



華潤醫療控股有限公司

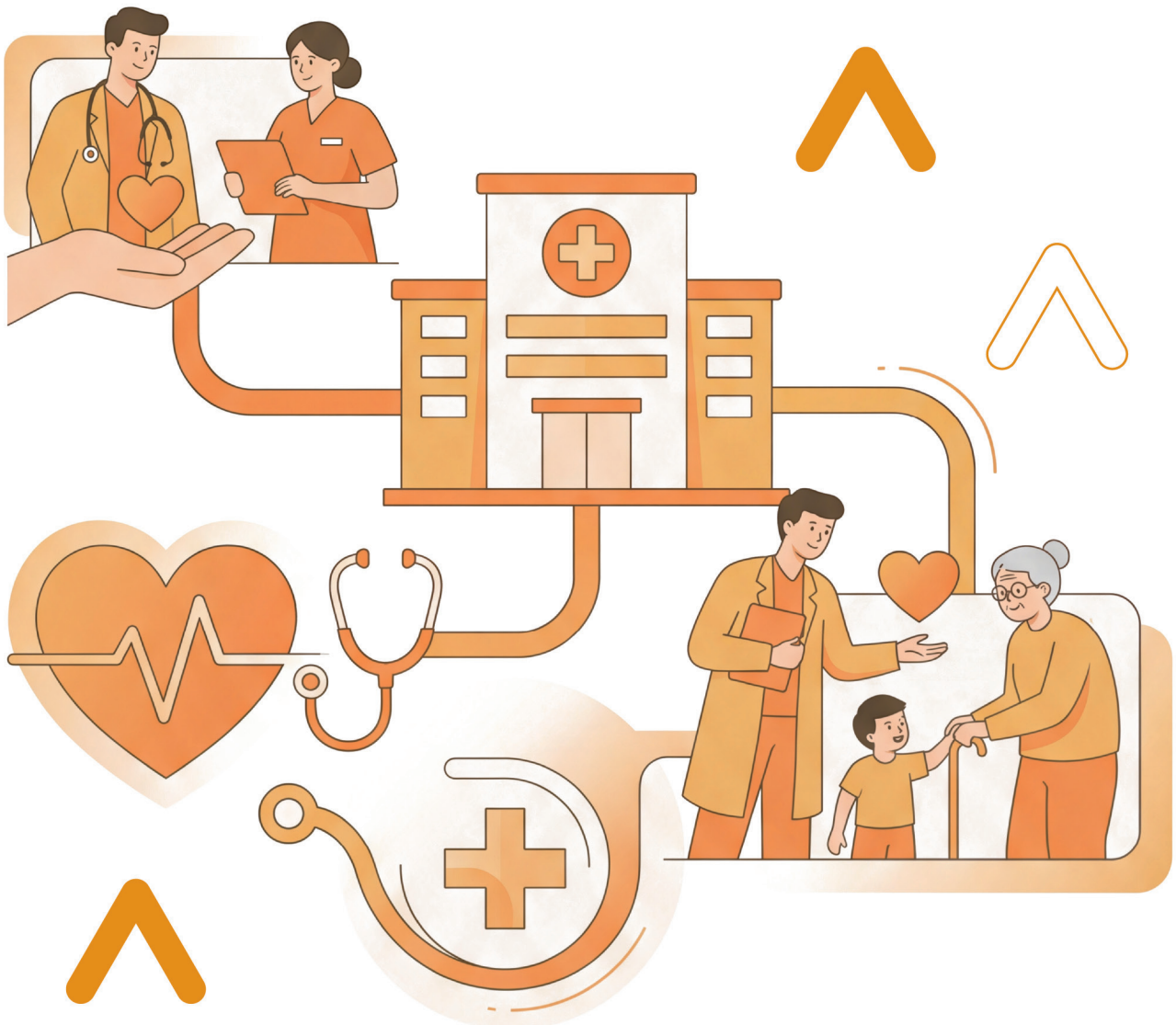
China Resources Medical Holdings Company Limited

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限責任公司)

Stock Code 股票代號 : 1515

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT
環境、社會及管治報告

2025



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INTRODUCTION

關於本報告

This Report is the tenth Environmental, Social and Governance (ESG) Report released by China Resources Medical Holdings Company Limited (hereinafter referred to as “we”, “the Company”, “CR Medical”, or “the Group” together with its subsidiaries). The Report aims at reporting the sustainable development strategies, approaches and performance of the Company in 2025 to its stakeholders based on the principles of objectivity, transparency, standardization and comprehensiveness, and communicating with stakeholders honestly. This Report is published annually and is available in both Traditional Chinese and English. In case of any discrepancy, the Traditional Chinese version shall prevail.

(I) Reporting Period

This Report covers the period from January 1, 2025 to December 31, 2025. Some contents may go beyond the mentioned period to enhance the comparability and foresightedness of this Report.

(II) Reporting Scope

This Report covers CR Medical and the member units under the Company’s management, that is, CR Medical, and all its affiliated medical institutions and subsidiaries. The scope of this Report is consistent with that disclosed in the Company’s annual report. For details of the relevant scope, please refer to the company’s 2025 Annual Report published on April 23, 2026.

(III) Reference Standards

This Report is prepared mainly in accordance with the requirements under the Environmental, Social and Governance Reporting Code set out in Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the Listing Rules) in Appendix C2.

(IV) Report Description

The internal documents and the statistical information system of the Company are the major sources of the figures and other data used in this Report. All currency amounts are in RMB unless otherwise stated. The Board of Directors (hereinafter referred to as “the Board”) of the Company hereby commits that this Report does not contain any false records or misleading statements, and takes full responsibility for its authenticity, accuracy, and completeness.

本報告乃華潤醫療控股有限公司（以下簡稱「我們」「公司」「華潤醫療」或「本公司」，連同下屬子公司合稱為「本集團」）所發佈的第十份環境、社會及管治(ESG)報告。本著客觀、透明、規範、全面的原則，旨在向持份者詳述本公司於2025年在可持續發展方面的策略、方針及業績，以便與持份者進行坦誠溝通。本報告為年度報告，以繁體中文及英文兩種語言發佈。若中英文版本內容存在不一致之處，請以繁體中文版本為準。

(一) 報告期

本報告涉及的時間範圍為2025年1月1日至2025年12月31日，為增強報告的可比性及前瞻性，部分內容有所延伸。

(二) 報告範圍

報告範圍涵蓋華潤醫療及其具有管理權的各成員單位，即華潤醫療、各醫療機構及各子公司。本報告範圍與公司年報所披露範圍保持一致，相關範圍詳情可參見2026年4月23日披露的《2025年度報告》。

(三) 報告標準

本報告主要參考《香港聯合交易所有限公司證券上市規則》（「上市規則」）附錄C2所載之《環境、社會及管治報告守則》。

(四) 報告說明

報告中的資料來源於本公司內部文件和資訊統計系統資料。報告涉及的貨幣種類及金額，如無特殊說明，均以人民幣為計量單位。公司董事會承諾本報告不存在任何虛假記載、誤導性陳述，並對其內容的真實性、準確性和完整性負責。

(V) Access to this Report

This Report can be downloaded on the official website of the Stock Exchange of Hong Kong Limited (HKEX) and the official website of the Company at <http://www.crmedical.hk>.

(五) 報告獲取方式

本報告可在香港聯合交易所有限公司官方網站 www.hkexnews.hk 或本公司官方網站 <http://www.crmedical.hk> 下載。

(VI) Response to Reporting Principles

(六) 報告原則回應

Reporting Principles 匯報原則	Explanation 釋義	The Group's Response 本集團的回應
Materiality 重要性	The topics covered in this Report should reflect the Group's significant impact on the business, environment and society, or those affecting the assessment and decision of stakeholders. 報告所涵蓋的議題應反映本集團對經營、環境及社會的重大影響，或影響持份者評估及決定的範疇。	The Company identifies important or relevant ESG topics for the Group and its stakeholders by conducting related surveys and questionnaires. The materiality of those topics is then ranked and prioritized. 公司透過向持份者發放 ESG 相關問卷調查等，識別對集團及其持份者而言重要或相關的環境、社會及管治議題，並對其重要性進行排序。
Quantitative 量化	This Report should disclose key performance indicators (KPI) in a measurable manner. 報告應以可計量的方式披露關鍵績效指標。	Where feasible, the Group discloses environmental and social KPIs and targets in a quantitative manner. 在可行情況下，以量化的方式披露本集團的環境和社會關鍵績效指標及目標。
Balance 平衡	This Report should disclose both positive and negative information of the Group from an objective perspective to reflect the Group's performance on environmental, social and governance. 報告以客觀的角度披露本集團的正面及負面資訊，以反映本集團的環境、社會及管治表現。	This report objectively presents the Group's ESG efforts. 本報告客觀呈現了公司在環境、社會及管治方面的工作。
Consistency 一致性	The Group should confirm that this Report is prepared in the same manner as in previous years, or state the revised reporting method, or describe other relevant factors affecting a meaningful comparison. 本集團應確認編製環境、社會及管治報告的方法與過往年度所用方法一致，或陳述經修訂的方法，亦或說明會影響有意義對比的其他相關因素。	The reporting method of this Report is substantially the same as that of the prior year. 本報告的匯報方法與上年度大致一致。



INTRODUCTION

關於本報告

(VII) Feedback

CR Medical attaches great importance to the insights and suggestions of every stakeholder, and looks forward to receiving your feedback and support to improve our sustainability performance in areas including ESG. If you have any opinions or suggestions regarding this Report or the Group's ESG strategies, policies, and performance, please feel free to send them to ir@crmedical.hk. We will listen attentively and provide a response.

(七) 意見回饋

華潤醫療高度重視持份者的見解與提議，並熱切盼望能夠獲得每位持份者的寶貴反饋與堅定支持，以便進一步提升本集團在環境、社會及管治等多個方面的可持續發展表現。若您對本報告或本集團 ESG 策略、方針及表現持有任何觀點或建議，歡迎透過電子郵件方式發送至 ir@crmedical.hk，我們將竭誠傾聽並予以回應。

BOARD STATEMENT

董事會聲明

Fully recognizing the significance of ESG principles, in alignment with the mission to “strive for public health”, CR Medical embeds ESG concepts across all aspects of business operations, strategic development, and responsibility fulfillment of the Company.

The Board serves as the highest governing body for ESG matters, and responsible for the management, decision-making, and reporting of the Company’s ESG affairs, defines the strategic direction for ESG development, formulates ESG work strategies, periodically reviews reports from the Company’s management on ESG initiatives, and approves ESG-related matters that may impact the Company’s business, shareholders, or other stakeholders, thereby fulfilling its oversight duties with respect to ESG matters.

The Company has established an ESG governing structure led by the Board, characterized by clear roles and responsibilities and efficient operations, forming a comprehensive management mechanism spanning top-level decision-making, coordinated communication, and on-the-ground implementation. Through systematic materiality assessments, the Company identifies, prioritizes, and manages environmental, social, and governance-related risks and opportunities in a closed-loop manner, while embedding ESG risk management into core business processes, including healthcare service operations and supply chain management, in order to ensure the Company’s stable operations and long-term value creation.

The Board conducts an annual review of its progress toward ESG-related targets. Through means such as reports submitted by the management, it evaluates the effectiveness of ESG goal implementation in areas such as climate change, energy conservation and emission reduction, patient safety, and social responsibility. Considering the characteristics of the healthcare industry and the Company’s business development strategy, the Board explains the intrinsic connection between ESG objectives and core business priorities, including enhancing medical service quality, safeguarding patient rights, and promoting the development of green hospitals. This ensures that ESG efforts aligns with the Company’s business goals, continuously enhancing corporate governance effectiveness and sustainability performance. The Company remains committed to providing patients with high-quality, safe, and accessible medical products and services, contributing to the overall health and well-being of society.

華潤醫療深刻認識到ESG理念的重要性，始終秉承「一切為了大眾健康」的企業使命，將ESG理念全面融入公司經營管理、發展戰略和盡職履責的全過程。

董事會是ESG事宜的最高管治機構，對公司ESG事宜管理、決策與匯報負責，明確ESG事宜發展方向，制定ESG工作策略，定期聽取公司管理層關於ESG工作的匯報，審定可能影響公司業務或股東與其他持份者的ESG相關事宜，切實履行對ESG事宜的監管職責。

公司建立以董事會為引領、權責明確、運行高效的ESG管治架構，形成從頂層決策、協同溝通到落地執行的全鏈條管理機制；透過系統性開展重要性議題評估，對環境、社會及管治相關風險與機遇進行識別、優先排序與閉環管理，將ESG風險管控嵌入醫療服務營運、供應鏈管理等核心業務環節，保障公司穩健營運與長期價值創造。

董事會按年度對ESG相關目標的推進結果進行檢討，透過管理層匯報等方式，評估ESG目標在氣候變化、節能減排、患者安全、社會責任等領域的落地成效，並結合醫療行業特性與公司業務發展戰略，解釋ESG目標與提升醫療服務品質、保障患者權益、推動綠色醫院建設等核心業務的內在關聯，確保ESG工作與公司經營目標協同一致，持續提升公司治理效能與可持續發展水平，致力於為患者提供優質、安全、可及的醫療產品和服務，助力提升社會整體健康福祉。

ABOUT CR MEDICAL

關於華潤醫療

(I) Company Profile

CR Medical is a leading comprehensive medical listed company in the capital markets of Mainland China and Hong Kong SAR, and the sole listed platform of CR Healthcare, a wholly-owned subsidiary of China Resources Group. The Company owns 98 medical institutions across 10 provinces (autonomous regions and municipalities) in China, including 13 Grade III hospitals and 21 Grade II hospitals, with a total of 19,200 operational beds.

CR Medical conducts professional integration and capital operation of medical resources through a “merger-integration-injection” model, steadily expanding its medical service network. Leveraging the advantages in group-based operations and refined management, the Company continuously enhances the discipline construction, patient service quality, digital and intelligent empowerment support, and operational management efficiency of its affiliated medical institutions, through the development of regional flagship hospitals and regional medical consortia, supported by integrated and efficient organizational management. By providing high-quality and accessible medical services to the public, the Company strives to meet the ever-growing, diverse, and multi-tiered healthcare needs of the people.

Looking ahead, CR Medical will continue to uphold its mission of “strive for public health”, closely align with the Healthy China Initiative and the healthcare needs of the people, explore new paradigms, new connotations, and new paths for the development of state-owned medical groups, and pursue coordinated development with government-run medical institutions, striving to “become a leading medical and health industry group trusted by the public and an exemplar in the reform of state-owned medical institutions”.

(一) 企業概況

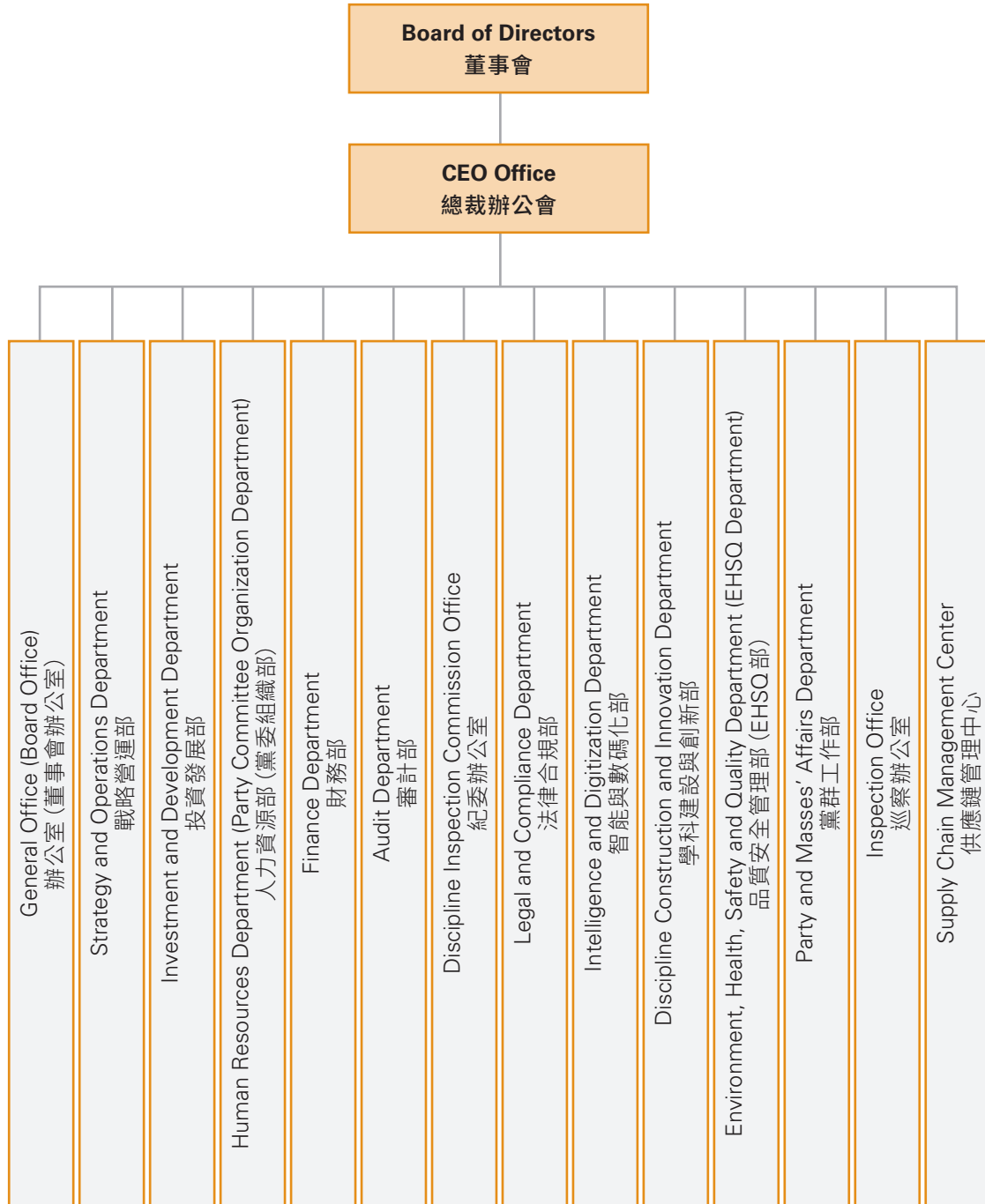
華潤醫療控股有限公司（簡稱「華潤醫療」）是內地和香港兩地資本市場規模領先的綜合性醫療上市公司，是華潤集團全資子公司——華潤健康集團的唯一上市平台。現有醫療機構98家，其中三級醫院13家，二級醫院21家，營運床位數合計1.92萬餘張，業務覆蓋10個省（區、市）。

華潤醫療透過「併購—整合—注入」模式對醫療資源進行專業化整合和資本化運作，穩步擴大醫療服務網絡佈局。充分發揮集團化營運和精細化管理優勢，以區域龍頭醫院和區域醫聯體建設為載體，透過一體化高效組織管理，不斷提升旗下醫療機構學科建設水平、患者服務品質、智數化賦能支撐和營運管理效率，向大眾提供優質可及的醫療服務，不斷滿足人民群眾日益增長的多層次多樣化的醫療健康服務需求。

展望未來，華潤醫療將繼續秉承「一切為了大眾健康」的使命，緊緊圍繞健康中國戰略與人民健康需求，探索國企醫療集團發展新範式、新內涵和新路徑，與政府辦醫療機構協同發展，努力「成為大眾信賴的一流醫療健康產業集團和國企醫療改革的示範者」。

(II) Organizational Structure

(二) 組織架構



ABOUT CR MEDICAL

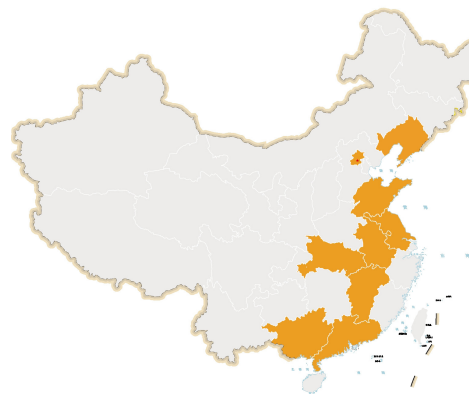
關於華潤醫療

(III) Business Layout

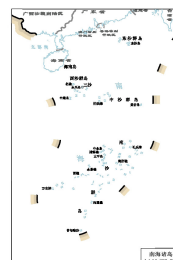
CR Medical actively integrates its member hospitals into local public health systems to deliver comprehensive and tiered healthcare services, and remains committed to establishing close-knit regional medical consortiums, ensuring broader access to high-quality medical technologies and compassionate services within each region. The Company will complete a business transformation from “disease treatment” to “health management”, and build a full-cycle healthcare ecosystem through three core business portfolios. Integrated medical services is the major business portfolio which provides professional support for smart health services. As the focus of the second growth curve, smart health services leverage physical medical institutions to build an online-offline integrated full-cycle health management platform and establish a data-driven precision health service system. For derivative health products as a developing business for the Company, it will expand to cover diversified product and service scenarios which are tailored to the needs of various customer groups, offering one-stop health services and products. Aligned with the goal of providing “professional and caring” full-cycle medical and health services to the public and corporate employees, these three business portfolios support and synergize with one another, forming a comprehensive service system encompassing “prevention, treatment, rehabilitation, and management”, and empowering individuals to become the primary guardians of their own health.

(三) 業務佈局

華潤醫療推動各醫院積極融入當地公共衛生體系，提供全方位、多層次醫療健康服務；致力於構建區域緊密型醫聯體，讓高品質醫療技術與暖心服務能夠惠及區域內更多市民。華潤醫療將完成從「治病」到「健康」的業務轉型，透過三大業務組合搭建全周期的醫療健康生態系統。其中綜合醫療服務是核心，為智慧健康服務提供專業保障；智慧健康服務是第二曲線的重點，將依託實體醫療機構，構建線上線下融合的全周期健康管理平台，打造數據驅動的精準健康服務體系；衍生健康產品作為培育業務，將圍繞各類服務人群需求，拓展多元化的產品服務場景，提供一站式的健康服務和產品。圍繞為市民和企業員工提供「專業、貼心」的全周期醫療健康服務的目標，三大業務相互支撐、有機協同，形成「防、治、康、管」全鏈條服務體系，助力大眾每個人都能成為自己健康的第一責任人。



图例
 * 北京 首都
 —— 国界
 —— 省、自治区、直辖市界
 - - - - - 地级行政区界
 1:7 400 000
 审图号：GS(2023)2767号
 自然资源部 监制



(IV) Corporate Responsibility

CR Medical, as a listed platform for a central state-owned enterprise (SOE) and healthcare group, actively participates in healthcare reform, and promotes the optimal allocation of medical resources. In terms of ESG management concepts, governance, and practice, we continuously explore the path to achieve both economic and social benefits, and remain committed to becoming a leading medical and health industry group trusted by the public and an exemplar in the reform of state-owned medical institutions.

Sustainable development: CR Medical upholds a patient-centered philosophy, aiming to improve operational efficiency and enhance service quality, thereby promoting the construction of green and efficient modern hospitals. We actively follow the arrangement of local governments, adhere to the principle of being people-oriented, and comprehensively carry out targeted assistance and support; spare no effort to fulfill tasks such as ensuring the supply of medical resources and services, expanding employment, participating in public emergency response, and providing medical support for major national events; safeguard the life, health, and safety of the people, and fulfill the social responsibility of a central SOE. While promoting the overall development of hospitals, we strive to create employee and shareholder value to achieve economic and social benefits.

(四) 責任理念

華潤醫療作為央企健康集團上市平台，積極參與醫療改革，推動醫療資源的優化配置，在ESG管理理念、治理和實踐方面，不斷探索實現經濟效益與社會效益共贏的路徑，致力於成為大眾信賴的一流醫療健康產業集團和國企醫療機構改革的示範者。

可持續發展理念：華潤醫療秉承以患者為中心的理念，以提高營運效益和提升服務水平為目標，推動綠色、高效的現代化醫院建設。積極響應地方政府部署，堅持以人為本，全面開展定點幫扶與對口支援等工作，全力完成保醫保供、擴大就業、公共搶險、國家重大活動醫療保障等任務，保障人民生命健康安全，踐行央企社會責任。促進醫院全面發展，力求在創造員工、股東價值的同時，實現經濟效益與社會效益雙向推動。

ABOUT CR MEDICAL

關於華潤醫療

Quality and safety responsibility: CR Medical always adheres to the principle of putting people and life first, and a patient-centered approach. In order to further improve medical quality and ensure the safety of diagnosis and treatment, we standardize the process of quality and safety management, carry out full-process management, strictly monitor key indicators, and continuously improve the medical traceability mechanism; earnestly fulfill the main responsibility for work safety management, firmly establish the mindset of safety bottom line and the awareness of safety development, strengthen prevention, continuously carry out hidden danger identification, special inspections, and problem rectification, resolutely prevent and avoid safety accidents, effectively ensure the safety of patients and employees' lives and property, and firmly uphold the "safety red line" for the high-quality development of the hospital.

Environmental responsibility: CR Medical is committed to ensuring harmonious coexistence with the environment, low-carbon and energy-saving practices, rational use of resources, and operational efficiency. To avoid health hazards during medical services, we strictly enforce the regulation that medical waste shall be transported and disposed of by enterprises licensed by the national and local governments, ensure the relevant emissions comply with national standards, and effectively take on our environmental protection responsibilities.

品質安全責任理念：華潤醫療始終堅持人民至上、生命至上，始終以患者為中心，為進一步提高醫療品質，保障診療安全，規範品質安全管理流程，實施全流程管理，嚴格監督關鍵指標，推動醫療可追溯機制不斷完善；認真落實安全生產管理主體責任，牢固樹立安全經營底線思維和安全發展紅線意識，強化防範工作，持續開展隱患排查、專項檢查及問題整改，堅決預防和避免安全事故發生，切實保障患者和職工的生命財產安全，堅決守住醫院高品質發展的「安全紅線」。

環境責任理念：華潤醫療致力於與環境和諧共生，倡導低碳節能，合理利用資源，提高運行效率。避免醫療服務過程中的健康危害，嚴格執行醫療廢棄物由國家及地方政府許可的企業運輸和處置，確保相關排放符合國家標準，切實擔負起環境保護責任。

CR Medical strictly complies with the requirements of the *Environmental, Social and Governance Reporting Code under the Listing Rules*, consistently integrates ESG concepts into the entire process of operations and governance, continuously improves the ESG governance framework and management system, scientifically identifies and analyzes ESG topics, strengthens communication with stakeholders, steadily enhances sustainability management capabilities, and drives high-quality development.

(I) ESG Governance Policy

CR Medical has established a scientific, comprehensive, and effective ESG system, formulated the ESG Management Measures, and refined a full-chain management mechanism encompassing top-level decision-making, coordinated communication, and on-the-ground implementation, thereby driving the deep integration of ESG concepts throughout the entire process of operations and management.

1. ESG governance structure

- **The Board:** Leads the overall strategy and development direction, oversees the management, decision-making, and reporting of the Company's ESG matters, supervises the corporate governance, sustainable development, ESG risks and opportunities, and related work, and provides guidance to the CEO Office on ESG matters.
- **CEO Office:** Assists the Board in the ongoing and effective management of risks and opportunities, maintains the effectiveness of the internal control system, regularly reports to the Board on work procedures, policy formulation, and revisions, provides the latest information on ESG-related compliance matters and any other relevant ESG information, supports the Board in identifying and assessing ESG risks and opportunities, and oversees functional departments in the implementation of ESG initiatives.

華潤醫療嚴格遵守《香港聯合交易所有限公司證券上市規則》下設的《環境、社會及管治報告守則》相關要求，積極推動ESG理念與經營治理深度融合，持續完善管理架構與運行體系，規範開展重要性議題分析，強化多方溝通互動，穩步提升可持續發展管理水平，賦能公司高品質發展。

(一) ESG 管治方針

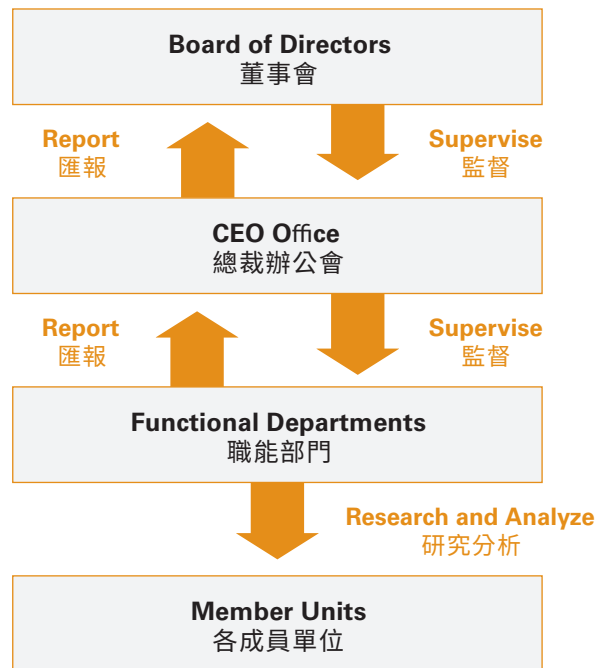
華潤醫療建立科學完善、行之有效的環境、社會及管治體系，制定《環境、社會及公司治理(ESG)管理辦法》，完善從頂層決策、協同溝通到落地執行的全鏈條管理機制，推動ESG理念深度融入經營管理全過程。

1. ESG 管治架構

- **董事會：**引領整體策略與發展方向，對公司ESG事宜管理、決策與匯報負責，全面監督企業管治、可持續發展及ESG風險及機遇管理和相關工作，指導總裁辦公會ESG工作。
- **總裁辦公會：**協助董事會持續有效開展風險及機遇管理工作並維持內控系統的成效，定期向董事會匯報工作流程、政策制定及修訂情況，提供ESG相關合規事宜的最新資料及任何其他有關ESG的資料，協助董事會開展ESG風險及機遇的識別、評估及相關事宜，監督職能部門落實ESG工作。

ESG MANAGEMENT ESG 管理

- Functional departments:** Analyze and study the integration of ESG with actual business operations, promote member units to embed ESG concepts with daily operations, enhance sustainability capabilities, ensure the Company's operations comply with relevant laws and regulations, and regularly report to the CEO Office.
- 職能部門：**研究分析 ESG 與實際業務相結合的具體情況，推動各成員單位將 ESG 理念融入企業日常經營發展，提升可持續發展能力，同時確保公司營運符合相關法律條例的規定，並定期向總裁辦公會匯報。



2. ESG impact, risk and opportunity management

The Board of CR Medical serves as the highest decision-making body for risk management and internal control, responsible for establishing and improving the Company's risk management and internal control systems. It conducts an annual review of the effectiveness of the risk management and internal control systems, evaluates all key monitoring areas, and ensures the effective implementation of risk management and internal control measures.

