to explore potential R&D projects through iterative innovation of products and technologies to meet the multi-level needs of our customers. We continued to invest in R&D of equipment, material and new product. By enriching our R&D technology team, building several new technology R&D centers, and acquiring high-end R&D instruments and equipment, we improved our independent innovation capability and sought major breakthroughs at the technology level. In the mean time, we have organized several outbound visits for our R&D staff to have communication with our suppliers and their technical staff, and invited professors from Qingdao University of Science and Technology to train our R&D staff on theoretical knowledge to continuous improved our R&D staff's professionalism

During the reporting period, we invested more than 252.3 million RMB in R&D innovation of our products to meet the needs of our customers. As of December 31, 2022, we have total 952 R&D staff, which take 10.79% of the total numbers of employees.

In the future, we will continue to increase our investment in technology research and development, enrich our R&D technical team, further reduce the energy consumption required for production through formula improvement and introduction of new materials, improve production efficiency and capacity, and develop new products to meet market demand.

As of December 31, 2022



8

self-researched and self-produced projects



9

major categories



60⁺

product series



65

declared patents



21

obtained authorizations



Vinyl Synmax PRO Exam Gloves



Synguard C+ Nitrile Exam Gloves



Vinyl Synmax G2 Exam Gloves



Diamond Textured Nitrile Gloves

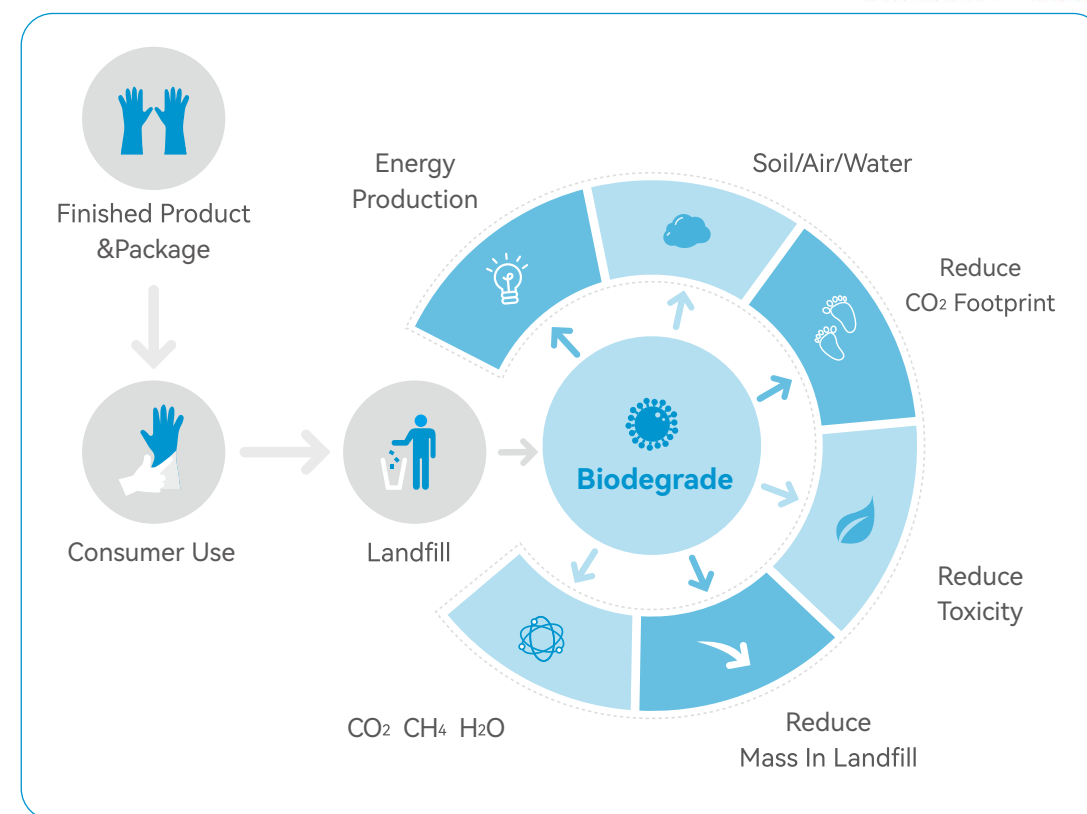
Examples of innovative products

Biodegradable nitrile gloves innovated by Intco Medical

Biodegradable nitrile gloves are a revolutionary eco-friendly PPE product that can be applied with biodegraders to activate the biodegradation process in landfills. It provides effective protection for the hands while eliminating the impact on the surrounding environment.



BIODEGRADABLE NITRILE GLOVES INTCO

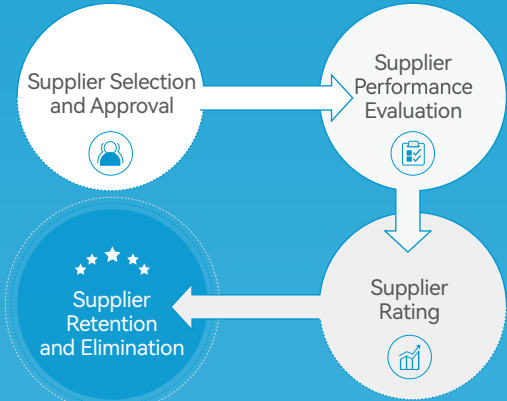


Supply Assurance

The establishment of sustainable supply assurance is one of the important foundations for the stable development of Intco Medical. We continue to strengthen the management policy of our suppliers and put forward requirements for their quality, social responsibility to ensure the sustainable development of the supply chain. We also pay attention to the communication with our suppliers, and through the training, we continuously deepen the capacity building of our suppliers to work together for a win-win situation.

Supply Chain Management

Intco Medical has established internal management systems such as *Supplier Management Procedures and Formulation and Management of Procurement Strategies*, clarifying the requirements for different stages of supplier access, evaluation and withdrawal, reduce supply chain risks and improve the awareness of sustainable development of the supply chain.



Supply Chain Management Processes

Supplier Selection and Approval

Intco Medical conducts supplier sourcing according to different procurement needs, and issues *Supplier Questionnaire* to the initially screened qualified suppliers in order to further analyze and examine their qualification, capability, quality and technical level. We sign the *Supplier Anti-Bribery Commitment* with the assessed qualified suppliers and include them in the *Qualified Supplier List*.

In terms of quality, we sign *Supplier Quality Assurance Agreement* with our key raw material suppliers and require them to pass ISO 9001 or GB/T 19001 related quality management system certification. The product quality needs to meet the relevant quality standards, technical requirements, to effectively provide quality certifications and inspection requirements.

In terms of social responsibility, we sign the *Social Responsibility Commitment* with some of our suppliers, requiring them to strictly comply with local labor laws and regulations and social responsibility standards, and strictly prohibiting the use of child labor, forced labor or other violations of labor laws and regulations by our suppliers and subcontractors. At the same time, we pay attention to the suppliers' EHS performance, and include these in the supply chain audit process whether suppliers meet relevant environmental laws and regulations, have ISO 14000 and other related environmental management system certifications, are located within the company's province. We consider giving priority to green and local suppliers to ensure the sustainable development of the supply chain.

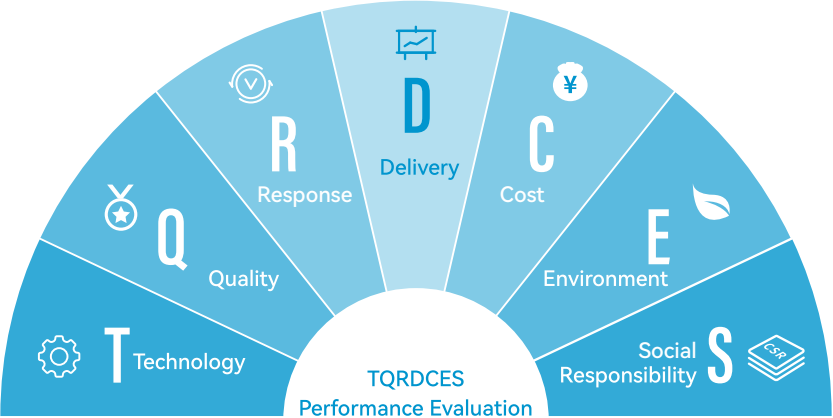
As of the end of the reporting period, the Company has ▶



| Requirements Related to Social Responsibility of Suppliers | | |
|--|---|--|
| Social Responsibility | Environmental Protection | Health and Safety |
| <p>Establish social responsibility files of suppliers, sign social responsibility commitment, and promise to abide by local labor laws and social responsibility standards:</p> <ul style="list-style-type: none">•Prohibit strictly to employ child labor or use underage workers without any measures•Prohibit strictly forced labor•Prevent sub-suppliers from violating social responsibility standards•Working hours, equality, freedom of association, collective bargaining rights and other legitimate rights and interests of employees•Fair business | <ul style="list-style-type: none">• Abide strictly by relevant environmental laws and regulations• Formulate waste disposal plan• ISO 14000 and other management system certification | <ul style="list-style-type: none">• Fire safety, early warning and other protection measures of the plant• Safety maintenance and protection measures for equipment and chemicals• Emergency measures guarantee• Employee protection measures and health protection |

Supplier Performance Evaluation

Intco Medical has established a supplier performance evaluation system, which clearly defines the scope of supplier evaluation, assessment cycle and performance indicators and weights. We evaluate suppliers from multiple dimensions of TQRDCES through the *Supplier Performance Evaluation Form*. At the same time, we make monthly data statistics on the quality of suppliers, and annual comprehensive evaluation on the multi-dimensional aspects of suppliers' product quality, supply performance, price level and service, and form the *Annual Evaluation Form of Suppliers*.



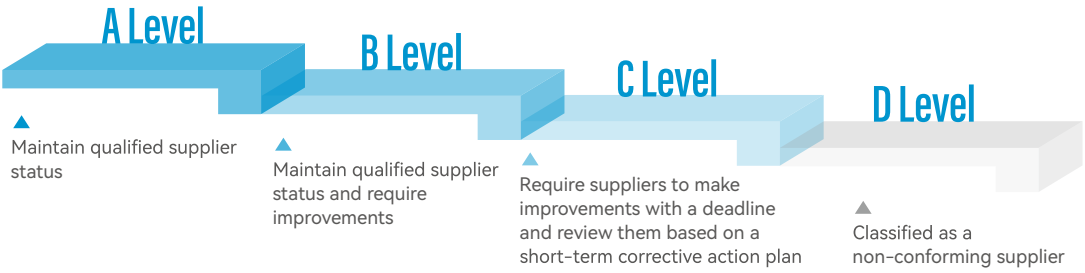
During the reporting period, we conducted performance evaluations of all suppliers and conducted on-site evaluations of more than 600 of them, with a coverage rate of 50%, and conducted video evaluation work for the 128 new suppliers. We record all assessments, form *Supplier Audit Reports* and keep them on file.



Supplier Audit

Supplier Rating and Elimination

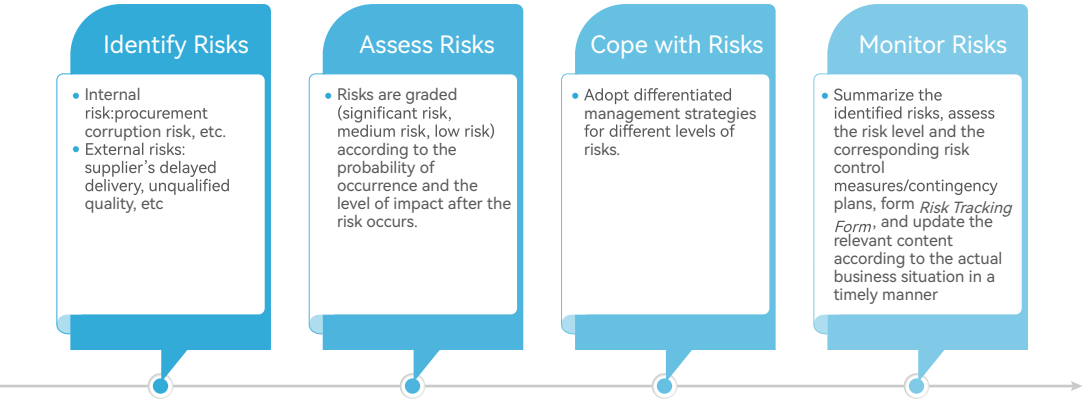
Intco Medical classifies our suppliers into four grades of A, B, C and D based on the assessment results. We issued *Supplier Improvement Matters Report* for B and C grade suppliers and requested suppliers to reply their improvement plans. We follow up on the improvement and verify the effect, and would cancel the qualified supplier status if they continue to fail to meet the standards.



Supplier Rating System

Supplier Risk Management

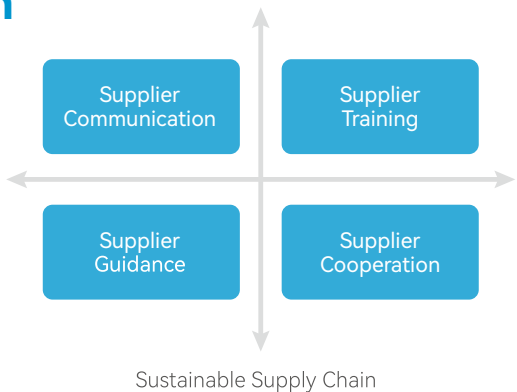
Intco Medical has established the *Process of Developing and Managing Procurement Strategy* to identify and evaluate the risks in the procurement and supply process and to guarantee sustainable supply. We make contingency plans and control measures in a timely manner and conduct tracking and monitoring, to minimize the risk of procurement and supply, and to guarantee legal compliance of the whole process.



