

**ADICON<sup>®</sup> 艾迪康<sup>®</sup>**

**ADICON HOLDINGS LIMITED**

**艾迪康控股有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

(Stock Code: 9860)



**20  
25**

**Environmental,  
Social and  
Governance  
Report**



# About This Report

## Overview

This Report is the third Environmental, Social, and Governance (hereinafter referred to as "ESG") report (hereinafter referred to as "ESG Report" or "this Report") published by Adicon Holdings Limited (hereinafter "the Company") to truthfully disclose to all stakeholders the governance framework, management systems, practical measures, and performance of the Company and its subsidiaries from time to time (hereinafter referred to as "Adicon", "the Group", or "we") in the areas of ESG matters.

## Reporting Scope

This Report covers the Group's ESG activities from January 1, 2025, to December 31, 2025 (the "Reporting Period"), with certain information extending to prior years or beyond the date of this Report's publication. To provide stakeholders with a comprehensive understanding of Adicon's overall ESG matters, this Report covers the operations of the Company and its subsidiaries, and its scope aligns with that of Adicon's 2025 Annual Report.

## Reporting Guidelines

This Report has been prepared in accordance with the *Environmental, Social and Governance Reporting Code* set out in Appendix C2 to the *Rules Governing the Listing of Securities on Main Board (Listing Rules)* of Hong Kong Exchanges and Clearing Limited (HKEX).

This Report adheres to reporting principles such as materiality, measurability, and consistency. It has been prepared through steps that include identifying and prioritizing important stakeholders and ESG-related issues, determining the scope, gathering relevant materials and data, compiling the report based on this information, and reviewing the contents presented in the report.

## Materiality

This Report addresses the ESG issues identified by the Company's Board of Directors as having a significant impact on investors and other stakeholders. The process and results of identifying Adicon's 2025 ESG material topics can be found in Chapter 1, "Materiality Issues", of this Report.

## Measurability

This Report discloses relevant quantitative data, statistics, and the standards and methods used for calculation in the ESG field, along with textual explanations of the quantified data. Adicon's 2025 ESG quantitative data can be found in Appendix 2, "Adicon's 2025 ESG Performance Table", and the corresponding sections of each chapter.

## Consistency

Unless otherwise stated, the Company adheres to a consistent statistical method for data disclosure in each Reporting Period.

## Sources and Credibility

The data and cases presented in this Report primarily come from the Company's statistical reports and related documents, which have been reviewed by the relevant departments. The Board of Directors of the Company commits that this Report does not contain any false records or misleading statements, and assumes responsibility for the truthfulness, accuracy, and completeness of its contents.

## Languages and Format

This Report is available in both Chinese and English versions and can be accessed in electronic format. For more information about Adicon's background, business development, and sustainability philosophy, please visit our [Investor Relations website](#).

## Confirmation and Approval

This Report has been confirmed by management and approved by the Board of Directors.

## Feedback

We highly value stakeholder feedback and welcome you to contact us through the following channels. Your input will help us further improve our ESG reporting disclosures and enhance our ESG performance.

Email: [ir@adicon.com.cn](mailto:ir@adicon.com.cn)

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# Letter from Chairwoman

In 2025, Adicon maintained strong operational resilience amid a complex industry environment, delivering steady and improving overall performance. In the face of industry fluctuations and market challenges, we remained committed to compliant operations and continued to deepen our focus on the core business of diagnostics testing. During this year, we actively responded to the "Healthy China" strategy and the call for high-quality healthcare development, fully integrating ESG principles into our corporate strategy and daily operations to create long-term value for shareholders, customers, employees, partners, and society.

Efficient management is the foundation of long-term, sustainable growth. We continued to enhance our three-tier ESG governance framework, with the Board providing overall oversight, ensuring close alignment between our sustainability priorities and business objectives. Amid an evolving and complex external environment, we relied on our six-level risk management framework to identify and manage key operational risks in a timely and effective manner. We also reinforced our commitment to business ethics by embedding integrity and compliance into employees' day-to-day activities through ongoing communication and training, strengthening our compliance culture and building lasting trust with the market and our partners.

Technical expertise is central to our competitiveness. Guided by our belief that "every sample represents a life", we leverage R&D innovation to deliver accurate and reliable diagnostic services that support clinical decision-making. Focusing on six key areas—infectious diseases, hematology, solid tumors, women's and children's health, neuroimmunology, and chronic disease management—we advanced a number of in-house innovations in 2025, including a 1,300+ gene pan-cancer panel and whole-exome sequencing for genetic diseases. Supported by a nationwide corrective and preventive action (CAPA) system and a pathology information management platform, we strengthened quality control across the entire testing process, ensuring consistent and dependable results.

While continuing to strengthen our technical capabilities and uphold quality standards, we remain firmly customer-focused. In 2025, we further improved our service offering through digitalization and AI-driven innovation. During the year, we launched and scaled our AI assistant, "Aixiaoyi", which helps patients better understand their test reports and supports clinicians with more efficient and informed decision-making—quickly becoming a widely adopted tool in healthcare settings. We also expanded the use of AI in diagnostics. In TCT testing, over 60% of samples are now screened with AI-assisted reading, with annual volumes exceeding 4 million cases—significantly improving efficiency while reducing costs. These capabilities are being extended to additional applications, including gastrointestinal pathology and lymphocyte subset analysis, further enhancing our diagnostic capabilities. Internally, we use AI to automate the recognition and transcription of paper-based requisition forms, and have introduced AI-enabled quality control tools in pathology reporting, reducing report defect rates by approximately 80% and materially improving report quality. At the same time, we continue to strengthen our data governance

and security framework. Through the establishment of private data warehouses and a structured data classification system, we safeguard data security and protect the interests of our customers and partners.

We believe our people are our greatest asset and a key driver of long-term growth. Through a well-defined job grading structure and tiered training programs, we provide diverse development opportunities for employees at all levels. We also continue to enhance our occupational health and safety framework—improving the working environment, offering mental health support, and providing first-aid training—to foster a workplace that is safe, inclusive, and respectful.

We remain committed to environmentally sustainable operations and fulfilling our environmental responsibilities. In response to climate-related challenges, we have strengthened our environmental management systems, conducted greenhouse gas emissions assessments and climate risk analyses, and taken proactive steps to mitigate operational risks. At the same time, we are advancing the green transformation of our logistics network by improving resource efficiency and reducing energy consumption, contributing to broader carbon reduction goals.

As an industry leader, we see contributing to society as an integral part of our role. We actively support initiatives focused on rare diseases, autism, and women's health, helping improve access to high-quality healthcare services. Through partnerships with universities, primary healthcare institutions, and local communities, we are strengthening grassroots healthcare capabilities and expanding access to diagnostic services.

Looking ahead, we remain committed to our mission of advancing public health and creating long-term value for society. We will continue to deepen our ESG practices and work closely with partners across the healthcare ecosystem to build a more sustainable, accessible, and collaborative future.