3. ESG targets and progress

The Board of CR Medical receives annual reports on ESG target management, core issues, and key areas for improvement, reviews and evaluates ESG targets that are closely related to business development, updates on materiality assessments, and performance in fulfilling responsibilities, ensuring that ESG initiatives remain closely aligned with material issues.

2. ESG影響、風險及機遇管理

華潤醫療董事會作為風險管理和內部監控的最高決策機構，負責建立健全公司風險管理及內部監控體系，每年對風險管理及內部監控系統的有效性進行檢討，對所有重要監控領域進行評估，確保各項風險管理和內部監控工作的有效實施。

3. ESG目標及其進展

華潤醫療董事會每年聽取有關ESG目標管理情況、核心議題及工作重點改進內容的匯報，並對與業務發展息息相關的ESG目標、重要性議題更新結果及履責實踐進行審議和檢討，確保ESG工作緊密圍繞重要議題開展。

(II) Identification and Analysis of Material Topics

In 2025, CR Medical maintained stable overall business operations and ESG management systems, with no significant adjustments. During the preparation of this year's ESG report, the Company strictly complied with relevant regulatory requirements, including the Environmental, Social and Governance Reporting Code, actively drew on advanced industry practices, conducted a materiality survey on ESG topics, invited experts to review and assess the key topics for the year, and ultimately determined the material ESG topics for 2025, which are systematically disclosed and explained in this Report.

1. Topic identification

CR Medical has identified and selected a total of 31 topics for 2025, across the three categories of environmental, social, and governance, as detailed below:

(二) 重要性議題識別與分析

2025年，華潤醫療整體經營活動與ESG管理體系保持平穩，未出現重大調整。在本年度ESG報告編製期間，公司嚴格遵循《環境、社會及管治報告守則》等相關監管要求，積極借鑑行業先進實踐，開展ESG議題重要性問卷調查，邀請專家對年度重點議題進行梳理與研判，最終確定2025年度ESG重點議題，並在本報告中予以系統披露與說明。

1. 議題識別

華潤醫療識別並篩選出2025年度關於環境、社會及管治3大類別的31項議題，具體如下所示：

Category 範疇	Topics 議題
Environment 環境	1. Response to climate change 應對氣候變化
	2. Use of water resources 水資源利用
	3. Use of energy and resources 資源能源利用
	4. Pollutant emissions 污染物排放
	5. Waste treatment 廢棄物處理
	6. Green office practices 綠色辦公
	7. Environmental compliance management 環境合規管理
	8. Ecosystem and biodiversity protection 生態系統和生物多樣性保護
	9. Circular economy 循環經濟

Category 範疇	Topics 議題
Social 社會	10. Medical quality and safety 醫療品質與安全
	11. Accessibility of medical services 醫療可及性
	12. Patient privacy protection 患者私隱保護
	13. High-quality patient services 優質患者服務
	14. Equal employment and rights protection 平等就業與權益保護
	15. Employee training and development 員工培訓與發展
	16. Occupational health and safety 職業健康與安全
	17. Employee care 員工關懷
	18. Industry development 行業發展
	19. Supply chain management 供應鏈管理
	20. Community investment 社區投資
	21. Rural revitalization 鄉村振興
	22. Social contribution 社會公益
	23. Innovation-driven development 創新驅動
	24. Ethics in science and technology 科技倫理

ESG MANAGEMENT

ESG 管理

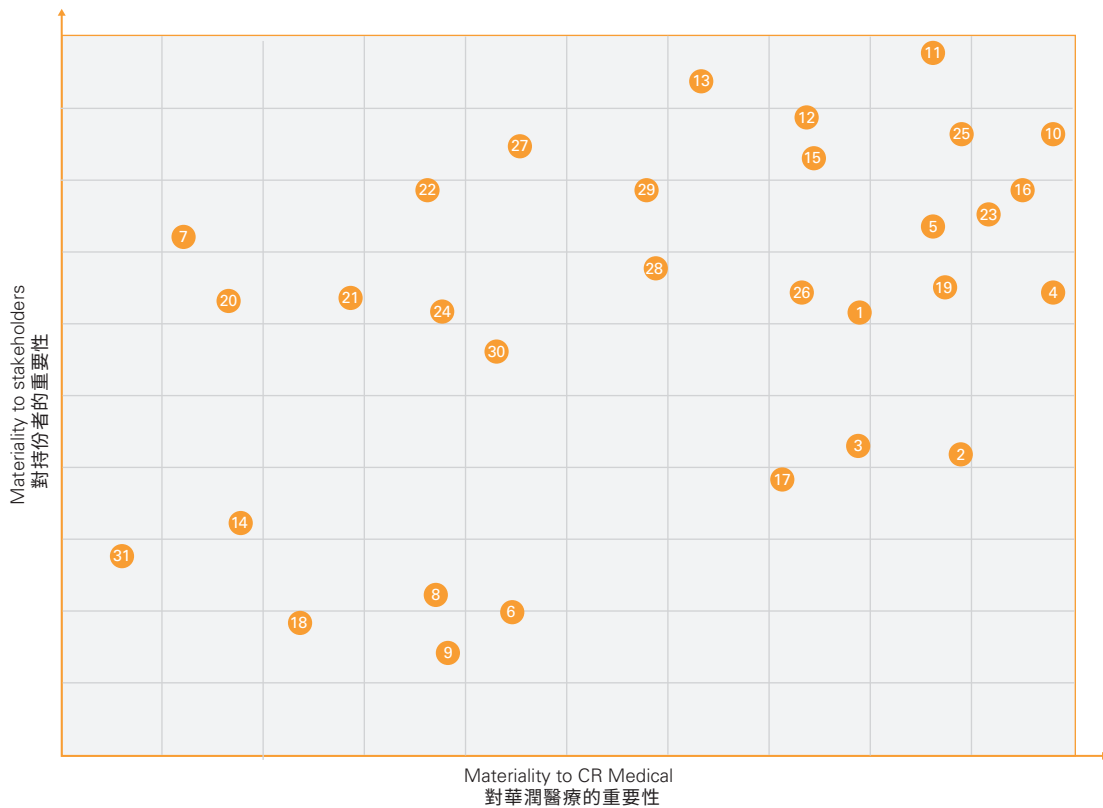
Category 範疇	Topics 議題
Governance 管治	25. Corporate governance 公司管治
	26. ESG governance ESG 管治
	27. Investor relations management 投資者關係管理
	28. Compliance operations 合規經營
	29. Anti-bribery and anti-corruption 反商業賄賂及反貪污
	30. Stakeholder engagement 持份者溝通
	31. Anti-unfair competition 反不正當競爭

2. Topic analysis

The Company regularly conducts materiality assessments and prioritization of environmental, social, and governance issues, and develops a two-dimensional matrix covering “materiality to stakeholders” and “materiality to CR Medical” to determine the Company’s material responsibility topics. Please refer to the diagram below for details:

2. 議題分析

華潤醫療定期開展對環境、社會及管治議題的重要性梳理與排序，並構建了二維矩陣，涵蓋「對利益相關方的重要性」和「對華潤醫療的重要性」，以此判定公司的重大責任議題。詳圖見下：



(III) Stakeholder Engagement

CR Medical consistently engages in ongoing communication with stakeholders, continuously improves communication mechanisms, expands communication channels, carefully listens to the voices of all parties, respects diverse needs, and fosters consensus and trust through openness and transparent disclosure, thereby building a harmonious and stable environment for development.

(三) 持份者溝通

華潤醫療堅持常態化開展與持份者的溝通，不斷健全溝通機制、拓寬溝通渠道，認真傾聽各方聲音、尊重多元訴求，以開放姿態和透明披露凝聚共識、收穫信任，構建和諧穩定的發展氛圍。

Stakeholders 持份者	Expectation and demand 期望與訴求	Communication method 溝通方式	Response method 回應方式
Government and regulators 政府及監管機構	<ul style="list-style-type: none"> Insist on compliance operations 堅持合規經營 	<ul style="list-style-type: none"> Visits 訪問 	<ul style="list-style-type: none"> Maintain integrity management 堅持誠信經營
	<ul style="list-style-type: none"> Promotion of healthy industry development 推動行業健康發展 	<ul style="list-style-type: none"> Conferences 會議 	<ul style="list-style-type: none"> Improve compliance management systems 完善合規管理體系
	<ul style="list-style-type: none"> Shared access to medical resources 醫療資源共享 		<ul style="list-style-type: none"> Proactively fulfill tax obligations 主動依法納稅
	<ul style="list-style-type: none"> Integrity and anti-corruption 廉潔反腐 		<ul style="list-style-type: none"> Participate in government projects and industry cooperation programs 參與政府項目和行業協作
	<ul style="list-style-type: none"> Green and low-carbon development 綠色低碳發展 		<ul style="list-style-type: none"> Conduct anti-corruption supervision, training, and awareness programs 開展反腐敗監督、培訓和警示教育
			<ul style="list-style-type: none"> Deploy energy-saving and emission-reduction plans 部署節能減排實施方案
			<ul style="list-style-type: none"> Submit proposals by deputies of the National People's Congress (NPC) 人大代表建議
			<ul style="list-style-type: none"> Submit proposals by members of the Chinese People's Political Consultative Conference (CPPCC) 政協委員議案
			<ul style="list-style-type: none"> Establish ethical risk management systems 倫理風險管理體系
			<ul style="list-style-type: none"> Participate in public health services 參與公共衛生服務

Stakeholders 持份者	Expectation and demand 期望與訴求	Communication method 溝通方式	Response method 回應方式	
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> • Sound corporate governance system • 健全的企業管治體系 	<ul style="list-style-type: none"> • Questionnaire survey • 問卷調查 	<ul style="list-style-type: none"> • Convene Shareholders' Meeting • 召開股東大會 	
	<ul style="list-style-type: none"> • Risk management and internal control • 風險管理和內部控制 	<ul style="list-style-type: none"> • Interview and teleconference • 面談及電話會議 	<ul style="list-style-type: none"> • Release periodical reports and temporary announcements • 發佈定期報告、臨時公告 	
	<ul style="list-style-type: none"> • Digital transformation of enterprises • 企業數碼化轉型 	<ul style="list-style-type: none"> • Investor forum and conference • 投資者論壇及會議 	<ul style="list-style-type: none"> • Hold performance briefing • 召開業績說明會 	
	<ul style="list-style-type: none"> • Open and transparent disclosure of information • 資訊披露公開透明 	<ul style="list-style-type: none"> • Shareholders' Meeting • 股東大會 	<ul style="list-style-type: none"> • Conduct internal review and risk assessment • 開展內部審計與風險評估 	
	<ul style="list-style-type: none"> • Arrange press interviews and communication for projects • 安排項目採訪和交流 	<ul style="list-style-type: none"> • Annual and interim reports • 年報及中期報告 	<ul style="list-style-type: none"> • Organize the board members to conduct research and investigation • 開展董事調研 	
	<ul style="list-style-type: none"> • Practice of national strategies • 踐行國家戰略 	<ul style="list-style-type: none"> • "Investor relationships" column on the official website • 官方網站「投資者關係」專欄 	<ul style="list-style-type: none"> • Improve communication with investors • 完善投資者溝通管道 	
	<ul style="list-style-type: none"> • Investment returns • 投資回報 	<ul style="list-style-type: none"> • On-site research • 調研訪問 		

ESG MANAGEMENT

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Stakeholders 持份者	Expectation and demand 期望與訴求	Communication method 溝通方式	Response method 回應方式	
Patients 患者	<ul style="list-style-type: none"> Improvement on quality and standards of medical services 提升醫療服務品質和水平 	<ul style="list-style-type: none"> Questionnaire survey 問卷調查 	<ul style="list-style-type: none"> Improve quality of diagnosis, treatment and service 提升診療和服務品質 	
	<ul style="list-style-type: none"> Medical safety 保障醫療安全 	<ul style="list-style-type: none"> Satisfaction survey 滿意度調查 	<ul style="list-style-type: none"> Develop construction of key disciplines 開展重點學科建設 	
	<ul style="list-style-type: none"> Reasonable price for medical service 醫療價格合理 	<ul style="list-style-type: none"> On-site research and communication 實地調研溝通 	<ul style="list-style-type: none"> Enhance regional integration and the development of medical consortium 加強區域一體化和醫聯體建設 	
	<ul style="list-style-type: none"> Patient satisfaction survey 開展患者滿意度調查 	<ul style="list-style-type: none"> Website and social media 網站及社交媒體 	<ul style="list-style-type: none"> Proactively deal with complaints and disputes 積極處理投訴糾紛 	
	<ul style="list-style-type: none"> Protection of the security and privacy of patient information 保障患者數據安全和私隱 	<ul style="list-style-type: none"> Client visits and interviews 客戶訪談 	<ul style="list-style-type: none"> Conduct medical treatment satisfaction survey 開展就診滿意度調查 	
	<ul style="list-style-type: none"> Improvement of complaint handling mechanism 完善投訴處理機制 		<ul style="list-style-type: none"> Ensure security of medical information 保障就診資訊安全 	
	<ul style="list-style-type: none"> Compliant and responsible marketing 合規負責營銷 		<ul style="list-style-type: none"> Build smart hospitals 開展智慧醫院建設 	
				<ul style="list-style-type: none"> Promote sci-tech innovation or introduce advanced technologies 科技創新、引進先進技術

Stakeholders 持份者	Expectation and demand 期望與訴求	Communication method 溝通方式	Response method 回應方式
Employees 員工	<ul style="list-style-type: none"> Equal and lawful employment 平等合法僱傭 	<ul style="list-style-type: none"> Questionnaire survey 問卷調查 	<ul style="list-style-type: none"> Establish a comprehensive remuneration and benefits system 建立完善的薪酬福利體系
	<ul style="list-style-type: none"> Talent attraction and retention 人才引進與留任 	<ul style="list-style-type: none"> Face-to-face communication 面談溝通 	<ul style="list-style-type: none"> Regularly hold workers' congress 定期召開職工代表大會
	<ul style="list-style-type: none"> Protection of employee benefits 保障員工福利 	<ul style="list-style-type: none"> Meetings 會議溝通 	<ul style="list-style-type: none"> Conduct employee training 開展員工培訓
	<ul style="list-style-type: none"> Equal promotion and training 平等晉陞與培訓 	<ul style="list-style-type: none"> Training 培訓會 	<ul style="list-style-type: none"> Regularly organize cultural and sports activities 定期組織文體活動
	<ul style="list-style-type: none"> Protection of employee health and safety 保護員工健康與安全 	<ul style="list-style-type: none"> Communication campaign 溝通活動 	<ul style="list-style-type: none"> Establish a comprehensive production safety guarantee system 建立完備的生產安全保障體系
	<ul style="list-style-type: none"> Humanistic care 人文關懷 		
	<ul style="list-style-type: none"> Democratic management 保障民主管理 		

ESG MANAGEMENT

ESG 管理

Stakeholders 持份者	Expectation and demand 期望與訴求	Communication method 溝通方式	Response method 回應方式
Suppliers/partners 供應商／合作夥伴	<ul style="list-style-type: none"> Fair competition 確保公平競爭 Integrity and mutual benefits 實現誠信互惠 Promotion of common progress 推動共同進步 Sustainable supplier management 供應商可持續管理 	<ul style="list-style-type: none"> Continuous direct communication 持續地直接溝通 Review and evaluation 審核及評估 Strategic cooperation 戰略合作 Digital management system 數碼化管理系統 	<ul style="list-style-type: none"> Abide by applicable laws and regulations 遵守適用的法律規例 Uphold the cooperation principle of mutual benefits and win-win results 堅持互惠互贏的合作原則 Build green supply chains 建設綠色供應鏈 Maintain healthy development of the industry 維護行業健康發展 Organize business cooperation training 開展業務合作培訓
Community/the public 社區／公益	<ul style="list-style-type: none"> Social welfare and charity 服務社會公益 Focus on climate change 關注氣候變化 Ecological environment protection 保護生態環境 Response to public incidents 應對公共事件 Promotion of medical service accessibility 促進醫療可及 Support for vulnerable groups 關注弱勢群體 	<ul style="list-style-type: none"> Public welfare activities 公益活動 Volunteer activities 志願服務 Care for special groups 關愛特殊群體 	<ul style="list-style-type: none"> Enhance community communication 加強社區溝通 Create job opportunities and boost local economic development 帶動就業和當地經濟發展 Provide free medical services, health education sessions, and organize volunteer activities 開展義診、健康科普講座和志願者活動 Commit to green operation and green office practices 堅持綠色營運及辦公

I. GREEN STEWARDSHIP FOR ECOLOGICAL SUSTAINABILITY

一、綠意守護·生態長青

CR Medical's core business is the operation of medical services, and the impact of its business activities on the environment and natural resources is primarily reflected in energy consumption, water consumption, the generation of medical and office waste, and carbon emissions during medical operations. The Company adheres to the philosophy of green and low-carbon development, continuously enhances its environmental management capabilities, and systematically promotes the efficient utilization of natural resources, energy conservation and carbon reduction retrofitting, standardized management of waste, and green office practices. We actively address climate-related risks and opportunities, strengthen the cultivation of environmental awareness among employees, and strive to build green hospitals, thereby contributing to the sustainable development of the healthcare industry.

(I) Environmental Management and Institutional Improvement

Strictly complying with the requirements of the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Environmental Impact Appraisal*, and other relevant laws and regulations, CR Medical continuously improves its environmental management system, comprehensively implements environmental impact assessment, environmental emergency management, and the Three Simultaneities system for environmental protection facilities, promotes the concept of green office, drives the continuous optimization of environmental management, and steadily improves environmental performance.

Through EHSQ risk classification and tiered management approach, the Company has completed environmental risk assessments for all directly-managed hospitals, conducted targeted special inspections and remediation efforts for solid waste, sewage, and other areas, performed specialized testing on online sewage monitoring equipment, and overseen the closure of compliance gaps related to qualification certificates, permits, and environmental hazards. During the reporting period, no environmental violations or incidents leading to criminal penalties occurred.

華潤醫療的核心業務為醫療服務營運，業務活動對環境及天然資源的影響主要體現為醫療營運過程中的能源消耗、水資源消耗、醫療廢棄物與辦公廢棄物產生、碳排放等。公司堅持綠色低碳發展理念，持續提升環境管理水平，統籌推進天然資源高效利用、節能減碳改造、廢棄物規範管理及綠色辦公實踐，積極應對氣候變化風險與機遇，強化員工環保意識培育，全力建設綠色醫院，為推動醫療行業可持續發展貢獻力量。

(一) 環境管理·制度完善

華潤醫療嚴格遵守《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》等法律規例要求，持續完善環境管理體系，全面落實環境影響評價、環境應急管理和環保設施「三同時」制度，倡導綠色辦公理念，推動環境管理持續優化，穩步改善環境績效。

公司透過EHSQ風險分級分類管理，完成對全部直管醫院的環境風險評估，針對性開展固體廢物、污水等專項排查整治，並對污水在線監測設備進行專項檢測，督導完成資質證照手續及環保隱患整改閉環。報告期內，未發生環境違規違法及入刑事件。

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1. Improvement of the environmental management system

CR Medical has established a top-down environmental management organizational system, with the EHSQ Committee serving as the core leadership, the EHSQ Department assuming supervisory and management responsibilities, and departments, including engineering department and logistics department of the Company, acting as the main bodies for implementation and support, forming an environmental management structure with clearly defined mandates and accountability. Leveraging this quality and safety management system, the Company has established multi-dimensional environmental control rules covering the entire hazardous waste management process, sewage treatment, and environmental protection facility operation and maintenance, and refined the environmental compliance management requirements for each process, ensuring the completeness and standardization of its institutional framework. A tiered and categorized environmental protection training system has been established, with regular specialized training sessions for environmental management personnel to enhance their professional competence.

1.1 Environmental risk management

CR Medical has established a graded assessment system for environmental incident risks. Focusing on core indicators such as chemical oxygen demand (COD) emissions and hazardous waste generation volume, the Company delineates high, medium, and low environmental risk levels, combined with management level assessments (Classes A, B, and C) to comprehensively determine comprehensive risk categories (Categories A, B, and C). For core environmental risks in daily operations, such as the leakage of hazardous chemicals, improper disposal of medical waste, and loss of radioactive sources, we deploy regular hazard inspections, dynamic monitoring and evaluation, and early warning mechanisms, increase the frequency of on-site supervision for high-risk institutions, conduct regular oversight for medium-risk institutions, and adopt a responsive management approach for low-risk institutions, achieving differentiated prevention and control for different risk categories. Through a triennial mechanism of "regular assessment and dynamic adjustments", the Company prevents environmental incidents at the source. During the reporting period, no major environmental emergencies occurred.

1. 健全環境管理體系

華潤醫療構建自上而下的環境管理組織體系，以EHSQ委員會為領導核心，品質安全管理部承擔監督管理職責，工程、後勤等部門作為執行保障主體，形成權責清晰的環境管理架構。依託品質安全管理制度搭建起覆蓋危險廢物全流程管理、污水處理、環保設施運維等多維度的環境管控規則，細化各環節環保合規管理要求，保障制度建設的完整性和規範性。構建分層分類的環保培訓體系，定期組織環保管理人員專題培訓，提升環保隊伍專業能力。

1.1 環境風險管理

華潤醫療建立環境事件風險分級評估體系，針對化學需氧量排放、危險廢物產生量等核心指標，劃定高、中、低三級環境風險，並結合管理水平評定A、B、C三類管理等級，綜合確定甲、乙、丙三類綜合風險類別。針對日常營運中危險化學品洩漏、醫療廢物違規處置、放射源遺失等核心環境風險，部署定期隱患排查、動態監測評估與預警機制。針對高風險機構增加現場督導頻次，對中風險機構開展常態化監督，對低風險機構以響應式管理為主，實現對不同風險類別的差異化防控。透過每三年一次「定期評估+動態調整」機制，從源頭上預防環境事件發生。報告期內，公司未發生突發重大環境事件。

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1.2 Environmental emergency management

CR Medical has established a two-tier (headquarters — member units) contingency plan system for environmental emergencies, improving the emergency response mechanism. Responses are carried out under the principles of “prevention first, unified leadership, and territorial coordination”. The Comprehensive Contingency Plan for Environmental Emergencies has been developed to address atmospheric, water, soil, and radiation-related environmental incidents, clearly defining the organizational structure, responsibilities, response procedures, and handling standards. Environmental incidents are categorized into four levels and three corresponding response tiers, and emergency response capabilities are enhanced through measures such as tiered reporting, pre-positioning of emergency supplies, and emergency drills.

1.3 Environmental management system

CR Medical has established a hospital environmental management system platform to evaluate and record the compliance status of all directly-managed hospitals and affiliated grassroots hospitals concerning environmental impact assessments, pollutant discharge and drainage permits, online monitoring, and routine monitoring. The Company has also developed an online radioactive equipment review system to conduct online audits of various radiation therapy and diagnostic equipment, test results, and radiation safety qualifications across its hospitals, thereby strengthening the management of radioactive medical devices.

1.2 環境应急管理

華潤醫療建立總部 — 成員單位兩級突發環境事件應急預案體系，完善突發環境事件應急處置機制，按照「預防為主、統一領導、屬地聯動」原則開展處置。針對大氣、水、土壤及輻射類環境事件編製《突發環境事件綜合應急預案》，明確組織機構、職責分工、響應流程與處置標準，按嚴重程度分為四級事件、三類響應等級，並透過分級報告、物資前置、應急演練等措施提升應急處置能力。

1.3 環保管理系統

華潤醫療建立醫院環保管理系統平台，實現對各直管醫院及下屬基層醫院的環境影響評估、排污排水許可、在線監測以及日常監測等合規情況的評估和備案；研發放射設備在線審核系統，對各醫院各類放射診療設備、檢測結果、輻射安全資質進行在線審核，強化放射性器械管理。

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Indicator 指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Total environmental investment 環保總投入	RMB10,000 萬元	2,155.38	2,354.07	2,063.18
Energy conservation and emission reduction investment 節能減排投入	RMB10,000 萬元	403.81	603.16	267.91
Number of environmental protection training 環保培訓次數	Time 次	110	–	–
Number of environmental protection training participants 環保培訓覆蓋人次	Person-time 人次	4,050	–	–
Number of environmental protection public welfare activities 環保公益活動次數	Time 次	57	–	–
Number of environmental violations 環境違規事件發生數	Time 次	0	0	0
Number of environmental violations leading to criminal penalties 環保違法違規入刑事件數	Time 次	0	0	0

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2. Implementation of environmental management certification

CR Medical strictly adheres to ecological and environmental protection requirements, continuously promotes the environmental management system audit and certification of directly-managed hospitals, and enhances the compliance and operational level of environmental management through third-party certification. Concurrently, in infrastructure project management, the Company prioritizes the use of environment-friendly materials, such as low-volatile organic compound (VOC) coatings, non-toxic and non-hazardous adhesives, eco-friendly antimicrobial latex paints, polyvinyl chloride (PVC) adhesives, and recyclable building materials with Green Product Certification or China Environmental Labeling Product Certification, minimizing environmental impact at the source.

2. 落實環境管理認證

華潤醫療嚴格落實生態環境保護要求，持續推動直管醫院開展環境管理體系審核與認證，透過第三方認證提升環境管理合規營運水平。同時，在基建項目管理中，優先選用獲得綠色產品認證、中國環境標誌產品認證的低揮發性有機化合物(VOC)塗料、無毒無害的膠黏劑、環保型抗菌乳膠漆和PVC膠及可回收建築材料等環保型材料，從源頭降低環境影響。

Indicator 指標	2025 2025年
Cumulative number of organizations with ISO 14000 Environmental Management System Certification 累計獲得ISO14000環境管理體系認證的個數	Two hospitals: General Hospital of Mining Industry Group Fuxin, and Guangdong CEEC Power Hospital 2個：阜新礦總醫院、廣東中能建電力醫院

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3. Promotion of green office practices

CR Medical advocates for green and low-carbon office practices, and organizes all employees to participate in thematic activities such as Energy Conservation Publicity Week and National Low-Carbon Day, and educates employees on energy conservation and carbon reduction practices, including saving electricity and water, through various formats including online courses and on-site educational activities. The Company promotes a “paperless + intelligent” management model, accelerating the in-depth application of electronic medical record systems to reduce paper consumption; promotes video conferencing to minimize unnecessary business travel, thereby reducing carbon emissions and energy consumption associated with transportation; installs new electric vehicle charging stations at member units, encouraging employees to use electric vehicles and public transportation for commuting; installs higher-efficiency air conditioners, LED smart lighting, and water-saving sanitary fixtures, and implements time-specific and zone-based power management, reducing energy and resource consumption; actively promotes the use of office supplies made from recycled materials and the use of biodegradable plastic bags; implements waste classification within its facilities, fostering a positive atmosphere of employee participation and collaborative green development.

3. 推行綠色辦公

華潤醫療倡導綠色低碳辦公理念，組織全員參與節能宣傳周、全國低碳日等主題活動。透過線上課程、線下科普等形式向員工普及節約用電用水等節能降碳知識與實踐路徑。公司推行「無紙化+智能化」管理模式，加速電子病歷系統的深度應用，減少紙張消耗；推廣視頻會議，減少非必要公務差旅，降低交通出行產生的碳排放與能源消耗；在成員單位新建充電樁，鼓勵員工使用電動汽車和公共交通通勤；透過更換高能效等級空調、LED智能照明、節水衛生器具及實施分時分區用電管理，降低能源資源消耗；積極推廣使用再生材料製成的辦公用品，推行使用可降解塑膠袋；實施院內垃圾分類，營造全員參與、綠色共建的良好氛圍。

Indicator 指標	Unit 單位	2025 2025年	2024 2024年
Office electricity consumption 辦公用電量	kWh 千瓦時	92,893.35	83,626.76
Office water consumption 辦公用水量	m ³ 立方米	143¹	354
Number of video conferences 視頻會議次數	Time 次	2,307	440

¹Note: From May 2024 to December 2025, a malfunction in the property's water meter resulted in the water consumption data for 2024 and 2025 being lower than the actual usage.

¹註：2024年5月起至2025年12月，物業水計量錶故障，導致2024年及2025年用水量數據較實際用水量偏少。

4. Ecological environment protection

CR Medical strictly implements its primary responsibility for ecological and environmental protection, conducts a full-process environmental impact assessment for new construction or renovation projects at the hospitals, ensures all projects undergo environmental impact analysis in accordance with national and local environmental impact assessment laws and regulations, and entrusts qualified third-party professional institutions to carry out relevant environmental analysis, prediction, and evaluation. During the site selection, planning, and construction phases, the Company also fully considers and takes measures to avoid ecologically sensitive areas, minimizing the impact of construction activities on surrounding vegetation, soil, water bodies, and biological habitats. We have formulated specific management and control plans for core environmental risks, such as medical waste disposal, sewage discharge, and radiation protection. We have also used smart monitoring equipment for real-time monitoring of discharge indicators, safeguarding regional ecological balance through compliant and refined environmental management.

(II) Resource Conservation and Energy Efficiency Enhancement

CR Medical has consistently prioritized resource conservation and energy efficiency enhancement as core measures of green operations, deeply integrating them into the entire process of hospital construction, medical services, and daily operations. Through systematic energy conservation and carbon reduction initiatives, scientific resource allocation, and circular economy development, the Company continuously improves operational energy efficiency and reduces resource consumption.