Supplier Risk Management Processes

Sustainable Supply Chain

Intco Medical is committed to establishing a sustainable supply chain. We have established various effective communication channels, actively carried out supplier trainings and communications, established the strategic partnership with suppliers to promote the coordinated development of the supply chain.



Supplier Communication

In order to ensuring the timely supply of materials and strengthening the communication with suppliers, Intco Medical has established a parallel multi-channel supplier communication mechanism to discover, to communicate and to solve problems in the process of cooperation aiming for a win-win collaboration.



Supplier Training

Intco Medical conducts regular training for suppliers to further improve their comprehensive ability level.

Quality improvement training

The company pays attention to the quality of suppliers' products, carries out timely communication and training for unqualified products, and assists suppliers in promoting quality improvement to enhance suppliers' quality awareness;

Standards training

The company carries out training of inspection standards at raw material arrival to monitor the supplier's product quality.

During the reporting period ▶ we have conducted

42 training sessions for 65 suppliers through communicating online, on-site visits, on-site learning.



Supplier Training

Supplier Guidance

Intco Medical continues to pay attention to the supplier's R&D and management capability improvement, and takes the supplier's product safety and quality improvement as the direction of joint efforts, and adopts on-site guidance and capital injection support to improve supplier's quality and develop technology.

On-site guidance

Provided on-site guidance to selected suppliers to improve the qualification rate of product.

Technical seminars

Conducted technical seminars with supplier teams to discuss new product development matters.

Capital injection support

Strengthened the management capability of suppliers by means of capital injection support.



Technical Seminars

Excellent Service

Providing customers with one-stop service and escorting customers throughout the whole experience is the constant commitment of Intco Medical. We constantly strengthen the management of customer complaint handling by establishing a perfect customer evaluation, complaint and feedback handling mechanism to improve the service level and enhance customer satisfaction.

Customer Service

Intco Medical has formulated *Customer Evaluation, Complaint and Feedback Handling Mechanism and Specification and Process in Intco Medical Customer Service Center*, which provide corresponding handling process regulations for different demands from customers to effectively and efficiently fulfill our responsibilities to customers. We deepen the cooperation and communication with customers through regular video calls, field visits and factory tours to ensure effective and timely information transmission. Meanwhile, we have set up a call-back mechanism to ensure that customers' problems would be effectively solved.

We use telephone satisfaction surveys and customer satisfaction questionnaires to understand customers' evaluation and suggestions of our products. During the reporting period, our 400 hot-line obtained 94.43% satisfaction survey results. We conducted a satisfaction survey on 421 major customers in China and obtained 94% satisfaction results; our e-commerce platform obtained 94.57% customer satisfaction.

During the reporting period ▶



Complaint Feedback

we set up a variety of complaint feedback channels, in addition to the e-commerce online platform, customers can also send their feedbacks through “400” telephone and email, etc. During the reporting period, we actively handled complaints and suggestions from our customers, and the resolution rate of complaints on our e-commerce platform reached 96.77%.

| | |
|----------------------|--|
| Complaint Acceptance | <ul style="list-style-type: none"> Record and classcify problems, and report to the relevant person in charge in a timely manner |
| Complaint Processing | <ul style="list-style-type: none"> The person in charge should carry out corresponding processing measures according to the type of complaints: <ul style="list-style-type: none"> Complaints: analyze and judge the problem parties, and carry out rectification according to the cooresponding procedures Evaluations and Suggestions: leaders or responsible person should review the content and feedback to customers Consulting: contact with the related departments to understand the situation and reply to the customer in a timely manner |
| Complaint Closure | <ul style="list-style-type: none"> The result should be promptly notified to the customer relationship department, and track the feedback information |
| Regular Return Visit | <ul style="list-style-type: none"> Regularly pay the return visit to customers about the complaints |

Customer Complaint Handling Process

Customer Care

During the reporting period, we held three customer appreciation conferences to express gratitude for the long-term support and trust to our customers.



Appreciation Dinner in German



Appreciation Dinner in Malaysia

03. Sustainability, Protecting Our Planet



Intco Medical adheres to the sustainable development concept of “Environmental Protection, Health, Safety, Energy Conservation, And Lean Production” and regards environmental protection as an essential component of all company operating activities. We actively respond to China’s “dual-carbon” policy, continuously promote the effective utilization of resources and energy, strictly control pollutant emissions, reduce the impact on the ecological environment, and promote green and low-carbon development.



Consumption



Energy Use

| | |
|-----------------------|--------------------|
| Purchased Electricity | 337.01 GWh |
| Purchased Heat | 1,653.93 GJ |
| Coal | 502.1 kilo tons |
| Diesel | 137.13 (10^4liter) |
| Gasoline | 21.95 (10^4liter) |
| Natural Gas | 63.27 (10^4m³) |



Resource Consumption

| | |
|------------------------|-------------------|
| Water consumption | 1,101.60 (10^4m³) |
| -Municipal water | 161.28 (10^4m³) |
| -Underground water | 73.74 (10^4m³) |
| -Surface water | 866.58 (10^4m³) |
| Water recycled | 31.44 (10^4m³) |
| Packaging material use | 47,341.56 tons |
| -Plastics | 74.66 tons |
| -Cartons | 47,266.99 tons |

Emissions



Wastewater Emissions

| | |
|----------------------|-----------------|
| Wastewater treatment | 761.78 (10^4m³) |
| COD | 657.49 tons |
| NH ₃ -N | 24.78 tons |



Solid Waste Emissions

| | |
|---------------------|-----------------|
| General solid waste | 6.33 (10^4tons) |
| Recyclable waste | 214.30 tons |
| Hazardous waste | 400.82 tons |



Air Emissions

| | |
|-----------------------------------|---|
| GHG emissions | 122.44 (10^4tons-CO ₂ e) |
| -Scope 1 | 104.55 (10^4tons-CO ₂ e) |
| -Scope 2 | 17.89 (10^4tons-CO ₂ e) |
| Energy consumption | 402.8 kilo tons of standard coal equivalent |
| Particulate emissions | 29.68 tons |
| SO ₂ emissions | 75.10 tons |
| Nitrogen oxide emissions | 257.15 tons |
| Nonmethane hydrocardons emissions | 2.37 tons |



Environmental Management

Intco Medical strictly adheres to the requirements of national and local environmental protection laws and regulations, such as the *Environmental Protection Law of the People's Republic of China*, *Environmental Impact Assessment Law of the People's Republic of China*, and *Energy Conservation Law of the People's Republic of China*. We have also established 36 internal policies, including the *Environmental Protection Management System*, to constantly improve our environmental management system and promote green development.

During the reporting period, our Qingzhou factory passed the environmental management system certification ISO14001:2015.



Environmental Management Certification

Intco Medical has continuously improved its environmental management system, adhering to the principle that environmental protection is everyone's responsibility and implementing a one-post-one-responsibility system. We have established an environmental protection network consisting of company leaders and environmental protection officers, set environmental protection goals, and designated the production leaders in each workshop as the first responsible persons for environmental management. They provide comprehensive leadership and management supervision for environmental protection in the company. We strictly follow national standards and environmental protection regulations for daily testing, and the Safety and Environmental Protection Department is responsible for assessing environmental protection goals. The achievement of environmental targets will be reported to the Environmental Protection Leadership Group, and corrective and optimization measures will be carried out through regular environmental reporting meetings and special meetings to improve environmental performance and target setting constantly. In 2022, the company did not violate environmental protection-related laws and regulations.

Moreover, We attach great importance to environmental risk prevention and control. In order to prevent and control environmental risks and ensure timely and effective handling of environmental accidents, we have established management systems such as the *Guidelines for Investigation and Control of Hidden Hazards in Emergency Environmental Incidents*, *Emergency Response Plan for Environmental Incidents*, *Risk Assessment Report for Environmental Emergencies* and, *Investigation Report on Environmental Emergency Resources*. We conduct comprehensive inspections, workshop inspections, seasonal inspections, and daily inspections, and set deadlines for rectifying environmental hazards identified by various departments. After rectification, we conduct timely re-inspections to comprehensively prevent and control environmental risks.

Comprehensive Inspection

A comprehensive inspection will be conducted on the primary environmental management and on-site environmental protection. Environmental protection focus will be centered around process, equipment, storage, instrumentation, inspection, and maintenance. The environmental leadership group will be responsible for this task, with participation from all departments.

Professional Inspection

The professional inspection is mainly focused on mechanical equipment, electrical installations, monitoring instruments, special equipment, company buildings, and structures and is under the responsibility of the EHS department.

Seasonal Inspection

The EHS department is responsible for conducting targeted inspections based on the characteristics of each season.

Daily Inspection

Shift operators are responsible for conducting periodic inspections during their shifts. Daily environmental inspections are carried out by management personnel at all levels.

Intco Medical has established an *Environmental Protection Training and Education Management System* to standardize environmental education and training and to enable employees and third parties to acquire the necessary environmental knowledge and capabilities. In addition, we enhance the emergency response capabilities of our employees through regular emergency drills, enabling them to learn and master professional rescue knowledge and accident-handling methods.

During the reporting period ▶

Intco Medical's various production bases conducted various safety emergency drills

6

fire evacuation drills

14

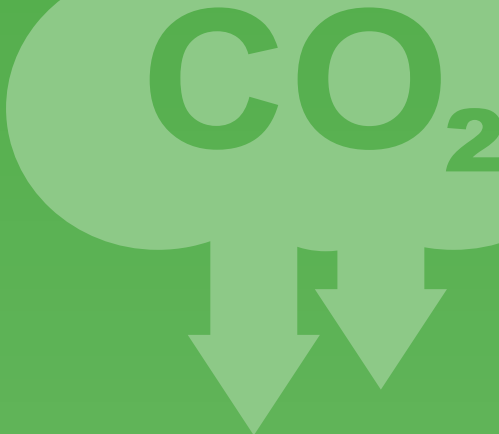
specialized drills

Specialized drills for chemical, hazardous waste, and toxic gas leaks.



Decarbonization Action

Intco Medical always adheres to the sustainable development concept of “Environmental Protection, Health, Safety, Energy Conservation, and Lean Production.” We strictly comply with national and local laws and regulations, such as the *People’s Republic of China Energy Conservation Law*. We have established internal management standards such as *Energy Audit Control Procedure*, *Energy Target Indicator Management Implementation Plan Control Procedure*, and *Energy Capability Training and Awareness Control Procedure*. We continuously optimize the energy structure and enhance energy management. We have established an Energy Management Office to lead the follow-up of energy improvement strategies in each workshop, analyse and control the consumption of major energy sources such as coal, electricity, natural gas, gasoline, and diesel, and work on energy conservation and emission reduction based on actual conditions.





Building Decarbonization

Intco Medical’s green practice starts with building decarbonization. We construct clean workshops and use energy-efficient central air conditioning that adjusts its operation based on indoor temperature, reducing energy consumption while maintaining comfortable indoor temperatures.

Intco Medical Photovoltaic Power Generation

| | | | |
|--|--|---|--|
| <p>In 2022 ▶</p> <p>Intco Medical’s Qingzhou production base’s</p> <p>400 kW</p> <p>photovoltaic power generation equipment was officially put into operation.</p> | <p>The accumulated power generation was</p> <p>108,952 kWh</p> <p>and all the generated power was used for the production needs of the factory.</p> | <p>A total power generation in Zhenjiang</p> <p>1,093,940 kWh</p> <p>Intco Medical’s distributed photovoltaic project in the Zhenjiang R&D and production base continued to operate.</p> | <p>A total power generation in Intco Medical</p> <p>1,202,892 kWh</p> <p>Intco Medical photovoltaic power generation.</p> |
|--|--|---|--|



Production Decarbonization

Intco Medical values energy conservation and improve standardized and refined energy consumption management. We strictly control the application of high-energy consumption appliances and equipment, dispose of outdated equipment with high-energy consumption and low efficiency, improve the maintenance level of equipment and facilities, and reduce additional energy consumption due to the decline in their technical performance. When purchasing new equipment, we focus on selecting energy-saving equipment. We also effectively use resources and extensively recycle energy.



Public equipment upgrade

- The old factory's air compressors have all been upgraded and equipped with IoT intelligent control for self-starting and pressure adjustment. This has resulted in an annual energy savings of **1.19 million kWh**.
- Oil-free compressors are used to provide clean and oil-free compressed air for production equipment. The equipment is equipped with pressure, flow, and power detection functions and can automatically adjust the compressor's operating power based on the gas supply, achieving energy-efficient operation.

Production equipment upgrade

- Ten chlorinated water circulating pumps and five alkali circulating pumps, which use nitrile as the ingredient, have been converted from frequency to variable frequency control. This automatically adjusts the speed of the circulating pumps while meeting production needs, resulting in an annual energy savings of **390,000 kWh**.
- The steam pipelines of the first and second-phase boiler rooms have been connected in series to achieve more balanced steam usage in the factory, resulting in an annual coal savings of approximately **390 tons**.
- The cooling pipelines in all workshops in the factory have been connected in series to distribute the cooling capacity evenly throughout the factory.
- The exposed areas of the heat transfer oil pumps in the boiler area have been insulated to reduce heat loss. This results in a daily heat loss reduction of approximately **187,000 kcal per pump**.
- For equipment such as heat exchangers and refrigeration units, regular equipment descaling is carried out to reduce their load and maintain maximum heat exchange efficiency.

Select energy-saving equipment

- When selecting equipment such as rotary cutters, automatic mixing machines, and ECG electrodes, choose equipment with low energy consumption, high automation, strong operability, and stable operation.
- Six Roots blowers used in water treatment have been replaced with three magnetic levitation blowers, resulting in an annual energy savings of up to **470,000 kWh**.
- The refrigeration system has been optimized and upgraded, replacing less efficient screw chillers with high-efficiency chillers. The refrigeration coefficient of the cooling equipment has been increased from **4.7 to 6.71**.