Ms. Yang Ling  
Chairwoman of the Board

April 2026

# About Adicon

## About Us

Established on January 16, 2004, Adicon is a nationwide chain of independent clinical laboratories (ICL) with over 30 facilities across the country. Guided by advanced management systems from European and American independent laboratories, we implement international quality standards, and foster extensive collaborative exchanges with medical testing institutions worldwide. Currently, Adicon operates three major service platforms: an R&D center, clinical pharmacology services, and diagnostic testing services. The diagnostic testing platform comprises clinical, pathology, reproductive genetics, genomics, and mass spectrometry Laboratories. Supported by over 300 patents, the company offers more than 4,000 testing items, serving approximately 19,000 clients nationwide.

## 2025 ESG Highlights

### Environmental

Our environmental management system continues to expand, with **18** subsidiaries obtaining ISO 14001 certification and the headquarters conducting **seven** rounds of environmental management self-inspections.

**We implemented systematic climate-related initiatives.** Referencing IFRS S2 and the HKEX's climate-related disclosure requirements, we established a climate governance framework and conducted scenario analyses of physical and transition risks to assess potential impacts on our operations, value chain, and financial performance.

Emissions management remained stable and compliant, we conducted **56** exhaust gas tests and **152** wastewater tests throughout the year, with all parameters complying with national and local discharge regulations. Waste management was further optimized, achieving a **100%** effective waste-disposal rate for the year.

We initiated our first Scope 3 greenhouse gas emissions inventory and established long-term environmental management goals, further solidifying the foundation for climate-related disclosure and low-carbon transition.

### Social

Service capabilities continued to improve. Our nationwide service network now spans **23** provinces with **34** medical laboratories, offering **over 4,000** testing services.

Quality management was continuously strengthened. We conducted 96 quality assurance training sessions throughout the year, with a **100%** completion rate. **Three** new subsidiaries obtained ISO 15189 accreditation, and our newly acquired Suzhou Yuande Youqin received CAP certification.

Our logistics network operated efficiently, covering 288 prefecture-level cities and **1,789** districts and counties. We delivered nearly **200,000** samples daily, maintaining a **98%** on-time delivery rate within 12 hours.

Customer service performance remained robust, achieving a **99.3%** satisfaction rate for call center services and an overall customer satisfaction rate of **98.01%**.

Information security and privacy protection were further enhanced, with **zero** data breaches and **zero** incidents involving customer information or privacy breaches occurring during the year. As of the end of the Reporting Period, **five** entities have obtained ISO 27001 certification, and **27** core business systems have achieved Class III Certification under China's Multi-Level Protection Scheme (MLPS).

Our employee development system continued to improve, achieving **100%** training coverage throughout the year and welcoming over **310** interns from **114** institutions of higher learning.

Occupational health and safety management continued to advance, with **18** subsidiaries obtaining ISO 45001 certification and maintaining a record of **zero** work-related fatalities for **three consecutive years**.

### Governance

Risk management mechanisms were continuously strengthened. We refined our **six-tier risk management** framework in accordance with the COSO framework and updated internal regulations such as the *List of Compliance Obligations and Risks* and the *Compliance and Anti-Bribery Management Manual*.

Efforts to promote business ethics were deepened, featuring **four** in-depth training sessions for the Board of Directors and a company-wide compliance awareness activity.

The foundation for integrity in business operations was further solidified. We revised regulations related to anti-fraud and professional conduct, established reporting channels including hotlines, email, and a petition system, and recorded **zero** concluded corruption lawsuits during the Reporting Period.

Achievements in innovation and intellectual property continued to accumulate. As of the end of 2025, the company held **328** registered patents and **148** registered trademarks, including **45** new patents and **5** new trademarks added during the year.

## Awards and Honors

January 2026



"2025 Healthcare Corporate Responsibility Exemplar Award" at the 15th Philanthropy Festival and 2025 ESG Summit

September 2025



"Yangtze River Delta Corporate Brand Building Outstanding Case - Spark Award" at the 2025 Yangtze River Delta Brand Conference

September 2025



"Zhejiang Province AAA-Level 'Contract-Abiding and Credit-Worthy' Enterprise" by the Zhejiang Provincial Market Supervision Administration

2025

Changsha Adicon was recognized as a "2024 Advanced Unit in Environmental Protection" by the Longping High-Tech Park in the Changsha High-Tech Industrial Development Zone

# 01

## Upholding Integrity and Dedication

### Strengthening the Foundation for Development

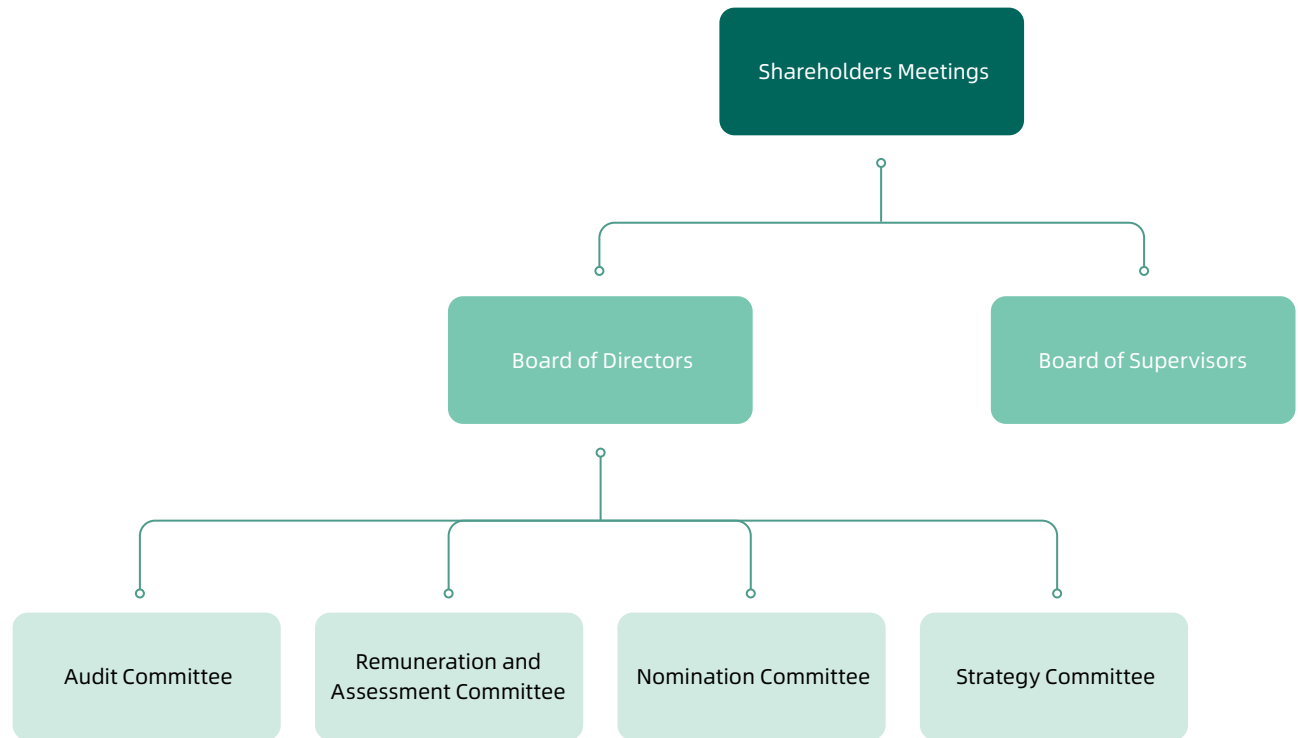
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Adicon deeply integrates compliance requirements into every aspect of its business operations and continuously strengthens comprehensive risk management. We are committed to refining our ESG management system and deepening collaboration with stakeholders to jointly chart a blueprint for sustainable development.