4. 保護生態環境

華潤醫療嚴格落實生態環境保護主體責任，對新建、改建醫院項目執行全流程環境影響評價管理，所有項目均按照國家及地方環評規例要求，委託第三方專業機構開展環境影響分析、預測與評估，在項目選址、規劃建設階段充分考量並規避生態敏感區域，最大限度降低工程建設對周邊植被、土壤、水體及生物棲息環境的擾動。重點針對醫療廢物處置、污水排放、輻射防護等核心環境風險制定專項管控方案，並透過智慧化監測設備實時監控排放指標，以合規化、精細化環境管理守護區域生態平衡。

(二) 資源節約·能效提升

華潤醫療始終將資源節約與能效提升作為綠色營運的核心舉措，深度融入醫院建設、診療服務及日常營運全流程。透過系統化節能降碳舉措、科學化資源配置和發展循環經濟，持續提升營運能效、減少資源消耗。

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1. Water resource management

CR Medical primarily obtains water from municipal water supply systems, without experiencing major issues such as water scarcity, substandard water quality, or supply interruptions. The Company has established a management system covering the entire water resource lifecycle, defining water management responsibilities at all levels, and requiring member units to formulate relevant management policies. We strictly comply with requirements such as water abstraction permits and pollutant discharge permits, coordinate specialized water resource inspections, and facilitate the upgrading and renovation of sewage treatment facilities at some member units to achieve water recycling. In 2026, the Company remains committed to improve the efficiency of water utilization, with the goals of following the relevant water usage compliance standards, adopting scientific method in water usage, and making use of recycled water, aiming to reduce its operational water consumption footprint.

1. 水資源管理

華潤醫療主要依賴市政供水系統獲取水資源，目前未出現水源短缺、水質不達標或供應中斷等重大問題。公司建立涵蓋水資源全流程的管理體系，明確各層級水資源管理職責，要求成員單位制訂相關管理制度。嚴格執行取水許可、排污許可等合規要求，統籌開展水資源專項排查，推動部分成員單位完成污水處理設施升級改造，實現水資源循環利用。2026年，公司致力於提升水資源利用效率，以合規用水、科學用水、循環用水為目標，致力於降低營運用水負荷。

Indicator ² 指標 ²	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Fresh water consumption 新鮮水耗用量	10,000 m ³ 萬立方米	392.4749	366.9177	399.7091
Fresh water consumption per RMB10,000 operating revenue 萬元營業額新鮮水耗用量	m ³ /RMB10,000 立方米/萬元	4.25	3.72	3.95
Recycled water consumption 循環用水量	m ³ 立方米	12.5	11.84	0

Indicator 指標	Unit 單位	2025 2025年	2024 2024年
Hazardous medical wastewater treated volume 有害醫療廢水處置量	10,000 tonnes 萬噸	304.8502	312.0217
Hazardous medical wastewater treatment rate 有害醫療廢水處置率	%	100	100

²Note: Since 2023, CR Medical has acquired 36 medical institutions from LR & JE projects and included them in the statistical scope.

²註：2023年起，華潤醫療收購遼健和江能項目36家醫療機構，並將其納入統計口徑。

2. Energy management

CR Medical continues to implement energy conservation and emission reduction assessment targets, conducts energy consumption and conservation analyses based on the actual energy use of member units, calculates and decomposes assessment targets, and incorporates them into the annual performance contracts of member units. Hospital data is collected and audited monthly, target completion is analyzed quarterly, and feedback is provided during monthly working meetings. Training on data indicator collection is provided to newly integrated hospitals, and data accuracy is regularly supervised. On this basis, energy consumption analyses are completed quarterly, best practices are summarized, and hospital energy conservation and carbon reduction management practices are shared. In 2025, the comparable-price comprehensive energy consumption per RMB10,000 yuan of industrial output of CR Medical decreased by 10% compared with 2020 and by 7% compared with 2024. The comparable-price comprehensive energy consumption per RMB10,000 yuan of value-added decreased by 8% compared with 2020, affected by revenue, it rose by 0.4% compared to 2024. Moving forward, the Company will continue to strengthen refined energy management and control, accelerate the application of energy-saving technologies, and improve energy efficiency.

2. 能源管理

華潤醫療持續落實節能減排考核目標，結合各成員單位用能實際，開展用能節能分析，計算分解考核目標，納入各成員單位年度績效考核合約。每月收集審核醫院數據，每季度分析指標完成情況，並在月度工作例會上分析反饋。對新併入醫院進行數據指標統計培訓，定期督導數據準確性。在此基礎上每季度完成用能分析，總結優秀做法，分享醫院節能減碳管理實踐。2025年，萬元產值可比價綜合能耗較2020年下降10%，較2024年下降7%；萬元增加值可比價綜合能耗較2020年下降8%，受國家診療、檢驗檢查次均費用大幅下降影響，導致營收下降幅度較大，較2024年上升0.4%。未來，公司將持續強化能源精細化管控，加快節能技術應用，提高能源利用效率。

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CR Medical convenes hospital energy conservation and carbon reduction technology application exchange meetings and hospital energy use analysis seminars to thoroughly analyze hospital energy consumption characteristics, benchmarks against successful cases and energy conservation achievements in the industry, and extracts replicable and scalable energy conservation experiences. The meeting clarifies applicable energy-saving and carbon-reduction technologies, quantifies expected energy-saving and carbon-reduction outcomes, and selects hospitals as demonstrative model and to be prioritized for the implementation of equipment and technology upgrades, digital control platform development, and management behavior guidance. In 2025, six member units achieved a year-on-year decrease in comprehensive energy consumption. CR & WISCO General Hospital, Fukuang General Hospital, and Beijing Jiangong Hospital took the lead in piloting intelligent facility monitoring and management systems, leveraging IoT sensing technology to collect real-time data on power supply systems, elevator machine rooms, building room temperatures, and other key parameters, enabling intelligent energy identification and dynamic early warning, resulting in a year-on-year reduction of 3 GWh in electricity consumption.

華潤醫療召開醫院節能減碳技術應用交流會議及醫院能源使用分析專題研討會，深入分析醫院用能特徵，對標行業醫院成功案例及節能成效，提煉可複製推廣的節能經驗。會議明確適用的節能減碳技術、量化預期節能減碳成效，並遴選可優先推進實施的示範醫院，開展設備技術升級、數碼化管控平台建設與管理行為引導。2025年，6家成員單位綜合能耗實現同比下降，華潤武鋼總醫院、撫礦總醫院、北京市健宮醫院率先試點應用設施智能化監控管理系統，透過物聯網感測技術實時採集供電系統、電梯機房、建築室溫等關鍵數據，實現用能智能識別與動態預警，用電量同比減少300萬千瓦時。

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Indicator ³ 指標 ³	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Total energy consumption 能源總耗用量	MWh	252,286.41	256,906.54	293,041.12
Gasoline 汽油	MWh	1,863.24	2,318.12	3,247.68
Diesel 柴油	MWh	1,642.73	1,687.21	2,049.02
Natural gas 天然氣	MWh	19,458.14	23,746.64	48,140.73
Liquefied petroleum gas ⁴ 液化石油氣 ⁴	MWh	135.76	146.92	174.59
Purchased electricity 外購電力	MWh	112,905.58	111,262.55	136,983.80
Comprehensive energy consumption per RMB10,000 revenue 萬元營收綜合能耗	tce/RMB10,000 公噸標煤/萬元	0.0336	0.0320	0.0414
Renewable energy electricity consumption 可再生能源用電量	MWh	2,837.782	–	–

³Note: Note: Since 2023, CR Medical has acquired 36 medical institutions from LR & JE projects and included them in the statistical scope.

⁴Note: Since 2023, member units have optimized their energy mix, and reduced the consumption of liquefied petroleum gas.

³註：2023年，華潤醫療收購遼健和江能專案36家醫療機構，並將其納入統計口徑。

⁴註：自2023年起，成員單位優化能源使用結構，降低液化石油氣消耗量。

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3. Waste management

CR Medical adheres to the combination of source prevention, process control, and terminal treatment, strictly implements all requirements for pollutant management, focuses on refined control in core areas such as medical wastewater, medical waste, radiation safety, and gas air emission, ensures all types of pollutants are being disposed under safe, and efficient management in accordance with the relevant laws and regulations, thereby establishing a robust environmental safety defense line through substantive pollution control measures.

3.1 Air emission management

CR Medical strictly complies with the Atmospheric Pollution Prevention and Control Law of the People's Republic of China and other relevant laws and regulations, implements detailed control measures in order to achieve the relevant emission target; coordinates specialized ecological and environmental protection inspections, focuses on hazard identification and rectification of facilities such as gas boilers and waste gas collection devices at sewage treatment stations, ensures the stable operation of waste gas treatment facilities; promotes the use of digital systems by member units to meticulously control energy consumption from high-energy-use processes, such as electricity and natural gas, thereby reducing energy consumption and waste gas generation at the source. The level of air emissions of 2026 is expected to remain the same as 2025.

3. 廢物管理

華潤醫療堅持源頭防控、過程管控、末端治理相結合，嚴格落實污染物治理各項要求，重點圍繞醫療污水、醫療廢物、輻射安全、廢氣等核心領域實施精細化管控，確保各類污染物依法合規、安全高效處置，以紮實的污染治理舉措築牢環境安全防線。

3.1 廢氣排放管理

華潤醫療嚴格遵守《中華人民共和國大氣污染防治法》等法律規例要求，細化落實多項管控措施：統籌開展生態環境保護專項排查，重點對燃氣鍋爐、污水處理站廢氣收集裝置等設施進行隱患排查整治，確保廢氣處理設施穩定運行；推動成員單位應用數碼化系統精細化管控用電、燃氣等高耗能環節，從源頭減少能源消耗與廢氣產生。2026年廢氣排放量計劃與2025年持平。

Indicator and target 指標及目標	Target progress 目標進展
100% compliance rate for air emissions 廢氣合規排放率 100%	Achieved 已達成
Air emissions per RMB10,000 of operating revenue in 2025 decreased by 2% compared to 2022 萬元營業收入廢氣排放量2025年較2022年度下降2%	Achieved 已達成

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3.2 Wastewater discharge management

CR Medical strictly complies with the Water Pollution Prevention and Control Law of the *People's Republic of China*, the Regulations on the Administration of Pollutant Discharge Permits, and other relevant laws and regulations, and promotes the formulation of Regulations on Hospital Wastewater Management across hospitals, establishing a full-process control system for medical wastewater. Sewage and the excrement of patients with infectious diseases are being processed using specialized disinfection equipment to ensure compliance with relevant standards before discharging through online monitored pipelines. A comprehensive management ledger is maintained, accurately recording data such as wastewater generation volume, treatment processes, and discharge concentrations. Sewage treatment facilities are upgraded, and targeted inspections and rectifications of environmental issues are conducted, achieving 100% compliance in wastewater discharge throughout the year. The level of wastewater discharge of 2026 is expected to remain the same as 2025.

3.2 廢水排放管理

華潤醫療嚴格遵守《中華人民共和國水污染防治法》《排污許可管理條例》等法律規例要求，推進各醫院制訂《醫院污水管理制度》，建立醫療廢水全流程管控體系。污水及傳染病人排泄物經專用消毒設備處理，確保達標後透過在線監測管網排放。建立完善管理台賬，如實記錄廢水產生量、處理工藝、排放濃度等數據，升級污水處理設施，專項排查整改環保問題，全年廢水排放100%合規。2026年廢水排放量計劃與2025年持平。

Indicator and target 指標及目標	Target progress 目標進展
100% compliance rate for wastewater discharge 廢水合規排放率 100%	Achieved 已達成
Wastewater discharge per RMB10,000 of operating revenue decreased by 2% compared to 2022. 萬元營業收入廢水排放量較2022年度下降2%	Achieved 已達成

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3.3 Solid waste management

CR Medical handles medical waste in strict accordance with regulations such as the Regulations on the *Administration of Medical Wastes and the Hospital Hazardous Waste Hazard Identification Manual*. Medical waste is collected by category, transported in sealed vehicles by designated personnel to temporary storage areas, labelled with standardized identification signs, and regularly transferred to qualified third parties for disposal, while a complete traceability mechanism covering “generation, classification, temporary storage, and transport” is established. For domestic waste, the Company has issued the Regulations on Household Waste Classification Management, installed classified recycling bins, promoted domestic waste classification, and engaged qualified third parties for disposal. In 2026, we will strictly enforce compliance management throughout the entire medical waste disposal process, accelerate the improvement of non-hazardous waste reduction management, refine waste classification management and improve disposal efficiency, reduce the intensity of hazardous medical waste per unit of output and continuously enhance environmental management effectiveness.

3.3 固體廢物管理

華潤醫療嚴格按照《醫療廢棄物管理制度》《醫院危險廢物隱患排查手冊》等規範處理醫療廢物。按類別分類收集，由專人採用專用車輛密閉運送至暫存間，張貼規範識別標誌，定期移交具資質的第三方處置，並建立「產生—分類—暫存—轉運」全流程台賬；在生活垃圾處理方面，制訂《生活垃圾分類管理制度》，設置分類回收箱，推廣生活垃圾分類，並委託具相關資質的第三方處置。2026年，公司將嚴格落實醫療廢棄物全流程合規管理，持續推進有害醫療廢棄物源頭減量、分類精細化管理與處置效率提升，降低單位產出有害醫療廢棄物強度，不斷提升環境管理效能。

Indicator and target 指標及目標	Target progress 目標進展
15% reduction in hazardous medical waste generation per RMB10,000 of operating revenue in 2025 compared to 2021 萬元營業收入有害醫療廢棄物2025年較2021年下降15%	Achieved 已達成

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Indicator ⁵ 指標 ⁵	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Nitrogen oxides (NO _x) emissions 氮氧化物(NO _x)排放量	Tonne 公噸	8.0359	9.1656	11.4335
Sulfur oxides (SO _x) emissions 硫化物(SO _x)排放量	Tonne 公噸	0	0	-
Particulate matter (PM) emissions 懸浮顆粒物(PM)排放量	Tonne 公噸	0.2995	0.3021	0.3167
Total discharge of hazardous medical waste 有害醫療廢棄物排放總量	Tonne 公噸	2,338.308	2,271.94	2,574.03
Handling amount of hazardous medical waste per RMB10,000 of operating revenue 萬元營收有害醫療廢棄物總量	Tonne/RMB10,000 公噸/萬元	0.0025	0.0023	0.0025
Total hazardous waste generated 有害廢棄物產生量	Tonne 公噸	2,338.308	2,272.9349	-
Total discharge of hazardous waste 有害危險廢棄物排放總量	Tonne 公噸	2,338.308	2,272.9349	-
Total discharge of non-hazardous waste 無害廢棄物排放總量	Tonne 公噸	8,850.7808	8,417.81	10,403.36
Handling amount of non-hazardous medical waste per RMB10,000 of operating revenue 萬元營收無害醫療廢棄物總量	Tonne/RMB10,000 公噸/萬元	0.0096	0.0085	0.0103
Total amount of recycled waste 廢棄物回收總量	Tonne 公噸	803.33	681.12	601.14
Waste reused volume 廢棄物循環利用量	Tonne 公噸	789	580.9064	-
Discharge amount of wastewater 廢水排放量	m ³ 立方米	3,048,502	3,120,217	3,480,800
Discharge amount of wastewater per RMB10,000 of operating revenue 萬元營收廢水排放量	Tonne/RMB10,000 公噸/萬元	3.2995	3.1662	3.4438

⁵Note: Note: Since 2023, CR Medical has acquired 36 medical institutions from LR & JE projects and included them in the statistical scope.

⁵註：2023年起，華潤醫療收購遼健及江能項目36家醫療機構，並將其納入統計口徑。

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4. Green materials planning

CR Medical adheres to a full lifecycle management approach, and fully commits to upgrade the packaging materials towards greener alternatives. Driven by both institutional frameworks and technological innovation, the Company has established a comprehensive management system covering procurement, use, and recycling. Member units are required to prioritize the use of biodegradable and recyclable eco-friendly packaging materials, establish mechanisms for the segregated recycling of paper, plastics, and other materials, and monitor the effectiveness of recycling in real-time via the EHS system. Through diversified communication methods, such as electronic displays in canteens, targeted posts on official social media accounts, and reminder signage in clinic areas, we guide employees and patients to voluntarily reduce the use of non-essential packaging, including disposable meal containers and plastic bags, thereby promoting the reduction and greening of packaging materials.

4. 物料綠色化規劃

華潤醫療堅持全生命周期管理，全力推進包裝物料綠色化升級，以制度約束與技術創新為雙輪驅動，搭建涵蓋採購、使用、回收的全鏈條管理體系。要求各成員單位優先選用可降解、可循環利用的環保包裝物料，建立紙箱、塑膠等分類回收機制，依託EHS系統對回收成效實施實時監控。透過飯堂電子屏幕、公眾號專題推送、診區標語提示等多元化宣傳方式，引導員工與病人主動減少一次性餐盒、塑膠袋等非必要包裝使用，推動包裝減量化、綠色化落地。

Indicator 指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Total consumption of packaging materials used for finished products 耗用製成品所用包裝材料總量	Tonne 公噸	498.3	471.2864	291
Total consumption of packaging material consumption per RMB10,000 of operating revenue 萬元營收包裝材料總耗用量	Tonne/RMB10,000 公噸/萬元	0.00054	0.00048	0.00029
Total consumption of paper-based packaging materials 紙質類包裝材料總量	Tonne 公噸	124.1	122.4594	89
Total consumption of glass packaging materials 玻璃類包裝材料總量	Tonne 公噸	122.6	127.08	102
Total consumption of metal materials 金屬類消耗材料總量	Tonne 公噸	29.3	29.555	16
Total consumption of plastic materials 塑膠類消耗材料總量	Tonne 公噸	197.4	192.192	87

(III) Climate Change Response and Risk and Opportunity Assessment

The severe challenges posed by climate change to the ecological environment, public health, and sustainable social development are increasingly prominent. As a responsible enterprise deeply rooted in the healthcare sector, CR Medical actively explores the intrinsic link between climate change and public health, and proactively integrates climate risk response and low-carbon development into corporate strategy and full operational processes.

1. Enhancing climate risk governance

The Board places a high priority on climate related risks management, receives reports from functional departments on the risks and opportunities arising from climate change on production and operations, conducts corresponding reviews, and supervises these departments in refining climate risk analysis and response strategies, continuously strengthening the Company's resilience in addressing climate challenges. The company has established a multi-departmental climate risk response system and implemented the "Emergency Response Plan for Sudden Environmental Incidents." Upon identifying relevant risks, hospitals are notified in a timely manner, and corresponding levels of emergency response are executed based on the severity of the incident.

Board members participate in exchange activities for the Group's low-carbon and net-zero carbon construction projects irregularly, acquire knowledge on Dual Carbon management and application cases of energy-saving and carbon-reduction technologies, exchange experiences on low-carbon and net-zero carbon project construction with various business units, and learn about energy-saving and carbon-reduction technologies applicable to hospitals, thereby continuously building the Board's expertise in overseeing climate-related risks and opportunities.

(三) 氣候應對·風險及機遇評估

氣候變化對生態環境、公共衛生與社會可持續發展帶來的嚴峻挑戰日益凸顯。作為深耕醫療健康領域的責任企業，華潤醫療積極探索氣候變化與公眾健康的內在關聯，主動將氣候風險應對與低碳發展融入企業戰略及營運全流程。

1. 完善氣候風險治理

董事會高度重視並負責氣候風險管理，聽取職能部門有關氣候變化對生產經營帶來的風險和機遇匯報，並相應進行檢討，監督職能部門完善氣候風險分析及應對策略制定，持續強化公司應對氣候挑戰的韌性。建立多部門參與負責的氣候風險應對體系，落實《突發環境事件應急預案》。識別到相應風險及時通知到成員醫院，按照事件程度，執行相應級別的應急回應。

董事不定期參與集團低碳零碳建設項目交流活動，學習「雙碳」管理知識與節能降碳技術應用案例，與各業務單元交流溝通低碳零碳項目建設經驗，了解適用醫院的節能降碳技術，以持續建立董事會監督氣候相關風險和機遇的技能。

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The Party Committee conducts specialized studies on General Secretary Xi Jinping's important speech on the development of new energy, clarifies the need to promote the application of new energy-saving and carbon-reduction technologies across all units, conducts research on energy management platform development, assesses industry energy-saving and carbon-reduction technologies and hospital energy usage, advances the construction of green hospitals, and coordinates hospitals to adopt measures, including technological retrofitting and energy management platform development, to facilitate energy conservation, emission reduction, and carbon reduction synergy.

2. Formulating climate change strategies

Highly prioritizing climate-related risks and opportunities and their impact on medical service models, energy costs, and long-term operations, the Board of CR Medical integrates climate-related initiatives, such as energy conservation, carbon reduction, and green hospital construction, into the Group's sustainable development strategy, ensuring that decisions both maintain the stable operation of medical services and align with the Group's low-carbon development goals and stakeholder concerns. The company includes environmental and climate impacts as part of its project investment due diligence.

The Company has conducted a dedicated research project titled Research on Energy-Saving and Carbon-Reduction Technologies and Projects in Hospitals, analyzing three years of data with over 400 energy consumption indicators from 42 hospitals, along with practical case studies from over 20 energy management organizations and more than 60 hospitals in the industry. The research has identified directions for technological retrofitting in hospitals for energy conservation and carbon reduction, and selected suitable technologies and energy management solutions, laying the groundwork for supporting hospitals in their energy-saving and carbon-reduction retrofitting efforts.

黨委專題學習習近平總書記關於新能源發展的重要講話精神，明確要推動各單位節能降碳新技術的應用，透過開展能源管理平台建設調研，掌握行業節能降碳技術和醫院用能現況，推進綠色醫院建設；統籌各醫院採取技術改造、能源管理平台建設等措施，促進醫院節能減排、降碳協同增效。

2. 制定氣候變化策略

華潤醫療董事會高度重視氣候相關風險與機遇，以及對醫療服務模式、能源成本及長期營運的影響，將節能降碳、綠色醫院建設等氣候相關舉措融入集團可持續發展戰略，確保決策既保障醫療服務穩定運作，又符合集團低碳發展與持份者關切。公司將環境及氣候影響作為專案投資盡調的內容。

華潤醫療開展「醫院節能降碳技術項目研究」專題調研，調研42家醫院400餘項能耗指標的3年數據，以及20餘家能源管理機構和60餘家行業醫院實踐案例，明確了醫院的節能降碳技術改造方向，遴選出適配技術和能源管理方案，為下一步支持醫院做好節能降碳技術改造奠定基礎。

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CR Medical continuously monitors meteorological information across all regions, and promptly issues natural disaster risk alerts and weather warnings to member units. Throughout the year, the Company issued 78 weather alerts for heavy rain, typhoons, flooding, temperature drops, and heavy snow. In response to extreme weather events, we diligently urge hospitals in affected regions to implement preparedness measures, maintain relevant facilities, stockpile emergency supplies, and organize emergency response teams. Particularly during typhoons or flooding, the Company collects information on casualties, property damage, and emergency response from its hospitals 24/7 and reports relevant data periodically.

Combining the operational characteristics of the healthcare industry with green development practices, CR Medical systematically identifies physical risks, transition risks, and potential transition opportunities arising from climate change, clarifies the impacts and associated time dimensions of these risks and opportunities, and defines the time dimensions for climate-related strategies as short term (1 year), medium to long term (5 years), and long term (over 5 years). These are closely linked to the scope of strategic decision-making planning, enabling the active formulation of targeted management and response measures, and continuously enhancing climate risk resilience and low-carbon transition capabilities.

華潤醫療持續密切關注各區域氣象資訊，適時向成員單位發佈自然災害風險提示及氣象預警。全年發佈暴雨、颱風、洪澇、降溫、降雪等氣象警示資訊78次。針對極端天氣情況，全力督促相關區域醫院落實防範工作，做好相關設施維護、應急物資儲備及應急隊伍組建。特別是在颱風或洪澇期間，24小時不間斷收集醫院人員傷亡、財產損失及應急處置情況，定期呈報相關資訊。

結合醫療行業營運特性與綠色發展實踐，華潤醫療系統識別氣候變化引發的物理風險、轉型風險及潛在轉型機遇，明確各類風險與機遇帶來的影響及相關的時間維度，將氣候相關策略的時間維度定義為：短期（1年）、中長期（5年）、長期（5年以上），有關時間維度定義與華潤醫療戰略決策規劃範圍緊密掛鉤，積極制定針對性管控與應對措施，持續提升氣候風險抵禦能力與低碳轉型水平。

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Risk type 風險類型	Risk description 風險描述	Impact timeframe 影響時間	Response strategies 應對策略
Physical risk 物理風險	Acute risk 急性風險	Short term 短期	<p>Integrate climate resilience into the design of new hospital construction and renovation projects; 將氣候韌性納入醫院新建、改建全流程設計；</p> <p>Improve emergency plans for extreme weather, ensuring adequate backup power, water, and medical supplies; 完善極端天氣應急預案，備足應急電源、水源與醫療物資；</p> <p>Enhance protective infrastructure against flooding, waterlogging, and heat within hospital premises. 強化院區防洪、排澇、降溫等防護設施建設。</p>
	Chronic risk 慢性風險	Medium term, long term 中期、長期	<p>Promote precision management of water and electricity usage alongside energy-saving retrofits; 推進水、電精細化管控與節能改造；</p> <p>Establish water recycling systems; 建立水資源循環利用系統；</p> <p>Optimize public health service capabilities based on climate-health trends. 結合氣候健康趨勢，優化公共衛生服務能力。</p>

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Risk type 風險類型	Risk description 風險描述	Impact timeframe 影響時間	Response strategies 應對策略
Transition risk 轉型風險	<p>Policy and compliance risk 政策合規風險</p> <p>Stricter regulations on carbon emissions, energy caps, and carbon disclosure could lead to penalties or project approval restrictions if unmet. 碳排放和能耗限額、碳資訊披露等監管政策趨嚴，未及時達標可能面臨處罰、項目審批受限。</p>	Short term, medium to long term 短期、中長期	<p>Closely follow updates on national and local low-carbon and environmental policies; 緊跟國家及地方低碳、環保政策更新；</p> <p>Develop an intelligent energy and carbon management platform; 建立能碳智慧管理平台；</p> <p>Complete climate-related disclosures as required by regulators. 按監管要求完成氣候相關資訊披露。</p>
Market and cost risk 市場成本風險	<p>Volatility in traditional energy prices and rising costs for green building materials and low-carbon equipment. 傳統能源價格波動、綠色建材與低碳設備採購成本上升。</p>	Short term, medium to long term 短期、中長期	<p>Optimize the energy mix to reduce dependence on traditional energy sources; 優化能源結構，降低傳統能源依賴；</p> <p>Implement centralized green procurement to control low-carbon retrofitting costs; 推行集中綠色採購，控制低碳改造成本；</p> <p>Establish a differentiated green hospital brand advantage. 打造綠色醫院差異化品牌優勢。</p>

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Risk type 風險類型	Risk description 風險描述	Impact timeframe 影響時間	Response strategies 應對策略
Technological obsolescence risk 技術迭代風險	High-energy medical equipment, heating, ventilation and air conditioning (HVAC) systems, and building facilities face obsolescence; insufficient application of low-carbon and smart energy-efficient technologies leads to lower operational efficiency and higher transition costs. 高耗能醫療設備、暖通、建築設施面臨淘汰；低碳、智慧能效技術應用不足，導致營運能效偏低、轉型成本增加。	Medium to long term 中長期	Gradually replace equipment with energy-efficient medical and HVAC alternatives; 逐步替換節能型醫療及暖通設備； Deploy smart energy and carbon monitoring management systems; 部署智慧能碳監測管理系統； Prioritize low-carbon and environment-friendly building materials and technologies. 優先採用低碳環保建材與技術。
Reputation risk 聲譽責任風險	As a major healthcare SOE, inadequate climate action and lagging green operations could harm its social responsibility image and public trust. 作為醫療央企，氣候應對不力、綠色營運滯後，將影響社會責任形象與公眾信任度。	Medium to long term 中長期	Systematically implement climate action and green operation practices; 系統化開展氣候行動與綠色營運實踐； Strengthen ESG disclosures and stakeholder communication; 加強 ESG 資訊披露與持份者溝通； Establish a low-carbon benchmark image within the healthcare industry. 樹立醫療行業低碳標桿形象。

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Risk type 風險類型	Risk description 風險描述	Impact timeframe 影響時間	Response strategies 應對策略	
Transition opportunity 轉型機遇	Clean technology advancement opportunity 清潔技術進步機遇	Application of energy-efficient equipment and smart O&M technologies can reduce costs and improve efficiency. 節能設備、智慧運維等技術應用，可降本增效。	Short term 短期	Promote clean, low-carbon technologies to build intelligent, green diagnosis and treatment spaces. 推廣清潔低碳技術，建設智慧化、綠色化診療空間。
Energy transition opportunity 能源轉型機遇	Green power procurement and distributed photovoltaic (PV) power generation can decarbonize the energy mix, reduce costs, and improve operational efficiency. 綠電採購和分佈式光伏發電推動能源結構低碳化、營運降本增效。	Medium to long term 中長期	Accelerate the construction of on-site PV power generation facilities; 加快院區光伏發電設施建設； Increase procurement of green electricity. 增加綠電採購。	
Green hospital brand opportunity 綠色醫院品牌機遇	Green hospital and healthy building certifications can enhance the Company's industry standing, patient recognition, and brand value. 綠色醫院、健康建築認證可提升行業地位、患者認可度與品牌價值。	Medium to long term 中長期	Actively apply for green hospital certifications to create low-carbon demonstration hospital sites. 積極申報綠色醫院相關認證，打造低碳示範院區。	

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3. Identifying and responding to climate risks

CR Medical identifies, analyzes, evaluates, and responds to climate-related risks and opportunities, strengthens its capacity to manage and respond to climate change risks, seizes opportunities presented by climate change, and integrates climate risk management into its comprehensive corporate risk management system. Analysis indicates that the risks from climate change pose multiple challenges to the Company, but also present opportunities. Climate change-related actions, such as energy conservation, carbon reduction, and the circular economy, effectively lower energy and waste costs, while enhancing refined operational management. Looking ahead, the Company will actively respond to risks, and seize opportunities by building smart and green hospitals, developing a green supply chain, and enhancing the resilience of medical consortia, thereby transitioning its business model towards a low-carbon, resilient, and innovative direction. CR Medical continues to closely monitor meteorological information across all regions and promptly issues risk alerts for natural disasters and weather warnings to member hospitals. In response to extreme weather conditions, the company vigorously supervises hospitals in affected areas to implement preventive measures, ensuring the maintenance of relevant facilities, stockpiling of emergency supplies, and establishment of emergency response teams.