Energy recovery and reuse

- Boiler fan cooling water recycling and utilization.
- Wastewater and waste heat recovery projects have been carried out at production bases in Anhui and Jiangxi.
- The low-temperature and medium-temperature waste heat in PVC gas is utilized by exchanging heat through a heat exchanger. The resulting medium-temperature water and some high-temperature water are collected and transported to the nitrile water tank to provide hot water for production.

Energy-Saving Measures

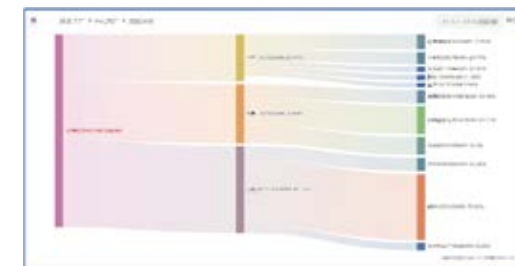
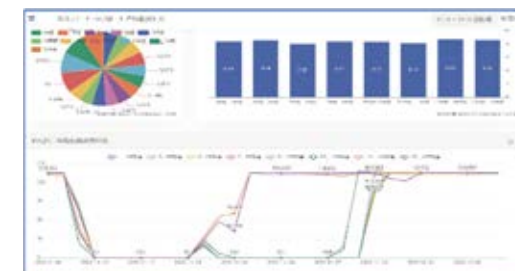
Intco Medical optimizes operational logic to control electricity, water resources, natural gas, coal, and other energy consumption by using intelligent energy management software, comprehensively improving energy efficiency. The company conducts comparisons of workshops and equipment to identify areas for optimization.

During the reporting period ▶

54

optimization and upgrade points were identified.

And third-party monitoring was used to collect improvement suggestions and continuously improve the energy consumption analysis system to enhance Intco Medical's energy management.



Warehouse Logistics

Regarding road transportation, Intco Medical strictly adheres to the national low-carbon and environmental emission requirements, controls vehicle emissions, gradually eliminates high-energy-consumption vehicles, and steadily improves transportation energy-saving capabilities. For the vehicles within the factory, including forklifts, trailers, and automatic guided vehicles, we use clean energy instead of traditional energy sources.

As of December 31, 2022 ▶

Intco applies

230

electric trailers

for internal transportation to reduce fuel use.

119

electric forklifts

14

automatic guided vehicles

For external transportation, during the reporting period, the vehicles used by Intco Medical meet the emission standards above the national fifth-level pollutant emission standards, and the proportion of liquefied natural gas (LNG) vehicles used by suppliers has been increased to 40%. At the same time, we reasonably plan vehicle routes to reduce transportation frequency. Regarding transportation mode, we prioritize sea-rail intermodal transportation to improve transportation efficiency and reduce energy consumption. The proportion of sea-rail intermodal transport for the production bases in Anhui and Jiangxi both reached 20%.



During the reporting period ▶

The proportion of liquefied natural gas (LNG) vehicles used by suppliers has been increased to

40%

for external transportation.

The proportion of sea-rail intermodal transport for the production bases in Anhui and Jiangxi both reached

20%

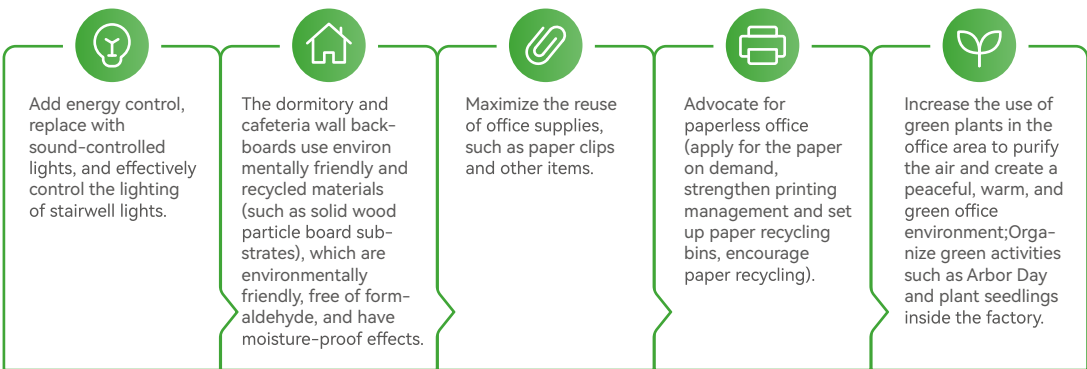
LNG-powered ship

In maritime transportation, we gradually increased the proportion of LNG-powered ships for exporting goods, significantly reducing annual fuel costs compared to traditional vessels. The ship is powered by biomethane and electronic-grade methane, providing environmental and economic benefits and helping Intco Medical reduce carbon emissions in the enterprises value chain



Green Office

Regarding office management, Intco Medical actively promotes energy-saving and environmental protection measures in all working areas, uses various energy-saving and environmentally friendly products, and gradually increases the use of smart lighting switches. At the same time, we have incorporated more environmental considerations. For example, in the employee dormitories at the Huaibei factory, we use aluminum bromide to convert waste heat from boilers into cooling and heating, improving energy efficiency. We also focus on and strengthen environmental protection training for employees to enhance their awareness of environmental protection and create a green office environment comprehensively.



Green Office Initiatives

Resource Recycling

In the operation process, Intco Medical pays attention to and encourages the efficient and economical use of resources, strengthens the recycling of packaging materials, and prevents resource waste.



Water Resources Management

Global climate change has significantly affected droughts and floods in various regions. Therefore, water resource management is crucial in Intco Medical's operations. We comply with national and local laws and regulations, such as the *Water Law of the People's Republic of China*, and follow standards such as the *Civil Building Water Conservation Design Standard* during construction. We adopt water-saving measures, such as recycling rainwater, condensate water, and reusing treated wastewater to save water resources effectively. At the same time, we take adequate measures to treat wastewater before discharge to avoid polluting clean water sources.

Qingzhou – Reclaimed Water Project

During the reporting period, we officially launched the reclaimed water project in the Qingzhou production base, which recovers 2,000 tons of reclaimed water per day. The reclaimed water is deeply treated by the reclaimed water station and reused in production, and we continue to improve the reclaimed water reuse facilities in all factory areas to improve water resource utilization efficiency.

During the reporting period ▶

Recovers

2,000

tons of reclaimed water per day

Packaging Materials

During production, Intco Medical upgraded its packaging and gradually increased the use of environmentally friendly packaging materials. During the reporting period, we replaced the outer whiteboard boxes with kraft paper boxes, actively recycled outer boxes, and promoted the processing of dull material packaging. We reused scrapped orders and recycled outer boxes for semi-finished product storage, which not only improved the stability of product storage and transportation but also significantly reduced the use of packaging materials. In addition, we attach great importance to our suppliers' green and environmental-friendly requirements and are committed to incorporating the concepts of low-carbon and environmental protection into Intco Medical's products at all levels.

Use Sustainable Packaging

Intco Medical's rehabilitation and nursing product line uses Forest Stewardship Council (FSC) certified packaging materials, which come from responsibly managed forests and are essential to developing green products.

During the reporting period ▶

Intco Medical packaged

180,000

medical and nursing products using FSC-certified materials, continuously creating green products and promoting the sustainable development concept of Intco Medical.



Pollution Control

Intco Medical strictly adheres to national and local laws and regulations, upholds the concept of green and environmental-friendly operations, continuously reduces pollutant emissions concentration, and strengthens the recycling and utilization of waste through a series of control measures.

Exhaust Gas Management



Intco Medical strictly adheres to the provisions and requirements of laws and regulations such as the *People’s Republic of China Atmospheric Pollution Prevention Law*. The exhaust gas generated during production mainly includes process exhaust gas from the nitrile glove production line, PVC glove production line, and heating section, with primary pollutants such as sulfur dioxide, nitrogen oxides, particulate matter, hydrogen chloride, chlorine, ammonia, and non-methane total hydrocarbons. In the stage of exhaust gas control, we comprehensively strengthen the control of disorganized emissions, adopt sealed and integrated production equipment, and classify and collect the exhaust gas generated during the production process for centralized treatment. We also promote the construction of suitable and efficient pollution control facilities to ensure exhaust gas emissions are fully compliant.

During the reporting period, our PVC glove production workshop in Huaibei, Anhui, introduced a new exhaust gas recycling treatment, using “condensation + electrostatic adsorption” to recover and utilize organic solvents generated during the production process.

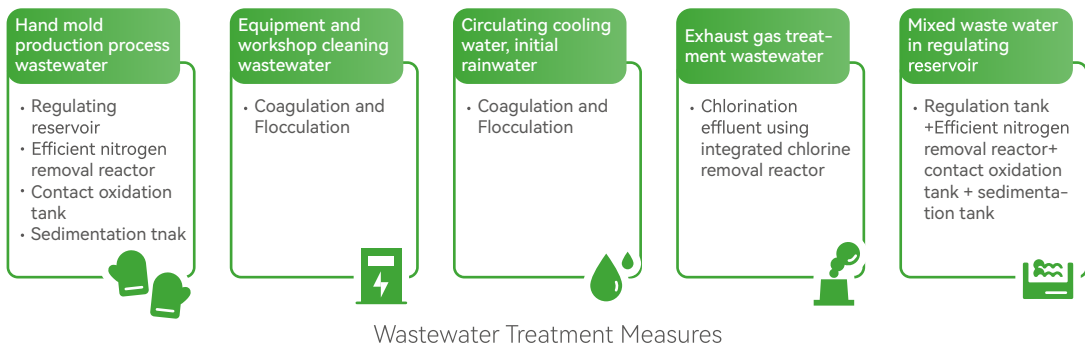
During the reporting period, the company strengthened the management of VOCs in the factory area, added processes such as activated carbon filtration and analysis, and added a chlorine gas treatment environmental protection device in the nitrile workshop to further reduce unorganized emissions and eliminate odors in the factory area.

| Nitrile glove exhaust gas | PVC glove exhaust gas | Boiler exhaust gas | Ash silo and lime powder silo exhaust gas | Sewage treatment exhaust gas |
|--|---|---|--|--|
| <ul style="list-style-type: none"> • Bag filters (de-dusting) • Secondary Wet Scrubbers (Alkaline solution) • Secondary Wet Scrubbers (water) • Alkali spray + Zeolite based adsorption-catalytic combustion | <ul style="list-style-type: none"> • Bag filters (de-dusting) • Condensation + electrostatic adsorption • Cooling + electrostatic adsorption • Vacuum distillation • Condensation recovery | <ul style="list-style-type: none"> • Flue gas recirculation • Selective Catalytic Reduction (SCR) denitrification • Bag filters (de-dusting) • Limestone – gypsum desulfurization | <ul style="list-style-type: none"> • Bag filters (de-dusting) | <ul style="list-style-type: none"> • Wet Scrubbers (Alkaline solution) • Biofilter |

Exhaust Gas Treatment Measures

Wastewater Management

Intco Medical strictly complies with relevant national and local laws and regulations on wastewater discharge, such as the *Water Pollution Prevention and Control Law of the People's Republic of China*. It follows the principle of "Separation of Rain and Sewage, Separation of Clean and Polluted Water, and Treatment by Quality" for drainage. Different types of wastewater are treated with different processes and enter their respective pretreatment systems to ensure compliant discharge. To address the issue of high carbon usage in wastewater, we have established a special team that optimizes the dosing ratio through multiple sample comparisons while improving drainage standards, reducing carbon source costs, and minimizing ecological impact.



Upgrading of Wastewater Treatment Standards

During the reporting period, the Qingzhou Shandong production base carried out upgraded reforms on sewage discharge, implementing higher standards to regulate sewage discharge. The company strengthened system training for sewage management employees, standardized operating procedures, and conducted daily monitoring of sewage discharge.

During the reporting period ▶

The COD index of sewage discharge decreased

500 mg/L → **300** mg/L

The ammonia nitrogen concentration decreased

70 mg/L → **40** mg/L

Waste Management



Intco Medical strictly complies with relevant national and local laws and regulations on solid waste pollution prevention and control, such as the *Solid Waste Pollution Prevention and Control Law of the People's Republic of China*. It selects advanced and mature process technology and equipment to minimize solid waste emissions from the source. Solid waste mainly comes from the collected dust and unqualified products generated by the nitrile glove production line, latex tank sediment, and sludge generated by the wastewater treatment system, all of which are strictly stored in accordance with the relevant provisions of the *General Industrial Solid Waste Storage and Landfill Pollution Control Standard (GB18599-2020)*. We have established a sound management system for solid waste recycling and disposal, set up temporary storage rooms for solid waste, carried out ground hardening, rain shelters, and specialized personnel management and other effective measures to prevent waste loss, scattering, leakage, or spread and avoid secondary pollution to the ecological environment.

Intco Medical's main hazardous waste includes inner packaging materials of raw materials, waste engine oil, waste denitrification catalysts, etc., all of which are strictly stored following the *Hazardous Waste Storage Pollution Control Standard requirements (GB18597-2001)*. We have developed internal management systems such as the *Hazardous Waste Pollution Prevention and Control Responsibility System*, set hazardous waste labels in conspicuous locations of collection containers, and classified hazardous waste into hazardous waste temporary storage rooms before disposal. We also take measures to prevent seepage and avoid polluting surface water and groundwater in the area caused by rainwater leaching.