# Corporate Governance

Adicon complies with laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Listing Rules*, and has established an internal system centered on the *Corporate Governance Code* and the *Articles of Association*. Through close coordination among executive, decision-making, and supervisory bodies, we provide robust support for business management and sustainable development.



Governance Structure of Adicon Holdings Limited

As of the end of this Report, our Board of Directors consists of eight members, including one executive director and four non-executive directors (including one female director), as well as three independent non-executive directors. In our director selection process, we holistically evaluate multiple dimensions including gender, age, industry experience and professional background. The Board members collectively bring extensive professional expertise across biopharmaceuticals, healthcare, corporate management and risk management sectors, providing diverse perspectives and professional support for the Group's strategic decision-making and risk management.

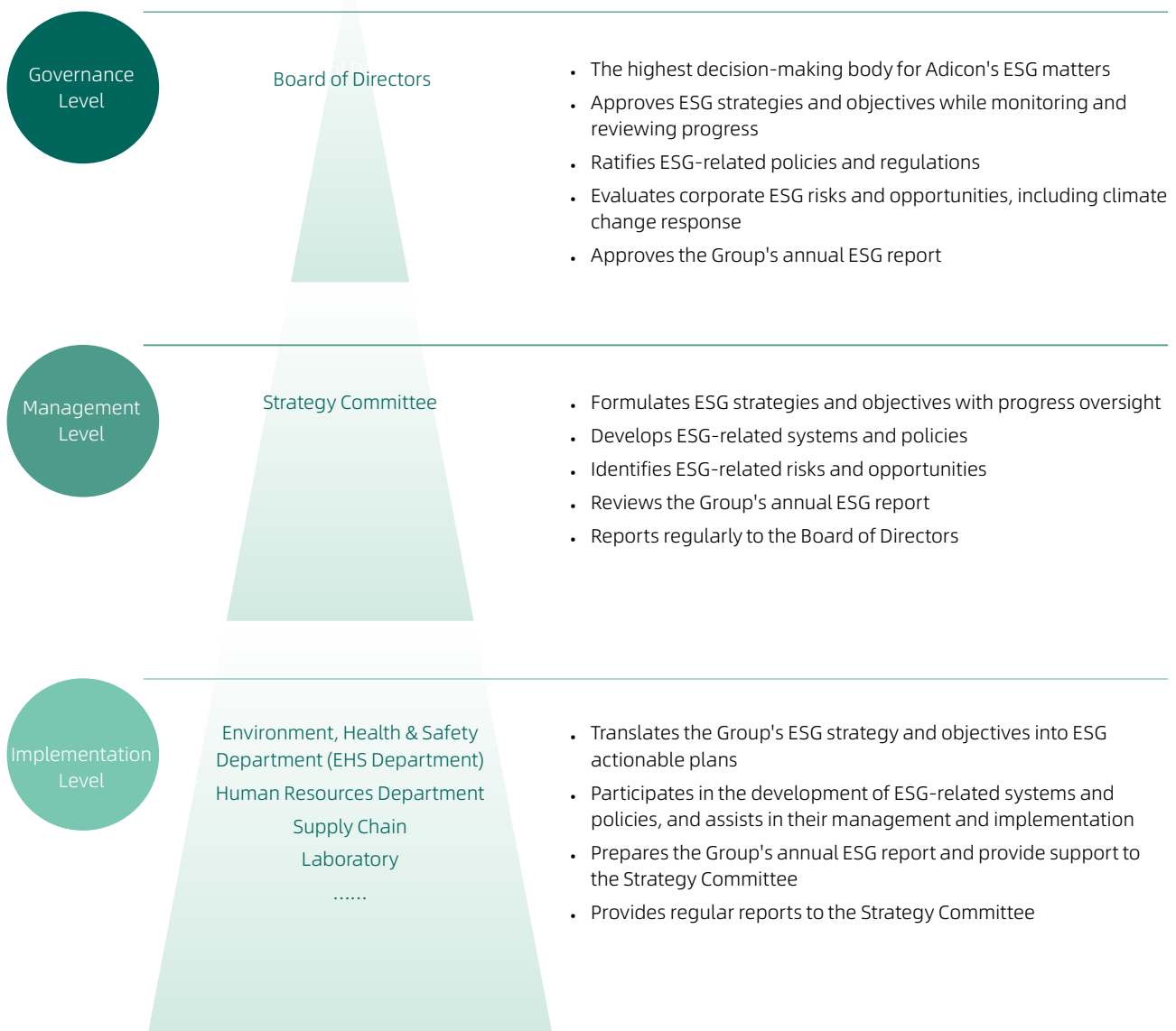
# ESG Governance

Adicon integrates sustainability principles into corporate operations, establishing a three-tier ESG governance structure to promote the integration of ESG considerations into daily management. By aligning with business characteristics and engaging in stakeholder communication, we conduct materiality assessments to define priorities for the Group's ESG initiatives and drive the effective implementation of ESG principles.

## ESG Governance Structure

### ESG Governance Structure

Adicon has established a three-tier governance structure with clearly defined responsibilities. The Board of Directors serves as the decision-making body for Adicon's ESG governance, responsible for approving ESG policies, setting management objectives, and conducting regular progress tracking. The Strategy Committee is responsible for drafting relevant policies, communicating requirements, and overseeing implementation, while providing regular feedback to the Board of Directors. Relevant departments are responsible for implementing specific policies, breaking down ESG objectives into operational processes, and working collaboratively to drive performance achievement.



## Board Declaration

The Company's Board of Directors serves as the highest decision-making body for Adicon's ESG matters and bears ultimate governance responsibility. The Board delegates oversight to the Strategy Committee, which formulates and reviews ESG policies, objectives, and strategies, and monitors implementation progress. The Board regularly tracks and reviews the achievement of objectives and implementation progress to ensure that the ESG governance process is effectively supervised and evaluated.