3. 識別與應對氣候風險

華潤醫療開展氣候相關風險和機遇的識別、分析、評估及應對，加強對氣候變化風險的管理及應對能力，把握氣候變化帶來的機遇，並將氣候相關風險管理納入公司全面風險管理體系。經分析，氣候變化帶來的風險對公司構成多重影響，同時亦為公司帶來機遇。與氣候變化相關的節能降碳、循環經濟可有效降低能耗與廢物成本，提升精細化營運水平。未來，公司將透過智慧醫院建設、綠色醫院建設、綠色供應鏈、醫聯體韌性提升等措施，積極應對風險、把握機遇，推動業務模式向低碳、韌性、創新方向轉型。華潤醫療持續密切關注各區域氣象資訊，及時向成員醫院發佈自然災害風險提示和氣象預警。針對極端天氣情況，全力督促相關區域醫院落實防範工作，做好相關設施維護、應急物資儲備及應急隊伍組建。

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4. Indicators and targets

Utilization of clean energy: CR Medical actively promotes the use of clean energy. In 2025, it consumed 2,837.782 MWh of renewable electricity, and completed the construction of three distributed PV power generation projects at Xuzhou Mining Hospital (0.161 MW), Jinan Beicheng Hospital (0.432 MW), and CR & WISCO General Hospital (0.849 MW). The total installed capacity reached 1.44 MW, with an annual power generation capacity exceeding 760 MWh.

Energy conservation and carbon reduction retrofitting:

4. 指標與目標

使用清潔能源：華潤醫療積極推進使用清潔能源，2025年使用可再生能源電力2,837.782兆瓦時。累計建成3個醫院分佈式光伏發電項目，分別為徐州市礦山醫院0.161兆瓦、濟南北城醫院0.432兆瓦、華潤武鋼總醫院0.849兆瓦，總裝機容量達到1.442兆瓦，年度發電能力超過76萬千瓦時。

節能降碳改造：

Indicator ⁶ 指標 ⁶	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Total greenhouse gas (GHG) emissions 溫室氣體排放總量	tCO ₂ e 公噸二氧化碳當量	195,359.49	228,747.21	177,112.78
Scope 1 direct GHG emissions 範圍1溫室氣體直接排放		97,689.02	114,373.607	1,359.06
Scope 2 GHG emissions 範圍2溫室氣體排放		92,449.43	108,568.98	175,753.72
Scope 3 GHG emissions 範圍3溫室氣體排放量		5,221.038	5,804.63	–
Total GHG emissions (scope 1 and 2) per RMB10,000 revenue 萬元營收溫室氣體排放總量(範圍1及2)	tCO ₂ e/RMB10,000 公噸二氧化碳 當量/萬元	0.2058	0.2321	0.1752

⁶Note: Since 2023, CR Medical has acquired 36 medical institutions from LR & JE projects and included them in the statistical scope.

⁷Note: Scope 1 emissions are calculated based on the total consumption of gasoline, diesel, and natural gas. Among scope 2 emissions, the consumption of electrical energy are calculated based on the 2023 national average CO₂ emission factor for electricity (0.5306 kgCO₂/kWh) as published in the *Announcement on the Release of Carbon Dioxide Emission Factors for Electricity in 2023 by the Ministry of Ecology and Environment* and the National Bureau of Statistics of China. Thermal energy calculation is based on national and local heating-related standards.

⁸Note: Based on the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011), the Scope 3 emissions disclosed by our company cover Category 3 (Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2)), specifically the greenhouse gas emissions arising from the use of natural gas and liquefied petroleum gas (LPG) in our upstream and downstream operations.

⁶註：2023年起，華潤醫療收購遼健及江能項目合共36家醫療機構，並將其納入統計口徑。

⁷註：範圍1排放量根據汽柴油，天然氣總消耗量進行計算。範圍2排放量中，電能計算根據生態環境部、國家統計局《關於發佈2023年電力二氧化碳排放因子的公告》，2023年全國電力平均二氧化碳排放因子更新為0.5306 (kgCO₂/kWh)。熱能計算依據國家和地方供熱相關標準。

⁸註：根據《溫室氣體核算體系指南》，本公司披露的範圍3排放量覆蓋類別3(與燃料和能源相關的活動(不包含在範圍1、範圍2內))，上下游經營中使用的天然氣和液化石油氣導致的溫室氣體排放。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

To uphold the mission of “striving everything for public health”, CR Medical follows the principles of safeguarding public health and fulfilling social responsibilities, and continuously improves the quality of its medical services, protects patients’ rights and enhances the medical experiences. It also adheres to a people-oriented approach, effectively safeguarding employees’ rights, supporting employees’ growth, and ensuring occupational safety. CR Medical also deepens industry collaboration and win-win cooperation, which promote the efficient linkage of medical resources and the sustainable development of the supply chain. Further, it actively contributes to the development of the “Healthy China Initiative”, widely engages in inclusive healthcare and public welfare activities, and delivers medical care through professional expertise and commitment to responsibility, thereby fulfilling its mission as a central SOE.

(I) Patient and Physician Care and Service Excellence

Focusing on improving medical quality, protecting patient rights, and developing smart medical services, CR Medical continuously optimizes medical services and improves patients’ experiences. Through professional, efficient, and compassionate medical services, we effectively safeguard the health and well-being of the public.

華潤醫療堅守「一切為了大眾健康」的使命，以守護公眾健康、踐行社會責任為導向，持續提升醫療服務品質，保障患者權益與就醫體驗。堅持以人為本，切實維護員工權益、助力員工成長與職業安全。深化行業協同與合作共贏，推動醫療資源高效聯動與供應鏈可持續發展。積極投身健康中國建設，廣泛開展醫療普惠與公益服務，以專業能力與責任擔當傳遞醫療溫度，踐行央企使命擔當。

(一) 關心醫患·提升服務

華潤醫療圍繞提升醫療品質、保障患者權益、發展智慧醫療服務等重點，持續優化醫療服務供給，不斷改善患者就醫體驗，以專業、高效、有溫度的醫療服務，切實守護人民群眾的健康福祉。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

1. Medical safety management

1.1 Enhancing nursing safety

With a focus on the safety, effectiveness, and patient satisfaction of medical nursing services, CR Medical has established a management and evaluation system covering the entire process. Within the EHSQ management framework, each hospital has established a nursing management committee, with the nursing department serving as its office, to drive improvements in nursing service quality at the hospital level. Clinical departments and related units have formed departmental quality teams to supervise nursing staff in complying with relevant regulations. In 2025, CR Medical conducted on-site nursing quality inspections at over 10 hospitals, continued in overseeing the hospitals in identifying and rectifying potential nursing quality issues. Specialized training on quality improvement, including core systems and data monitoring, was provided to nursing staff at member units by nursing experts from industry-leading hospitals, strengthening their professional capabilities.

Case: Huaibei Miners General Hospital implements full-cycle training to enhance nursing professional competence

In 2025, Huaibei Miners General Hospital formulated a comprehensive, full-cycle training plan tailored to the job requirements of new nurses, interns, and in-service nursing staff at all levels, and established a standardized and systematic training system. A total of 120 training sessions were conducted, covering nursing staff across all levels of the hospital, and recording over 14,000 attendances. Through diverse training methods such as theoretical lectures, practical skills sessions, and case studies, the professional competence and practical abilities of nursing staff at different levels were effectively enhanced, laying a solid talent foundation for high-quality clinical nursing work.

1. 醫療安全管理

1.1 提升護理安全

華潤醫療以醫療護理服務的安全性、有效性與患者滿意度為核心，構建涵蓋全流程的管理與評價體系。依託EHSQ管理框架，各醫院成立護理管理委員會，並設立護理部為委員會辦公室，推動醫院層面落實護理服務品質改進要求。各臨床科室及相關科室成立科室品質小組，監督科室護理人員落實各項規例。2025年，華潤醫療對10餘家醫院進行護理品質現場檢查，持續督導各醫院開展護理品質隱患排查與整改。組織行業標桿醫院護理專家為成員單位護理條線人員開展核心制度、數據監測等品質改進專題培訓，強化護理人員專業能力。

案例：淮北礦工總醫院開展全周期培訓，提升護理人員專業能力

2025年，淮北礦工總醫院圍繞新護士、實習生及在崗各層次護理人員的崗位需求，精準制定覆蓋全周期的培訓計劃，構建標準化、系統化的培訓體系。累計開展培訓120場次，覆蓋全院各層級護理人員，培訓14,000餘人次。透過理論授課、技能實操、案例研討等多元化培訓形式，有效提升不同層級護理人員的專業素養與實操能力，為臨床護理工作高品質開展奠定堅實人才基礎。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

1.2 Ensuring medication safety

CR Medical strictly complies with the *Pharmaceutical Administration Law of the People's Republic of China*, the *Provisions on the Administration of Pharmaceutical Affairs in Medical Institutions*, and other relevant laws and regulations, CR Medical has established the *Medication Management and Control Procedures*, and implemented categorized and tiered management for all types of drugs, with clear rules for procurement, acceptance, storage, safekeeping, distribution, dispensing, use, damage reporting, and disposal etc.. Based on industry standards and practices from benchmark hospitals, the Company has developed guidelines for high-risk processes, established the *Verbal Order Management System*, the *Regulations on Hierarchical Management of Antibacterials*, and the *High-Alert Medication Management System*, and improved the pre-review system for prescriptions and medical orders to standardize medication management at member units. Through on-site supervision and inspection, we assist hospitals to identify and rectify potential medication safety issues, promote rational drug use, and ensure the safety of both medical staff and patients. During the reporting period, no drug quality accidents occurred.

1.3 Ensuring dietary safety

Dietary safety is directly related to the health and safety of patients, medical staff, and other personnel. CR Medical consistently prioritizes dietary safety in logistics support work, strictly adheres to the *Food Safety Law of the People's Republic of China* and other relevant food safety laws, regulations, and industry standards, and formulates Key Points for Inspection of Hospital Food Safety Management, defines management requirements for all stages, including food qualification certificates, procurement, storage, preparation, and sample retention, while adhering to food safety bottom lines and improving dietary service quality. The Company has established a robust emergency response system for dietary safety, defining reporting procedures, emergency response workflows, division of responsibilities, and prevention measures for emergencies. Regular food safety emergency drills are conducted to enhance the emergency response capabilities of staff and multi-departmental coordination, ensuring rapid, accurate, and effective response to food safety emergencies.

1.2 守護用藥安全

華潤醫療嚴格遵守《中華人民共和國藥品管理法》《醫療機構藥事管理規定》等相關法律規例，建立《用藥管理控制程序》，對各類藥品實施分類分級管理，明確藥品採購、驗收、儲存、保管、發放、調配、使用、報殘損、銷毀等環節的各項制度規範。根據行業標準及標桿醫院實踐，編製高風險環節指引，制定《口頭醫囑管理制度》《抗菌藥物分級管理制度》《高警示藥品管理制度》，完善處方／醫囑前置審核系統，規範成員單位用藥管理。透過現場督導檢查，協助醫院發現及整改用藥安全隱患，推動藥物合理使用，保障醫患用藥安全。報告期內，未發生藥品品質事故。

1.3 確保膳食安全

膳食安全直接關係到求診患者、醫護人員及相關人員的身體健康與生命安全。華潤醫療始終將膳食安全置於後勤保障工作的首位，嚴格遵循《中華人民共和國食品安全法》等食品安全相關法律規例及行業標準，制定《醫院食品安全管理檢查要點》，明確醫院食品資質證照、採購、儲存、製備、留樣各環節管理要求，堅守食品安全底線，提升膳食服務品質。公司建立健全膳食安全應急處置體系，明確突發事件的呈報流程、應急處置流程、責任分工及防控措施。常態化開展食品安全應急演練，提升從業人員的應急處置能力及多部門協同配合能力，確保食品安全突發事件發生時能夠快速、準確、有效處置。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY 二、健康守望·社會關懷

1.4 *Creating a humanistic and healing medical environment*

CR Medical integrates medical services with safety management to build a secure patient care environment and establish safe hospitals; strictly adheres to medical industry standards, ensuring the safety and compliance of diagnosis and treatment activities; optimizes the layout of medical services, improves emergency systems, enhances emergency response capabilities, appropriately manages unexpected medical situations, and ensures orderly medical services; strengthens doctor-patient communication mechanisms, maintains open and accessible channels for feedback, resolves conflicts, and fosters a harmonious and trusting doctor-patient relationship. Medical facilities and equipment are continuously upgraded, and the hardware infrastructure of the medical environment is improved, creating a safe, convenient, welcoming, and comfortable environment for patients.

Case: CR & WISCO General Hospital creates an age-friendly medical environment

CR & WISCO General Hospital has implemented the Age-friendly Medical Care initiative to create a welcoming environment for elderly patients, and installed accessible ramps, accessible restrooms, and age-appropriate facilities, promoting the age-appropriateness and convenience of inpatient wards. Simultaneously, the hospital has strengthened hygiene management in key areas such as restrooms and waiting areas, significantly improving the overall environmental cleanliness.

1.4 構建人文關懷就醫環境

華潤醫療融合醫療服務與安全管理，築牢患者就醫安全防線，建設平安醫院。公司嚴格遵循醫療行業規範，保障診療行為安全合規。優化就醫服務佈局，完善急診急救體系，提升應急處置能力，妥善應對突發醫療情況，確保就醫秩序穩定。加強醫患溝通機制建設，暢通訴求反饋渠道，化解醫患矛盾，營造和諧互信的醫患關係。持續升級醫療設施設備，完善就醫環境硬件保障，為患者營造安全、便利、溫馨、舒適的就醫環境。

案例：華潤武鋼總醫院打造老年友好就醫環境

華潤武鋼總醫院實施「便利老年人就醫」工作，為老年人構建友好型就醫環境，配備無障礙通道、無障礙洗手間以及適老化設施，推進住院病房的適老化及便利化改造。同時，加強對洗手間、候診區等重點區域的衛生管理，全面提升洗手間內外的環境衛生水平。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

2. Ensuring medical quality

Medical quality is the lifeline of hospital development, and standardized medical procedures and management systems are the cornerstones of medical quality. CR Medical has established an efficient medical quality management system, with the EHSQ Committee providing overall management, the Headquarters Quality and Safety Management Department performing supervisory duties, and member units appointing dedicated or part-time personnel to implement primary responsibilities, forming a three-tier management chain of “leadership, supervision, and execution”. With the Detailed Rules for the *Supervision and Administration of Medical Quality* at its core, supplemented by documents such as the *Key Points for Inspection of Core Medical Quality and Safety Policies* and the *Detailed Implementation Rules for the Management of Hospital Quality, Safety, and Incident Events*, the Company defines full-process requirements for tiered medical quality risk control, supervision, assessment, and continuous improvement. The management supervision and inspection points have been consolidated and revised to form the *Medical Quality Management Inspection Points (2025 Edition)*, further improves the routine supervision and inspection mechanism and guiding member units in preventing and mitigating various medical safety risks. We actively promote “training to promote learning, and learning to promote application”, enhancing the professional competence of medical staff, strengthening the implementation of core medical systems, and standardizing diagnosis and treatment practices. In 2025, CR Medical organized eight medical quality management training sessions covering national policy and regulation interpretation, medical quality risk management, and case studies of excellent practices in specific areas. Medical quality management personnel received an accumulative 13,000 hours of training, recording over 2,200 attendances. During the reporting period, no medical liability accidents occurred.

2. 保障醫療品質

醫療品質是醫院發展的生命線，規範的醫療操作與管理制度則是保障醫療品質的基石。華潤醫療構建高效的醫療品質管理體系，成立EHSQ委員會統籌管理，總部品質安全管理部履行監督職責，成員單位設立專職／兼職人員落實主體責任，形成「領導 — 監督 — 執行」三級管理鏈條。以《醫療品質監督管理細則》為核心，配套《醫療品質安全核心制度檢查要點》《醫院品質安全事故事件管理實施細則》等制度文件，明確醫療品質風險分級管控、監督考核、持續改進等全流程要求。整合修訂管理監督檢查要點，修訂形成《醫療品質管理檢查要點（2025年版）》，進一步完善日常監督檢查工作機制，指導成員單位防範化解各類醫療安全風險。積極推進以訓促學、以學促用，提升醫務人員的專業素養，強化醫療核心制度落實，規範診療行為。2025年，華潤醫療共舉辦8場醫療品質管理培訓，內容包含國家政策規例解讀、醫療品質風險管理、專項管理優秀實踐案例分享，醫療品質管理人員累計培訓時長1.3萬學時，覆蓋2,200餘人次。報告期內，未發生醫療責任事故。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

- At the 10th China Modern Hospital Management Capacity Building and Development Conference organized by the National Health Commission Capacity Building and Continuing Education Center, the case study from the Pingkuang General Hospital was recognized as a Typical Case of Hospital Medical Quality and Safety Management.
- At the 13th National Conference of Hospital Management Tools & 5th Medical Quality and Safety Management Forum, Fukuang General Hospital received two Category Excellence Awards.
- At the Working Meeting of the Hubei Provincial Dermatology Medical Quality Control Center, the Dermatology Department of CR & WISCO General Hospital was designated as the Qingshan District Sub-center of the Wuhan Dermatology Medical Quality Control Center.
- 在國家衛生健康委能力建設和繼續教育中心召開的第十屆中國現代醫院管理能力建設與發展大會上，萍礦總醫院案例獲評「醫院醫療品質安全管理典型案例」。
- 在第十三屆全國醫院管理工具大會暨第五屆醫療品質與安全管理論壇中，撫礦總醫院獲2項專場優異獎。
- 在湖北省皮膚科醫療品質控制中心質控工作會上，華潤武鋼總醫院皮膚科被授予武漢市皮膚科質控中心青山區分中心。

3. Improving medical services

CR Medical adheres to a patient-centered approach, responds to new trends in health needs, provides professional, effective, affordable, and compassionate full-cycle health services to target populations, continues to develop the Runxin patient service system; organizes and guides member units in building patient service systems, focuses on system construction, process optimization, capability enhancement, and supervision and evaluation, and empowers hospitals in improving quality and efficiency; releases star-rating service evaluation standards, organizes hospitals to conduct self-assessments and peer reviews, and guides them to identify gaps, address weaknesses, and enhance patients' sense of well-being.

3. 改善醫療服務

華潤醫療堅持以患者為中心，順應健康需求新趨勢，為目標群體提供專業、有效、經濟、體貼的全周期健康服務，持續開展「潤心」患者服務體系建設。華潤醫療組織及指導成員單位建設患者服務體系，從體系構建、流程優化、能力提升、督導評估多維度發力，賦能醫院提質增效。發佈星級服務評價標準，組織醫院自評和互評，督導醫院對標對表補短板、強弱項，切實增強患者就醫獲得感。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Focusing on service convenience, CR Medical formulates the Guidelines for the *Construction of One-Stop Service Centers*, encourages hospitals to optimize processes based on specific situations; integrates functions such as appointment check-in and medical insurance consultations into one-stop services, significantly improves the patients' experiences; strengthens capability empowerment through specialized training on patient experience enhancement, service process optimization, and satisfaction management, promotes over 10 exemplary cases, and fosters a positive environment of mutual learning; establishes a regular monitoring and supervision mechanism, focuses on core patient service indicators, and oversees the completion of key tasks; guides and promotes the development of smart services, and optimizes key service processes, reducing the average waiting time for outpatients after arrival by 1.94 minutes, and increasing the rate of same-day settlement upon discharge by 14 percentage points.

華潤醫療聚焦服務便捷化，制定《一站式服務中心建設指引》，推動醫院結合實際優化流程，一站式開展檢查預約、醫保諮詢等多項業務功能，極大提升患者就醫體驗。強化能力賦能，舉辦患者體驗提升、服務流程優化、滿意度管理等專項培訓，推廣典型案例10餘項，形成互學互鑒的良好氛圍。建立常態化監測督導機制，緊盯患者服務核心指標，督導重點工作跟進完成。指導和推動智慧服務建設，優化關鍵服務流程，門診患者到院後平均等候時間縮短1.94分鐘，出院當日結算率提升14個百分點。

- Beijing Jianguo Hospital launched Runxin Health Assistant, an online humanistic consultation service providing triage recommendations, registration guidance, medication reminders, health education on common and specialized diseases, and information on benefit policies and events, making healthcare more accessible and compassionate.
- Guangdong 999 Brain Hospital built a high-standard Runxin One-Stop Outpatient Service Center, integrating 12 basic and eight specialized services. A key feature is the Compassionate Escort Service, which served 4,242 visits annually with a satisfaction rate of 98.83%, receiving 141 written commendations from patients. This project was recognized as a municipal-level exemplary project in Guangzhou City.
- 北京市健宮醫院推出人工線上諮詢服務——「潤心健康小助手」，提供分診建議與掛號指導、用藥注意事項提醒、常見病及專科病知識科普、惠民政策及活動通知等服務，讓健康關懷更貼近需求、更溫暖人心。
- 廣東三九腦科醫院高標準建成門診「潤心」一站式服務中心，整合12項基礎服務與8項特色服務。重點推出「愛心陪診服務」，全年服務4,242人次，服務滿意度達98.83%，獲患者實名表揚141次，項目榮獲廣州市級實踐典型案例。

4. Protecting patient rights

4.1 Patient privacy protection

CR Medical values patient's privacy and data security, and strictly complies with the *Law on Basic Medical and Health Care* and the *Promotion of Health of the People's Republic of China*, the *Physician Law of the People's Republic of China*, and other relevant laws and regulations. Privacy protection is integrated into pre-employment and ongoing training, and has established an information leakage emergency response mechanism with clearly defined responsibilities and handling procedures to ensure the implementation of patient privacy protection measures. Sensitive information, including patient personal identification, and diagnosis and treatment data, is strictly protected under a "least privilege" access principle. Data encryption, transmission security, access auditing, and monitoring are implemented to prevent information leaks and misuse. During the reporting period, the Company organized 125 information security training sessions, with 21,327 employee attendances.

4.2 Proactive response to complaints

To prevent and reduce medical disputes, improve medical service quality, and build harmonious doctor-patient relationships, CR Medical strictly complies with the *Regulations on the Prevention and Handling of Medical Disputes*, the *Administrative Measures for Complaint Management in Medical Institutions*, and other relevant regulations, establishing accessible complaint channels, efficient complaint handling mechanisms, and standardized complaint procedures. Multiple member units have developed and refined their *Patient Complaint Management Policies and Procedures*, implemented a "first-contact accountability system", and standardized complaint reception procedures to ensure efficient handling. All member units have designated departments to manage patient complaints and medical disputes, clarified responsible parties, and integrated complaint handling into daily management. The Company continuously diversifies patient complaint channels, establishes complaint hotlines in public hospital areas and one-stop service centers, installs suggestion boxes, and conducts post-discharge follow-up services, safeguarding doctor-patient trust with professionalism and compassion. During the reporting period, 68 complaints were processed.

4. 保障患者權益

4.1 患者私隱保護

華潤醫療重視患者私隱與數據安全，嚴格遵守《中華人民共和國基本醫療衛生與健康促進法》《中華人民共和國醫師法》等法律規例，將私隱保護納入崗前及在職培訓，建立資訊洩露應急響應機制，明確責任及處置辦法，確保患者私隱措施落實到位。對患者個人身份資訊、診療數據等敏感資訊實行嚴格保護，執行「最小權限」訪問原則，並透過數據加密與傳輸安全、訪問審計與監控等措施，防範資訊洩露與濫用。報告期內，公司組織資訊安全培訓125次，參加資訊安全培訓的員工達21,327人次。

4.2 積極應對投訴

為預防及減少醫療糾紛發生、提升醫療服務品質、構建和諧醫患關係，華潤醫療嚴格遵守《醫療糾紛預防和處理條例》《醫療機構投訴管理辦法》等相關規定，建立暢通、便捷的投訴渠道，形成投訴處理機制，規範投訴處理程序。多家成員單位制定並完善《患者投訴管理制度及投訴處理流程》，落實「首訴負責制」，規範投訴接待程序，確保投訴處理及接待工作高效開展。所有成員單位均設有專門部門處理患者投訴及醫療糾紛，明確責任主體，將投訴處理納入日常管理。公司不斷豐富患者投訴渠道，在醫院公共區域、一站式服務中心等設立投訴受理電話、意見箱，並開展出院後隨訪等延伸服務，以專業與溫度守護醫患信任。報告期內，共處理投訴68宗。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Case: CR & WISCO General Hospital implements Dean's Direct Line feedback channel

CR & WISCO General Hospital has innovatively implemented the Dean's Direct Line feedback channel, established an internal "12345" hotline, taken targeted actions to address process pain points identified through complaints, optimized 23 service processes, and reduced the root causes of issues. Through an efficient response mechanism and process reengineering, the number of complaints received has decreased by 40% year-on-year, significantly improving conflict resolution efficiency. Simultaneously, the hospital has received widespread patient recognition, with commendations increasing by 283.3% year-on-year, demonstrating continuous improvement in the quality and effectiveness of doctor-patient communication.

案例：華潤武鋼總醫院推行「院長直通車」訴求渠道

華潤武鋼總醫院創新推行「院長直通車」訴求渠道，開通院內「12345」熱線，針對投訴反映的流程痛點精準施策，累計優化服務流程23項，從源頭減少問題發生。透過高效響應機制與流程再造，投訴接待量較去年同比下降40%，矛盾化解效率大幅提升。同時，優質服務獲得患者廣泛認可，表揚量同比增長283.3%，醫患溝通質效持續向好。

Indicator 指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Patient satisfaction rate 患者滿意度	%	95.05	94.34	93.12

4.3 Responsible marketing

CR Medical strictly enforces the *Advertising Law of the People's Republic of China*, the *Regulations on Medical Advertising*, the *Detailed Rules for the Supervision and Administration of Internet Diagnosis and Treatment (Trial)*, and other relevant laws and regulations. All externally released information is reviewed by the Group and its affiliated hospitals to ensure truthfulness, comprehensiveness, and compliance. During the reporting period, there were no violations of advertising or labeling laws and regulations.

4.3 負責任營銷

華潤醫療嚴格執行《中華人民共和國廣告法》《醫療廣告管理辦法》《互聯網診療監管細則（試行）》等法律規例要求，所有對外發佈資訊均經集團及所屬醫院審核，確保宣傳資訊真實、全面、合規。報告期內，未發生任何違反廣告及標籤相關法律規例的情況。

5. Building smart hospitals

5.1 Digital and intelligent transformation and development

In the digital construction of smart hospitals and artificial intelligence (AI), CR Medical prioritizes patients' rights, data security, and algorithmic fairness, avoiding technological abuse and discrimination. The Company has formulated the 3I3S Digital Transformation Framework as its strategy, built upon the "three-in-one" smart hospital foundation of "smart healthcare, smart services, and smart management", and fully applied smart and digital technologies to empower business initiatives such as disciplinary development, quality services, refined management, and regional integration, comprehensively building a compassionate digital and intelligent medical service system. In 2025, CR Medical continued to promote the launch of systems for key business processes at member units, achieving 89.13% digital coverage of these processes. Directly-managed Grade III hospitals continue to upgrade their "pre-consultation, in-consultation, and post-consultation" services, achieving full coverage of "online appointment, payment, and result checking" across member units, while the online medical insurance payment coverage reached 95% across hospitals. We have promoted digital and intelligent benchmarks through enhanced innovation and incentives, organized best practice exchanges and sharing sessions, and set a benchmark to inspire digital transformation value creation and organizational vitality.

5. 建設智慧醫院

5.1 數智化轉型發展

華潤醫療在智慧醫院、人工智能等數碼化建設中，將患者權益、數據安全、算法公平作為重要考量，避免技術濫用與歧視。制定以「3I3S」數智化轉型體系為抓手，以「智慧醫療、智慧服務、智慧管理」三位一體智慧醫院建設為基石，充分應用智數技術賦能學科建設、優質服務、精細管理、區域一體化等業務舉措，全方位打造有溫度的數智化醫療服務體系。2025年，持續推動各成員單位完成關鍵業務環節相關系統上線，關鍵業務環節數碼化覆蓋度達89.13%。直管三級醫院「診前—診中—診後」服務持續升級，實現線上「掛繳查」成員單位全覆蓋，醫院線上醫保結算覆蓋度達95%。開展數智化標桿宣傳與貫徹工作，透過加強創新與激勵，組織數智化最佳實踐交流和分享，樹標立範，激發數智化轉型價值創造能力和組織活力。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

- CR & WISCO General Hospital was recognized as the 2025 Digital and Intelligent Benchmark Grassroots Unit of China Resources Group. Guangdong 999 Brain Hospital's project, Empowering Integrated Upgrades of Smart Hospitals with Brain-inspired Intelligence Engine, was recognized as the 2025 Excellent Digital and Intelligent Project of China Resources Group.
- Pingkuang General Hospital completed the upgrade of its core systems, becoming the first CR Medical unit with full-stack information technology innovation in core systems.
- Fukuang General Hospital focused on key scenarios such as pre-hospital emergency care and the "chest pain, stroke, and trauma" three major centers, achieving rapid patient data entry, intelligent diagnosis, and treatment recommendations.
- Huaibei Miners General Hospital launched bedside admission registration and settlement systems, extending the functions of the admission and discharge window to the ward, allowing patients to complete registration and payment without leaving the ward, reducing travel between wards and payment windows, and improving patient convenience and satisfaction.
- 華潤武鋼總醫院獲評華潤集團2025年度數智化標桿基層單位；廣東三九腦科醫院「腦智引擎賦能智慧醫院一體化升級」項目獲評華潤集團2025年度數智化優秀項目。
- 萍礦總醫院完成核心系統升級改造，成為華潤醫療首家核心系統全棧信創的單位。
- 撫礦總醫院圍繞院前急救、「胸痛 — 卒中 — 創傷」三大中心等關鍵場景，實現患者資訊的快速錄入、智能診斷、治療建議。
- 淮礦總醫院上線床旁入院登記與結算系統，將入出院辦理窗口功能延伸至病房，實現「足不出病區」即可完成入院登記與費用結算，減少了患者在病區與收費窗口之間的往返奔波，提升患者就醫便捷度與滿意度。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

5.2 AI empowerment

CR Medical accelerates AI development, implements the "AI+" special action plan, explores the integration and innovation of multimodal technologies, advances towards a new phase of deep AI empowerment, and builds a data-driven smart hospital system, enabling technology to serve public health.