In addition, we have signed a waste disposal agreement with a third-party company that qualifies to process such waste to ensure the compliant disposal of waste. General solid waste such as gypsum, coal ash, sludge, and hand molds are used for brickmaking while complying with regulations, controlling the waste discharge, and promoting the reasonable utilization of resources to reduce waste.

04. People-oriented with Equality and Diversity

Intco Medical adheres to a people-oriented philosophy, continuously improves its employee management system, maintains employee rights, protects employee health and safety, and strives to maximize employees' potential. We hire and promote suitable employees, cultivate and encourage the development of individual professional skills, and build a diverse, fair, and attractive work environment, enabling employees and the company to grow together.



Employee Rights and Interests

Intco Medical is committed to protecting employee's legal rights and interests, providing equal and diverse opportunities, valuing their opinions and feedback, and growing with them with a genuine heart.

Human Rights Commitment

Intco Medical strictly abides by the *labour law of the People's Republic of China*, the *Labour contract law of the People's Republic of China*, the *International Labour Convention* and the relevant laws and regulations of the United States, Germany and other countries and regions, to formulate internal management systems such as the *Employee Handbook* and the *Employment Ordinance*. Shanghai Intco ECG Medical Products Co., Ltd. established *Management Procedures For The Protection Of Minors*, *Child Labor Rescue Management Procedures*, *The Use Of Forced Labor And Prison Labor Management Procedures* and other internal management procedures.

Child labor is strictly prohibited, and the Administrative Department conducts compliance checks irregularly to check whether child labor exists and if detected, to initiate the corresponding protection and management procedures. In global operations, we respect and protect the human rights of all groups in the communities where we operate. We protect the rights and interests of female employees and the rights to the collective agreement, prohibit human trafficking and forced labor, ensuring that employees are not discriminated against and treated differently due to race, social class, religious belief, disability, gender, sexual orientation, age, marital status, pregnancy, trade union membership, political affiliation, etc., and provide equal employment and promotion opportunities to every candidate and employee.

During the reporting period ▶

Intco Medical was certified by

BSCI

for corporate social responsibility and

WRAP

for responsible global garment manufacturing to ensure that all the products are produced in a manner that safeguards human rights. There were no major labor disputes or complaints about human rights issues during the reporting period.



WRAP Gold Certificate

Hiring and Retention

“Global Intco, Global Health” Intco Medical’s employees spread across countries and regions around the world; we set up a sound recruitment system by local regulations to provide diverse positions according to local conditions to establish a management system in line with the local culture, forming a diversified employment relationship. We use the MOKA recruitment system to improve efficiency, achieve multi-channel recruitment aggregation, improve the candidate’s application experience, and effectively build a competitive and diversified talent team.

Internal Competition

- Based on the needs of the position, internal competition is conducted for internal talent selection and development

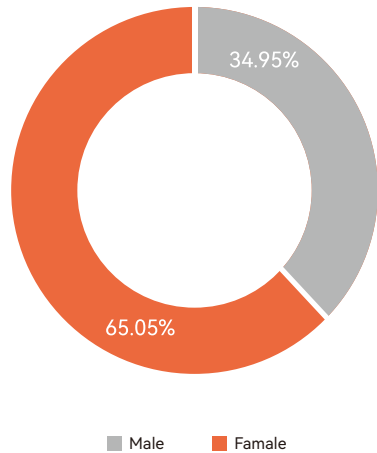
Internal Recommended

- Offering referral bonuses to encourage employees to recommend suitable candidates
- Using the “talent inventory” tool to match the employee with suitable positions

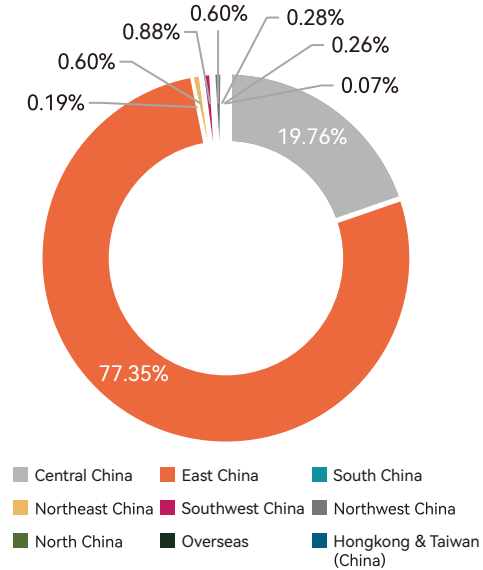
External recruitment

- Online recruitment: Attract potential candidates through recruitment live streams, social media, and websites.
- Offline recruitment: Attend job fairs organized by relevant organizations in the city or county; Join career fairs at schools; participate in career fairs and conduct on-site interviews; post recruitment flyers.

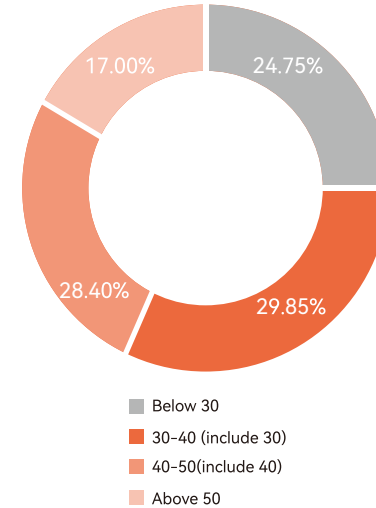
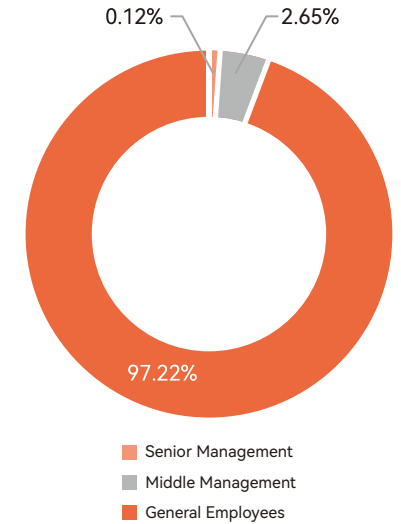
Intco Medical Recruitment

Number of Employees
by Gender

Number of Employees by Region



Number of Employees by Age

Number of Employees by
Management Level

As of December 31, 2022 ▶

Intco Medical's employees were

8,824all of whom were full-time employees.
There were**5,740**

female employees,

accounting for

65.05%

As of December 31, 2022 ▶

55

were disabled employees

and

64

were ethnic minority employees.

Democratic Management

We set up a feasible and effective feedback channel to collect employees' feedback and comments, including a WeChat group, feedback hotline, satisfaction survey, and daily feedback. Through the analysis of the results, we correct deficiencies and continuously improve employee satisfaction and happiness.

In addition, the company has a trade union with 442 employees, accounting for 5.01% of the total. Employees recommend that representatives organize regular trade union meetings, feedback on employee group demands, and the union and the company work together to discuss and solve problems, protect the rights and interests of employees, and create a better working environment for employees.

During the reporting period ▶

Intco Medical took surveys about employee satisfaction in the working environment, food, clothing, housing and transportation, and corporate culture, and the result was

93%

Talent Development

Employees are the cornerstone of the development of Intco Medical. We improve the talent development and incentive mechanism, share the company's achievements with employees, train technical talents to help them meet the changing industry requirements, and are committed to advancing together with employees.

Talent Incentives

Intco Medical adopts a reasonable and scientific performance management system for employee evaluation. Based on the performance appraisal results, we provide employees with incentives such as salary adjustment, promotion, and equity allocation and make stage goals for stimulating employees' potential. During the reporting period, we optimized and upgraded the 360 performance appraisal mechanism to enhance the standardization, objectivity, and traceability of performance management and detailed assessment indicators according to the post characteristics, further improving the fairness of the assessment.

Following national laws and regulations and the company's articles of association, we implemented the Fifth Intco Medical's 2022 restricted stock incentive plan to increase the proportion of equity incentive employees. The management effect of motivating and retaining talents can promote the realization of the long-term development strategy and performance goals of the enterprise.

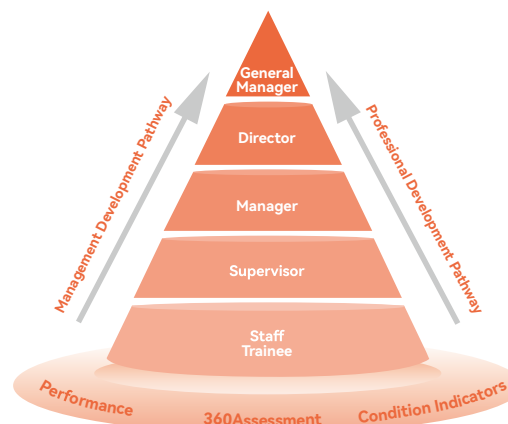
During the reporting period ▶

779 core employees were encouraged and
5.886 million shares were granted.

Talent Promotion

Following the *Post Promotion Management Process*, *Internal Transfer Management Process*, and other related approval processes, Intco Medical continues to standardize the employee's post-promotion and internal transfer and establish a fair, unbiased, and

open competition mechanism. At the same time, we have set up various promotion channels, employees can apply for posts through recruitment and department head recommendations, providing sufficient opportunities for employee growth and development and stimulating enthusiasm.



Talent Promotion

Employee Training

Intco Medical absorbs the experience of cultivating advanced international talents and establishes a Training Management System with full participation based on the training mechanisms and characteristics of different functions and cultural backgrounds. We have strengthened our level-three training program, providing comprehensive training to employees from the perspectives of leadership, professional skills, and general knowledge literacy. We encourage employees to upgrade their education and create a competitive advantage. At the same time, we regularly collect the training needs of our employees and continuously improve training courses. **8,824 trainees were enrolled during the reporting period, with 100% training coverage.**



Three-level Training System



2022 Intco YOUNG Program Expansion Training Camp



Gold Team Leader Camp



English Training

Health and Safety

Safety is the core tenet of our business. We insist on providing a safe and healthy working environment for our employees, improving the safety management system, strengthening safety training for all employees, and enhancing the employee's safety awareness. The concept of safety production runs through all operation steps in Intco Medical to ensure staff health and safety.

Intco Medical has established an "Environment, Health, Safety" organizational structure, established an EHS Management Committee with General Manager as the first responsible person, formulated the company's EHS policy, system, and work objectives, and defined the responsibilities of each department, carried out EHS related work to ensure the effective implementation of the EHS concept.

Safety Management

Intco Medical always puts safety in the first place. The company strictly abides by the relevant national and local laws and regulations, such as the *Law of The People's Republic of China on Work Safety* and the *Regulations on Emergency Response to Work Safety Accidents*, formulating internal management systems, such as the *Management System of Work Safety Responsibility System*, *The Management System of Safety Rules And Regulations and Operating Procedures*, *the risk management system*, *the "Three Simultaneous" Management System of Safety Facilities*, and *the Fire Safety Management System*. During the reporting period, the factory in Qingzhou implemented the occupational health and safety system through ISO 45001:2018 Occupational Health and Safety Management System Certification.



Occupational Health and Safety Management Certification

We put forward the core concept of "Safety First, Prevention First, Comprehensive Management" build a sound safety management system and clarify and implement the primary responsibility of safety production. The chief safety officer formulates safety work goals and plans, and the safety leaders of each department promote the implementation of security plans and measures.



Intco Medical Safety Management System

During the reporting period, we formulated and signed the *Safety Target Responsibility Agreement for All Employees*, conducted regular safety risk identification and classified control, upgraded the safety emergency declaration procedure, established personal protective equipment supply standards, and achieved refined management of safety work. To ensure fire safety, we implemented fire inspections, improved fire facilities, and jointly established a voluntary fire brigade composed of multiple departments, including the Administration Department, Infrastructure Department, and EHS Department. We regularly conduct fire training and fully cooperate with the fire brigade to respond to workshop emergencies, ensuring workshop fire safety.

Safe manufacturing standardization

- Security Hierarchical Control
- Safety emergency declaration review
- Strengthening standards for personal protective equipment
- Safety training

Security risk monitoring

- Identify and manage security risks at different levels, and improve the identification of risk points
- Carry out regular incidental inspections, special inspections, seasonal inspections, comprehensive inspections, daily inspections, and pre-holiday inspections. For each workshop/department, implement rectification of incidents.
- Install security cameras to improve safety production monitoring capabilities

Security Corrective Actions

- Increased lighting in the workshop
- Welding of stainless steel plate at the hollow part of the reaction kettle platform
- Increase guardrail protection
- Production area rezoned, safety reminders re-sprayed

We also attach great importance to the health and safety of contractors. We formulate the internal rules and regulations, such as the *Management System Of The Contractor's Ministry Of Safety And Environmental Protection* and the *Management Regulations of the Construction Site*, and implement the safety production rules and operating procedures in the contract, establish and improve the contractor's responsibility system for production safety, to ensure the safety and health of project construction operators.

As of December 31, 2022, Intco Medical had fully achieved its safety targets, including completion of safety training, rectifying risks, and the integrity of firefighting facilities. There were no work-related fatalities among its employees or contractors.

Employee Health

Intco Medical strictly abides by relevant laws and regulations, such as the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, *Management Standards for Employers' Labor Protection Articles*, and other relevant laws and regulations. It has formulated the Internal management system, including *Occupational Health Management System*, *Labor Protection Equipment (Tools)*, and *Health Products Distribution Management System*, Making occupational health and safety

goals clear. During the reporting period, we implemented personal protection, conducted evaluations, investigated, and repurchased new labor protection supplies, improved the pre-job, mid-job, and off-job medical examinations for our employees, and developed occupational health personal care files for our employees. And we continue to pay attention to employees' health.