### ESG Management Approach and Strategy

The Board continuously monitors regulatory and industry trends. Through close engagement with stakeholders, it integrates external expectations with the Group's long-term strategy to ensure that sustainability strategies align with business growth needs, thereby precisely addressing stakeholders' core concerns.

### ESG Risk Management

The Strategy Committee conducts in-depth analyses of the interplay between business operations and sustainability issues to identify and prioritize ESG risks and opportunities. The Board bears ultimate responsibility for assessing and identifying the Group's ESG risks, approving the risk register, and deciding on response and mitigation strategies to ensure the long-term sound operation of the ESG risk management framework.

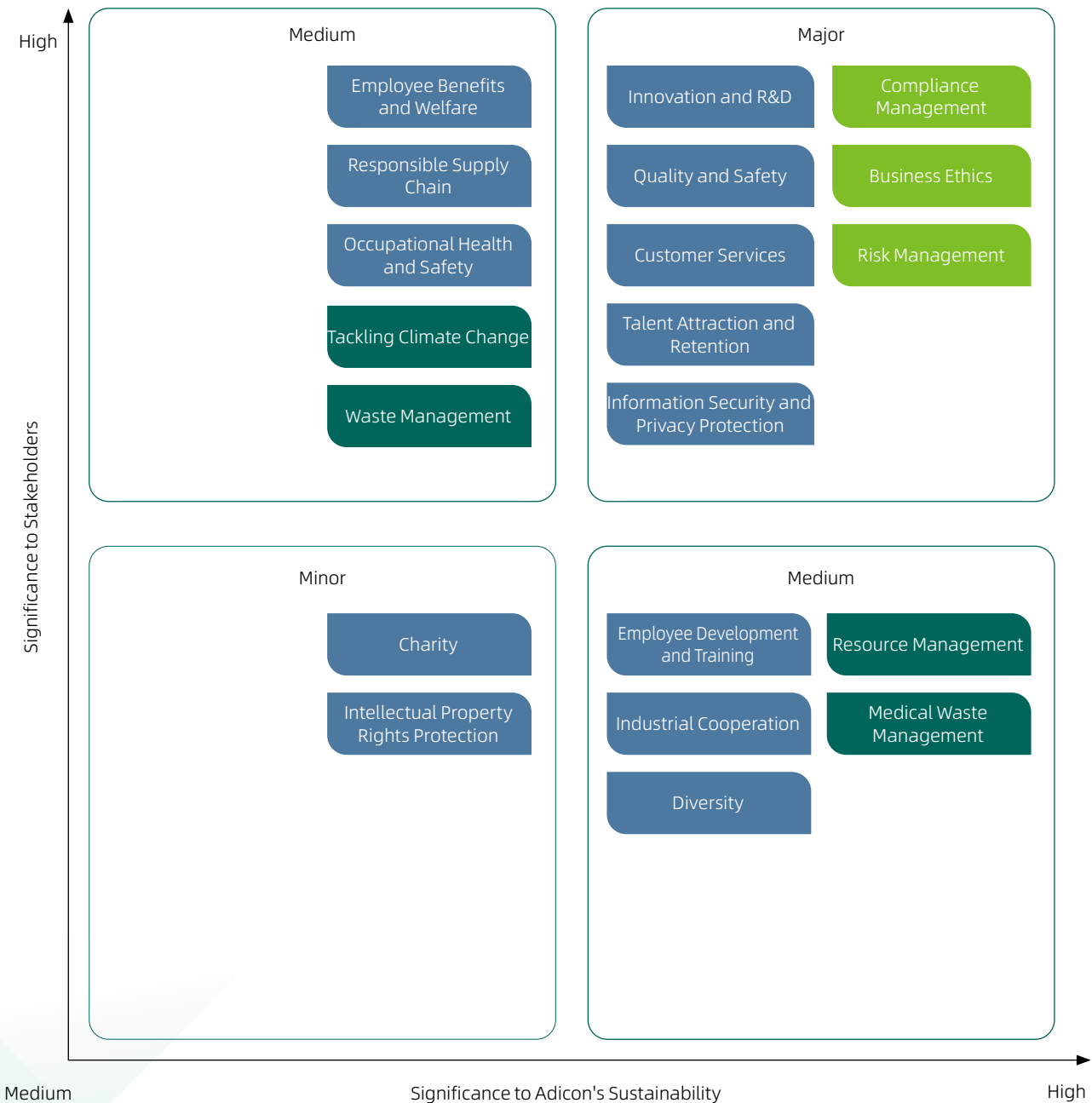
## Stakeholder Engagement

Adicon places great importance on stakeholder feedback. By establishing multi-channel, two-way communication mechanisms, we ensure the timely identification and efficient response to various stakeholder concerns, steadily advancing our sustainability initiatives under public scrutiny. During the Reporting Period, our major stakeholders and their key concerns are as summarized in the table below.

Stakeholders	Expectations & Demands	Channels
<b>Shareholders/Investors</b>	<ul style="list-style-type: none"> <li>Compliant Operations</li> <li>Business Ethics</li> <li>Risk Management</li> </ul>	<ul style="list-style-type: none"> <li>Shareholder Meetings</li> <li>Information Disclosure</li> <li>Roadshows</li> </ul>
<b>Government &amp; Regulatory Authorities</b>	<ul style="list-style-type: none"> <li>Compliant Operations</li> <li>Tax Payment According to Law</li> <li>Business Ethics</li> <li>Quality and Safety</li> <li>Improved Accessibility to Medical Treatment</li> </ul>	<ul style="list-style-type: none"> <li>Supervision and Inspection</li> <li>Information Disclosure</li> <li>Meetings</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Quality and Safety</li> <li>Customer Services</li> <li>Information Security and Privacy Protection</li> <li>Responsible Marketing</li> </ul>	<ul style="list-style-type: none"> <li>Customer Satisfaction Surveys</li> <li>Customer Service Hotline</li> <li>Official WeChat Account</li> <li>Wecom</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Compensation and Benefits</li> <li>Training and Development</li> <li>Attraction and Retention</li> <li>Occupational Health and Safety</li> <li>Diversity and Equal Opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Performance Incentives and Assessment</li> <li>Multi-dimensional Training</li> <li>Regular Meetings</li> <li>Service Hotline and Emails</li> <li>Employee Activities</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Business Ethics</li> <li>Supplier Management</li> <li>Cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Research and Visits</li> <li>Supplier Meetings</li> <li>Supplier Assessment</li> <li>Supplier Cooperation</li> </ul>
<b>Communities</b>	<ul style="list-style-type: none"> <li>Philanthropy</li> <li>Support for Local Development</li> <li>Environment Management</li> <li>Climate Change</li> </ul>	<ul style="list-style-type: none"> <li>Company Website</li> <li>Official WeChat Account</li> <li>Service Hotline and Emails</li> <li>Charity Work</li> <li>Volunteering</li> </ul>

# Materiality Issues

To clarify the focus of ESG governance, Adicon has conducted an identification and assessment of ESG materiality issues by integrating industry trends, regulatory requirements, and stakeholder concerns. We evaluate these issues from two dimensions: "Significance to Stakeholders" and "Significance to Adicon's Sustainability", and dynamically update the list of issues. The 2025 ESG Materiality Matrix is shown below:



# Compliant Operations

Adicon thoroughly implements laws and regulations such as the *Civil Code of the People's Republic of China*, the *Company Law of the People's Republic of China*, and the *Enterprise Income Tax Law of the People's Republic of China*. We internalize compliance requirements and translate them into action, building a solid foundation for compliance through practical measures.