In 2025, four hospitals, including CR & WISCO General Hospital, Guangdong 999 Brain Hospital, General Hospital of Mining Industry Group Fuxin, and Beijing Jiangong Hospital, completed the deployment of private large language models, and all Grade III hospitals were fully connected to the China Resources Group large model. CR Medical has explored 29 business application scenarios, and provided patient service through test report interpretation for over 106,000 patient visits, unlocking clinical productivity. For example, in medical imaging diagnosis, the speed of interpretation has increased by 70%, with analysis time reduced from 30 minutes to 10 minutes.

- Guangdong 999 Brain Hospital's Medical AI Assistant project and CR & WISCO General Hospital's AI Medical Record Data Analysis and Quality Management project won first and second prizes, respectively, in the China Resources Group 2025 Runxiang AI Innovation Application Competition.
- Based on a large language model, CR & WISCO General Hospital has developed an AI Physician Assistant, redesigning the logic of medical record quality control, and supporting physicians' clinical decisions. Through visual intelligent assistance tools, full-cycle and multi-modal medical history data analysis is conducted, shifting medical quality control from reactive error correction to proactive prevention.

5.2 人工智能賦能

華潤醫療加速人工智能建設，落實「AI+」專項行動工作部署，探索多模態技術融合創新，向AI深度賦能全新階段邁進，構建數據驅動的智慧醫院建設體系，讓技術服務大眾健康福祉。

2025年，華潤武鋼總醫院、廣東三九腦科醫院、阜新礦總醫院、北京市健宮醫院4家醫院完成人工智能大模型私有化部署，三級醫院全面接入華潤集團大模型。華潤醫療實現29個業務場景應用探索，累計服務患者檢查報告解讀超10.6萬人次，釋放臨床生產力，以影像診斷場景為例，影像診斷提速70%，影像分析從30分鐘壓縮至10分鐘。

- 廣東三九腦科醫院「醫療AI助手」項目、華潤武鋼總醫院「AI病案數據分析與品質管理」項目分別獲評華潤集團2025年「潤享AI」創新應用大賽一等獎和二等獎。
- 華潤武鋼總醫院基於大模型打造「AI醫生助手」，重構病歷質控邏輯，為醫生臨床決策提供支援。透過可視化智能輔助工具，進行全過程多模態病史數據分析，推動醫療品質管控從被動糾錯轉向主動預防。

II. HEALTH STEWARDSHIP WITH

SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

- Guangdong 999 Brain Hospital has integrated AI into hospital management system. In administrative office scenarios, it optimizes over ten processes, including intelligent policy document analysis, contract clause compliance review, and structured processing of research data, improving administrative efficiency.
- Beijing Jianguo Hospital's project, Application of a Retrieval-Augmented Generation (RAG) Technology-Based Large Language Model for Intelligent Evidence-Based Traditional Chinese Medicine, was selected as a promotion case for digital traditional Chinese medicine application scenarios at the Digital Traditional Chinese Medicine Forum of Global Digital Economy Conference 2025.
- 廣東三九腦科醫院將人工智能技術融入醫院管理體系，在行政辦公場景中，實現政策文件智能解析、合同條款合規審查、科研資料結構化處理等十餘項流程優化，提升行政管理效率。
- 北京市健宮醫院「基於RAG技術的中醫循證智能增強大語言模型應用」項目，成功入選「全球數字經濟大會」的數字中醫藥論壇2025數字中醫藥應用場景推廣案例。

5.3 Data-driven modern hospital operations management

CR Medical places high importance on realizing the value of data elements, continuously promotes the development of a data-driven system, and strives to transform data into a core asset supporting decision-making and optimizing operations. A unified Group-wide data platform has been established, forming a data resource pool covering clinical, operational, and management processes, fully supporting Group-level operations management and decision analysis. Unified data standards and a governance system have been established, continuously improving the accuracy, completeness, and consistency of data. Automated monitoring and visual display of the implementation of the eighteen core medical systems have been achieved, providing strong support for continuous medical quality improvement. Based on data from 16 million patients on the platform, data reports have been published, covering six dimensions including patient profiles and medical quality, providing decision support for disciplinary analysis and quality assessment.

5.3 數據驅動現代化醫院營運管理

華潤醫療高度重視數據要素價值釋放，持續推動數據驅動體系建設，致力於將數據轉化為支撐決策、優化營運的核心資產。目前已構建統一的集團化數據平台，形成覆蓋臨床、營運、管理全鏈條的數據資源池，全面支撐集團化營運管理與決策分析。形成了統一的數據標準和治理體系，持續加強數據的準確性、完整性和一致性，實現了對十八項醫療核心制度執行情況的自動化監測與可視化展示，為醫療品質持續改進提供了有力支撐，並基於數據平台1,600萬患者數據，發佈涵蓋患者畫像、醫療品質等六大維度的數據報告，為學科分析與品質評估提供決策支撐。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY 二、健康守望·社會關懷

- CR Medical's project, Group-Level Medical Data Driving a Qualitative Leap in Hospital Management, was recognized as the 2025 Excellent Digital and Intelligent Project of China Resources Group.
- Guangdong 999 Brain Hospital's project, Data-Driven Hospital Operations Management Practices, won the Excellence Award at the 2025 Guangdong Smart Healthcare Innovation Competition.
- Through systematic, refined, and intelligent management methods, the Data Center of CR & WISCO General Hospital has achieved a leapfrog improvement in medical data quality. In the tumor data quality assessment released by the Hubei Clinical Pharmacy Quality Control Center, the hospital's oncology data comprehensive score ranked first in Hubei Province, providing solid data support for management decisions, medical insurance cost control, and payment method reform of diagnosis related groups (DRG).
- 華潤醫療「集團化醫療數據驅動醫院管理質變騰飛」項目獲評華潤集團2025年度數智化優秀項目。
- 廣東三九腦科醫院「數據驅動下的醫院營運管理實踐」項目榮獲2025年廣東省智慧醫療創新大賽優秀獎。
- 華潤武鋼總醫院數據中心透過系統化、精細化、智能化的管理手段，推動醫療數據品質實現跨越式提升，在湖北省臨床藥學品質控制中心發佈的腫瘤數據品質評估中，醫院腫瘤專科數據綜合評分位居全省榜首，為管理決策、醫保控費及DRG支付改革提供堅實數據支撐。

(II) Employee Development and Growth Support

CR Medical firmly upholds the people-oriented corporate value, always regards employees as the core strength and precious asset of the Company's development, and continues to attend to and support the growth and development of every employee wholeheartedly. CR Medical also integrates employees' rights protection, growth empowerment, and safety assurance into the Company's development trajectory, fostering the mutual advancement of employees and enterprise.

(二) 員工發展·助力成長

華潤醫療堅定踐行「以人為本」的企業價值觀，始終將員工視為企業發展的核心力量與寶貴財富，持續關注並全力支持每一位員工的成長與發展，將員工權益保障、成長賦能、安全守護融入公司發展，推動員工與企業共同成長。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Indicator 指標		Unit 單位	2025 2025年	2024 2024年	2023 2023年
Total number of employees ⁸ 員工總人數 ⁸		Person 人	22,147	22,581	25,074
Employment composition 僱傭構成	Employees under labor contract 勞動合同制員工人數	Person 人	17,414	18,378	19,474
	Temporary employees 臨時用工員工人數	Person 人	116	–	–
Gender composition 性別構成	Number of female employees 女性員工人數	Person 人	15,993	16,265	18,061
	Number of male employees 男性員工人數	Person 人	6,154	6,316	7,013
Geographic composition 地域構成	Number of employees in Beijing (hospitals in Beijing and headquarters) 在京員工人數 (在京醫院及總部)	Person 人	3,971	4,142	5,692
	Number of employees outside Beijing 京外員工人數	Person 人	18,176	18,439	19,382
Age composition 年齡構成	Number of employees aged 30 and below 30歲及以下員工人數	Person 人	4,674	5,028	6,396
	Number of employees aged 31–50 31-50歲員工人數	Person 人	13,643	13,484	14,898
	Number of employees aged 51 and above 51歲及以上員工人數	Person 人	3,830	4,069	3,780
Hierarchical composition 層級構成	Number of grassroots employees 基層員工人數	Person 人	20,591	20,708	23,017
	Number of middle-level employees and management 中級員工及管理層人數	Person 人	1,405	1,687	1,854
	Number of senior management 高級管理層人數	Person 人	151	186	203

⁸Note: The total number of employees of CR Medical (including IOT hospitals) comprises employees under labor contract, dispatched employees, employees with public institution status, temporary staff, and rehired retirees.

⁹註：華潤醫療員工總人數(含IOT醫院)包括：勞動合同制、勞動派遣制、事業編製、臨時用工及退休返聘。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Indicator 指標		Unit 單位	2025 2025年	2024 2024年	2023 2023年
Local hiring ratio 本地化僱傭比例		%	94.97	92.75	94.55
Number of ethnic minority employees 少數民族員工人數		Person 人	1,983	1,932	1,868
Number of employees with disabilities 殘疾人員工人數		Person 人	84	98	105
Average number of paid annual leave days per person per year 每年人均帶薪年休假天數		Day 天	7.17	6.46	7.30
Number of employees hired during the reporting period 報告期內吸納就業人數		Person 人	1,146	1,505	1,487
Number of newly hired ethnic minority employees 新增少數民族就業人數		Person 人	119	–	–
Employee turnover rate 員工流失率		%	4.65	5.08	4.45
Turnover rate by gender 性別構成	Male employee turnover rate 男性員工流失率	%	5.85	5.78	5.03
	Female employee turnover rate 女性員工流失率	%	4.19	4.79	4.23
Turnover rate by age 年齡構成	Turnover rate for employees aged 30 and below 30歲及以下員工流失率	%	7.76	8.90	7.25
	Turnover rate for employees aged 31–50 31–50歲員工流失率	%	3.31	3.20	3.39
	Turnover rate for employees aged 51 and above 51歲及以上員工流失率	%	5.39	6.65	3.92
Turnover rate by geography 地域構成	Turnover rate for employees in Beijing (hospitals in Beijing and headquarters) 在京員工流失率 (在京醫院及總部)	%	10.61	10.05	5.39
	Turnover rate for employees outside Beijing 京外員工流失率	%	3.33	3.94	4.18

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

1. Protecting employee rights and interests

CR Medical consistently prioritizes the protection of employees' legitimate rights and interests, adheres to lawful and compliant employment practices, and actively fosters fair, just, harmonious, and stable labor relations, thereby laying a solid foundation for employees to pursue their careers with peace of mind.

1.1 Upholding equal employment

CR Medical strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, the *Provisions on the Prohibition of Using Child Labor*, and other relevant laws and regulations, and actively aligns with the principles of the *United Nations Global Compact (UNGC)* and the *International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work* concerning human rights protection. The Company has established a fair and just recruitment management system, strictly verified employee age during the recruitment process. We confirmed the identity of candidates through ID verification, academic credentials, and other means. entered into labor contracts with employees in accordance with the law, and expanded diverse recruitment channels to attract talented individuals from diverse backgrounds, building a workforce characterized by both professional expertise and diverse perspectives.

CR Medical firmly opposes employment discrimination, strictly prohibits child labor and any form of forced labor or harassment, and treats employees of different nationalities, ethnicities, races, genders, and cultural backgrounds equitably. Taking into account actual circumstances, the Company conducts workforce optimization adjustments in compliance with relevant laws and regulations, follows due process, provides statutory economic compensation, rigorously safeguards the rights of special groups, and strictly prohibits unlawful or discriminatory termination. During the reporting period, CR Medical recorded no incidents of child labor or forced labor, and no major labor disputes occurred. There are no violations such as the employment of child labor or forced labor, so there is no need to take relevant steps to eliminate such situations.

1. 保護員工權益

華潤醫療始終把保障員工合法權益置於重要位置，堅持依法合規用工，積極構建公平公正、和諧穩定的勞動關係，為員工安心立業奠定基礎。

1.1 堅持平等僱傭

華潤醫療嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國未成年人保護法》《禁止使用童工規定》等法律規例，積極參照《聯合國全球契約》和國際勞工組織《關於工作中的基本原則和權利宣言》等人權保護相關要求，建立公平、公正的招聘管理體系，確保招聘環節嚴格核查員工年齡，通過身份證驗證、學歷證明等方式確認入職候選人身份，依法與員工簽訂勞動合同。拓展多元化招聘渠道，廣泛吸納不同背景的優秀人才加入公司，打造兼具專業素養與多元視角的人才隊伍。

華潤醫療堅決抵制用工歧視，嚴禁僱傭童工及任何形式的強迫勞動或騷擾行為，平等對待不同國籍、民族、種族、性別和文化背景的員工，結合實際情況，依據相關法律規例開展人員優化調整工作，並履行合規流程，依法支付經濟補償金，嚴格保護特殊群體權益，嚴禁違法或歧視性解僱。不存在僱用童工或強制勞工等違規事件，因此並無需要採取相關步驟消除有關情況。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY 二、健康守望·社會關懷

Indicator 指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Proportion of women in management ⁹ 女性管理者比例 ⁹	%	29.41	27.95	30.65
Labor contract signing rate 勞動合同簽訂率	%	100	100	100
Social insurance coverage rate 社會保險覆蓋率	%	100	100	100
Proportion of ethnic minority employees 少數民族員工佔比	%	8.95	8.56	7.45
Proportion of employees with disabilities 殘疾人員工佔比	%	0.38	0.43	0.42
Employee satisfaction rate 員工滿意度	%	86.97	90.58	86.43

1.2 Improving remuneration and benefits

CR Medical has established a systematic and comprehensive compensation and benefits management system, and taken into account factors including individual capabilities, technical expertise, and work intensity, to create a well-structured and motivating compensation environment. The Company actively implements various employee benefits and leave systems, strictly adheres to laws and regulations on working hours, and provides employees with comprehensive protection, including social insurance, housing provident funds, paid annual leave, various allowances, and performance-based bonuses, fostering a nurturing environment for employees to work with confidence and realize personal growth. During the reporting period, the average number of paid annual leave days taken per person was 7.17 days.

1.2 完善薪酬福利

華潤醫療建立系統完善的薪酬福利管理體系，綜合考量個人能力、技術水平、工作強度等要素，構建良性有序的薪酬激勵環境。積極落實員工各項福利待遇和休假制度，嚴格遵守員工勞動工時相關法律規例，依法為員工提供社會保險、住房公積金、帶薪年假、各類福利補貼及績效獎金等全方位保障，為員工提供安心拼搏、努力奮鬥的成長沃土。報告期內，人均帶薪年休假7.17天。

¹⁰Note: Since 2023, the scope of this indicator has been expanded to include the headquarters and the management teams of all units. The proportion of women in management at the Company remains relatively stable, reflecting its commitment to fostering a fair, inclusive, and diverse workplace.

¹⁰註：2023年起，該指標口徑進一步擴大，為公司總部及各單位管理團隊。公司女性管理者佔比較穩定，始終堅持打造公平、包容、多元的職場環境。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

1.3 Deepening democratic management

CR Medical continuously improves the democratic management system primarily through workers' congresses, encourages employees' participation in corporate management, facilitates democratic deliberation and collaborative implementation of major issues concerning employees' immediate interests, and ensures employees' rights to information, participation, expression, and oversight. This fosters open, inclusive, mutually trusting, co-constructed, and shared harmonious labor relations. During the reporting period, the trade union establishment rate and employee participation rate at CR Medical both reached 100%.

Case: Ruizhou Hospital enhances democratic management mechanisms through workers' congress

Ruizhou Hospital has systematically established a closed-loop management system for collection, implementation, and feedback on employee opinions, through the proposal mechanism of workers' congress. During the Fourth Session of the Fourth Workers' Congress, 18 proposals were collected, of which 15, relating to employee welfare, income growth, equipment renewal, and environmental improvement, were successfully implemented. During the Fifth Session of the Fourth Workers' Congress, 17 new proposals were collected, focusing on hospital development, environmental enhancement, and employee compensation. The Proposal Review Committee adheres to the principle of "responding to each proposal and following up on each matter," effectively translating employee suggestions into management actions, and enhancing employees' sense of participation and organizational identity.

1.3 加強民主管理

華潤醫療持續完善以職工代表大會為基本形式的民主管理制度，鼓勵員工參與公司管理，對涉及員工切身利益的重要事項進行民主審議與協同推進，保障員工的知情權、參與權、表達權、監督權，推動形成開放包容、相互信任、共建共享的和諧勞動關係。報告期內，華潤醫療工會建會率100%；員工入會率100%。

案例：瑞州醫院透過職代會落實民主管理機制建設

瑞州醫院透過職工代表大會提案機制，系統構建職工意見徵集、落實與反饋的閉環管理體系。在四屆四次職代會期間，共收集到18件提案，其中涉及職工福利、收入增長、設備更新、環境改善等方面的15項已落實完成；四屆五次職代會新收集提案17件，聚焦醫院發展、環境改造與職工待遇三大方向。提案工作委員會堅持「件件有回應、事事有跟蹤」，切實將職工建言轉化為管理行動，增強員工參與感與組織認同。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY 二、健康守望·社會關懷

1.4 Caring for employees

CR Medical places great emphasis on employee care, actively organizes various employee activities to foster team cohesion, prioritizes employee physical and mental health, and cultivates a harmonious and supportive working atmosphere.

Enriching employees' life: CR Medical highly values the cultural and spiritual life of employees and the development of team cohesion, and continuously enriches employees' after-work lives by organizing a variety of recreational and sports activities. The Company regularly hosts activities including badminton competitions, handicraft workshops, and hiking excursions, providing platforms for employees to relax, interact, and socialize. On important festivals such as Women's Day and Nurses' Day, we organize special activities for female employees to help them maintain a work-life balance.

Case: Fukuang General Hospital actively organizes recreational and sports activities

Fukuang General Hospital organized a diverse range of popular recreational and sports activities throughout the year. More than ten sports competitions, including the New Year Walk and the Runxin Cup basketball tournament, were held, recording 3,662 employee attendances. A series of recreational activities before the Spring Festival attracted 4,124 employee participations. A Spring Festival Gala was also held, along with activities such as floral arrangement workshops, cooking competitions, and hula hoop contests during important festivals like Women's Day, Nurses' Day, and Doctors' Day. These activities significantly enhanced employees' fitness awareness, and further strengthened team cohesion and morale.

1.4 關心關愛員工

華潤醫療高度重視員工關懷，積極開展各類員工集體活動，凝聚團隊合力，注重員工身心健康關愛，營造和諧融洽的工作氛圍。

豐富員工生活：華潤醫療高度重視員工精神文化生活與團隊凝聚力建設，透過組織多元化的文體活動，持續豐富員工業餘生活。公司定期開展羽毛球比賽、手工製作、登山等戶外拓展活動，為員工提供放鬆身心、增進交流的平台，並在「三·八」婦女節、護士節等重要節日，組織開展女性員工專題活動，幫助員工保持工作和生活的平衡。

案例：撫礦總醫院積極開展文娛活動

撫礦總醫院組織開展豐富多彩、喜聞樂見的文體活動，全年開展「迎新年」健步行、「潤心盃」籃球賽等文體比賽10餘項，參與員工3,662人次；春節前舉辦系列遊藝活動，參與員工4,124人次；舉辦迎新春文藝演出，在「三·八」節、護士節、醫師節等重要節日，組織開展插花講座、廚藝大賽、呼啦圈比賽等活動，員工健身意識顯著提高，凝聚力和向心力進一步增強。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Caring for employees with special needs: CR Medical attends to the actual needs of diverse employee groups, establishes a targeted and differentiated care system, and effectively implements its commitment to employee well-being. The Company protects female employees' rights in accordance with the law, fully implements systems for breastfeeding leave, maternity leave, and parental leave, and routinely conducts outreach and visits for retired employees, conveying heartfelt care. For employees who are disabled due to non-work-related causes or suffer from critical illnesses, we organize occupational ability assessments in accordance with laws and regulations, handle labor relations properly and standardly, and effectively safeguards their legitimate rights and interests, ensuring that every employee feels respected and cared for alongside the Company's growth.

Case: General Hospital of Mining Industry Group Fuxin implements special rights protection for female employees

General Hospital of Mining Industry Group Fuxin conducted legal awareness campaigns under the theme Caring for Female Employees, Rights Protection in Action, engaging over 1,000 female employees in online quizzes, achieving a legal awareness rate of 100%. The hospital also enhanced two provincial-level female employee care rooms, implemented protections for women during four special periods (menstruation, pregnancy, childbirth, and breastfeeding), and provided a welcoming space for female employees during breastfeeding period.

Assisting employees in need: CR Medical regularly provides support through visits and outreach for employees facing difficulties, including those in financial hardship, their children, and those suffering from illnesses. The Company earnestly listens to the needs of employees in difficulty, and effectively solves their practical problems in work and daily lives. During the reporting period, CR Medical allocated RMB242,300 to assist 278 employees facing hardship, visited 167 employee families in difficulty, provided RMB246,100 to support 396 employees suffering from illnesses, and allocated RMB120,700 to support the education of 117 employee children in need.

關愛特殊員工：華潤醫療關注不同員工群體的實際需求，建立精準化、差異化的關愛體系，推動人文關懷落到實處。公司依法保障女性員工權益，全面落實哺乳假、產假、育兒假等制度；常態化開展離退休人員慰問，傳遞組織溫暖；對非因工致殘或罹患重大疾病的員工，依法依規組織勞動能力鑑定，妥善規範勞動關係處理，切實維護其合法權益，讓每一位員工在企業發展中感受到尊重與關懷。

案例：阜新礦總醫院落實女性員工特殊權益保障

阜新礦總醫院以「情繫女職工 法在你身邊」活動為載體開展普法宣傳，組織1,000餘名女性員工參與線上答題，普法率達100%；完善2個省級女職工關愛室建設，落實女職工「四期」保護，為哺乳期女職工提供溫馨服務陣地。

幫扶困難員工：針對困難員工、困難員工子女、患病員工等特殊困難群體，華潤醫療常態化開展慰問走訪、暖心幫扶等工作，認真傾聽困難員工訴求，切實解決其工作生活中遇到的實際困難。報告期內，華潤醫療投入24.23萬元幫扶困難員工，覆蓋員工278人；走訪慰問167個困難員工家庭，投入24.61萬元救助396位患病員工；投入12.07萬元資助117個困難員工子女入學。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

2. Empowering employee growth

CR Medical consistently regards talents as the core resource driving high-quality development, continuously optimizes talent development mechanisms, and actively builds platforms for employee growth, providing solid support for employees to realize their value and for the Company to achieve sustainable development. During the reporting period, we conducted 3,341 training sessions (including new employee orientation, skills training, and other programs), reaching a total of 18,270 employees¹⁰.

Indicator 指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Investment in employee training 員工培訓投入	RMB10,000 萬元	531.82	393.19	536.54
Number of employees participating in training 參與培訓員工人數	Person 人	18,270	17,677	20,178
Proportion of employees participating in training 參與培訓員工比例	%	82.49	78.28	80.47
Total employee training hours 員工培訓時長	Hour 小時	684,455	867,075	1,093,845
Average training hours per employee 員工人均培訓時長	Hour/person 小時/人	37.46	49.05	54.21

2. 賦能員工成長

華潤醫療始終將人才視作驅動高品質發展的核心資源，不斷優化人才培養機制，積極搭建員工成長平台，為員工實現價值、公司持續發展提供堅實支撐。報告期內，華潤醫療開展新員工培訓、技能培訓等各類員工培訓3,341次，員工培訓總人數18,270人。¹⁰

2025 2025年				
	Number of participants (person) 培訓人數 (人)	Participation rate (%) 參與培訓 的比例(%)	Total training hours (hour) 培訓總時長 (小時)	Average training hours (hour/person) 平均培訓時長 (小時/人)
Employee training by gender 按性別劃分的僱員培訓情況				
Male employees 男性員工	5,226	84.9	197,124	37.7
Female employees 女性員工	13,044	81.6	487,331	37.4

¹⁰Note: All training data for 2025 in this Report excludes IOT hospitals.

¹¹註：此報告2025年所有培訓數據均不包含IOT醫院。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

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Employee Training by Position 按僱員類別劃分的僱員培訓情況	2025 2025年			
	Number of participants (person) 培訓人數 (人)	Participation rate (%) 參與培訓的比例 (%)	Total training hours (hour) 培訓總時長 (小時)	Average training hours (hour/person) 平均培訓時長 (小時/人)
Senior management 管理層	129	85.4	6,953	53.9
Middle-level management 中層員工	1,345	95.7	39,167	29.1
Non-management employees 普通員工	16,796	81.6	638,335	38

2.1 Attracting diverse talents

CR Medical actively expands diversified recruitment channels, consistently upholds principles of objectivity, fairness, and equity throughout the recruitment process, continuously improves talent evaluation and selection mechanisms, and dynamically optimizes recruitment processes and scale allocation, ensuring that talent acquisition precisely supports business development needs, injecting talent vitality and building a talent reservoir for the Company's sustainable growth.

2.1 廣納天下英才

華潤醫療積極拓展多元化引才渠道，在招聘過程中，始終秉持客觀、公正、平等的原則，不斷完善人才評價與選拔機制，動態優化招聘流程與規模配置，確保人才引進工作精準支撐業務發展需求，為企業持續發展注入人才活力、儲備人才動能。

Case: Jinan Beicheng Hospital actively carries out talent recruitment

Jinan Beicheng Hospital has actively built online recruitment platforms, collaborated with medical universities and recruitment websites, held graduate symposiums, and participated in two high-level talent recruitment fairs in Jinan City, broadening talent acquisition channels and expanding the reach of recruitment information. In 2025, Jinan Beicheng Hospital provided internship opportunities to 91 individuals, and offered employment to four persons with disabilities.

案例：濟南北城醫院積極開展人才招聘工作

濟南北城醫院積極搭建線上招聘平台，與各大醫學院、招聘網站合作，舉辦畢業生座談會，參加2場濟南市高層次人才招引大會，拓寬人才引進渠道，擴大招聘資訊覆蓋面。2025年，濟南北城醫院共為91人提供實習崗位，為4名殘疾人提供就業崗位。

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2.2 Building a growth platform

Focusing on talents across medical, pharmaceutical, nursing, and technical disciplines, through tiered and categorized training methods and diversified development approaches, the Company designs targeted training courses, practical exercises, and skills competitions aimed at enhancing professional competence, research innovation capabilities, medical insurance and administration expertise, and personal development. Initiatives such as the Dengfeng Program and nursing skills competition etc. comprehensively enhance the professional competence and skills of disciplinary talents, providing robust talent support for the Company's high-quality development.

Case: CR & WISCO General Hospital establishes an expert development system

CR & WISCO General Hospital has formulated the Expert Selection and Appointment Policy for Senior Health Professionals, established four expert ranks (chief expert, senior expert, advanced expert, and expert), and initiated the evaluation and appointment process for senior medical technical experts. Over more than two years of development, the hospital now has 17 registered experts (including one chief expert, three senior experts, three advanced experts, and 10 experts), and 12 expert-branded specialist clinics.

The hospital has launched the Scientific Research Backbone Training Program, targeting young and mid-career backbone talents, focusing on core needs such as research capability enhancement, team empowerment, resource integration and expansion, personal career development, and psychological well-being. Through nine systematic training sessions, the program has cumulatively cultivated 51 young and mid-career backbone talents. During the training period, participants published over 10 Scientific Citation Index (SCI) papers, and submitted 80 project applications at various levels, with 13 successfully approved.

2.2 打造成長舞台

華潤醫療聚焦醫、藥、護、技等專業學科人才，透過分層分類培養和多元化培養手段，圍繞專業技術能力、科研創新能力、醫保醫政能力和個人素養提升四大目標，設計針對性培訓課程、實踐鍛煉及技能競賽等活動，如「登峰計劃」、護理技能競賽等活動，全面提升學科人才的專業素養和技能水平，為公司高品質發展提供堅實人才保障。

案例：華潤武鋼總醫院打造專家培養體系

華潤武鋼總醫院制定《衛生專業高級技術專家評聘管理制度》，設立首席專家、資深專家、高級專家、專家共4個級別，並開展院衛生專業醫療高級技術專家評聘工作。經過兩年多的發展，華潤武鋼總醫院在冊專家17人（其中首席專家1人、資深專家3人、高級專家3人、專家10人），成立專家品牌診療工作室12個。

醫院開展針對中青年骨幹群體的「科研骨幹培訓班」活動，聚焦科研能力提升、團隊賦能建設、資源整合拓展，以及個人職業發展與心理建設等核心需求，九期系統培訓，累計培養中青年骨幹51人。培訓期間，學員共提交各級各類項目申報80人次，成功獲批13項；發表SCI論文10餘篇。

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2.3 Facilitating career pathways

CR Medical focuses on facilitating career advancement channels for employees, standardizes position level management, broadens development pathways, and strengthens developmental support. Meanwhile, the Company clearly defines qualification requirements and level-setting standards for various positions, establishes a dual-track career development system encompassing “professional and managerial” paths, and systematically conducts qualification examinations and job appointments, creating a development platform for employees to grow, thrive, and excel.

Case: General Hospital of Mining Industry Group Fuxin builds a dual-track career development system

General Hospital of Mining Industry Group Fuxin has established a dual-track career development system, including traditional managerial track and professional technical track. Through the formulation of policies such as the Position Level Sequence Management Measures, the hospital has defined the promotion paths and standards for both tracks, and established an independent senior title evaluation mechanism, to scientifically assess candidates based on multiple dimensions, including clinical competence and research achievements. Employees can choose or switch tracks based on their expertise and career plans, and the hospital systematically implements regular talent reviews and personalized development programs, providing systematic support for the mutual growth of employees and the hospital.