In addition, we have set up gyms in Huaibei, Qingzhou, and other bases, equipped with sports equipment, carry out various sports activities, and encourage employees to exercise more after work to enhance physical and mental health. During the reporting period, we completed the annual health check-ups for all staff members, and no occupational disease was reported.

Safety Training

Following the *Safety Training Education Management System*, *Special Operations Personnel Management System*, and other internal systems, Intco Medical has established a sound annual safety training plan covering all employees of the company, focusing on the management of hazardous chemicals, the wearing of PPE, fire drills, Intco Medical integrated training, and other content, to reduce the potential safety hazards and safety incidents from the origin, to comprehensively enhance the safety awareness and self-protection ability of employees. Each base conducted a morning meeting safety announcement, regular on-the-admission training, and three-level safety training programs for new employees, and we are devoted to creating the safety-first working environment.

Safety Training and Education



Safety Training and Education for New Employees

| | | |
|--------------------------------------|---|------------------------------------|
| Primary Education (Company Level) | Secondary Education (Workshop level) | Tertiary Education (Team Level) |
|--------------------------------------|---|------------------------------------|

Daily Safety Training and Education

| | |
|---------|-------------------|
| Regular | Special Operation |
|---------|-------------------|

Special Safety Training and Education

| | |
|----------------|------------|
| Special Trades | Management |
|----------------|------------|

Safety Training and Education



Anhui Huaibei Intco Medical Safety Training

During the reporting period ▶

Anhui Huaibei R & D and its production base carried out

- 12 all-EHS integration training programs,
- 4 three-level safety education classes for new employees, and
- 30 special training and admission training sessions.

Qingzhou R & D and its production base conducted

- 4 safety training classes and
- 13 professional training programs.

Jiangxi R & D and its production base conducted

- 4 safety training programs and
- 8 professional training sessions.

Employee Care

Intco Medical values every employee. We provide various employee benefits, build a sound employee care system, carry out rich employee activities to enrich the spare-time life of employees, and enhance the well-being of employees and their sense of belonging.

Welfare System

Intco Medical has built a reasonable salary and welfare system to provide employees with considerate benefits, including equity incentives and shuttle buses. We have provided a variety of employee dormitories according to the different needs of employees, which can solve the accommodation problem for more than 3,600 employees. At the same time, we provide canteen subsidies, performance bonuses, and other subsidies to protect employees' lives and genuinely care for each employee.

We set up lactation rooms for female employees in various company places. The Employee Handbook regulates female employees in three periods (pregnancy, maternity, lactation), enjoy in line with national and local laws and regulations of holiday benefits. We implement the policies with great care and create a loving and warm working environment.



Subsidies and allowances: festival bonus, canteen subsidies

Activities: Employee's birthday party, Saturday afternoon tea, employee sports meeting, woman festival ...

Other benefits: Employee shuttle bus, employee dormitory, children's benefits ...

Employee Activities

Intco Medical has made many efforts in developing pleasurable employee activities, promoting employee health and vitality, strengthening employee communication and connection, and providing employee psychological counseling services to encourage employees to work happily and take life seriously. During the reporting period, we held Saturday afternoon tea and a series of festive activities such as Lantern Festival, Women's Festival, and Christmas to have a birthday party, enhancing the staff's sense of happiness and fulfillment.



Annual Party



Birthday Party



Woman Festival

During the reporting period ▶
Solve the accommodation problem for more than
3,600 employees.

Riddles Quiz Game on Lantern Festival

Intco Medical Anhui Huaibei R & D and its production base held the Lantern Festival on February 15th. Lanterns and dessert tables were arranged at the scene to set off the festive mood, and riddles were played to win prizes, let Intco friends feel the different company culture and fun out of work, and spread the lantern festival wishes.



Fun Sports Games

Intco Medical cares about our employees' physical and mental health, regularly holds interesting sports games, helps them strengthen their physical exercise out of work, encourages them to work hard with determination, supports their mutual trust, and energizes employees.



05. Health Care and Work Together

With the mission of “Global Intco, Global Health”, Intco Medical continues to create value for the society. We actively work together with our partners for common development through industry cooperation and communication. We focus on people’s health and give back to society with public welfare to boost the sustainable development of society.



Win-win Realization

As a leading company in the medical equipment industry, Intco Medical gives full play to its strengths and cooperates with partners to carry out innovation and collaboration. We always keep close contact with several industry associations, such as Latex Branch of China Rubber Industry Association, the Safety and Health Protective Equipment Committee of China Textile Commerce Association, and actively participate in industry-related activities to promote industry innovation and development.



Partial Association Certificate of Intco Medical

We held the 2023 Intco Medical Strategic Cooperation Conference to share our developments.

2023 Intco Medical Strategic Cooperation Conference

On October 26, 2022, Intco Medical held the 2023 Strategic Cooperation Conference in Jiujiang, Jiangxi Province with the theme of “Win and Create Future Together”, to share our latest developments with nearly 200 partners, and we invited them to visit our factory to learn about the digital production process of Intco Medical’s high-quality products.



Health Promotion

Intco Medical attaches great importance to the popularization of medical knowledge and carries out the popularization of various health knowledge through multiple platforms such as Weibo, WeChat Official Accounts, Tik Tok and so on, focusing on public health protection. Meanwhile, we continue to enrich product categories and functions to meet the protection needs of different people and industries.

Cooperation and Empowerment

Intco Medical actively conducts IP cooperation to expand the audience of products so that more people can pay attention to health protection and realize health inclusion while enhancing the popularity of products.

Intco Medical X Chibi Maruko-chan

During the reporting period, Intco Medical started cross-border cooperation with Chibi Maruko-chan to develop a series of products such as medical surgical masks, hand-free gels, steam eye masks, and eye patches under the theme of "Guarding the Health of the Whole Family in the Name of Love". Meanwhile, we launched the Intco "Wear" person (namely, spokesperson) activity, the selected "Wear" speaker can get a free Intco x Chibi Maruko-chan co-branded product package, further expanding the influence of products.

樱桃小丸子
ちびまる子ちゃん

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Health Popularization

On the WeChat Official Account, Intco Medical continues to update a series of content such as the *Dr. Ying's Science and Medical Device Knowledge Science* to popularize interesting and easy-to-understand health protection knowledge to the public, accelerate the spread of health knowledge in the whole society, expand the coverage, and help more people to develop good health habits.

Science Popularization of Intco Medical Dr. Ying

During the reporting period, we published a total of 18 Dr. Ying's Science articles to popularize practical and interesting health knowledge and life tips on food safety, healthy lifestyle, extreme weather response and other contents to the public through a combination of text, graphics and comics, and on World Indoor Health Day, we called on the public to value the living environment and carry out thorough house cleaning. Among the articles, the disposable gloves article, "In the Summer Harvesting Season, Working Hands Need Better Protection", was read 945 times.



Social Welfare

Intco Medical believes that supporting social welfare is a duty-bound corporate responsibility and continuously provides support and assistance for the development of society and communities. We have formulated the *Management Policy for External Donations and Sponsorships* to further standardize the management process of the Company's philanthropy.

During the reporting period, we established the Shanghai Intco Public Welfare Foundation, which aims to help and support poverty-stricken people as well as to conduct public welfare programs and activities that promote community harmony. The operation of the Foundation strictly complies with the *Charity Law of the People's Republic of China*, the *Trust Law of the People's Republic of China*, and other relevant laws and regulations, and we have also formulated the *Charter of Shanghai Intco Public Welfare Foundation* to further regulate the openness and transparency of the business.

We continue to focus on social welfare, and during the reporting period, we donated a total of RMB18.626 million in materials and cash throughout the year.

Student Assistance

Intco Medical supports the development of education, strives to provide children access to better educational resources, and spreads the concept of "love" to the hearts of educators and children. During the reporting period, we donated materials and cash to Shanghai Gezhi Middle School, Shanghai High School, Furong Farm Primary School in Pengze County, and Jialue Primary School in Huishan Town, Qionghai City.

Student Assistance from Jiangxi Intco Medical

On September 2, 2022, Jiangxi Intco Medical helped rural education by donating more than 500 books, 20 sets of school bags and stationery, and 4 desktop computers to Furong Farm Primary School in Pengze County, Jiangxi Province to pass the power of love to the children and encourage them to study hard and make efforts for the construction of their hometown.

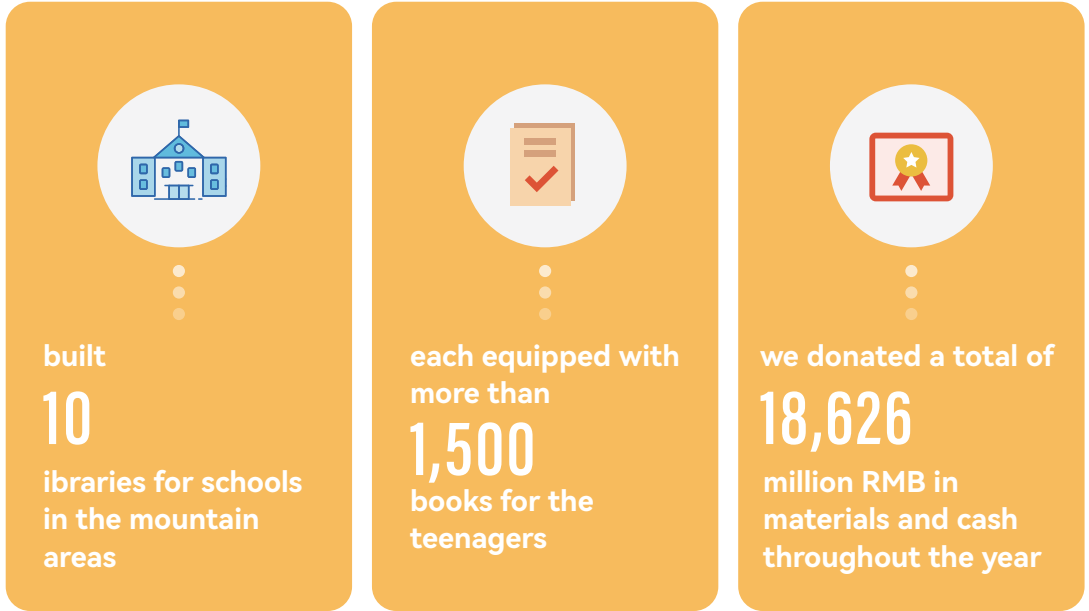


Supporting Zibo Teenagers • Hope Library

During the reporting period, Intco Medical partnered with Zibo Charity Association to conduct a special charity activity called "Supporting Zibo Youth • Hope Library", and built 10 libraries for schools in the mountain areas, each equipped with more than 1,500 books for the teenagers, along with medical protection kits, knowledge wall charts and reading shelves, for a total amount of RMB 300,000. The activity guarantees that students in mountain schools can understand and master a broader range of knowledge, and it gives them more care and assistance.



As of the end of the reporting period ▶



Community Welfare

Intco Medical cares about community welfare and actively participates in community-building activities. During the reporting period, we actively participated in public welfare sports and donated epidemic prevention materials and cash to cultural events such as Jinchang Public Welfare Basketball Game, Zibo Intelligence Games, Kunming Marathon Race, Zibo Radio, and Orienteering Game.

Assisted in the 2022 Kunming Plateau Half Marathon

On November 13, 2022, the 2022 Kunming Plateau Half Marathon ended successfully. As a partner of this event, Intco Medical provided protective materials for the whole race and helped the event to be held successfully. The cooperation between Intco Medical and Kunming Marathon conveys the concept of healthy living to more people.



Disadvantaged Support

Intco Medical always cares for disadvantaged groups, and we make every effort to develop products and rehabilitation equipment for people with disabilities and participate in several activities to care for the underprivileged. During the reporting period, we donated 11 electric wheelchairs and 124 manual wheelchairs worth RMB 92,000 to Shanghai Anci Public Welfare Foundation.

Helped the 2022 Charity Wheelchair Basketball Game

On December 2, 2022, on the occasion of the 31st International Day of Persons with Disabilities, the 2022 Charity Wheelchair Basketball Game was successfully held by Messe Düsseldorf (Shanghai) Co., Ltd. and Jinchang Public Service Center. Intco Medical, as the partner of this game, donated RMB 10,000 to help make the charity basketball game a success.



As of the end of the reporting period ▶

donated

11 electric wheelchairs

124 manual wheelchairs

COVID-19 Prevention and Support

During the reporting period, with the multiple outbreaks of the COVID-19 epidemic, Intco Medical donated disposable gloves, disposable masks, protective clothing, hand-free sanitizer gel, sanitizer sprays and other protective products to hospitals, the Red Cross, various government departments, charitable organizations and other organizations and institutions to fully guarantee that the demand for protective materials can be met during the epidemic.

Support the Front Line of Anti-Epidemic in Shandong Province

As a member of medical and health enterprises in Shandong Province, Intco Medical was incumbent on supporting the epidemic fighting and broke through difficulties to donate 6,624,920 pieces disposable masks to Red Cross in Jinan, Zibo, Jining Sishui, totalling more than RMB 2.5 million. Under the unified deployment of the Red Cross societies, the supplies were distributed to various departments and agencies such as the Health Commission and the Urban Administration Bureau, schools such as Shandong University of Technology and Zibo Normal College, as well as towns, villages and other epidemic prevention and control front lines.