## Compliance Management

Adicon has established a comprehensive compliance education system covering all employees. For management, we have organized specialized sessions such as "Compliance Leadership" and "Integrity Education in Medical Diagnostics"; for functional departments, we have conducted training for internal auditors on procurement compliance and anti-bribery. Through diverse compliance training programs, we have ensured that compliance principles are deeply embedded across all levels and business lines, comprehensively enhancing employees' risk prevention capabilities.

### CASE

#### Compliance Leadership Training

To enhance the professional capabilities of mid-to-senior level managers, we organized a thematic seminar on "Compliance Leadership" during the Reporting Period. The course systematically reviewed the latest regulatory policies and anti-bribery management requirements, focusing on current regulatory priorities in the medical diagnostics industry. The training emphasized how to integrate ESG performance into daily management processes and called on over 150 core personnel from headquarters and regional subsidiaries to serve as role models in compliance. By strengthening the compliance awareness of leadership, we have further consolidated its systematic compliance management mechanism from headquarters to the front lines.

## Risk Management

Adicon strictly implements guidelines such as the *Basic Standards for Enterprise Internal Control* and the *Corporate Governance Code*, establishing a dynamic tracking and control mechanism for operational risks, thereby building a solid institutional foundation for the Group's sound operations.

We have built the Group's risk management system in accordance with the *COSO Enterprise Risk Management Framework* and formulated internal guidelines such as the *Approval Authority Management Policy* and the *Adicon Internal Control Manual*. During the Reporting Period, we updated the *List of Compliance Obligations and Risks*, the *Compliance and Anti-Bribery Management Manual*, and the *Approval Authority Management Policy*, identified the compliance obligations of each company and department, clarified the compliance management system, and standardized the management of approval authorities.

We have established a six-tier risk control framework and formed a closed-loop risk management process—from precise identification and scientific assessment to efficient response—providing multiple layers of professional safeguards for the Group's sound operations. Additionally, we regularly update the annual Risk Control Matrix (RCM) based on business characteristics to ensure that risk prevention efforts remain timely and precise.

As the primary responsible entities and operational units for EHS risk management, they are responsible for fully implementing the Group's EHS policies, standards, and requirements in daily operations to ensure compliant operations and safe practices

**Laboratories and Functional Units**

**EHS-Administration-Commercial Department**

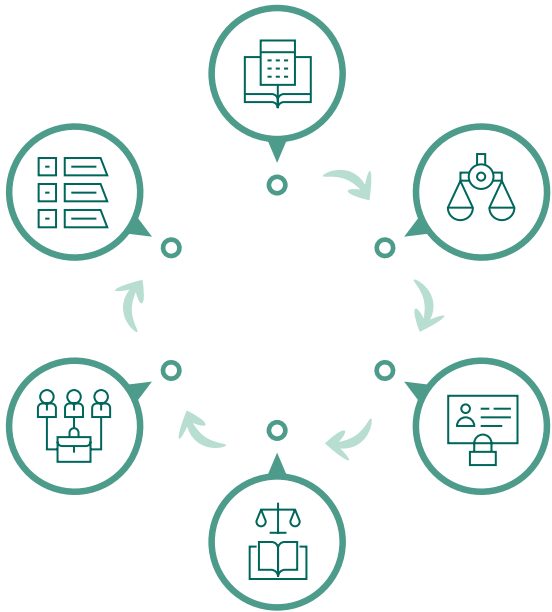
Serving as the Group's professional support and advisory center for environmental, health, and safety management, this department is responsible for establishing the EHS management framework, formulating standards and policies, and providing professional guidance, training, and audit support to laboratories and production departments. It reports to the Vice President of Human Resources on a daily basis and ensures that subsidiaries' EHS management systems comply with the Group's overall framework requirements

Supports the Board in establishing standardized and transparent arrangements for financial reporting and internal control principles, while maintaining appropriate relationships with external auditors.

**Audit Committee**

Leads the Group's daily risk management and compliance efforts, organizing regular (quarterly) and ad hoc reporting to the Board and senior management on environmental and other compliance matters.

**Compliance Officer**



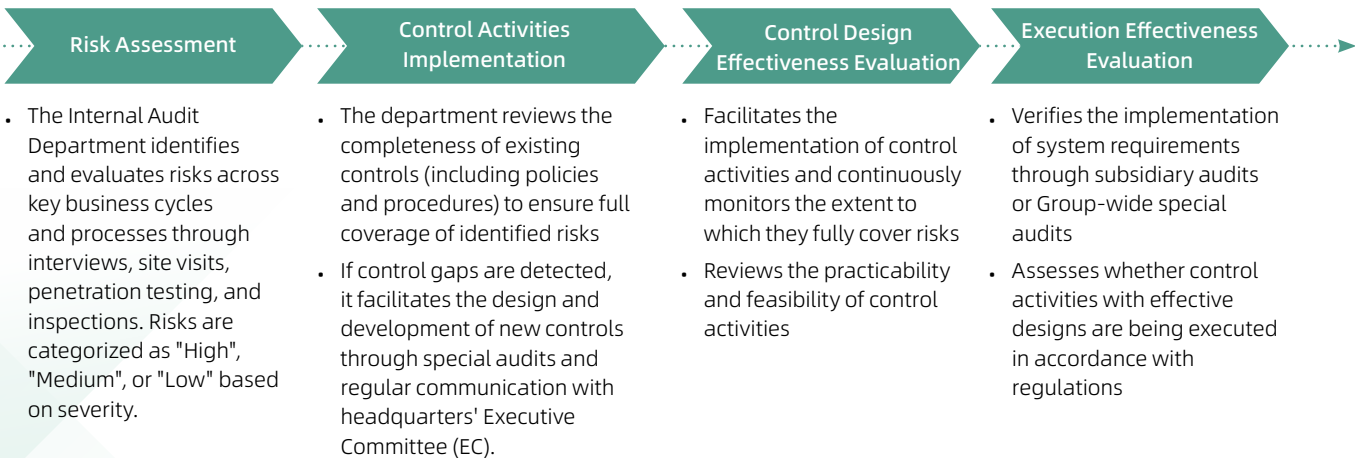
**Internal Audit Department**

Conducts internal audits and control activities under the COSO framework, oversees compliance-related operations across the Group, identifies risks (including environmental compliance risks), and reports to the Compliance Officer.