2.3 打通職業階梯

華潤醫療聚焦打通人才職業晉升通道，規範職級管理、拓寬發展路徑、強化培育支撐，明確各職級任職資格與定級標準，建立「專業+管理」雙通道職業發展體系，有序開展資格考試與職務聘任，為員工打造成長成才、實現價值的發展平台。

案例：阜新礦總醫院構建職業發展雙通道體系

阜新礦總醫院構建了管理序列與專業技術序列並行的職業發展雙通道體系，透過制定《職級序列管理辦法》等制度，明確兩類通道的晉升路徑與標準，並設立高級職稱自主評審機制，依據臨床能力、科研成果等多維度進行科學評價。員工可根據專長與規劃選擇或轉換通道，醫院配套實施定期人才盤點與個性化培養，系統支持員工與醫院共同成長。

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3. Occupational safety management

CR Medical adheres to the bottom line of safety development, fully implements safety management responsibilities, continuously improves the safety management system by focusing on strengthening safety defenses, enhancing emergency response capabilities, and protecting occupational health, and fully ensures the safety and health of employees.

3. 職業安全管理

華潤醫療堅守安全發展底線，全面壓實安全管理責任，圍繞築牢安全防線、提升應急能力、守護職業健康等重點工作，持續完善安全管理體系，切實保障員工的安全與健康。

Indicator 指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Investment in workplace safety 安全生產投入	RMB10,000 萬元	2,453.66	4,909.28	3,130.06
Number of safety training attendances 安全培訓人次	Person-time 人次	29,337	26,952	25,194
Total safety training hours 安全培訓時長	Hour 小時	707,745	–	–
Safety training coverage rate 安全培訓覆蓋率	%	100	100	100
Employee health check-up coverage rate 員工體檢覆蓋率	%	93.69	100	100
Employee health check-up coverage rate 員工體檢檔案覆蓋率	%	98.43	100	100
Number of work-related injuries 工傷事故數	Time 次	0	0	0
Number of occupational disease cases 職業病發生數	Case 例	0	0	0
Number of employees fatally injured at work 因工死亡員工人數	Person 人	0	0	0
Rate of employees fatally injured at work 因工死亡的員工比率	%	0	0	0
Work days lost due to work-related injuries 因工損失的工作日數	Day 日	1,666	1,527	2,550

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3.1 Strengthening safety defense lines

Strictly complying with the *Workplace Safety Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China*, and other relevant laws and regulations, CR Medical has developed and continuously improved internal management systems such as the *Implementation Rules for Managing Quality and Safety Incidents*. The Company conducts regular hazard identification and targeted rectification in key areas such as pharmaceutical safety, fire safety, electricity and gas usage, construction, and special equipment, effectively reinforcing the dual defenses of operational and employee safety. During the reporting period, CR Medical invested RMB24.5366 million in rectifying safety hazards across its units, achieving a rectification rate of 90%. For remaining unrectified hazards, the Company has set clear deadlines and assigned responsibilities to ensure that hazards are addressed dynamically and the bottom line of safety production is firmly maintained.

Case: Tie Fa Coal General Hospital conducts systematic and multi-domain safety inspections and special rectifications

In 2025, Tie Fa Coal General Hospital comprehensively deepened the hazard identification and rectification mechanism, systematically advancing closed-loop safety risk management; conducted four rounds of major hazard inspections across all areas throughout the year, covering critical domains such as confined spaces, special equipment, and fire safety; carried out five special rectification campaigns, targeting hazardous chemicals, gas usage, construction, and transportation; systematically studied criteria for identifying major accident hazards, and actively collaborated with local government departments on training and drills, forming a full-chain governance mechanism encompassing “standard learning, comprehensive inspection, targeted rectification, technological upgrade, and regional collaboration”.

3.1 築牢安全防線

華潤醫療嚴格遵循《中華人民共和國安全生產法》《中華人民共和國消防法》等法律規例，制定並持續完善《品質安全事件管理實施細則》等內部管理制度，在藥品安全、消防安全、用電、燃氣、建築施工、特種設備等重點領域開展常態化隱患排查與專項整治，切實築牢公司營運與員工安全的雙重防線。報告期內，華潤醫療各單位安全隱患整改投入2,453.66萬元，整改率達90%。針對剩餘未整改隱患，明確整改時限與責任，確保隱患動態清零，堅決守住安全生產底線。

案例：鐵煤總醫院開展多領域系統性安全排查與專項治理

2025年，鐵煤總醫院全面深化隱患排查治理機制，系統推進安全風險閉環管理。全年組織開展4次全院範圍重大隱患排查，覆蓋有限空間、特種設備、消防安全等關鍵領域；針對危化品、燃氣、建築施工、交通等開展專項治理5次；系統學習重大事故隱患判定標準，並積極與地方政府部門聯動開展培訓演練，形成「學習標準 — 全面排查 — 專項整改 — 技防升級 — 區域協同」的全鏈條治理機制。

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3.2 Enhancing emergency response capabilities

In accordance with national standards, CR Medical has established comprehensive emergency response plans and mechanisms to address various public emergencies, including natural disasters, accidents, public health incidents, and social security incidents. Through measures such as conducting hazard vulnerability analysis, risk identification and rectification, issuing early warnings, and organizing specialized emergency training and drills, the Company continuously optimizes emergency procedures, strengthens material support, enhances the emergency preparedness of all employees, and ensures rapid, orderly, and effective responses to emergencies, fully safeguarding employee safety. During the reporting period, all units of CR Medical conducted over 1,600 safety emergency drills, recording 48,000 attendances.

Case: Huaibei Miners General Hospital revises and publishes emergency response plans

In 2025, Huaibei Miners General Hospital systematically established a public health emergency management system, revised and published the *Comprehensive Emergency Response Plan for Public Health Emergencies*, establishing the working principles of “prevention first, unified leadership, and rapid response”; defined a clear organizational structure with responsibilities assigned to an emergency leadership group, working group, on-site response team, and expert group, established a closed-loop management process for graded response, and clarified key support mechanisms for communication, teams, supplies, and funding; enhanced the hospital’s capacity for coordinated response and rapid action in the face of major infectious disease outbreaks and other public health emergencies, and provided an institutionalized and standardized framework for protecting employee safety and ensuring business continuity.

3.2 提升應急能力

華潤醫療依據國家規範，針對自然災害、事故災難、公共衛生事件及社會安全事件等各類突發公共事件，建立健全應急預案與響應機制。透過開展災害脆弱性分析、風險隱患排查整治、預警資訊發佈、應急專題培訓與安全應急演練，不斷優化應急流程、強化物資保障、提升全員應急素養，確保在突發情況下能夠快速、有序、高效響應，全力保障員工的安全。報告期內，華潤醫療各單位全年累計開展安全應急演練1,600餘次，覆蓋4.8萬人次。

案例：淮北礦工總醫院修訂發佈應急預案

2025年，淮北礦工總醫院系統構建突發公共衛生事件應急管理體系，修訂發佈《突發公共衛生事件綜合應急預案》，確立「預防為主、統一領導、快速反應」的工作原則。建立由應急領導組、工作組、現場處置組及專家組構成的權責清晰的組織架構，確立分級響應的閉環管理流程，明確通信、隊伍、物資及經費等關鍵保障機制，增強醫院在面臨重大傳染病疫情等突發公共衛生事件時的協同處置與快速響應能力，為保障員工安全與醫療業務連續運行了制度化、規範化的行動框架。

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3.3 Protecting occupational health

CR Medical strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Occupational Disease* and other relevant laws and regulations, CR Medical has developed and implemented internal systems such as the *Occupational Health Supervision Guidelines*, the *Checklist for Hospital Infection Prevention and Control*, and the *Checklist for Radiation Protection of Medical Staff*. The Company conducts occupational hazard identification and risk grading, focuses on source control of radiological, biological, physical, and chemical hazards, and standardizes the management of occupational health records, the verification of radiology licenses, and the maintenance of protective equipment. We also organize specialized training and legal awareness campaigns, and enhance the protective awareness and management capabilities of all employees, comprehensively safeguarding occupational health.

Case: Jinan Beicheng Hospital actively carries out occupational health management

In 2025, Jinan Beicheng Hospital further refined its management rules based on the occupational safety monitoring system for medical personnel, and added a new radiation hazard disclosure form to ensure all staff are promptly informed of relevant occupational safety information; standardized the display of various signs and labels, maintained comprehensive radiation protection management files, and established standardized operating procedures for each radiation-producing device; posted radiation hazard warning signs in radiology departments, kept equipment rooms clear of clutter, fully stocked protective equipment according to standards and placed them in an orderly manner; regularly organized radiation personnel to undergo health check-ups and professional training, and instructed patients on the proper use of protective equipment, effectively ensuring the occupational health of employees.

3.3 守護職業健康

華潤醫療嚴格遵循《中華人民共和國職業病防治法》等法律規例，制定並落實《職業健康監督管理細則》《醫院感染預防與控制檢查要點》《醫務人員放射防護檢查要點》等內部制度，開展職業危害辨識與分級管控，重點加強對放射性、生物性、物理性及化學性危害因素的源頭治理，規範執行職業健康監護檔案管理、放射診療許可校驗及防護設施維護等工作，組織專項培訓與普法宣傳，提升全員防護意識與管理能力，全方位築牢職業健康防線。

案例：濟南北城醫院積極開展職業健康管理

2025年，濟南北城醫院依託醫務人員職業安全監測制度，進一步完善管理細則，新增放射危害告知書，確保所有工作人員及時知悉職業安全相關內容；規範懸掛各類標識標牌，健全放射防護管理檔案，為每台放射設備製定標準化操作規程；在放射科室內張貼輻射危害警示標識，清理機房雜物，按標準配齊配足防護用品並規範擺放；常態化組織放射工作人員開展健康查體與專業培訓，並指導受檢者正確使用防護用具，切實保障員工職業健康。

(III) Collaborative Success and Value Creation

CR Medical upholds the principle of win-win cooperation and shared development, actively enhances collaboration with various stakeholders, and continuously elevates specialized medical capabilities, striving to build a safe and stable sustainable supply chain and foster a mutually beneficial, trustworthy, stable, and harmonious partnership.

1. Strengthening strategic cooperation

CR Medical actively empowers industry development, and extensively participates in medical industry exchanges and standard-setting. During the reporting period, member hospitals of CR Medical drafted the group standard Technical Specification for Abdominal Compression Cardiopulmonary Resuscitation (T/CRHA 266-2025), which was approved and released by the Chinese Research Hospital Association (CRHA). The Company also hosted or co-organized 299 industry or academic exchange conferences, continuously promoting technological advancement and high-quality development in the medical field.

Adhering to the development philosophy of openness, synergy, and win-win cooperation, CR Medical continues to deepen exchanges and collaboration with government entities, universities, industry peers, and other partners, aiming to build a long-term, stable, and mutually beneficial development ecosystem.

Case: Guangdong 999 Brain Hospital establishes a medical education base with Jinan University

In March 2025, Guangdong 999 Brain Hospital held a signing and unveiling ceremony to establish a medical education base in partnership with Jinan University. The two parties will engage in comprehensive and in-depth collaboration in brain health, focusing on talent cultivation, scientific research, discipline development, and medical services. Together, they aim to create a comprehensive medical education platform integrating teaching, research, and clinical practice, thereby fostering the deep integration and synergistic development of medical education and clinical practice.

(三) 攜手共贏·共創價值

華潤醫療堅持合作共贏、共同發展，積極與各方加強協同聯動，不斷提升專科醫療水平，打造安全穩定的可持續供應鏈，努力營造互信互信、穩定和諧的合作關係。

1. 加強戰略合作

華潤醫療積極賦能行業發展，廣泛參與醫療行業交流與標準制定工作。報告期內，華潤醫療成員醫院起草並經中國研究型醫院學會批准發佈《腹部提壓心肺復甦技術操作規範》團體標準(T/CRHA 266-2025)，主辦及協辦行業交流或學術交流會議299場次，持續推動醫療行業技術進步與高品質發展。

華潤醫療堅持開放協同、合作共贏的發展理念，不斷深化與政府、高校、同行企業等各方夥伴的交流合作，構建長期穩定、互利共生的發展生態。

案例：廣東三九腦科醫院掛牌「暨南大學醫學教育基地」

2025年3月，廣東三九腦科醫院舉行與暨南大學共建醫學教育基地的簽約暨揭牌儀式。雙方將在腦健康領域對人才培養、科研合作、學科建設、醫療服務等開展全方位、深層次的合作，共同打造一個集教學、科研、臨床為一體的綜合性醫學教育平台，推動醫學教育與臨床實踐的深度融合與協同發展。

II. HEALTH STEWARDSHIP WITH

SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

2. Building key specialties

CR Medical deeply implements the Healthy China Initiative, and adheres to an integrated development of medicine, education, and research. The directly-managed hospitals have completed their 15th Five-Year Plan discipline development plans, while Grade III hospitals focus on “emergency care + three major centers” and chronic diseases, and Grade II hospitals focus on chronic diseases, rehabilitation, and traditional Chinese medicine. These efforts have continuously enhanced medical technology capabilities and core service capacities, injecting robust momentum into safeguarding public health. During the reporting period, the Company added 35 key clinical specialties and five nationally certified centers.

3. Building a responsible supply chain

CR Medical strictly complies with the *People’s Republic of China on Tenders and Bids*, the *Regulations for the Implementation of the Law of the People’s Republic of China*, and other relevant laws and regulations, adheres to the principles of fairness, impartiality, and openness, and upholds the management philosophy of compliance, transparency, and sustainability, and strengthens quality control and risk prevention throughout the entire process. The Company is committed to building a standardized, orderly, safe, reliable, and mutually beneficial responsible supply chain system, and fostering a more sustainable and inclusive supply chain ecosystem.

2. 建設重點專科

華潤醫療深入踐行「健康中國」戰略，堅持醫教研一體化發展，直管醫院完成「十五五」學科規劃，三級醫院聚焦「急診+三大中心」以及慢病，二級醫院聚焦慢性病以及康復、中醫，不斷提升醫療技術水平與核心服務能力，為守護人民健康注入堅實動力。報告期內，華潤醫療新增臨床重點專科35個，新增國家認證中心5個。

3. 打造責任供應鏈

華潤醫療嚴格遵守《中華人民共和國招標投標法》《中華人民共和國招標投標法實施條例》等法律，堅持公平、公正、公開的原則，堅持合規、透明、可持續的管理理念，強化全流程品質管控與風險防範，積極構建規範有序、安全可靠、互利共贏的責任供應鏈體系，構建更加可持續、更具包容性的供應鏈生態。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Indicator 指標	Unit 單位	2025 2025年
Number of suppliers in North China 華北地區供應商數量	Number 個	976
Number of suppliers in Northeast China 東北地區供應商數量	Number 個	882
Number of suppliers in South China 華南地區供應商數量	Number 個	688
Number of suppliers in East China 華東地區供應商數量	Number 個	1,449
Number of suppliers in Central China 華中地區供應商數量	Number 個	480
Number of suppliers in Northwest China 西北地區供應商數量	Number 個	48
Number of suppliers in Southwest China 西南地區供應商數量	Number 個	66
Number of overseas suppliers 海外供應商數量	Number 個	17

Indicator 指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Total number of suppliers 供應商總數	Number 個	4,606	3,955	5,211
Number of suppliers reviewed during the reporting period 報告期內審查的供應商數量	Number 個	4,606	3,955	5,211
Number of supplier compliance and risk training sessions 供應商守法合規及風險培訓次數	Time 次	5	13	2
Number of supplier compliance and risk training attendances 供應商守法合規及風險培訓人次	Person-time 人次	929	1,090	600
Potential suppliers rejected due to social non-compliance 因社會責任不合規被否決的潛在供應商	Number 個	0	0	0
Suppliers discontinued due to social non-compliance 因社會責任不合規被中止合作的供應商	Number 個	0	0	0
Responsible procurement ratio 責任採購比率	%	100	100	100

II. HEALTH STEWARDSHIP WITH

SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Supplier management 供應商管理

- **Admission:** All suppliers are strictly governed by the *Regulations on Procurement Management of China Resources Medical Holdings Company Limited*. Prior to procurement, all suppliers are required to register on the CR Shouzheng Electronic Tendering and Procurement Platform, and undergo the procurement process. Only those passing the qualification assessment can become potential cooperative suppliers and be included in the procurement scope.
- **准入：**全體供應商均受《華潤醫療控股有限公司採購管理制度》嚴格約束，採購前要求所有供應商在守正電子招標平台註冊並開展採購流程，透過資質評估者才能成為潛在合作供應商，納入採購範疇。
- **Management:** The *Implementation Rules for Supplier Management* have been formulated and released, categorizing suppliers into three types (centralized procurement of medical supplies, self-operated distribution of medical supplies, and self-procurement of non-medical supplies). Management requirements are formalized with suppliers through agreements.
- **管理：**制定並發佈《供應商管理實施細則》，將供應商分為醫用物資集採、醫用物資自營經銷、非醫用物資自採業務供應商三類，以協議形式固化供應商管理要求。
- **Evaluation:** A semi-annual supplier evaluation mechanism has been established. The Company systematically assesses suppliers' management practices in design, procurement, production, logistics, recycling, and marketing against green and environmental requirements.
- **評價：**建立年度2次供應商評價機制，圍繞綠色環保要求，系統評估其在設計、採購、生產、物流、回收及營銷等環節的管理行為。
- **Review:** The Company has preliminarily achieved closed-loop management of the supplier lifecycle from admission to evaluation. Management of suppliers on the blacklist has been strengthened, enhancing the synergistic effect in managing suppliers with major adverse conduct. We prioritize suppliers with excellent environmental and social benefits in supplier procurement.
- **審查：**初步實現供應商管理從准入至評價的全生命周期閉環管理，並加強黑名單供應商管理，提升對重大不良行為供應商管理的協同效應。在供應商採購中優先考慮環境和社會效益優秀的供應商。

II. HEALTH STEWARDSHIP WITH

SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Supply chain security
and stability
供應鏈安全穩定

- **Assessment:** Suppliers with a cooperation period exceeding three months are required to participate in an annual comprehensive assessment and tiered management. Suppliers failing the annual assessment are included in the list of disqualified suppliers, and prohibited from participating in any procurement activities within their applicable scope and category for two years.
- **考核:** 合作期在三個月以上的供應商均需參與年度綜合評估與分級管理，評估周期為每年一次，未透過本年度評估的供應商將被納入不合格供應商名冊，在其適用範圍及專業類別內，兩年內禁止參與任何採購活動。
- **Training:** Regular management training and exchange sessions are held for suppliers to enhance their capacity for responsible self-management.
- **培訓:** 定期召開面向供應商的管理培訓交流，推動供應商提高自我責任管理能力。
- The Company continuously deepens procurement management functions and organizational transformation, continuously improves the top-level organizational design for procurement and supply chain management, and fully leverages the value creation efficiency of specialized management, group-based operations, and procurement management synergy, forming a three-tier structure of “headquarters, platforms, and member hospitals”.
- 持續深化採購管理職能與組織變革，不斷完善採購及供應鏈管理的組織頂層設計，充分發揮專業化管理、集團化營運及採購管理協同的價值創造效能，形成「總部 — 平台 — 成員醫院」三級架構。

Supply chain risk
management
供應鏈風險管理

- The Company analyzes the supply chain risks, identifies potential risks related to environmental pollution, resource consumption, multi-sourcing, safety inventory, and supply assurance, and takes gradual measures to address these risks.
- 分析面臨的供應鏈風險，明確可能存在環境污染、資源消耗、多源採購、安全庫存、供應保障等方面的風險，並將逐步採取措施應對以上風險。
- The Company strengthens compliance risk supervision by formulating compliance monitoring plans. Leveraging the procurement supervision platform, it has issued over 30 compliance risk alerts, published an online procurement manual, and organized five procurement compliance training sessions, recording 929 attendances.
- 加強合規風險監督，制定合規監管方案，依託採購監督平台，發起合規風險提示30餘次，發佈採購在線手冊，組織採購合規培訓5場次，覆蓋929人次。

II. HEALTH STEWARDSHIP WITH

SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Supply chain digital transformation 供應鏈數碼化轉型

- The Company enhances procurement management oversight by formulating and releasing procurement supervision and risk prevention and control plans, and systematically conducting special self-inspections and self-corrections for procurement activities.
- 強化採購管理監督，制定發佈採購監管與風險防控方案，有序開展採購專項自查自糾工作。
- The Company builds an integrated supply chain platform (system), promotes the launch of a centralized medical supplies trading platform and a medical equipment e-commerce platform, and connects healthcare institutions within the system with cooperative suppliers, enabling unified management of processes including planning, demand assessment, centralized procurement, order placement, distribution, acceptance inspection, and returns for medical supplies within the management scope. Meanwhile, we monitor, analyze, and evaluate aspects like settlement and delivery.
- 建設供應鏈一體化平台(系統)，推進醫用物資集採交易平台、醫療設備電商平台上線，貫通體系內醫療機構、合作供應商，實現對管理範圍內醫用物資的計劃與需求評估、集中採購、訂單配送驗收退貨等環節的統一管理，並對結算、到貨等環節進行監測、分析和評價。
- The Company empowers procurement supervision upgrades through a digital management and control platform, strengthening the construction and interconnection of information systems across all procurement stages.
- 透過數碼化管控平台賦能採購監管升級，加強採購各環節的信息化系統建設與互聯互通。

Transparent procurement 陽光採購

- During the centralized procurement process, suppliers are required to sign the Letter of Commitment for Integrity and Compliance.
- 集採過程中要求供應商簽署「廉潔合規承諾書」。

(IV) Health Advancement and Commitment Fulfillment

CR Medical steadfastly upholds the mission of a central enterprise-operated medical institution, deeply implements the Healthy China Initiative, and coordinates the advancement of health promotion, medical accessibility, and social welfare initiatives. The Company focuses on supporting special groups and assisting underdeveloped regions, deepens the substance of volunteer services, and delivers medical care with professional commitment and dedication, safeguarding the health and well-being of the people.

1. Contributing to Healthy China Initiative

CR Medical actively implements the Healthy China Initiative, adheres to a people-centered approach to health, continuously strengthens discipline development and medical synergy, constantly improves the medical service system, and supports the steady advancement of healthcare.

1.1 Regional integrated development

CR Medical focuses on regional integrated development, leverages the distinct geographical layouts of its healthcare institutions, plays a coordinating and leading role, and implements standardized and normalized unified management. By building collaborative development platforms, the Company facilitates the sharing of high-quality medical resources, and the cross-fertilization of management expertise and technological achievements, and consolidates the development strength of each institution. This promotes overall quality improvement and efficiency enhancement in regional medical services, enabling collaborative advancement and high-quality development among all institutions.

(四) 聚力健康·踐行責任

華潤醫療始終堅守央企辦醫使命，深度踐行「健康中國」戰略，統籌推進健康促進、醫療普惠與社會公益等惠民活動，重點開展特殊人群關懷與薄弱地區幫扶，並深化志願服務內涵，以專業擔當傳遞醫療溫度，守護人民群眾生命健康福祉。

1. 助力「健康中國」

華潤醫療積極踐行「健康中國」戰略，堅持以人民健康為中心，持續強化學科建設與醫療協同發展，不斷完善醫療服務體系，助力醫療衛生事業穩步向前發展。

1.1 區域一體化發展

華潤醫療聚焦區域一體化發展，立足各醫療機構的區域佈局特點，充分發揮統籌引領作用，實施規範化、標準化統一管理。透過搭建協同發展平台，促進優質醫療資源互通共享、管理經驗與技術成果互鑑互促，凝聚各機構發展合力，推動區域內醫療服務整體提質增效，助力各機構實現協同共進、高品質發展。

II. HEALTH STEWARDSHIP WITH

SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Case: Inauguration of the Huaibei Miners General Hospital Compact Urban Medical Group

In November 2025, the launch meeting and inauguration ceremony for the construction of the Huaibei Miners General Hospital Compact Urban Medical Group were held in the hospital's academic lecture hall. At the meeting, the Huaibei Miners General Hospital Compact Urban Medical Group was officially established. The construction of compact urban medical groups is a concrete action in response to Anhui Province's requirement to "build 8-10 provincial-level demonstration compact urban medical groups". Led by Huaibei Miners General Hospital, this group collaborates with the Duji District People's Hospital (Gaoyue Street Community Health Service Center), Duji District Kuangshanji Street Health Service Center, Duji District Shuoli Township Health Center, Duji District Shitai Township Health Center, and Duji District Duanyuan Township Health Center to deliver homogenized, integrated medical services, aiming to achieve the goal of "rehabilitation at the grassroots level, and treatment for major illnesses within the city".

案例：淮北礦工總醫院緊密型城市醫療集團揭牌

2025年11月，淮北礦工總醫院緊密型城市醫療集團建設啟動大會暨揭牌儀式在醫院學術報告廳舉行。會上，淮北礦工總醫院緊密型城市醫療集團掛牌成立。緊密型城市醫療集團建設是落實安徽省「建設8-10個緊密型城市醫療集團省級示範」要求的具體行動。淮北礦工總醫院緊密型城市醫療集團由淮北礦工總醫院牽頭，聯合杜集區人民醫院（高岳街道社區衛生服務中心）、杜集區礦山集街道社區衛生服務中心、杜集區朔里鎮衛生院、杜集區石台鎮衛生院、杜集區段園鎮衛生院實行同質化、一體化醫療服務，實現「康復在基層、大病不出市」的目標。

Case: Inauguration of the Shenyang Dadong District Times City Community Health Service Center

In September 2025, the inauguration ceremony for the Shenyang Dadong District Times City Community Health Service Center was successfully held. Under the integrated management of the Shenyang-Fushun region by Fukuang General Hospital, the Times City Community Health Service Center is a comprehensive service hub integrating basic medical care, public health, and health management, and its establishment marks a new starting point for the central-local government collaboration between CR Medical and the Dadong District People's Government.

案例：瀋陽市大東區時代之城社區衛生服務中心揭牌

2025年9月，瀋陽市大東區時代之城社區衛生服務中心揭牌儀式成功舉行。時代之城社區衛生服務中心是集基本醫療、公共衛生、健康管理於一體的綜合性服務樞紐，由撫礦總醫院進行沈撫區域一體化管理，是華潤醫療與大東區政府探索央地合作的新起點。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

1.2 Development of medical consortium

CR Medical continues to deepen the reform of the healthcare system, and actively promotes the formation of medical consortia among medical institutions of different regions, types, and levels to build a regional collaborative medical service system. By optimizing the allocation of medical resources and facilitating the flow of high-quality resources and professional expertise to the grassroots level, the Company achieves synergistic development and collective progress.

General Hospital of Mining Industry Group Fuxin collaborates with 33 township medical consortium hospitals to establish a chest pain green channel, safeguarding health from the “heart”

General Hospital of Mining Industry Group Fuxin has collaborated with 33 township medical consortium hospitals to establish a chest pain green channel. Through standardized training, it enhances the “first-contact diagnosis” capability at the grassroots level, innovates the “cloud-based collaboration + dual bypass surgery” model, and creates a coordination mechanism characterized by “information transmission in seconds, team response in seconds, and catheterization lab preparation in advance”. This breaks down geographical barriers, and protects the heart health of patients in Fuxin City and surrounding areas.

Case: Pingkuang General Hospital and Hunan Cancer Hospital establish a medical consortium

In February 2025, Pingkuang General Hospital and Hunan Cancer Hospital held a signing and licensing ceremony for their oncology specialty alliance medical consortium. The two parties will collaborate on improving the remote diagnosis and treatment platform, and cooperate on projects for early cancer screening, early diagnosis, and early treatment, aiming to build an efficient and coordinated medical service network and provide patients with more precise and personalized diagnostic and treatment services.

1.2 醫聯體建設

華潤醫療持續深化醫藥衛生體制改革，積極推動不同區域、不同類別、不同層次醫療機構組建醫聯體，構建區域協同醫療服務體系。透過優化醫療資源配置，推動優質資源與專業力量下沉基層，實現協同發展、共同進步。

阜新礦總醫院與33家鄉鎮醫聯體醫院共建胸痛綠色通道守護「心」健康

阜新礦總醫院與33家鄉鎮醫聯體醫院共建胸痛綠色通道，透過標準化培訓提升基層「首診力」，創新「雲端聯動+雙繞手術」模式，打造「資訊秒傳、團隊秒應、導管室先啟」協同機制，打破地域壁壘，守護阜新及周邊地區患者的「心」希望。

案例：萍礦總醫院與湖南省腫瘤醫院共建醫聯體

2025年2月，萍礦總醫院與湖南省腫瘤醫院舉行腫瘤專科聯盟醫聯體簽約授牌儀式。雙方將在遠程診療平台完善、腫瘤早篩早診早治項目合作等方面合作，構建高效協同的醫療服務網絡，為患者提供更加精準、個性化的診療服務。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

2. Promoting healthcare accessibility

Based on the fundamental health needs of the public, CR Medical focuses on the medical needs of special groups, striving to extend high-quality, convenient, and accessible medical services to various populations, thereby building a fair, balanced, and accessible healthcare service system.

2.1 Free clinic services

CR Medical actively carries out public welfare free clinic and health service activities, promotes health knowledge, provides diagnostic consultations, and offers health guidance to communities, grassroots areas, and key populations, delivering medical care with warmth and safeguarding public health through sustained action. During the reporting period, the Company conducted 2,060 free community clinic activities, and provided 175,702 services.

Indicator 指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Number of free community clinic activities 社區義務診療次數	Time 次	2,060	1,903	1,090
Number of beneficiaries from free community clinics 社區義診受益人	Person-time 人次	175,702	145,356	128,209

Case: Huaibei Miners General Hospital launches free clinic week to “serve the people and promote public health”

Focusing on the core objective of “serving the people and safeguarding public health”, Huaibei Miners General Hospital conducted three targeted free clinic services, provided “services for key rural populations” and “expert free clinics in communities”, and extended services to special groups within the fire rescue brigade. This initiative channeled high-quality medical resources to the grassroots and special groups, effectively fulfilling the hospital’s responsibility and commitment as the leading hospital in the medical consortium.