As of the end of the reporting period ▶

donate

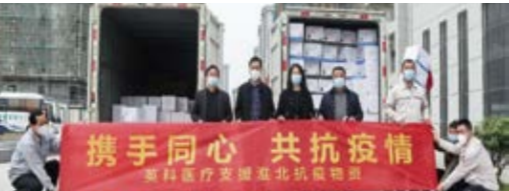
6,624,920 pieces

disposable masks to Red Cross in Jinan, Zibo, Jining Sishui, totalling more than

2.5 million RMB

Timely Support for the Fight against COVID-19 in Huaibei City, Anhui Province

On March 30, 2022, as the epidemic outbreak spread and supplies were in short supply in Huaibei City, Anhui Province, Intco Medical immediately allocated medical and epidemic prevention supplies worth RMB 500,000 from four R&D and production bases in Zibo, Qingzhou, Huaibei, and Zhenjiang, and rushed to the front line of the epidemic in Huaibei City, transforming corporate care into motivation for epidemic prevention and control, distributing supplies to front-line personnel and prevention and control personnel, to contribute Intco's power to win the fight against COVID-19.



Shanghai Anti-epidemic Aid

In 2022, when the epidemic prevention and control in Shanghai entered the critical stage, Intco Medical timely identified the prevention needs of various workplaces, allocated materials from various bases, and rushed to the front line of the anti-epidemic as soon as possible. We donated more than RMB 1.48 million worth of epidemic prevention materials, including 725,000 pieces nitrile gloves, 444,000 pieces protective masks, 4,000 bottles of hand-free sanitizer gels, several sanitizer sprays and protective masks and other supplies to Shanghai Pujiang Town People's Government, Shanghai Hongkou District People's Government, Shanghai Minhang District Health Commission, Shanghai Jiao Tong University, etc.

As of the end of the reporting period ▶

We donated more than

1.48 million RMB

worth of epidemic prevention materials, including

725,000 pieces nitrile gloves,

444,000 pieces protective masks,

4,000 bottles of hand-free sanitizer gels,

several sanitizer sprays and protective masks

and other supplies to Shanghai Pujiang

Town People's Government,

Shanghai Hongkou District People's Government,

Shanghai Minhang District Health Commission,

Shanghai Jiao Tong University, etc.



Anti-Epidemic Materials for Shanghai Minhang District Health Commission



Anti-Epidemic Materials for Various Institutions in Shanghai



Anti-Epidemic Materials for Shanghai Jiao Tong University



Assistance to Shanghai Communities During the Epidemic

In the spring of 2022, during the Shanghai lockdown period, “food baskets” became a top priority for Shanghai residents. To ensure the health and safety of the residents, we responded fast by purchasing fresh fruits and vegetables, packing epidemic prevention supplies, transporting them overnight from Huaibei, Anhui Province, 600 kilometers away to Shanghai, and distributing them to employees and customers who were quarantined at home.



Female Care

By conducting diverse female activities, Intco Medical focuses on female’s physical and mental health and conveys our care and love to them.

Mother’s Day

On Mother’s Day, Intco Medical expressed its care and gratitude to female employees by interviewing five Intco mothers and listening to their self-told warm parenting stories and working experience in Intco Medical.



Tribute to the Power of “She” in Intco Medical

On the occasion of International Working Women’s Day, we call on all employees to offer blessings to women through the video recording of five female employees’ stories in Intco Medical, showing our good welfare and thoughtful care for female employees and expressing sincere respect for every woman around us.



06. Responsible Operations and Steady Progress

Intco Medical adheres to its responsibility to all parties, takes honesty and integrity as business principles, and advances sustainable development of the Company through standardized management. We fully respect customer privacy, strictly guarantee information security, insist on responsible marketing, and create long-term value for employees, teams, customers, enterprise and society.

8 DECENT WORK AND
ECONOMIC GROWTH



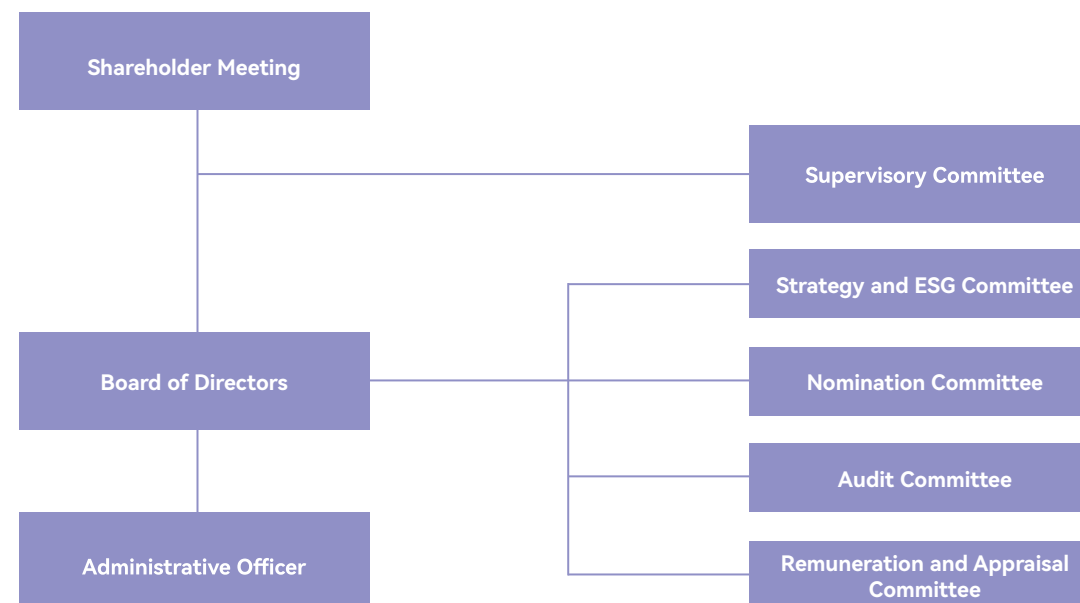
Corporate Governance

The sound governance structure and standardized operation and management are the basis for realizing healthy development of the Company. Intco Medical strictly follows the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Rules Governing the Listing of Shares on the Shenzhen Stock Exchange*, *Guidelines No.2 of self-regulation of Listed Companies on the Shenzhen Stock Exchange – Standardized Operation of Listed Companies on GEM*, and other relevant laws, regulations and regulatory documents, constantly perfects the corporate governance structure, establishes and improves the internal management and control system, continuously carry out in-depth governance activities to put forward the standardized operation and enhance the level of corporate governance.



Governance Structure

The Company has set up a sound management system, and the Shareholder Meeting, the Board of Directors, the Supervisory Committee, each functional department, etc., exercise their respective duties and authorities in accordance with the internal regulations of the Company. Under the Board of Directors, the Company has established the Strategy and ESG Committee, the Nomination Committee, the Audit Committee and the Remuneration and Appraisal Committee, all of which are composed of directors. Each committee performs its duties in accordance with the provisions of the *Articles of Association of Intco Medical Technology Co., Ltd.* and the *Working Policy of the Board Specialized Committees*, monitors the relevant matters within the scope of the Company's operation and management, perfects the governance structure, constantly oversees the Company's operation and financial performance, ensures the soundness and perfection of the internal control and risk management system, and enhances the core competitiveness and sustainability capability of the Company from various aspects. The Board of Directors of the Company has updated the terms of reference and the rules based on the current regulations, which have been published on the website of the Stock Exchange website and the Company's official website and are available for shareholders on request.



Intco Medical Governance Structure

During the reporting period ▶

In 2022, the Company held

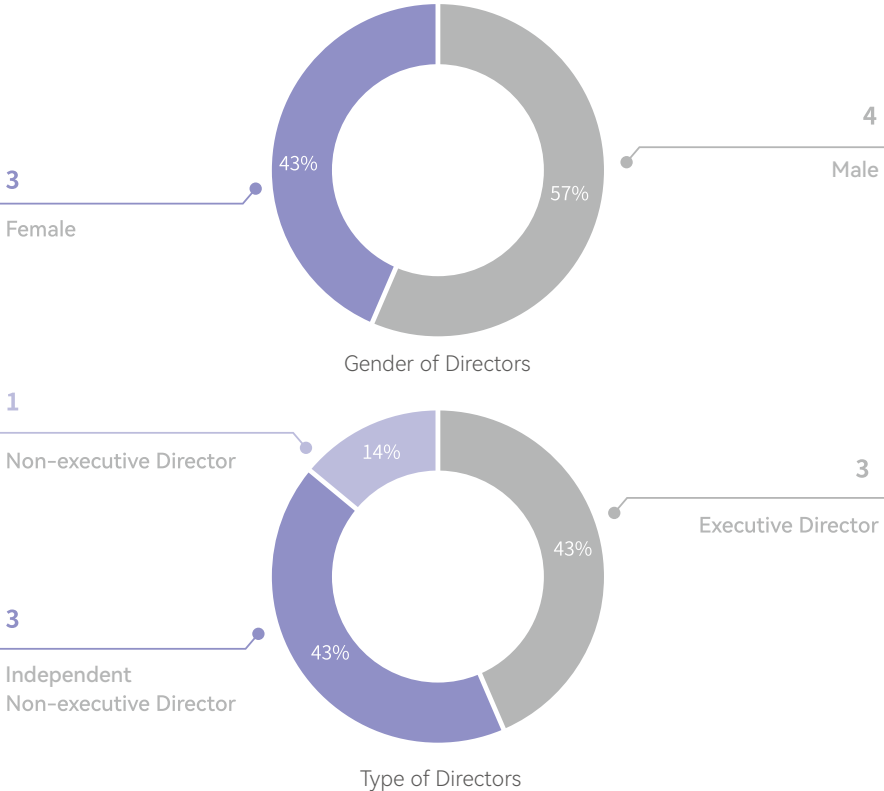
- 4 shareholders' meetings
- 12 board meetings
- 3 audit committee meetings
- 4 strategy and ESG committee meetings
- 1 remuneration committee meeting and
- 1 nomination committee meeting,

all of which complied with the requirements of *Rules of the Listed Companies* and the rules of procedure for the terms of reference.

We encourage the Board of Directors to actively participate in training on professional skills enhancement, including securities market operation regulations and other contents. During the reporting period, the Board members attended 3 compliance trainings covering various aspects of corporate governance, code of conduct, securities market regulations and laws, etc. In addition, the Company also keeps the directors updated with the latest regulatory information including legal and regulatory for reference and study, to raise the compliance awareness of the Board members and improve their ability to perform duties.

Board Diversity

Intco Medical strictly follows the internal regulations such as the *Articles of Association of Intco Medical Technology Co., Ltd.* to implement the board diversity policy. We select the best candidates for each position based on the principle of diversity and consider a variety of factors including but not limited to professional experience, knowledge, skills, gender, age, ethnicity, culture and educational background, race and length of service. By the end of the reporting period, the Board of Directors in Intco Medical consists of 7 directors, including 3 executive directors, 1 non-executive director and 3 independent non-executive directors, which includes 3 female directors. The Company's seven current directors have extensive experience in the disposable gloves, business, legal, financial and other industries. The Board of Directors plays a full role in checks and balances with reasonable distribution to protect the interests of shareholders and the Company.

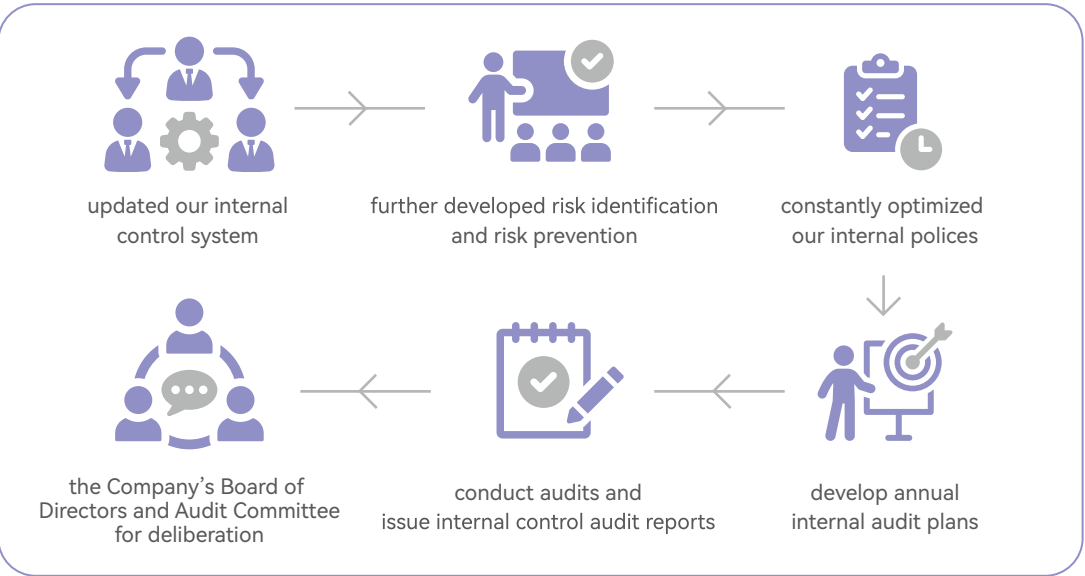


Risk and Internal Control Management

Intco Medical has incorporated the overall operation status into the scope of risk management, and the Audit committee and internal audit department have been sorting out, inspecting, and continuously monitoring the Company's risks to build a standardized and effective risk prevention mechanism. During the reporting period, we updated our internal control system, further developed risk identification and risk prevention, and constantly optimized our internal polices such as *Risk Assessment Management Policy* and *Customer Credit Management Policy*.

For the internal control of Intco Medical, the Company has formulated the *Internal Audit Management*, the *Internal Control Evaluation Management* and other management policies, and regularly conducts risk control and internal control covering the whole group. We develop annual internal audit plans, conduct audits and issue internal control audit reports, and submit annual internal control self-evaluation reports to the Company's Board of Directors and Audit Committee for deliberation, and the Board of Directors is responsible for the effective execution of internal control.