**Legal Department**

Identifies legal risks across the organization, including data compliance management, due diligence for third-party partnerships, and ongoing monitoring, while providing comprehensive legal support. Escalates compliance risks to the Compliance Officer when detected.

Adicon's Six-Tier Risk Control Framework



## Business Ethics

Adicon consistently adheres to business ethics standards and strictly complies with laws and regulations such as the *Criminal Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Anti-Money Laundering Law of the People's Republic of China*. We have established multiple internal policies, including the *Anti-Corruption Policy and Procedures*, and resolutely oppose any form of illegal or non-compliant conduct, such as bribery, extortion, fraud, and money laundering. During the Reporting Period, we revised the *Anti-Fraud and Whistleblower Investigation Management System* and the *Employee Code of Conduct and Disciplinary Measures*, strengthened executive involvement, introduced cooperation with compliance agencies, refined the whistleblowing process, and implemented conflict of interest management.

We have established a collaborative framework comprising the Chief Compliance Officer and the Supervision Committee, with the aim of institutionalizing the oversight of business ethics. We regularly conduct group-wide anti-bribery audits covering financial expenditures in high-risk areas such as business hospitality, external meetings, and intermediary services. Through systematic verification, we resolutely eliminate all violations of rules and regulations.

### Chief Strategy and Compliance Officer

- Under the oversight of the Board of Directors, it oversees the implementation of internal business ethics policies and periodically updates anti-corruption procedures in response to operational needs and regulatory changes.
- Regularly reports to the Board on the execution and effectiveness of the Group's business ethics compliance program.

### Supervision Committee

- Leads corporate conduct and disciplinary governance, directing oversight activities including disciplinary supervision, anti-corruption investigations, and enforcement actions for compliance violations.

## Promotion of a Culture of Integrity

Our Internal Audit Department works closely with the Human Resources Department to jointly promote the signing of annual compliance pledge and anti-corruption education initiatives. During the Reporting Period, we conducted new employee training on "Integrity and Ethics", "Essential Knowledge and Skills" sessions for all employees, and outreach activities on the *Anti-Money Laundering Law of the People's Republic of China*, as well as four in-depth training sessions for the Board of Directors. Additionally, we organized a company-wide compliance awareness activity covering all employees to ensure comprehensive penetration of compliance awareness.

### CASE

#### "Supporting Corporate Integrity" Theme Prevention and Education Exchange Meeting

During the Reporting Period, to strengthen the culture of integrity and enhance the compliance awareness and legal literacy of core management personnel, Adicon invited the Economic Crime Investigation Unit of Hangzhou Public Security Bureau to host the "Supporting Corporate Integrity" theme prevention and education exchange meeting. The meeting focused on "Criminal Risks in Business Operations", analyzing local case studies to provide an in-depth understanding of the prosecution standards and legal consequences of common crimes, such as bribery by non-state employees and embezzlement. The meeting helped Adicon accurately identify operational risks and reinforced the integrity "firewall".



## CASE

## Adicon's Business Ethics Training for the Board of Directors

During the Reporting Period, the Chief Compliance Officer provided quarterly reports to the Board on the Group's compliance management, with each session lasting approximately 30 minutes. The reports covered anti-bribery, anti-fraud, compliance management, progress in building the anti-bribery system, ESG data, and other matters, while also communicating and promoting the Company's values of integrity and the philosophy of compliant operations to the directors.

We are committed to building a community of shared responsibility with our partners, extending business ethics throughout the entire value chain. By incorporating the *Anti-Corruption and Anti-Bribery Commitment Letter* into external contracts, we actively convey integrity values to relevant parties and foster a cooperative ecosystem based on trust and mutual benefit.

## Regulation and Whistleblowing

We proactively accept public oversight. Under the framework of our *Anti-Corruption Policy and Procedures*, we have established a multi-channel reporting platform—including hotlines, email, and in-person submissions—which is open to the public. We have set up a dedicated anti-fraud hotline that connects directly to the head of special investigations to ensure that reported leads receive a rapid response and are handled with rigor.

### Reporting Channels

Hotline: (0571) 87775834

Reporting Email: [audit@adicon.com.cn](mailto:audit@adicon.com.cn)

Mailing Address: 2nd Floor, Building 6, Aijian Technology Park, 208 Zhenzhong Road, Xihu District, Hangzhou (Internal Audit Department)

We prioritize the protection of whistleblowers' rights and have established the *Anti-Fraud Management Policy*. This system mandates strict confidentiality measures for all complaints and reports, strictly prohibits any form of retaliation, and forbids hostile attitudes or passive resistance toward staff involved in investigation efforts. For those responsible for the unauthorized disclosure of whistleblowing information or the implementation of retaliation, we will handle the matter seriously in accordance with the *Employee Code of Conduct and Disciplinary Measures*, and, if necessary, refer the case to judicial authorities to pursue legal liability. During the Reporting Period, we recorded zero concluded corruption lawsuits at Adicon.

# 02

## Driven by Quality and Innovation

### Forging Momentum for Development

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Adicon adheres to a "quality-first" development philosophy. By establishing a comprehensive management system covering core operations such as testing services and logistics/warehousing, we have achieved continuous improvement in the quality and efficiency of our end-to-end services. We rely on innovation and R&D as our internal driving force to significantly expand our service portfolio and precisely meet the diverse needs of our clients. At the same time, we actively practice sustainable procurement principles, empower our value chain partners, and collaborate to build a resilient and sustainable supply chain ecosystem.