2. 推動醫療普惠

華潤醫療立足群眾健康根本需求，關注特殊群體醫療需求，着力推動優質、便捷、可及的醫療服務向各類群體延伸覆蓋，構建公平均衡、普惠可及的醫療衛生服務體系。

2.1 義診服務

華潤醫療積極開展公益義診與健康服務活動，面向社區、基層及重點人群普及健康知識，提供診療諮詢與健康指導，以持續行動傳遞醫療溫度、守護群眾健康。報告期內，華潤醫療開展社區義務診療2,060次，受益人達175,702人次。

案例：淮北礦工總醫院開展「服務百姓健康行動」義診活動周

淮北礦工總醫院聚焦「服務百姓、守護健康」核心目標，開展3場精準化義診服務，完成「鄉村重點人群服務」「社區專家義診」，並延伸開展消防救援大隊特殊群體服務，將優質醫療資源下沉至基層、延伸至特殊群體，切實踐行了醫聯體牽頭醫院的責任與擔當。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

2.2 Health knowledge promotion

CR Medical consistently focuses on improving public health literacy, and conducts diverse health education activities to disseminate health knowledge, promote healthy lifestyles, and guide the public toward adopting science-based healthy habits, thereby continuously enhancing the health literacy of the population. During the reporting period, the Company conducted 7,660 public health education sessions, and provided 120,114,200 services.

2.2 健康知識普及

華潤醫療始終關注公眾健康素養提升，廣泛開展形式多樣的健康宣教活動，面向社會普及健康知識、傳播健康理念，引導群眾樹立科學的健康生活方式，助力全民健康素養水平不斷提高。報告期內，華潤醫療開展公民健康教育7,660次，受益人次達12,011.42萬人次。

Indicator 指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Number of public health education sessions conducted ¹¹ 公民健康教育開展次數 ¹¹	Time 次	7,660	7,961	32,900
Number of beneficiaries of public health education ¹² 公民健康教育受益人次 ¹²	10,000 person-times 萬人次	12,011.42	13,543.16	1,482.20

Case: Beijing Jianguo Hospital hosts health science popularization competition

In March 2025, the 2025 Health Science Popularization Competition hosted by Beijing Jianguo Hospital successfully concluded. In alignment with the “Healthy China 2030” Planning Outline, and combining medical advancements with integrated Chinese and Western medicine characteristics, Beijing Jianguo Hospital has established an authoritative and practical science popularization system. By identifying public health needs through community surveys, the hospital translates professional knowledge into clear and simple health information, continuously explores new pathways for health science popularization, builds a distinctive science popularization brand, integrates health concepts into public life, and supports the transition from “passive treatment” to “active healthcare”.

案例：北京市健宮醫院舉辦健康科普大賽

2025年3月，北京市健宮醫院舉辦的「2025年健康科普大賽」圓滿結束。北京市健宮醫院依據《「健康中國2030」規劃綱要》，結合醫學前沿和中西醫特色，建立權威且實用的科普體系，透過社區調研掌握公眾健康需求，將專業知識轉化為易懂的科普內容，持續探索健康科普新路徑，塑造醫院特色科普品牌，將健康理念融入公眾生活，助力人們從「被動治療」邁向「主動健康」。

¹²Note: In 2024, some hospitals integrated health education (science popularization) into their daily departmental management. Consequently, the number of hospital-level health education activities and beneficiaries recorded in 2024 decreased compared to 2023.

¹³Note: Since 2023, the number of beneficiaries of public health education covers individuals participating in online health science education and promotion activities organized by the hospitals.

¹²註：2024年部分醫院將健康教育(科普)納入科室日常管理，2024年健康教育(科普)院級開展活動統計次數及受益人次較2023年有所下降。

¹³註：自2023年起，公民健康教育受益人次覆蓋參加各醫院在線健康科普與宣教的人員。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

2.3 Caring for the elderly and children

CR Medical focuses on the health protection of the “elderly and children” populations, continuously improves dedicated medical services and health care initiatives, and delivers professional care to safeguard people’s well-being.

Case: Guangdong 999 Brain Hospital and a grassroots medical institution establish child and adolescent specialty clinics

In June 2025, Guangdong 999 Brain Hospital and Xin Feng Maternal and Child Health Hospital signed a strategic collaboration agreement for a close-knit medical consortium. Concurrently, Xinfeng County’s first specialized clinics for child and adolescent learning ability assessment and emotional problem management, the Learning Difficulties Clinic and Emotional Disorders Clinic, were inaugurated and put into service.

2.4 Caring for special groups

CR Medical deeply commits to the health needs of special groups, actively carries out public welfare services and health care initiatives to support persons with disabilities, and provides professional and compassionate medical support and health services, safeguarding the health and well-being of special groups through concrete actions.

Case: Guangdong 999 Brain Hospital’s Runxin volunteer service for special groups

In 2025, Guangdong 999 Brain Hospital organized activities such as the Health Express volunteer service event focusing on the physical and mental health of young persons with disabilities, and the Volunteering at Kangyuan exchange on disability support and volunteer services, and the Health Express at Kangyuan in Guangzhou City. These events provided health science education, free clinic services, professional medical advice, and necessary health guidance, trained caregiving skills, and enhanced health awareness among trainees of Kangyuan occupational therapy stations and their families.

2.3 心繫敬老愛幼

華潤醫療關注「一老一小」群體健康保障，持續完善專屬醫療服務與健康關懷，以溫情守護、專業護航傳遞民生溫度。

案例：廣東三九腦科醫院與基層醫療機構共建兒童青少年專科門診

2025年6月，廣東三九腦科醫院與新豐縣婦幼保健院舉行緊密醫聯體合作簽約儀式，雙方共建的新豐縣首個專業開展兒童青少年學習能力評估及情緒問題診療的專科門診——「學習困難門診」與「情緒障礙門診」同步揭牌並開診。

2.4 關愛特殊群體

華潤醫療心繫特殊群體健康需求，積極開展扶殘助殘公益服務與健康關懷行動，為特殊群體提供專業、溫暖的醫療支持與健康服務，以實際行動守護特殊群體健康與幸福。

案例：廣東三九腦科醫院潤心志願服務特殊人群

2025年，廣東三九腦科醫院舉辦「健康直通車」關愛青年殘疾人身心健康志願服務活動、「志願在康園」扶殘助殘志願服務工作交流暨廣州「健康直通車」進康園等活動，開展健康科普和義診服務，提供專業的醫療諮詢和必要的健康指導，培訓關愛照護技能，提高康園工療站學員及家屬的健康意識。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY 二、健康守望·社會關懷

Case: Beijing Jianguo Hospital establishes the Taoran Frontline Service Workers Station, extending Runxin services to new employment groups

Leveraging the Taoran Frontline Service Workers • Resonance on Shared Journey Party-building brand, the Taoranting Subdistrict, in collaboration with Beijing Jianguo Hospital's Runxin Service system, launched the Medical Station for New Employment Groups public welfare project. This project provides caring services to 14 categories of new employment groups, including couriers, takeaway riders, and ride-hailing drivers. The outpatient hall rest area offers basic services like free Wi-Fi, charging facilities, and herbal tea, while the service station provides free registration, blood pressure measurement, health consultations, and emergency assistance. Equipped with emergency supplies like raincoats and tire pumps to address unexpected situations, it offers exclusive medical check-up discounts, a WeChat health consultation group for real-time online Q&A, regular CPR training sessions, and traditional Chinese medicine fairs, bringing practical health knowledge and traditional wellness concepts to the Taoran Frontline Service Workers.

案例：北京市健宮醫院開設陶然小哥服務站，讓潤心服務溫暖新就業群體

陶然亭街道以「陶然小哥·驛路同頻」黨建品牌為紐帶，依託北京市健宮醫院「潤心服務」體系，開展「暖「新」醫家」公益項目，為快遞、外賣、網約車司機等14類新就業群體提供暖心服務。門診大廳休息站提供免費WiFi、充電設備和代茶飲等基礎服務；服務站內提供0元掛號、血壓測量、健康諮詢和應急幫助等服務；配備雨衣、打氣筒等應急物資，及時解決突發狀況；提供專屬體檢優惠；建立微信健康諮詢群，實時在線答疑；定期開展CPR心肺復甦培訓、舉辦中醫惠民市集，將實用健康知識和傳統養生理念送到「陶然小哥」身邊。

3. Engaging in social welfare

CR Medical actively participates in social welfare initiatives, embodying the spirit of medical benevolence with professional medical expertise. Focusing on rural revitalization, aid programs for Qinghai Province, Xizang Autonomous Region, Xinjiang Uygur Autonomous Region, and Inner Mongolia Autonomous Region, support for low-income groups, and volunteer services, the Company continues to facilitate the flow of high-quality medical resources to the grassroots level, safeguarding public health with a sense of responsibility, and building a robust defense line for people's well-being.

3. 投身社會公益

華潤醫療積極投身社會公益事業，以專業醫療力量踐行醫者仁心，聚焦鄉村振興、援青援藏援疆援蒙、低收入群體救助及志願服務等領域，持續推動優質醫療資源下沉，用醫者擔當守護人民群眾生命健康，築牢民生健康防線。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

3.1 Contributing to rural revitalization

CR Medical actively responds to the national rural revitalization strategy, continuously deepening medical support for rural areas. Through multiple initiatives such as resource allocation, technical assistance, and talent cultivation, the Company effectively improves medical and health services in rural areas, contributing medical expertise to the comprehensive revitalization of the countryside. During the reporting period, we provided paired assistance to five medical institutions in old revolutionary base areas and underdeveloped regions.

Case: Pingkuang General Hospital provides medical assistance

In March 2025, Pingkuang General Hospital signed a paired assistance agreement with Jingkai People's Hospital in Pingxiang City. Under this agreement, Pingkuang General Hospital will support the development of Jingkai People's Hospital through technical expertise, talent development, and management support, while promoting the implementation of the tiered diagnosis and treatment system.

3.2 Aid programs for Qinghai, Xizang, Xinjiang, and Inner Mongolia

CR Medical solidly advances its aid programs for Qinghai Province, Xizang Autonomous Region, Xinjiang Uygur Autonomous Region, and Inner Mongolia Autonomous Region, and coordinates high-quality medical resources and professional talent to precisely meet the medical needs of recipient regions. By consistently focusing on areas such as diagnostic services and talent cultivation, the Company continuously enhances local medical capabilities, and contributes to the balanced regional development of healthcare. During the reporting period, we dispatched eight professionals for aid programs in Qinghai Province and two professionals for aid programs in Xinjiang Uygur Autonomous Region.

3.1 助力鄉村振興

華潤醫療積極響應國家鄉村振興戰略部署，持續深化鄉村醫療幫扶工作，透過資源下沉、技術支持、人才培養等多元舉措，切實提高鄉村醫療衛生服務水平，以醫療力量助力鄉村全面振興。報告期內，華潤醫療對口支援革命老區、欠發達地區醫療單位5家。

案例：萍礦總醫院開展醫療幫扶

2025年3月，萍礦總醫院與萍鄉市經開人民醫院簽訂對口幫扶協議，萍礦總醫院將從技術、人才、管理上助力經開人民醫院的發展，推進分級診療制度貫徹落實。

3.2 援青援藏援疆援蒙

華潤醫療紮實推進援青、援藏、援疆、援蒙工作，統籌優質醫療資源與專業人才力量，精準對接受援地區醫療需求，在診療服務、人才培育等方面持續發力，不斷提升當地醫療衛生服務能力，助力區域醫療均衡發展。報告期內，華潤醫療對口援青8人，對口援疆2人。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

Indicator 指標	Unit 單位	2025 2025年
Number of professionals dispatched for aid programs in Qinghai Province 對口援青人數	Person 人	8
Number of professionals dispatched for aid programs in Xinjiang Uygur Autonomous Region 對口援疆人數	Person 人	2

- Beijing Jiagong Hospital selected experts to participate in the Health Escort Xinjiang Aid Program, and conducted standardized training on “pre-hospital health emergency protection and life-saving skills”, enhancing the emergency response capabilities of healthcare workers in border regions.
- The 11th batch of the Qinghai Aid Team from Fukuang General Hospital provided paired assistance to Haiyan County People’s Hospital in Qinghai Province.
- General Hospital of Mining Industry Group Fuxin provided paired assistance to Dachaidan Administrative Committee People’s Hospital, extended high-quality medical resources to the grassroots through hands-on teaching, specialized training, and mentorship programs, established a 24-hour emergency response mechanism to treat critically ill patients, conducted “door-to-door medical service” free clinics in remote townships and pastoral areas including Mahai Village and Xitieshan Town, and provided free health check-ups and screening for common diseases to herdsmen.
- Tie Fa Coal General Hospital provided paired assistance to Tianjun County People’s Hospital in Qinghai Province, teaching young physicians diagnostic and treatment techniques such as catgut embedding therapy and bloodletting therapy.
- 北京市健宮醫院選派專家參加健康護航援疆路活動，開展「院前衛生應急防護與生命急救技能」規範化培訓，提升邊疆醫護人員應急處置能力。
- 撫礦總醫院第十一批援青團隊對口支援青海省海晏縣人民醫院。
- 阜新礦總醫院對口支援大柴旦行委人民醫院，透過手把手教學、專題培訓和師徒帶教等方式，將優質醫療資源延伸到基層；建立24小時應急響應機制，救治急重症患者；到馬海、錫鐵山等偏遠鄉鎮、牧區開展「送醫上門」義診活動，為牧民進行免費體檢和常見病篩查。
- 鐵煤總醫院對口幫扶青海省天峻縣人民醫院，向青年醫師傳授埋線療法、放血療法等診療技術。

II. HEALTH STEWARDSHIP WITH SOCIAL RESPONSIBILITY

二、健康守望·社會關懷

3.3 Medical assistance and support

CR Medical cares for vulnerable groups in society, focuses on key populations such as patients with specific diseases and low-income families, provides targeted medical assistance, and safeguards the health rights and interests of underprivileged groups with professional capabilities.

Case: Xuzhou Mining Hospital provides medical assistance to vulnerable groups

Xuzhou Mining Hospital has implemented measures for low-income or impoverished patients, including hospitalization subsidies, green channel access, health education and prevention, and collaboration with government departments for assistance. Its managed unit, Quanshan District Chengxi Community Health Service Center, offers convenient, low-cost medical services to low-income patients, promotes family doctor contract services, provides home visits and health management, and conducts free health check-ups and health monitoring activities.

3.3 醫療援助救助

華潤醫療關懷社會困難群體，聚焦特殊疾病患者、低收入家庭等重點群體，開展針對性醫療援助，以專業能力守護弱勢群體健康權益。

案例：徐州市礦山醫院針對弱勢群體開展醫療援助

徐州市礦山醫院針對低收入或貧困家庭患者，制定住院救助、綠色通道、健康教育與預防、與政府部門協作救助等措施。託管單位「泉山區城西社區服務中心」為低收入患者提供便捷、低成本的醫療服務，推動家庭醫生簽約服務，提供上門診療和健康管理，開展免費體檢和健康監測活動。

3.4 Active volunteer services

CR Medical utilizes volunteer services as a bridge, deeply integrates professional medical services with social welfare, and regularly conducts various public welfare medical activities, safeguarding public health with dedication and compassion.

3.4 積極志願服務

華潤醫療以志願服務為紐帶，將專業醫療服務與社會公益深度融合，常態化開展各類公益醫療服務，用心用情守護群眾健康。

Indicator 指標	Unit 單位	2025 2025年
Number of volunteer organizations 志願者組織數	Unit 支	44
Number of employee volunteers 員工志願者人數	Person 人	4,384
Number of employee volunteer activities 員工志願者活動數	Session 場	1,781
Number of beneficiaries of employee volunteer activities 員工志願者活動受益人次	Person-time 人次	125,675

III. GOVERNANCE EXCELLENCE WITH ENDURING STABILITY

三、治理提質·穩健長效

CR Medical commits to a long-term goal of steady and robust development, and continuously consolidates its governance foundation by improving the governance system, strengthening compliance and internal controls, upholding integrity, and enhancing information transparency, to ensure stable and sustainable operations.

(I) Sound Governance and Clear Authority and Accountability

CR Medical strictly complies with the *Company Law of the People's Republic of China*, the *Companies Act of the Cayman Islands*, the *Companies Ordinance (Chapter 622 of the Laws of Hong Kong)*, the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited*, and other relevant laws, regulations, and normative documents. The Company continuously advances the standardized development of its Board, regularly reviews the implementation status of laws, regulations, and corporate governance policies, optimizes governance mechanisms, and enhances the professionalism, independence, and diversity of the Board, solidifying corporate development foundation.

1. Enhanced governance system

The Company continues to refine its corporate governance structure comprising the Shareholders' meeting, the Board, and the management of the Company (the "Management"), with clearly defined responsibilities, and supervision and assessment mechanisms, thereby enhancing governance transparency and management effectiveness. The Shareholders' meeting is the highest authority of the Company; the Board is responsible for reviewing and determining major operational and management matters, including the Company's business policies, development plans, investment plans, and financial budgets; the Management efficiently implements Board resolutions, organizes and executes development strategies and plans, continuously optimizes internal management and business processes, and prevents and mitigates various risks. Each governance body performs its respective duties, operates in coordination, and maintains effective checks and balances, providing a solid governance foundation for the Company's standardized operations and high-quality development.

華潤醫療錨定穩健長效發展目標，透過完善治理體系、強化合規內控、恪守廉潔底線、提升資訊透明度，持續夯實治理根基，推動經營行穩致遠。

(一) 規範治理·權責清晰

華潤醫療嚴格遵循《中華人民共和國公司法》、開曼群島《公司法》、香港《公司條例》(第622章)、《香港聯合交易所有限公司證券上市規則》等相關法律規例及規範性文件，持續推進董事會規範化建設，定期檢視法律規例與公司管治制度政策的落實情況，持續優化治理機制，提升董事會的專業性、獨立性和多元化水平，築牢企業發展根基。

1. 完善治理體系

公司持續健全「兩會一層」公司治理結構，明確職責分工和監督考核機制，提升治理透明度和管理有效性。股東會是公司最高權力機構。董事會負責審定公司經營方針、發展規劃、投資計劃及財務預算等公司重大經營管理事項。經理層高效落實董事會決議，組織實施發展戰略與規劃，持續優化內部管理與業務流程，防範化解各類風險等。各治理主體各司其職、協調運轉、有效制衡，為公司規範營運和高品質發展提供了堅實的治理保障。

III. GOVERNANCE EXCELLENCE

WITH ENDURING STABILITY

三、治理提質·穩健長效

During the reporting period, the Board convened seven meetings, passed four written resolutions, deliberated a total of 45 proposals, organized one special research session for independent non-executive directors; the Management held 11 office meetings, and deliberated 16 proposals.

2. Board independence

The Board has established three specialized committees, including the Audit Committee, the Nomination Committee, and the Remuneration Committee. Independent non-executive directors constitute the majority of the members of each specialized committee, and the chairmen of both the Audit Committee and the Remuneration Committee are independent non-executive directors, ensuring the independent and effective performance of professional review and supervisory functions, thereby safeguarding the independence, objectivity, and fairness of the Board's decision-making at an institutional level.

The Audit Committee, composed entirely of independent non-executive directors, is primarily responsible for matters relating to financial and other reporting, risk management and internal control, external and internal audit matters, and other financial and accounting matters as determined by the Board from time to time.

The Nomination Committee, chaired by one executive director (the Chairman) with two independent non-executive directors as members, is primarily responsible for identifying qualified individuals to become Board members, and making recommendations to the Board regarding the selection and nomination of candidates for directorships.

The Remuneration Committee, chaired by one independent non-executive director with one non-executive director and one independent non-executive director serving as members, is primarily responsible for reviewing and formulating the remuneration structure policies for all directors and senior management of CR Medical, and making recommendations to the Board. Directors serving on the specialized committees focus on specific areas of responsibility according to their respective roles, provide support for the Board's decision-making, and ensure the decision-making quality and efficiency.

報告期內，公司共召開董事會7次，透過書面決議4次，共審議議案45項，組織獨立董事專題調研1次；經理層召開辦公會11次，審議議案16項。

2. 董事會獨立性

董事會下設審核委員會、提名委員會、薪酬委員會3個專門委員會，各專門委員會成員中獨立董事均佔多數，且審核委員會和薪酬委員會主席均由獨立董事擔任，確保專業審議與監督職能獨立有效發揮，從制度層面保障董事會決策的獨立性、客觀性與公正性。

審核委員會全部由獨立董事組成，主要負責就有關財務及其他匯報、風險管理及內部監控、外聘及內部審核事宜以及董事會不時釐定的其他財務及會計事宜等。

提名委員會由1位執行董事(董事長)擔任主席、2位獨立董事擔任委員，主要負責物色符合資格出任董事會成員之人士，並就甄選及獲提名擔任董事職務之人員向董事會作出建議等。

薪酬委員會由1位獨立董事擔任主席、1位非執行董事和1位獨立董事擔任委員，主要負責檢討及制訂有關華潤醫療全體董事及高級管理人員之薪酬架構政策，並向董事會提出建議等。參加專門委員會的董事按分工側重研究某一方面事宜，為董事會決策提供支持，保障決策品質與決策效率。

3. Board diversity

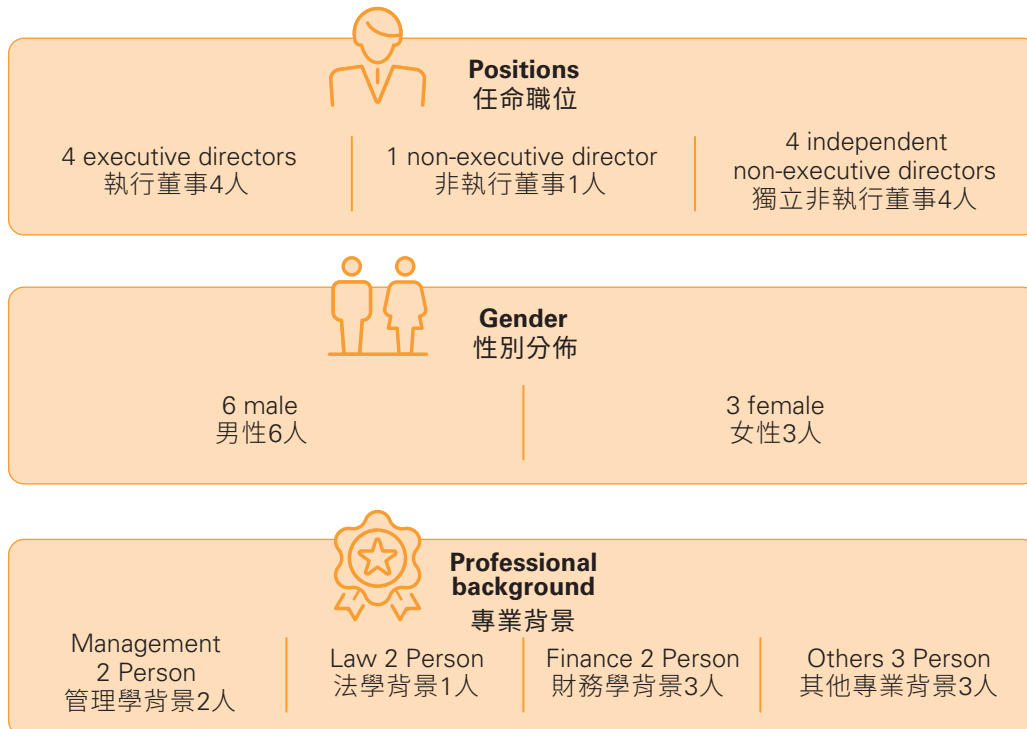
CR Medical actively pursues diversity among its Board members, and strictly implements the Diversity Policy for Board Members. In the selection and appointment of Board members, in addition to meeting compliance requirements, the Company fully considers its business model and operational needs, takes into account the geographical, age, cultural, educational backgrounds, and professional experience of its members, and appropriately balances the skills and experience among Board members. The current members possess extensive experience in various fields such as finance, management, and law, contributing to management efficiency enhancement. During the reporting period, the number of female directors increased by one, accounting for 33.3% of the Board.

3. 董事會多元化

華潤醫療積極探索董事會成員多元化，嚴格落實《董事會成員多元化政策》。董事會成員選聘時，在滿足合規要求的基礎上，充分考慮公司業務模式和工作需要，兼顧成員地區、年齡、文化及教育背景或專業經驗，並適當平衡董事會成員之間的技能和經驗，現任成員在財務、管理、法律等多領域具有豐富的經驗，有利於提升公司管理效率。報告期內，女性董事增加1人，佔比達到33.3%。

Diversified Board structure of CR Medical

華潤醫療董事會多元化結構



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(II) Risk Management with Robust Systems

CR Medical fully implements the national strategy of governing the country according to law, deeply embedding legal principles and risk management controls throughout the entire chain of operations. The Company has established internal control regulations, including the *Internal Control System*. By strengthening compliance management, deepening internal controls, and enhancing audit supervision, we have built a comprehensive, multi-level risk management and control system, establishing a solid defense line for the Company's sustainable and stable operations.

1. Enhancing compliance management

Establishing a comprehensive compliance management system: CR Medical has introduced a joint working meeting mechanism, appointed a Chief Compliance Officer, and formed a professional compliance team comprising compliance officers from the headquarters and member units, ensuring that accountability is clearly assigned to individuals and positions. The Company has developed a headquarters compliance red-line checklist, and concurrently facilitated member units in establishing their own customized red-line checklists to strengthen risk management and control in key business areas. Based on the Company's development status, an effectiveness evaluation of the compliance management system is conducted. By reviewing specific compliance indicators, shortcomings are identified, and improvement plans are formulated, thereby driving the dynamic optimization of compliance management.

Improving the compliance policy framework: CR Medical has released a "List of Major Decision-Making Items Requiring Chief Compliance Officer Involvement", clarifying compliance review authority and responsibility for 32 major decisions across seven categories, ensuring lawful and compliant decision-making. Headquarters has also guided directly-managed member units in formulating primary compliance management policies, forming a "headquarters coordination + tiered implementation" system framework to consolidate the foundation of compliance management.

(二) 風險管控·體系健全

華潤醫療全面落實依法治國戰略部署，將法治思維與風險管控深度嵌入經營發展全鏈條，制定《內部控制制度》等規章制度。透過強化合規管理、深化內控管理、完善審計監督，構建全流程、多層次的風險管控體系，為企業可持續穩健營運築牢堅實防線。

1. 加強合規管理

構建全面合規管理體系：華潤醫療建立聯席工作會議機制，設立首席合規官，並組建由總部合規官、成員單位合規官組成的專業合規團隊，實現合規責任到崗到人。編製總部合規紅線清單，同步推動成員單位建立個性化紅線清單，強化對醫療業務重點領域的風險管控。根據公司發展情況，開展合規管理體系有效性評價，透過檢視具體的合規指標識別短板並制定改進計劃，推動合規管理動態優化。

完善合規制度體系建設：華潤醫療編製「首席合規官參與重大決策事項清單」，明確7大類32項重大決策的合規審核權責，保障決策合法合規。指導直管成員單位制定合規管理一級制度，形成「總部統籌+分級實施」的制度框架，夯實合規管理基礎。

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Strengthening training to enhance compliance awareness:

During the reporting period, the Company organized seven specialized training sessions focusing on general compliance knowledge, listed company compliance and related transactions, the new *Company Law of the People's Republic of China*, and conflict of interest management. These sessions covered 200 employee participations, promoting a deeply embedded compliance culture.

2. Internal control and risk management

2.1 Internal control

CR Medical has established an internal control system with the Board serving as the decision-making body, the Audit Committee serving as the guiding and supervisory body, the CEO Office serving as the management body, headquarters departments and member units serving as implementing bodies, and the Audit Department serving as the supervisory and inspection body. The Company continuously improves internal control system development, reviews and optimizes policies and procedures, and regularly publishes *Institutional Work Bulletins*. By incorporating internal control system development and supervision status, occurrence of risk events and internal control deficiencies, and rectification status into the annual operating performance contract evaluation indicators for each member unit, we further reinforce the primary responsibility for internal control development and supervision. In 2025, CR Medical achieved 100% coverage of internal control self-assessments. The assessment results revealed no material or significant deficiencies, and the rectification rate for internal control deficiencies from previous years was 100%.

2.2 Risk management

CR Medical continuously improves the mechanisms for the early identification, early warning, and response to significant risks, focuses on enhancing the ability to assess dynamic changes in the business environment and industry development trends, and systematically carries out annual risk prevention and control efforts. For the five major operational risks and other risks identified for 2025, the Company has formulated risk response strategies and monitoring indicators, continuously improving the monitoring system. No major risk events occurred during the reporting period.

加強培訓提升合規意識：報告期內，聚焦合規通識、上市合規關聯交易、新《中華人民共和國公司法》和利益衝突管理等主題組織開展7期專題培訓，覆蓋員工200人次，推動合規文化入腦入心。

2. 內控風險管理

2.1 內部控制

華潤醫療搭建以董事會為決策機構，董事會審核委員會為指導和監督機構，總裁辦公會為管理機構，總部各部室、各成員單位為執行機構，審計部為監督檢查機構的內控體系。持續完善內控制度建設，梳理優化規章制度並定期發佈《制度工作簡報》。透過將內控體系建設與監督情況、發生風險事件與內控缺陷情況、整改情況等納入各成員單位年度經營績效合同評分指標，進一步壓實內控建設和監督主體責任。2025年，公司內部控制自我評價達到100%全覆蓋，評價結果顯示不存在重要、重大缺陷，過往年度內部控制缺陷整改率100%。

2.2 風險管理

華潤醫療持續健全重大風險早期識別、預警及應對機制，著力提升對業務環境動態變化與行業發展趨勢的研判能力，系統性開展年度風險防控工作。針對2025年五項重大經營風險和其他風險，制定風險應對策略及監測指標，持續完善監測體系。報告期內公司未發生重大風險事件。

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Risk management process of CR Medical 華潤醫療風險管理流程	
Risk identification and early warning 風險識別與預警	CR Medical adopts a variety of methods, including questionnaire surveys, expert consultations, panel discussions, and interviews, to identify potential operational risk points. 運用問卷調查、專家諮詢、座談訪談等方式方法，識別經營風險點。
Risk control and tracking 風險控制與追蹤	For major operational risks, the Company establishes quantitative monitoring indicators based on risk assessment results. By closely tracking and responding to changes in identified risks, CR Medical enables dynamic and timely risk management and mitigation. 針對重大經營風險，結合風險評估結果，科學設置風險量化監測指標，密切跟蹤和應對評估的重大風險變化情況，對風險及時進行動態管理和應對。
Risk reporting and management 風險報告與管理	The Company establishes and improves the quarterly monitoring and reporting mechanism for major operational risks, regularly monitors various risk information, prepares quarterly monitoring reports, and reports prevention and control status to the China Resources Group. 建立健全重大經營風險季度監測及報告機制，定期監測各類風險資訊，每季度撰寫監測報告並向華潤集團報送防控情況。

3. Strengthening audit supervision

CR Medical continuously improves the internal audit system, characterized by “centralized and unified, comprehensive and full-coverage, authoritative and efficient”. Leveraging the audit management system, the Company conducts internal audit supervision on a regular basis, promptly identifies potential risks in key business areas and critical supervisory stages, reveals management weaknesses, proposes corrective recommendations, and supervises their implementation. Concurrently, an independent external audit firm is regularly engaged to audit financial reporting data, ensuring the accuracy, completeness, and reliability of information disclosure. Through internal and external audit supervision, we effectively safeguard investor rights, and provide a reliable guarantee for long-term stable development and sustainable value creation.