For more information on corporate governance, please refer to the *2022 Annual Report of Intco Medical Technology Co., Ltd.*



Business Ethics

Intco Medical adheres to business ethics and resolutely resists bribery and corruption. We strictly abide by the *Anti-Unfair Competition Law of the People's Republic of China*, the *Company Law of the People's Republic of China* and other national laws and regulations as well as relevant local policies of operating locations.

The business ethics and anti-corruption work of Intco Medical is supervised by the Board of Directors and the Audit Committee. Under the guidance of the Board of Directors, we have established internal management policies such as the *Anti-Money Laundering and Anti-Terrorist Financing Management Policy* and the *Anti-Bribery Management Policy*. All employees of Intco Medical are required to sign the *Commitment of Integrity and Self-discipline*, and we strictly eliminate incidents of corruption, bribery, fraud, money laundering, terrorist financing, unfair transactions and so on. We deal with breaches against the codes of conduct seriously and link the codes of conduct with employee performance to promote continuous improvement of corporate governance.

During the reporting period, no breaches against business ethics have occurred.

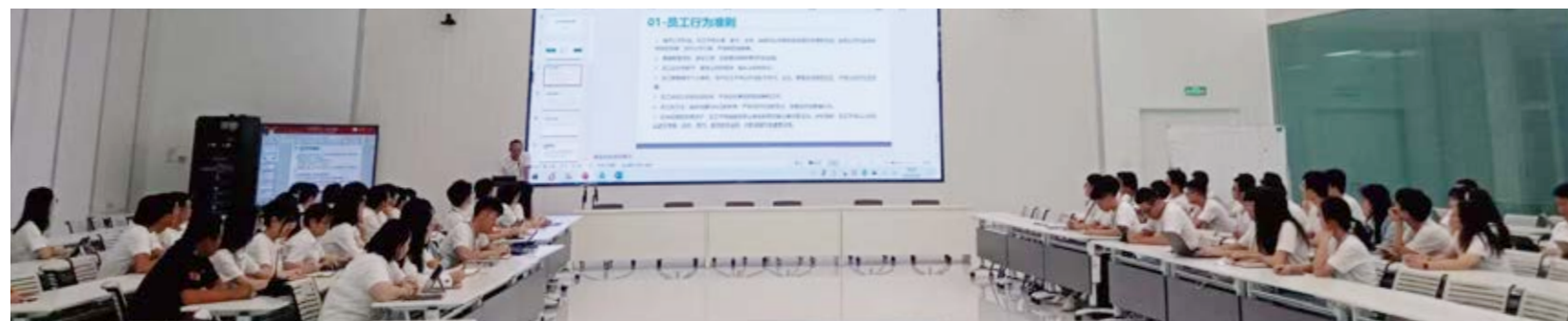
Whistleblowing Channel

Under the leadership of the Board of Directors, Intco Medical is committed to creating an anti-fraud cultural environment within the Company and its subsidiaries, and establishing the internal control system, including the anti-fraud. Once fraud is discovered, all employees can report it in real name or anonymously through the whistleblowing hotline, e-mail and letter, etc. The Company regularly evaluates the effectiveness of the whistleblowing channel and its management, and integrates the continuous supervision of fraud into daily internal control activities. After the investigation teams verify the authenticity of the fraud, the Company will reward the employee for significant contributions.

Intco Medical formulated the *Anti-Fraud and Whistleblowing Management Policy* to ensure the complainants or whistleblowers are free from any unfair treatment in the process of assisting the investigation, and the unlawful discrimination, retaliatory behaviour and hostile measures are strictly prohibited. In the meantime, the person who accepts the complaints or participates in the fraud investigation is prohibited from providing any information to any department or personnel without authorization, and the legitimate rights of the whistleblowers is strictly protected.

Integrity Delivery

Intco Medical has always attached importance to the creation of the integrity environment within the Company. During the reporting period, we conducted total five hours training on code of conduct, including business ethics and anti-corruption, for our employees, with a 100% coverage rate, to further regulate their behaviours and sound the alarm bell. In addition, we continued to distribute employee ethics and compliance hotline cards to urge employees to conduct self-examination and self-correct in their daily work, raise awareness of business ethics and build a firm bottom line of integrity. Meanwhile, we emphasized the integrity management of suppliers. We signed the *Supplier Anti-Bribery Commitment Letter* with main suppliers, issued anti-bribery reporting line cards to all suppliers and potential partners, conducted supplier integrity lecture, and strengthened the integrity management of suppliers.



Codes of Conduct Training for Employees

During the reporting period ▶

we conducted total

5 hours training

on code of conduct, including business ethics and anti-corruption, for our employees, with a

100% coverage rate,

to further regulate their behaviours and sound the alarm bell.

Information Security

Intco Medical attaches great importance to information security and protection, strictly abides by the *Cybersecurity Law of the People's Republic of China* and other relevant laws and regulations, formulates internal policies such as *Information Security Management Policy*, *Enterprise Information Security Management Policy*, *Enterprise Information Security Policy*, *Information Security Issue Handling Method*, *Internet Security Management Policy*, continuously regulates information security-related standards and management systems, establishes contingency response procedures for cybersecurity and information security incidents. We regularly carry out behavioral audits and incorporate information security into employee performance evaluation to reduce information security risks. During the reporting period, we invited the third-party organization to conduct cyber inspection, and implemented vulnerability repair, security upgrade and risk prevention based on the abnormal issues reported by the inspection to further secure the information security of customers. During the reporting period, no cybersecurity incidents occurred.



Information Security Risk Control Mechanism

We continue to construct an internal cybersecurity and information security software and hardware system in accordance with the national requirements for classified protection of cybersecurity 2.0. We also classify and encrypt customer information and strictly limit the authority of control according to the *Customer Privacy Protection Policy*. In the meantime, we pay attention to the cultivation of employees' information security awareness, during the reporting period, we conducted a total of 9 information security and cybersecurity trainings, covering 196 employees.

During the reporting period ▶

we conducted a total of

9 information security

and cybersecurity trainings, covering

196 employees.



Information Security Training

Responsible Marketing

Responsible marketing is a significant part of the Intco Medical's participation in the market competition. We strictly in line with the *Advertising Law of the People's Republic of China*, the *Federal Trade Commission Act*, the *Truth in Advertising Act in the U.S.*, the *General Data Protection Regulation (GDPR)* in the European Union and other laws and regulations of operating locations, and have developed the *Marketing Management Policy*, the *E-commerce Management Policy* and other internal management policies.

We incorporate responsible marketing as a part of our internal control for strict management. In the process of product marketing and brand promotion, we review the text, pictures and videos in the promotional content to ensure the compliance, standardization and accuracy of external marketing contents. Meanwhile, we standardize the market order of e-commerce platforms, including the brand authorization, price monitoring, etc., to eliminate the occurrence of malicious marketing phenomena such as online and offline market stringing and low-price competition.

To further regulate the responsible marketing behaviour of employees, we cooperate with external agencies and regularly hire experts to train our sales staff on responsible marketing; the product department also regularly provides training to our employees on products to ensure the accuracy and professionalism of terminology in the marketing process and to maintain the Company's brand and reputation.

We are also responsible for the content of products' packaging. During the reporting period, we optimized and adjusted the contents of our products' boxes to present product attributes more clearly, ensure accurate information and avoid marketing risks.



Upgrade of Product Packaging Content

We actively participate in domestic and international large-scale exhibitions and carry out marketing activities related to brand power, to ensure the standardization and professionalism of Intco Medical's marketing activities. During the reporting period, we participated in 6 domestic exhibitions and 9 international exhibitions to show our strong industrial technology strength to the world and enhance the brand influence. In the process of product marketing and brand promotion, the Company did not have any administrative penalties or legal cases due to marketing violations.



The 54th Medical Exhibition (MEDICA) in Düsseldorf, Germany



IRGCE2022 International Rubber Glove Exhibition in Malaysia

During the reporting period ▶

we participated in

18 domestic exhibitions
and

10 international exhibitions

to show our strong industrial technology strength to the world and enhance the brand influence.

Appendix I: Key Performance Indicators

Key Environmental Performance in 2022

| KPI ¹ | 2022 | 2021 | Unit |
|---------------------------------------|-------------------|------------|--|
| Energy Use² | | | |
| Purchased electricity | 337,014.49 | 326,117.93 | MWh |
| Purchased heat ³ | 1,653.93 | 503.78 | GJ |
| Coal | 50.21 | 46.46 | 10,000 tons |
| Diesel | 137.13 | 115.55 | 10,000 liters |
| Gasoline | 21.95 | 31.45 | 10,000 liters |
| Natural gas | 63.27 | 1,039.67 | 10,000 cubic meters |
| Coal gas | - | 1,513.17 | Cubic meters |
| Total energy consumption ⁴ | 40.28 | 38.64 | 10,000 tons of standard coal equivalent |
| Energy consumption intensity | 0.61 | 0.24 | Ton of standard coal equivalent per revenue (10,000 RMB) |
| Greenhouse Gas Emissions | | | |
| Total GHG emissions ⁵ | 122.44 | 122.85 | 10,000 tons of carbon dioxide equivalent |
| Scope 1 | 104.55 | 98.87 | 10,000 tons of carbon dioxide equivalent |
| Scope 2 | 17.89 | 23.98 | 10,000 tons of carbon dioxide equivalent |

| KPI ¹ | 2022 | 2021 | Unit |
|---|-----------------|--------|---|
| GHG emissions intensity | 1.85 | 0.76 | Ton of carbon dioxide equivalent per revenue (10,000 RMB) |
| Water Resources | | | |
| Municipal water | 161.28 | 49.34 | 10,000 cubic meters |
| Underground water | 73.74 | 89.76 | 10,000 cubic meters |
| Surface water | 866.58 | 661.26 | 10,000 cubic meters |
| Total water consumption | 1,101.60 | 800.36 | 10,000 cubic meters |
| Water consumption intensity | 16.66 | 4.93 | Cubic meters per revenue (10,000 RMB) |
| Water recycled (only if water recycling facilities are installed at Qingzhou production base) | 31.44 | 31.05 | 10,000 cubic meters |
| Water recycling rate | 2.85 | 3.88 | % |
| Wastewater treatment | 761.78 | 540.16 | 10,000 cubic meters |
| COD discharged | 657.49 | 551.38 | Ton |
| NH ₃ -N discharged | 24.78 | 31.08 | Ton |
| Air Emissions | | | |
| Particulate emissions | 29.68 | 4.16 | Ton |
| SO ₂ emissions | 75.10 | 11.04 | Ton |
| Nitrogen oxide emissions | 257.15 | 68.28 | Ton |
| Nonmethane hydrocarbons (NMHC) emissions | 2.37 | 14.00 | Ton |

| KPI ¹ | 2022 | 2021 | Unit |
|----------------------------------|------------------|-----------|------------------------------|
| Waste | | | |
| General solid waste | 63,318.21 | 50,620.21 | Ton |
| General solid waste intensity | 0.10 | 0.03 | Ton per revenue (10,000 RMB) |
| Recyclable waste | 214.30 | 477.00 | Ton |
| Office paper | 88.60 | 113.78 | 10,000 papers |
| Hazardous waste | 400.82 | 169.85 | Ton |
| Hazardous waste intensity | 0.0006 | 0.0001 | Ton per revenue (10,000 RMB) |
| Medical waste | - | 245.58 | Ton |
| Packaging Materials | | | |
| Plastics | 74.66 | 104.00 | Ton |
| Cartons | 47,266.99 | 39,263.23 | Ton |
| Packaging material use | 47,341.65 | 39,367.23 | Ton |
| Packaging material use intensity | 0.07 | 0.02 | Ton per revenue (10,000 RMB) |

¹ This year, Anhui Kaize new material production base was added in this Key Environmental Performance.

² The statistical scope of energy use is the group. Direct energy includes coal, diesel, gasoline, natural gas and coal gas, and indirect energy includes purchased electricity and purchased heat.

³ The purchased heat is mainly used at Intco office building, Zhangdian, Zibo, and its consumption is estimated according to the *Notice on Adjusting Heat Supply Prices of Heat Source Enterprises* issued by Zibo Development and Reform Commission.

⁴ The calculation of total energy consumption refers to the National Standard of the People's Republic of China GB/T 2589-2020 *General Principles for Calculation of the Comprehensive Energy Consumption*.

⁵ The calculation of greenhouse gas emissions refers to the *Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions from Industrial Enterprises and Other Industries (Trial) and Average Carbon Dioxide Emission Factors of China Regional Power Grid 2012* by the National Development and Reform Commission of the People's Republic of China.