# Quality Management

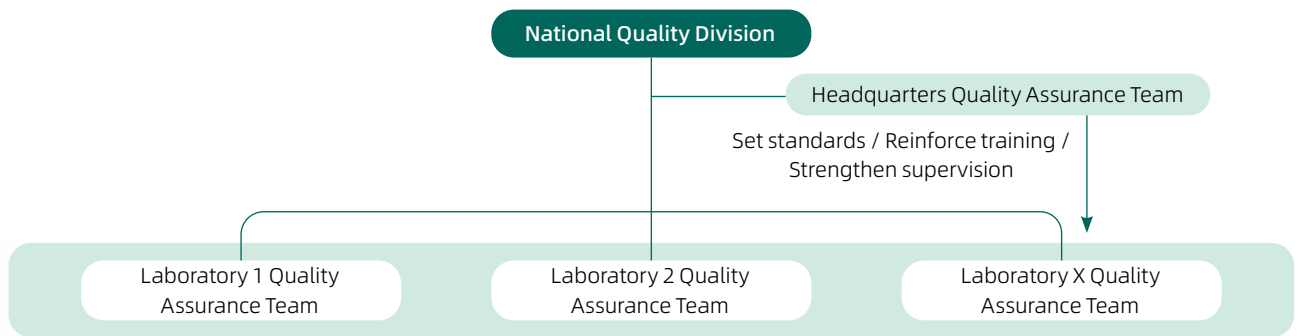
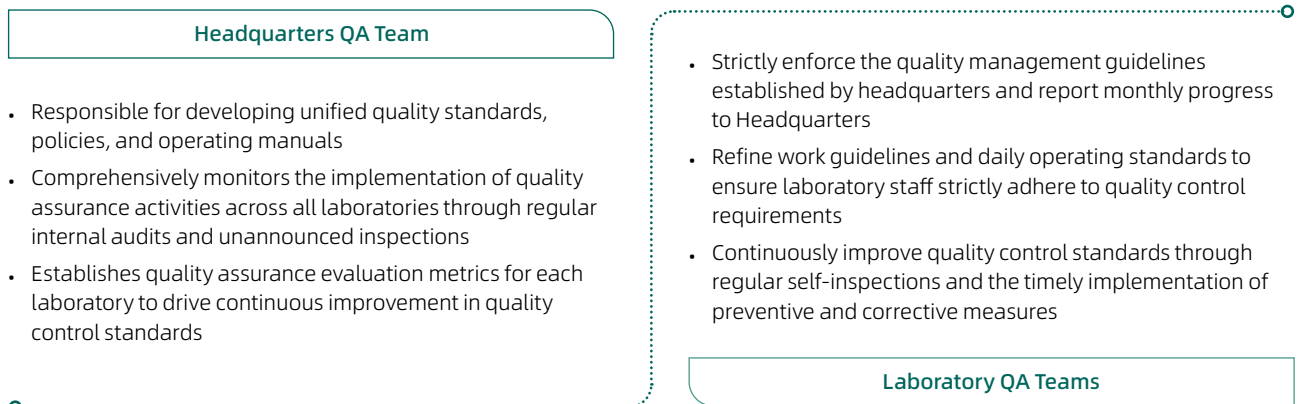
Adicon upholds the core value that "Every Sample Represents a Life". We fully implement our quality policy of "Science, Precision, Efficiency, and Satisfaction", continuously deepening our quality management efforts. We strive to set industry benchmarks through exceptional quality and drive high-quality development across the sector.

## Testing Quality

### Standardization of Quality Management

We strictly adhere to laws and regulations such as the *Medical Quality Management Measures*, the *Regulations on the Administration of Medical Institutions*, and the *Regulations on the Supervision and Administration of Medical Devices*. Using standards such as *Medical Laboratories—Particular Requirements for Quality and Competence (ISO 15189)* and *Quality Management System Standard (ISO 9001)* as our basis for implementation, we continuously optimize internal documents including the *Management Manual*, *Pre-examination Process Management Procedure*, and *Examination Process Management Procedure*, thereby establishing a standardized management system.

We have established a two-tier "Headquarters-Laboratory" quality assurance system with clearly defined responsibilities to promote the uniform implementation of laboratory quality management standards. We have set annual quality control targets, such as quality control coverage rates and group-wide error rates, and implemented real-time tracking throughout the entire process. In 2025, all the main quality control targets of Adicon were successfully achieved.



Adicon Quality Assurance Management Structure

We have established internal management procedures such as the *Pre-examination Process Management Procedure*, *Post-examination Process Management Procedure*, *Equipment Management Procedure*, and *Personnel Management Procedure*, thereby building a quality control mechanism that covers the entire testing process as well as equipment and personnel management. During the Reporting Period, we further optimized procedures such as the *Pre-examination Process Management Procedure* and *Equipment Management Procedure*, focusing on strengthening the management of key processes such as sample data entry and temperature control during sample transport and storage, while establishing management requirements for the fixed asset system.

Testing Management

- **Pre-Testing:** Standardize operational requirements for the entire process of sample collection, receipt, transfer, storage, and handling to ensure the quality of samples prior to testing
- **Testing Process:** Define testing methods and quality control standards to ensure the precision and accuracy of results. Participate in inter-laboratory quality assessments organized by external authoritative bodies and ensure the comparability of internal results, thereby providing clients with reliable test data and valid test reports
- **Post-Testing:** Standardize the preparation and issuance of test reports to ensure they are clear, objective, accurate, and timely; ensure that samples are properly stored, retained, and disposed of after testing

Equipment Management

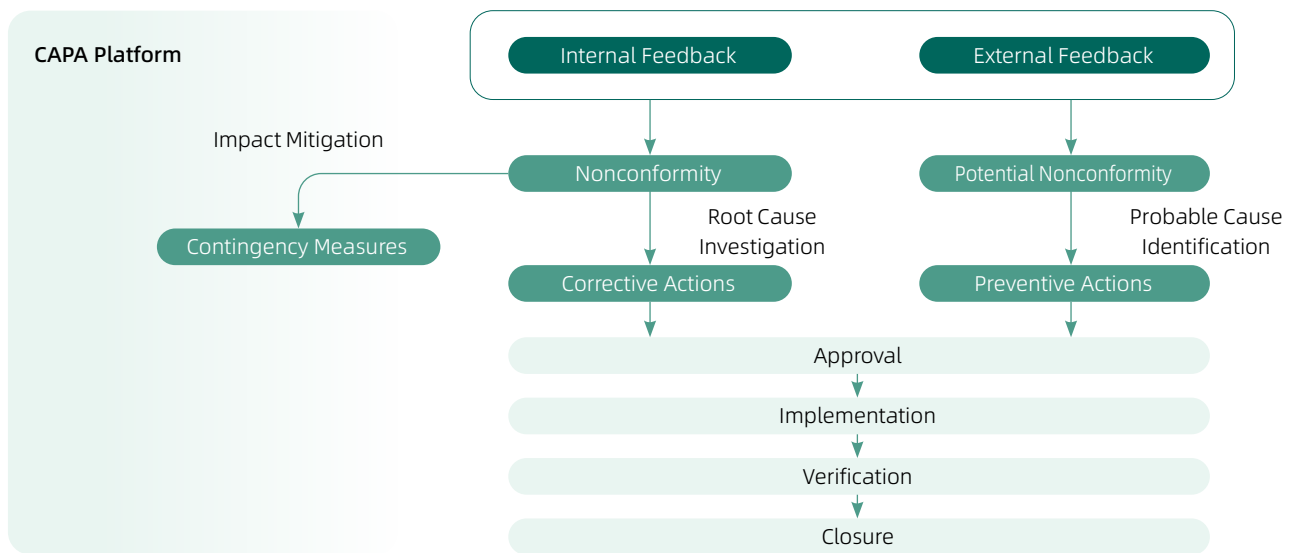
- Standardize the procurement, installation, use, calibration, maintenance, decommissioning, and disposal of equipment to ensure the stability and accuracy of test results

Personnel Management

- Through self-directed learning and systematic training, continuously enhance the operational qualifications and capabilities of laboratory testing personnel, reduce the rate of human error, and improve the credibility of test results
- Evaluate the results of quality control efforts and implement positive and negative incentive measures to further improve staff accuracy and efficiency