3. 加強審計監督

華潤醫療持續完善「集中統一、全面覆蓋、權威高效」的內部審計體系，上線審計管理系統，常態化開展內部審計監督工作，及時識別關鍵業務領域與重點監督環節的潛在風險、揭示管理薄弱點，提出整改建議並督促整改落實。同時，公司定期邀請獨立的外部審計機構對公司財務報告數據進行審計，以確保資訊披露的準確性、完整性和可靠性。透過內外部審計監督，切實維護投資者權益，為公司的長期穩健發展與可持續價值創造提供可靠保障。

(III) Ethical Conduct and Integrity Operations

1. Anti-corruption and anti-bribery

CR Medical strictly complies with the *Criminal Law of the People's Republic of China*, the *Nine Guidelines for the Ethical Conduct of Healthcare Professionals*, the *Professional Ethics Guidelines for Medical Personnel*, and other relevant laws, regulations, and requirements. Focusing on anti-commercial bribery and anti-corruption efforts, the Company has established a comprehensive governance system encompassing "disciplinary enforcement, routine supervision, and targeted rectification". Meanwhile, we strengthen the application of inspection findings and results, enhance the coordination of supervisory mechanisms, advance the informatization of inspection work, and foster a long-term mechanism, ensuring that individuals has "no tolerance, no opportunity, and no desire" for corruption.

CR Medical has actively conducted warning education and integrity training to reinforce the "firm awareness of ethical boundaries", achieving 100,000 attendances. With institutional constraints as the core, the Company has revised the Central Government's Eight-Point Regulation, built integrity culture platforms, promoted the deep integration of ideological defenses and institutional barriers, and employed the "1314" CR Healthcare distinctive "holistic supervision" system to strengthen oversight. We also continuously advance full-coverage inspection, and strengthen supervision of integrity and risk issues in key areas, links, and positions, including bidding and procurement, logistics support, financial management, and contract management.

CR Medical has established clear full-process handling specifications for reported matters, covering the responsible entities, processing time limits and operational standards for all links including reporting acceptance, clue verification, investigation and confirmation, result feedback and confidentiality management, ensuring that all clues received through reporting channels are handled in a closed-loop manner.

Reporting channels:

Disciplinary supervision email: jjjd@crhealthcare.hk

Disciplinary supervision hotline: 010-59363766

Complaint hotline: 010-59363965

(三) 恪守道德·廉潔經營

1. 反腐敗與賄賂

華潤醫療嚴格遵守《中華人民共和國刑法》《醫療機構工作人員廉潔從業九項準則》《醫務人員職業道德準則》等法律法規及要求，圍繞反商業賄賂與反貪污工作構建了「紀律建設—日常監督—專項整治」全鏈條治理體系，加強巡察整改和成果運用，強化監督貫通協調，推進巡察信息化建設，打造不敢腐、不能腐、不想腐的長效機制。

華潤醫療積極開展警示教育、廉潔教育，覆蓋10萬人次，強化「底線思維」；以制度約束為核心，修訂中央八項規定相關制度，建設廉潔文化陣地，推動思想防線與制度屏障深度融合。運用「1314」華潤健康特色「大監督」體系加強監督。持續推進巡察全覆蓋，加強對招標採購、後勤保障、財務管理、合同管理等重點領域、重點環節、重點崗位的廉潔風險問題開展監督。

華潤醫療已明確舉報事項的全流程處理規範，包括舉報受理、線索核查、調查核實、結果反饋、保密管理等各環節的責任主體、辦理時限與操作標準，確保所有舉報渠道收到的線索均得到閉環處理。

舉報渠道：

紀律監督郵箱：jjjd@crhealthcare.hk

紀律監督電話：010-59363766

信訪電話：010-59363965

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Indicator 指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Number of anti-corruption training 反腐敗培訓次數	Session 次	86	842	1,737
Number of participants in anti-corruption training 反腐敗培訓覆蓋人數	Person-time 人次	100,000	90,354	–
Number of public legal cases brought against CR Medical or its employees on corruption 針對華潤醫療或其僱員公開貪污訴訟案件數	Case 件	0	0	0
Proportion of management (including directors) covered by anti-corruption training 管理層(包括董事)反腐敗培訓覆蓋比例	%	100	–	–
Proportion of employees covered by anti-corruption training 員工反腐敗培訓覆蓋比例	%	100	–	–

2. Anti-unfair competition

Adhering to the spirit of the rule of law, CR Medical strictly complies with relevant laws and regulations, including the Anti-Monopoly Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China. In actual operations, the Company effectively implements the principles of fair trade, integrity, and compliance, resolutely opposing all forms of unfair competition and monopolistic behavior. For investment projects involving a notifiable concentration of undertakings, we strictly fulfill the filing obligations in accordance with prescribed procedures, take concrete actions to uphold a fair market competition environment, and promote the healthy and orderly development of the industry.

2. 反不正當競爭

華潤醫療秉持法治精神，嚴格遵循《中華人民共和國反壟斷法》《中華人民共和國反不正當競爭法》等相關法律規例。在實際經營中，切實落實公平交易、廉潔合規的準則，堅決抵制和反對一切形式的不正當競爭及壟斷行為。針對涉及經營者集中申報的投資項目，嚴格按照規定流程履行申報義務，以實際行動維護市場的公平競爭環境，推動行業健康有序發展。

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3. Intellectual property protection

CR Medical places great emphasis on sci-tech innovation, continuously increases R&D investment, consistently prioritizes intellectual property protection and management, steadfastly adheres to the principle of fully leveraging intellectual property to empower business development, and continuously strengthens the management and control of intellectual property, providing robust protection and injecting sustained momentum into business innovation.

3. 保護知識產權

華潤醫療高度重視科技創新，持續加大研發投入。公司始終將知識產權保護與管理置於重要位置，堅定秉持以知識產權全方位賦能業務發展的理念，持續強化知識產權管控力度，為業務創新注入源源不斷的動力，築牢堅實保障。

Indicator 指標	Unit 單位	2025 2025年	2024 2024年
R&D investment 研發投入	RMB10,000 萬元	2,960.64	1,928
Number of new patent applications 新增發明專利申請數	Nos. 項	2	6
Number of new invention patents granted 新增發明專利授權數	Nos. 項	1	5
Cumulative number of patents held 累計擁有專利數	Nos. 項	140	133
Number of new clinical applications of technologies 新技術臨床應用數	Number 個	204	–
Number of new principal investigators for good clinical practice (GCP) 新增GCP主要研究者數	Person 個	14	4
Cumulative number of principal investigators for GCP 累計GCP主要研究者數	Person 個	71	57
Number of new GCP projects 新增GCP項目數	Number 個	84	70
Number of published papers 論文發表	Number 篇	275	243
Number of books chiefly edited or contributed to 主編及參編著作	Number 本	12	15

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WITH ENDURING STABILITY

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4. Data security management

CR Medical strictly complies with the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, the *Administrative Measures for Network Security of Medical Institutions*, and other relevant laws and regulations. The Company has formulated the *Cybersecurity Management Measures*, *Guidelines for the Management of Cybersecurity Incidents*, and *Guidelines for Data Security Management*, diligently advancing various information security and privacy protection efforts, building a comprehensive data security management system and technical protection framework, and continuously strengthening the basic network security protection capabilities and security operations level. In 2025, CR Medical deployed firewalls and intrusion prevention systems across its entire information system scope, achieved full coverage of terminal anti-virus software, and established an emergency response mechanism for terminal anti-malware protection; routinely conducted company-wide information security training, attack-defense exercises, phishing tests, vulnerability remediation, and wireless network access transformation management improvement actions; organized theme promotion activities such as Cybersecurity Quiz Month and Cybersecurity Awareness Week, comprehensively enhancing employees' cybersecurity awareness and protective skills. During the reporting period, we experienced no data security or cybersecurity incidents.

4. 數據安全管理

華潤醫療嚴格遵循《中華人民共和國網絡安全法》《中華人民共和國數據安全法》《中華人民共和國個人資訊保護法》《醫療衛生機構網絡安全管理辦法》等法律規例要求，制定《網絡安全管理辦法》《網絡安全事件管理指引》《數據安全管理指引》，紮實推進各項資訊安全和私隱保護工作，構建完善的數據安全管理體系與技術防護體系，持續強化基礎網絡安全防護能力和安全營運水平。2025年，公司在全信息系統範圍內部署防火牆與入侵防禦系統，實現終端防病毒軟件全覆蓋，並建立終端防木馬病毒應急處置機制；常態化開展全員信息安全培訓、攻防演習、釣魚測試、漏洞修復和無線網絡接入改造等管理提升行動；精心組織網絡安全答題月、網絡安全周等主題宣傳活動，全面提升員工網絡安全意識與防護技能。報告期內，公司未發生數據安全及網絡安全事件。

(IV) Investor Relations and Transparent Communications

CR Medical has built a transparent and mutually trusting capital link through efficient communication, rights protection, and standardized disclosure. The Company continuously optimizes investor communication mechanisms, effectively safeguards the legitimate rights and interests of shareholders, and strictly fulfills its information disclosure obligations, conveying value and building consensus with an open and transparent approach.

1. Investor communication

CR Medical has formulated the *Investor Relations Management Guidelines* and the *Shareholder Communication Policy*, continuously improving its management systems related to investor communication. With a professional investor relations communication team, through diverse communication mechanisms and platforms, the Company regularly engages with analysts, investors, and other stakeholders, and promptly responds to shareholder inquiries, fostering market recognition of the listed company's value.

The Company utilizes a variety of online and offline channels, including statutory information disclosure platforms, shareholders' meetings, investor briefings, regular earnings release sessions, company site visits, brokerage strategy conferences, video conferences, and conference calls, to interpret its development strategy and operational status, conduct extensive exchanges with investors, and ensure that shareholders' opinions and suggestions are effectively expressed. During the reporting period, CR Medical organized and participated in 42 investor relations events, including 23 earnings roadshows, 10 offline/online research sessions with analysts and investors, seven investment bank strategy conferences, and two hospital site visits.

(四) 投關管理·資訊透明

華潤醫療透過高效溝通、權益保障與規範披露，構建透明互信的資本紐帶。公司持續優化投資者溝通機制，切實保障股東合法權益，嚴格履行資訊披露義務，以開放坦誠的姿態傳遞價值、凝聚共識。

1. 投資者溝通

華潤醫療制定《投資者關係管理工作細則》《股東通訊政策》等，持續完善投資者溝通相關管理制度。設立專業的投資者關係溝通團隊，透過多樣化的溝通機制和平台，定期與分析師、投資者等持份者進行溝通交流，及時回覆股東的查詢，促進上市公司市場價值認同。

公司透過法定資訊披露平台、股東會、投資者說明會、定期業績發佈會、公司調研、券商策略會、視頻會、電話會等線上線下相結合的多種方式，解讀公司發展戰略和營運情況等，與投資者進行廣泛交流，確保股東的意見和建議能夠有效表達。報告期內，公司組織並參加投資者關係活動42場。其中，業績路演23場，分析師及投資者線下/在線調研10場，投行策略會7場，醫院調研2場。

III. GOVERNANCE EXCELLENCE

WITH ENDURING STABILITY

三、治理提質·穩健長效

2. Protecting Shareholders' rights and interests

CR Medical places high importance on the fair treatment of all shareholders and the protection of their rights and interests, adheres to the concept of sustainable development, commits to creating long-term value for its shareholders and fulfilling its responsibilities as a listed company. The Company discloses all necessary information to shareholders in accordance with the Listing Rules, releases periodic reports such as annual performance announcements, annual reports, interim performance announcements, and interim reports, as well as temporary reports including announcements and shareholders communications, in various formats, ensuring that all shareholders can access and participate in the Company's performance-related activities. We strictly enforce the Management Measures for Inside Information and the Detailed Rules for the Implementation of Connected Transaction Management, effectively preventing insider trading and tunneling, and diligently safeguarding the legitimate rights and interests of all shareholders, especially minority shareholders. The Chairman and other Directors actively attend Shareholders' Meetings, and answer various investor questions concerning the Company's development on these occasions, enhancing shareholders' understanding and recognition of the Company, and bolstering its credibility and investment value. CR Medical unwaveringly promotes a long-term mechanism for shareholder returns, protecting the legitimate rights and interests of the Broad investor base, particularly small and medium-sized investors.

2. 保護股東權益

華潤醫療高度重視公平對待所有股東及股東權益保護。秉持可持續發展理念，致力於為股東創造長期價值，切實履行上市公司責任。遵照上市規則向股東披露一切必要資料，以多種形式披露年度業績公告、年度報告、中期業績公告、中期報告等定期報告，以及公告、股東通函等臨時報告，確保所有股東能夠了解並參與公司業績活動。嚴格執行《內幕資訊管理辦法》《關聯交易管理實施細則》，有效防範內幕交易與利益輸送，切實維護全體股東尤其是中小股東的合法權益。董事長及各位董事積極出席股東會，並在會上回答投資者就公司發展有關的各類提問，增進股東對公司的了解和認同，提高公司的誠信度和投資價值。公司堅定不移地推行股東回報長效機制，保護廣大投資者特別是中小投資者的合法權益。

3. Standardized information disclosure

Complying with the legal framework of Hong Kong SAR and the regulatory requirements governing state-owned assets, CR Medical has formulated the *Information Disclosure Management Measures*, improving its disclosure system for both financial and non-financial information. The Company conducts periodic and ad-hoc information disclosure through multiple channels and methods, enhances the transparency and accessibility of information, and ensures that investors and stakeholders can access timely and accurate information regarding the Company's significant matters, operational and financial performance, among other details.

Financial information disclosure: The Company has established a comprehensive financial reporting system, clearly defining the scope of publicly disclosed information, including annual and interim financial reports, profit forecasts, material matters, and ESG-related performance.

Non-financial information disclosure: Disclosures primarily cover key areas such as environmental management, social responsibility, employee benefits, supply chain management, and corporate governance. Information is disclosed through multiple channels, including the HKEXnews website, the Company's official website, annual ESG reports, and earnings briefings.

3. 規範資訊披露

華潤醫療嚴格遵守香港法律體系及國資監管要求，制定《資訊披露管理辦法》，完善財務資訊和非財務資訊披露制度，透過多種渠道和方式開展定期和臨時資訊披露，提升資訊披露的透明度和可及性，確保投資者和持份者能夠及時、準確地獲取公司重大事項、營運及財務表現等資訊。

財務資訊披露，建立完善的財務報告制度，明確公開披露的資訊範圍，主要包括全年及中期財務報告、盈利預告、重大事項及ESG相關表現等。

非財務資訊披露，主要披露包括環境管理、社會責任、員工福利、供應鏈管理、公司治理等關鍵領域。透過香港交易所披露易網站、公司官網、年度ESG報告及業績發佈會等多渠道進行資訊披露。

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Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited – Appendix C2 Environmental, Social and Governance Reporting Code

香港聯合交易所上市規則 – 附錄C2《環境、社會及管治報告守則》

Key Aspects, Areas, General Disclosures, and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標		Page(s) 披露位置
B: Mandatory disclosure provisions B部分：強制披露規定		
Governance structure 管治架構		P11–13
Reporting principles 匯報原則		P2
Reporting boundaries 匯報範圍		P2
C: “Disclose or explain” provisions C部分：「不披露就解釋」條文		
A. Environment A. 環境		
A1: Emissions 層面A1：排放物	General disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 一般披露：有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的：(a)政策；以及(b)遵守對發行人有重大影響的相關法律及規例的資料。	P35–36
Key performance indicators A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	P37
Key performance indicators A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	P37

Key Aspects, Areas, General Disclosures, and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標		Page(s) 披露位置
Key performance indicators A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	P37
Key performance indicators A1.5 關鍵績效指標 A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	P35–36
Key performance indicators A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	P35–36
A2: Use of Resources 層面 A2：資源使用	General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露：有效使用資源(包括能源、水及其他原材料)的政策。	P30–32
Key performance indicators A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	P33

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Key performance indicators A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度 (如以每產量單位、每項設施計算)。	P30
Key performance indicators A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	P31–32
Key performance indicators A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	P30
Key performance indicators A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量 (以公噸計算) 及 (如適用) 每生產單位估量。	P38
A3: Environment and Natural Resources 層面 A3：環境及天然資源	General Disclosure: Policies on minimizing the issuer's significant impacts on the environment and natural resources. 一般披露：減低發行人對環境及天然資源造成重大影響的政策。	P24–29
Key performance indicators A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	P29

Key Aspects, Areas, General Disclosures, and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標		Page(s) 披露位置
B. Society B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
B1: Employment 層面 B1：僱傭	<p>General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare.</p> <p>一般披露：有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	P64–65
	<p>Key performance indicators B1.1 關鍵績效指標 B1.1</p> <p>Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。</p>	P62
	<p>Key performance indicators B1.2 關鍵績效指標 B1.2</p> <p>Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。</p>	P63
B2: Health and Safety 層面 B2：健康與安全	<p>General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.</p> <p>一般披露：有關提供安全工作環境及保障僱員避免職業性危害的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	P73–76
	<p>Key performance indicators B2.1 關鍵績效指標 B2.1</p> <p>Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因公亡故的人數及比率。</p>	P73
	<p>Key performance indicators B2.2 關鍵績效指標 B2.2</p> <p>Lost days due to work injury. 因工傷損失工作日數。</p>	P73
	<p>Key performance indicators B2.3 關鍵績效指標 B2.3</p> <p>Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。</p>	P74–76

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B3: Development and Training 層面 B3：發展及培訓	General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Description of training activities. 一般披露：有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	P69–72
	Key performance indicators B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別 (如高級管理層、中級管理層) 劃分的受訓僱員百分比。
	Key performance indicators B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。
B4: Labour Standards 層面 B4：勞工準則	General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to the prevention of child or forced labor. 一般披露：有關防止童工或強制勞動的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P64
	Key performance indicators B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。
	Key performance indicators B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。

Key Aspects, Areas, General Disclosures, and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標		Page(s) 披露位置
Operating Practices 營運慣例		
B5: Supply Chain Management 層面 B5 : 供應鏈管理	General Disclosure: Policies on managing environmental and social risks of the supply chain. 一般披露：管理供應鏈的環境及社會風險政策。	P78–82
	Key performance indicators B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。 P79
	Key performance indicators B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察辦法。 P81
	Key performance indicators B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 P81
	Key performance indicators B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 P80

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B6: Product Responsibility 層面 B6：產品責任	General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to the health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress. 一般披露：有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P52–54 P83–87
	Key performance indicators B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Not applicable. The Company is not engaged in pharmaceutical manufacturing and has no product recalls. 不適用。本公司不涉及藥品生產，無產品回收情況。
	Key performance indicators B6.2 關鍵績效指標 B6.2	Number of products- and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。 P55
	Key performance indicators B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。 P101
	Key performance indicators B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述品質檢定過程及產品回收程序。 P52
	Key performance indicators B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。 P102

Key Aspects, Areas, General Disclosures, and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標		Page(s) 披露位置
B7: Anti-corruption 層面 B7：反貪污	General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 一般披露：有關防止賄賂、勒索、欺詐及洗黑錢的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P99
	Key performance indicators B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during this reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。
	Key performance indicators B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。
	Key performance indicators B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。

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Community 社區		
B8: Community Investment 層面 B8：社區投資	General Disclosure: Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 一般披露：有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	P89
	Key performance indicators B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。
	Key performance indicators B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。
New Disclosures 新增		
Part D: Climate-related Disclosures 層面 D：氣候相關披露		
	Governance Policy 管治	Information on the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate related risks and opportunities 負責監督氣候風險和機遇的治理機構 (包括負責董事會、委員會或其他同等治理機構) 或個人的信息。
		P39–40

Key Aspects, Areas, General Disclosures, and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標		Page(s) 披露位置
	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities 管理層在用於監測、管理和監督氣候相關風險和機遇的治理流程、監控措施及程序中的角色	P39
Strategy 策略	Climate-related risks and opportunities 氣候相關風險和機遇	P41-46
	Business model and value chain 業務模式和價值鏈	P41-46
	Strategy and decision-making 策略和決策 ¹⁴	-
	Financial position, financial performance and cash flows 財務狀況、財務業績和現金流量 ¹⁴	-
	Climate resilience 氣候韌性 ¹⁵	-

¹⁴Note: Taking into account the current availability of value chain data, the maturity of calculation methods, financial quantification uncertainties, the progress of relevant management mechanism construction and internal resource allocation, the Company has been unable to prepare comprehensive, complete, and comparable disclosures regarding the aforementioned matters with reasonable efforts. Consequently, after careful consideration, the company has not made full disclosures regarding these matters for the current reporting period. But it has provided preliminary and qualitative explanations. Going forward, the Company will combine regulatory requirements, business development, and management needs to continuously advance data collection, method refinement, and governance mechanism construction, gradually enhance the completeness and comparability of climate-related disclosures, and supplement relevant information when conditions are ripe.

¹⁵Note: As climate resilience assessments usually based on detailed scenario analysis and assumptions that require high level of data integrity, methodological consistency, and analytical capabilities. During the reporting period, the Company had not yet formulated relevant reasonable and supportable information that was available without undue cost or effort. Therefore, it did not conduct quantitative climate scenario analysis. The Company is currently evaluating the feasibility of gradually introducing climate scenario analysis, taking into consideration its own business characteristics, data foundation, and resource conditions, therefore to gradually enhance the completeness and comparability of climate-related disclosures, and supplement relevant information when conditions are ripe.

¹⁴註：綜合考慮現階段價值鏈資料可得性、測算方法成熟度、財務量化不確定性、相關管理機制建設進度及內部資源配置情況，本公司在經合理努力後，對於上述事項目前尚未能形成全面、完整且具可比性的披露。因此，經審慎考慮，本公司本報告期就上述事項暫未作完整披露，先行提供原則性及定性說明。後續，本公司將結合監管要求、業務發展及管理需要，持續推進相關資料收集、方法完善及治理機制建設，逐步提升相關氣候資訊披露的完整性和可比性，並在條件成熟時補充有關資訊。

¹⁵註：由於氣候韌性評估通常基於詳細的情景分析和假設，這需要高度的數據完整性、方法論一致性和分析能力。在報告期內，本公司尚未制定出在無需不適當成本或努力的情況下可獲得的相關合理且有依據的資訊。因此，本公司未進行定量氣候情景分析。本公司目前正在評估逐步引候情景分析的可行性，綜合考慮自身業務特點、數據基礎和資源條件，以逐步提高氣候相關資訊披露的完整性和可比性，並在條件成熟時補充有關資訊。

GUIDE INDEX

指標索引

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Risk Management 風險管理	The processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks 用於識別、評估氣候相關風險和機遇，以及釐定當中輕重緩急並保持監察的流程及相關政策	P46
	Overall risk management process 風險管理流程整合	P39、P41–44、 P46
Metrics and Targets 指標和目標	Greenhouse gas emissions 溫室氣體排放總量	P47
	The amount and percentage of assets or business activities vulnerable to climate-related transition risks 易受氣候相關轉型風險影響的資產或業務活動的數量和百分比 ¹⁴	–
	The amount and percentage of assets or business activities vulnerable to climate-related physical risk 易受氣候相關物理風險影響的資產或業務活動的數量和百分比 ¹⁴	–
	The amount and percentage of assets or business activities aligned with climate-related opportunities 涉及氣候相關機遇的資產或業務活動的數量和百分比 ¹⁴	–

¹⁴Note: Taking into account the current availability of value chain data, the maturity of calculation methods, financial quantification uncertainties, the progress of relevant management mechanism construction and internal resource allocation, the Company has been unable to prepare comprehensive, complete, and comparable disclosures regarding the aforementioned matters with reasonable efforts. Consequently, after careful consideration, the company has not made full disclosures regarding these matters for the current reporting period. But it has provided preliminary and qualitative explanations. Going forward, the Company will combine regulatory requirements, business development, and management needs to continuously advance data collection, method refinement, and governance mechanism construction, gradually enhance the completeness and comparability of climate-related disclosures, and supplement relevant information when conditions are ripe.

¹⁴註：綜合考慮現階段價值鏈資料可得性、測算方法成熟度、財務量化不確定性、相關管理機制建設進度及內部資源配置情況，本公司在經合理努力後，對於上述事項目前尚未能形成全面、完整且具可比性的披露。因此，經審慎考慮，本公司本報告期就上述事項暫未作完整披露，先行提供原則性及定性說明。後續，本公司將結合監管要求、業務發展及管理需要，持續推進相關資料收集、方法完善及治理機制建設，逐步提升相關氣候資訊披露的完整性和可比性，並在條件成熟時補充有關資訊。

Key Aspects, Areas, General Disclosures, and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標	Page(s) 披露位置
Capital deployment — The amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities 資本運用—用於氣候相關風險和機遇的資本支出、融資或投資數額 ¹⁴	—
Internal carbon prices 內部碳定價 ¹⁶	—
Remuneration 薪酬 ¹⁷	—
Industry-based metrics 行業指標	P37
Climate-related targets — The qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals 氣候相關目標—為監察實現其策略目標的進展而設定的定性及定量目標 ¹⁸	—
Planned use of carbon credits 碳信用抵消計劃 ¹⁹	—
Progress against each target 目標進展情況	P47

¹⁴Note: Taking into account the current availability of value chain data, the maturity of calculation methods, financial quantification uncertainties, the progress of relevant management mechanism construction and internal resource allocation, the Company has been unable to prepare comprehensive, complete, and comparable disclosures regarding the aforementioned matters with reasonable efforts. Consequently, after careful consideration, the company has not made full disclosures regarding these matters for the current reporting period. But it has provided preliminary and qualitative explanations. Going forward, the Company will combine regulatory requirements, business development, and management needs to continuously advance data collection, method refinement, and governance mechanism construction, gradually enhance the completeness and comparability of climate-related disclosures, and supplement relevant information when conditions are ripe.

¹⁶Note: The Group does not currently apply an internal carbon price to its decision-making process. Going forward, the Company will actively explore the feasibility of applying an internal carbon pricing mechanism.

¹⁷Note: The Group does not currently incorporated climate-related consideration into its remuneration policies. Going forward, the Company will continuously monitor the relevant regulatory requirements, industry remuneration standards and Company's development etc., and to evaluate the appropriateness of incorporating climate-related factors into its remuneration policies.

¹⁸note: The Company has undertaken initiatives such as energy conservation and carbon reduction, the application of clean energy, and the construction of green hospitals, and has disclosed relevant indicators (such as greenhouse gas emissions and energy usage) to reflect the effectiveness of climate actions. Currently, the Company has not established specific quantitative targets (such as carbon reduction target neutrality pathways) regarding climate-related issues, nor has it established a clear base year or timeline. Given that the formulation of climate goals requires a robust data foundation, methodology and alignment with business realities, the Company is prudently evaluating the feasibility of establishing quantitative climate-related targets based on its business characteristics, data foundation, and resource conditions. In the future, as relevant conditions mature, the Company will improve its climate goal framework and gradually enhance the completeness and comparability of related disclosures.

¹⁹note: The Group does not currently has any planned use of carbon credit to offset greenhouse gas emissions to achieve any net greenhouse gas emission target.

¹⁴ 註：綜合考慮現階段價值鏈資料可得性、測算方法成熟度、財務量化不確定性、相關管理機制建設進度及內部資源配置情況，本公司在經合理努力後，對於上述事項目前尚未能形成全面、完整且具可比性的披露。因此，經審慎考慮，本公司本報告期就上述事項暫未作完整披露，先行提供原則性及定性說明。後續，本公司將結合監管要求、業務發展及管理需要，持續推進相關資料收集、方法完善及治理機制建設，逐步提升相關氣候資訊披露的完整性和可比性，並在條件成熟時補充有關資訊。

¹⁶ 註：公司目前尚未在其決策過程中實施內部碳定價。未來，公司將積極探索實施內部碳定價機制的可行性。

¹⁷ 註：公司目前尚未將氣候相關考量納入其薪酬政策。未來，公司將持續監測相關監管要求、行業薪酬標準及公司發展等情況，並將氣候相關因素納入其薪酬政策的適宜性。

¹⁸ 註：公司已開展節能降碳、清潔能源應用及綠色醫院建設等工作，並披露相關績效指標（如溫室氣體排放及能源使用情況），以反映氣候行動的實施成效。本公司目前尚未就氣候相關議題制定具體的量化目標（如碳減排目標或碳中和路徑），亦未建立明確的基準年及時間進度安排。鑒於氣候目標的制定需建立在穩健的數據基礎、方法體系及業務實際情況之上，本公司正結合自身業務特點、數據基礎及資源條件，審慎評估制定氣候相關定量目標的可行性。未來，隨著相關條件逐步成熟，本公司將完善氣候目標體系，並逐步提升相關披露的完整性及可比性。

¹⁹ 註：公司目前並無計畫使用碳信用來抵消溫室氣體排放，以實現任何淨溫室氣體排放目標。



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