Key Social Performance in 2022

| KPI | 2022 | Unit |
|--|-------|---------------|
| Employment | | |
| Number of employees | 8,824 | No. of people |
| New employees | | |
| Number of new employees | 4,667 | No. of people |
| Number of new employees - men | 1,375 | No. of people |
| Number of new employees - women | 3,292 | No. of people |
| Below 30 | 1,615 | No. of people |
| 30 to 40 | 1,301 | No. of people |
| 40 to 50 | 1,218 | No. of people |
| Over 50 | 533 | No. of people |
| Full-time and part-time employees | | |
| Full-time | 8,824 | No. of people |
| Part-time | 0 | No. of people |
| Management diversity | | |
| Number of senior management | 11 | No. of people |
| Number of senior management - women | 3 | No. of people |
| Number of middle management | 234 | No. of people |
| Number of general employees | 8,579 | No. of people |
| Proportion of employees | | |
| By gender | | |
| Male | 34.95 | % |

| KPI | 2022 | Unit |
|---|-------|------------------|
| Female | 65.05 | % |
| By age | | |
| Below 30 | 24.75 | % |
| 30 to 40 | 29.85 | % |
| 40 to 50 | 28.40 | % |
| Over 50 | 17.00 | % |
| Employee diversity | | |
| Disability | 55 | No. of people |
| Minority | 64 | No. of people |
| Employee Union | | |
| Number of participants in collective bargaining agreement (trade union) | 442 | No. of people |
| Proportion of employees participating in the trade union | 5.01 | % |
| Health and safety | | |
| Number of work-related injury | 100 | No. of accidents |
| Number of work-related fatalities | 0 | No. of people |
| Absence rate | 0.15 | % |
| Employee training (percentage of employees trained) | | |
| Senior management | 100 | % |
| Middle management (such as department managers) | 100 | % |

| KPI | 2022 | Unit |
|--|-------|------------------|
| General employees | 100 | % |
| Women | 100 | % |
| Men | 100 | % |
| Employee training (number and hours) | | |
| Average hours of training for employees | 30 | Hours |
| Trained male employees | 29 | No. of people |
| Trained female employees | 31 | No. of people |
| Trained senior managers | 11 | No. of people |
| Trained middle managers | 234 | No. of people |
| Trained employees | 8,579 | No. of people |
| Performance and Career Development Assessment | | |
| Percentage of employees who received performance appraisal and career development appraisal for the first time | 100 | % |
| Percentage of employees receiving performance evaluation and career development evaluation for the second time | 100 | % |
| Supply chain management | | |
| Number of suppliers | 2,658 | No. of suppliers |
| Chinese mainland | 2,594 | No. of suppliers |
| Overseas area | 64 | No. of suppliers |

Appendix II: GRI Standards Index

| | |
|------------------|--|
| Statement of use | Intco Medical has reported in accordance with the GRI Standards for the period from 1st January 2022 to 31st December 2022 |
| GRI used | GRI 1: Foundation 2021 |

GRI 2: General Disclosures 2021

| GRI Standard | Disclosure | Chapter Index | Page |
|--|--|--|-------|
| The organization and its reporting practices | | | |
| 2-1 | Organizational details | About this Report | 02 |
| 2-2 | Entities included in the organization’s sustainability reporting | About this Report | 02 |
| 2-3 | Reporting period, frequency and contact point | About this Report | 02 |
| 2-4 | Restatements of information | Appendix I: Key Performance Indicators | 50-52 |
| 2-5 | External assurance | No external assurance | |
| Activities and workers | | | |
| 2-6 | Activities, value chain and other business relationships | About Intco Medical | 04-11 |

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|--------------|---|---|-------|
| 2-7 | Employees | People-oriented with Equality and Diversity | 30-36 |
| | | Appendix I: Key Performance Indicators | 50-52 |
| 2-8 | Workers who are not employees | Excellent Quality with Consistency – Supply Assurance | 17-19 |
| Governance | | | |
| 2-9 | Governance structure and composition | About Intco Medical – ESG Governance | 09-11 |
| 2-10 | Nomination and selection of the highest governance body | Annual Report 2022 | |
| 2-11 | Chair of the highest governance body | Annual Report 2022 | |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | About Intco Medical – ESG Governance | 09-11 |
| | | Annual Report 2022 | |
| 2-13 | Delegation of responsibility for managing impacts | About Intco Medical – ESG Governance | 09-11 |
| | | Annual Report 2022 | |
| 2-14 | Role of the highest governance body in sustainability reporting | About Intco Medical – ESG Governance | 09-11 |
| | | Annual Report 2022 | |
| 2-15 | Conflicts of interest | Annual Report 2022 | |
| 2-16 | Communication of critical concerns | | |

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| 2-17 | Collective knowledge of the highest governance body | Annual Report 2022 | |
| 2-18 | Evaluation of the performance of the highest governance body | | |
| 2-19 | Remuneration policies | | |
| 2-20 | Process to determine remuneration | | |
| 2-21 | Annual total compensation ratio | | |
| Strategy, policies and practices | | | |
| 2-22 | Statement on sustainable development strategy | Chairman’s Message | 03 |
| 2-23 | Policy commitments | Responsible Operations and Steady Progress – Corporate Governance | 45-46 |
| 2-24 | Embedding policy commitments | Responsible Operations and Steady Progress – Corporate Governance | 45-46 |
| 2-25 | Processes to remediate negative impacts | Responsible Operations and Steady Progress – Corporate Governance | 45-46 |
| 2-26 | Mechanisms for seeking advice and raising concerns | Responsible Operations and Steady Progress – Corporate Governance | 45-46 |
| 2-27 | Compliance with laws and regulations | In 2022, we were not subject to significant fines or nonmonetary sanctions for non-compliance with laws or regulations | |
| 2-28 | Membership associations | Health Care and Work | 38 |

| GRI Standard | Disclosure | Chapter Index | Page |
|-------------------------------|------------------------------------|---|-------|
| | | Together – Win Together | 38 |
| Stakeholder engagement | | | |
| 2-29 | Approach to stakeholder engagement | About Intco Medical – ESG Governance | 09-11 |
| 2-30 | Collective bargaining agreements | There are no formal collective bargaining agreements in place within Intco Medical Intco Medical has a labor union with 5.01% of participating employees | |

GRI 3: Material Topics 2021

| GRI Standard | Disclosure | Chapter Index | Page |
|--------------|--------------------------------------|--------------------------------------|-------|
| 3-1 | Process to determine material topics | About Intco Medical – ESG Governance | 09-11 |
| 3-2 | List of material topics | | |

Economic

| GRI Standard | Disclosure | Chapter Index | Page |
|---|-------------------------------|------------------------------------|-------|
| GRI 201: Economic Performance 2016 | | | |
| 3-3 | Management of material topics | About Intco Medical – Our Business | 07-08 |

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|--|--|--|-------|
| 201-1 | Direct economic value generated and distributed | About INTCO Medical – Our Business | 07-08 |
| GRI 203: Indirect Economic Impacts 2016 | | | |
| 3-3 | Management of material topics | Health Care and Work Together – Social Welfare | 40-43 |
| 203-1 | Infrastructure investments and services supported | Health Care and Work Together – Social Welfare | 40-43 |
| 203-2 | Significant indirect economic impacts | Health Care and Work Together – Social Welfare | 40-43 |
| GRI 204: Procurement Practices 2016 | | | |
| 3-3 | Management of material topics | Excellent Quality with Consistency – Supply Assurance | 17-19 |
| GRI 205: Anti-corruption 2016 | | | |
| 3-3 | Management of material topics | Responsible Operations and Steady Progress – Business Ethics | 47 |
| 205-2 | Communication and training about anti-corruption policies and procedures | Responsible Operations and Steady Progress – Business Ethics | 47 |
| 205-3 | Confirmed incidents of corruption and actions taken | Responsible Operations and Steady Progress – Business Ethics | 47 |
| GRI 206: Anti-competitive Behavior 2016 | | | |
| 3-3 | Management of material topics | Responsible Operations and Steady Progress – Business Ethics | 47 |

Environmental

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| GRI 301: Materials 2016 | | | |
| 3-3 | Management of material topics | Sustainability, Protecting Our Planet – Resource Recycling | 27 |
| 301-1 | Materials used by weight or volume | Appendix I: Key Performance Indicators | 50-52 |
| GRI 302: Energy 2016 | | | |
| 3-3 | Management of material topics | Sustainability, Protecting Our Planet – Decarbonization Action | 24-26 |
| 302-1 | Energy consumption within the organization | Appendix I: Key Performance Indicators | 50-52 |
| 302-3 | Energy intensity | Appendix I: Key Performance Indicators | 50-52 |
| 302-4 | Reduction of energy consumption | Sustainability, Protecting Our Planet – Decarbonization Action | 24-26 |
| GRI 303: Water and Effluents 2018 | | | |
| 3-3 | Management of material topics | Sustainability, Protecting Our Planet – Pollution Control | 28-29 |
| | | Sustainability, Protecting Our Planet – Resource Recycling | 27 |
| 303-3 | Water withdrawal | Appendix I: Key Performance Indicators | 50-52 |

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|--------------------------------|---|--|-------|
| 303-4 | Water discharge | Appendix I: Key Performance Indicators | 50-52 |
| 303-5 | Water consumption | Appendix I: Key Performance Indicators | 50-52 |
| GRI 305: Emissions 2016 | | | |
| 3-3 | Management of material topics | Sustainability, Protecting Our Planet – Decarbonization Action | 24-26 |
| 305-1 | Direct (Scope 1) GHG emissions | Appendix I: Key Performance Indicators | 50-52 |
| 305-2 | Energy Indirect (Scope 2) GHG emissions | Appendix I: Key Performance Indicators | 50-52 |
| 305-4 | GHG emissions intensity | Appendix I: Key Performance Indicators | 50-52 |
| 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Appendix I: Key Performance Indicators | 50-52 |
| GRI 306: Waste 2020 | | | |
| 3-3 | Management of material topics | Sustainability, Protecting Our Planet – Pollution Control | 28-29 |
| 306-1 | Waste generation and significant waste-related impacts | Sustainability, Protecting Our Planet – Pollution Control | 28-29 |
| 306-2 | Management of significant waste-related impacts | Sustainability, Protecting Our Planet – Pollution Control | 28-29 |

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| 306-3 | Waste generated | Appendix I: Key Performance Indicators | 50-52 |
| 306-5 | Waste directed to disposal | Appendix I: Key Performance Indicators | 50-52 |
| GRI 308: Supplier Environmental Assessment 2016 | | | |
| 3-3 | Management of material topics | Excellent Quality with Consistency – Supply Assurance | 17-19 |
| 308-1 | New suppliers that were screened using environmental criteria | Excellent Quality with Consistency – Supply Assurance | 17-19 |

Social

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|---|--|---|-------|
| GRI 401: Employment 2016 | | | |
| 3-3 | Management of material topics | People-oriented with Equality and Diversity – Employee Rights and Interests | 31-32 |
| 401-1 | New employee hires and employee turnover | Appendix I: Key Performance Indicators | 50-52 |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | People-oriented with Equality and Diversity – Employee Care | 36 |
| GRI 403: Occupational Health and Safety 2018 | | | |

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| 3-3 | Management of material topics | People-oriented with Equality and Diversity – Health and Safety | 34-35 |
| 403-1 | Occupational health and safety management system | People-oriented with Equality and Diversity – Health and Safety | 34-35 |
| 403-2 | Hazard identification, risk assessment, and incident investigation | People-oriented with Equality and Diversity – Health and Safety | 34-35 |
| 403-3 | Occupational health services | People-oriented with Equality and Diversity – Health and Safety | 34-35 |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | People-oriented with Equality and Diversity – Health and Safety | 34-35 |
| 403-5 | Worker training on occupational health and safety | People-oriented with Equality and Diversity – Health and Safety | 34-35 |
| 403-6 | Promotion of worker health | People-oriented with Equality and Diversity – Health and Safety | 34-35 |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | People-oriented with Equality and Diversity – Health and Safety | 34-35 |
| 403-9 | Work-related injuries | Appendix I: Key Performance Indicators | 50-52 |
| 403-10 | Work-related ill health | People-oriented with Equality and Diversity – Health and Safety | 34-35 |
| GRI 404: Training and Education 2016 | | | |
| 3-3 | Management of material topics | People-oriented with Equality | 33 |

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| | | and Diversity – Talent Development | 33 |
| 404-1 | Average hours of training per year per employee | Appendix I: Key Performance Indicators | 50-52 |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | People-oriented with Equality and Diversity – Talent Development | 33 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Appendix I: Key Performance Indicators | 50-52 |
| GRI 405: Diversity and Equal Opportunity 2016 | | | |
| 3-3 | Management of material topics | People-oriented with Equality and Diversity – Employee Rights and Interests | 31-32 |
| 405-1 | Diversity of governance bodies and employees | Appendix I: Key Performance Indicators | 50-52 |
| GRI 406: Non-discrimination 2016 | | | |
| 3-3 | Management of material topics | People-oriented with Equality and Diversity – Employee Rights and Interests | 31-32 |
| GRI 408: Child Labor 2016 | | | |
| 3-3 | Management of material topics | People-oriented with Equality and Diversity – Employee Rights and Interests | 31-32 |
| GRI 409: Forced or Compulsory Labor 2016 | | | |
| 3-3 | Management of material topics | People-oriented with Equality and Diversity – Employee Rights and Interests | 31-32 |

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| GRI 413: Local Communities 2016 | | | |
| 3-3 | Management of material topics | Health Care and Work Together – Health Inclusion | 39 |
| | | Health Care and Work Together – Social Welfare | 40-43 |
| GRI 414: Supplier Social Assessment 2016 | | | |
| 3-3 | Management of material topics | Excellent Quality with Consistency – Supply Assurance | 17-19 |
| 414-1 | New suppliers that were screened using social criteria | Excellent Quality with Consistency – Supply Assurance | 17-19 |
| GRI 416: Customer Health and Safety 2016 | | | |
| 3-3 | Management of material topics | Excellent Quality with Consistency – Quality and Safety | 13-15 |
| 416-1 | Assessment of the health and safety impacts of product and service categories | Excellent Quality with Consistency – Quality and Safety | 13-15 |
| GRI 417: Marketing and Labelling 2016 | | | |
| 3-3 | Management of material topics | Responsible Operations and Steady Progress – Responsible Marketing | 49 |
| 417-1 | Requirements for product and service information and labelling | Responsible Operations and Steady Progress – Responsible Marketing | 49 |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | Responsible Operations and Steady Progress – Responsible Marketing | |
| 417-3 | Incidents of non-compliance concerning | No related incidents occurred | |

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|---------------------------------------|-------------------------------|---|------|
| | marketing communications | during the Reporting Period | |
| GRI 418: Customer Privacy 2016 | | | |
| 3-3 | Management of material topics | Responsible Operations and Steady Progress – Information Security | 48 |