Adicon Quality Assurance Mechanism

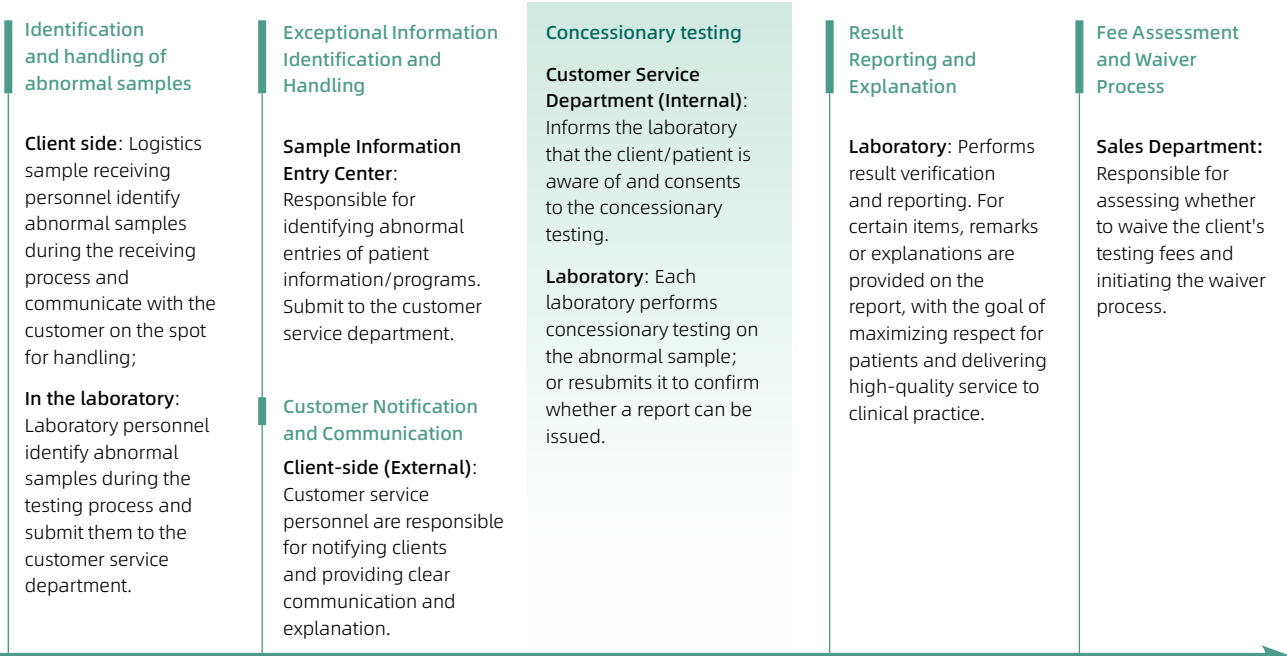
We have established documents such as the *Nonconformity and Corrective Action Management Procedure* and the *Nonconformity Management Standard Operating Procedure*, which clearly define the full-process management requirements from identification, handling, and root cause analysis to the implementation of corrective actions and closure. Leveraging the nationwide Corrective Action and Preventative Action (CAPA) system, we have digitized the nonconformity handling process. During the Reporting Period, we strengthened the "Improvement Initiatives" and "Retrospective Analysis" modules within the platform. Additionally, by establishing a nonconformity case repository, we have facilitated experience sharing among laboratories across the Group to drive the continuous iteration of quality management.



Nonconformity & Corrective Action Management Process

To address abnormal situations, we have developed the *Abnormal Sample Handling Standard Operating Procedure* and the *Clinical Laboratory Report Review Standard Operating Procedure*. These establish standardized handling procedures for specific issues such as insufficient sample volume, leakage, non-compliant containers, abnormal physical characteristics, incorrect information, and unclear test items. Through thorough internal and external communication, we focus on verifying and correcting anomalies; when obtaining client consent, we conduct concessionary testing to maximize respect for patient/client preferences while striving to ensure the accuracy and reliability of test reports.

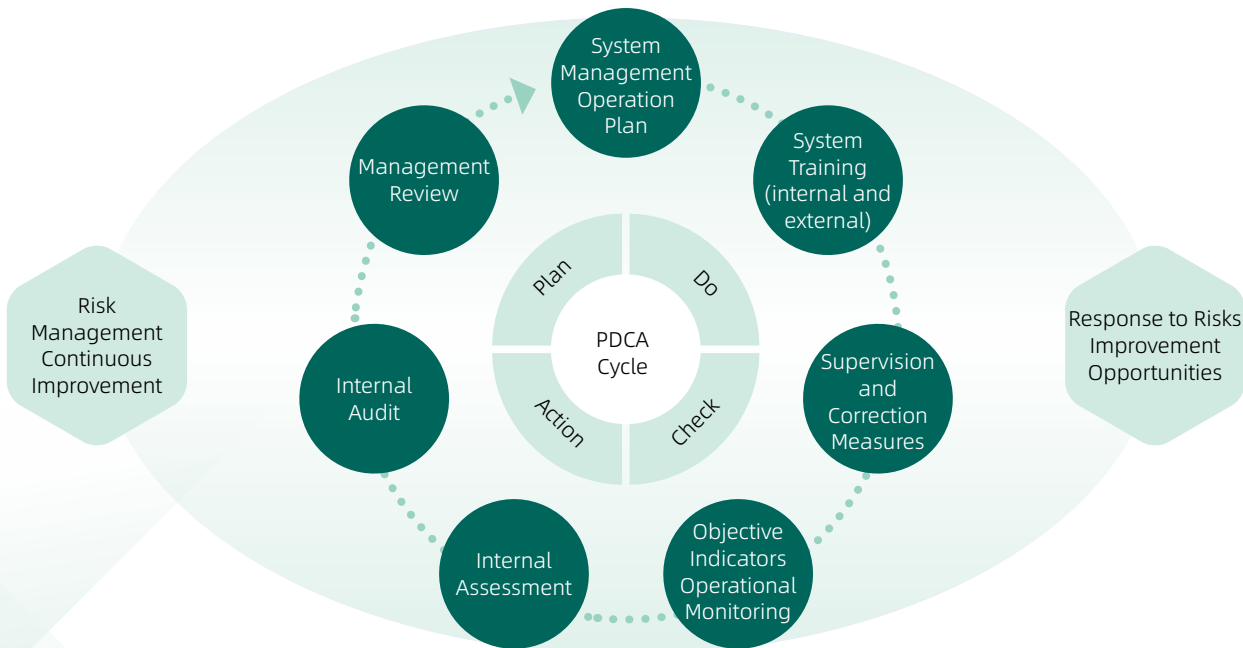
To efficiently handle abnormal samples and results, we have established a clear division of responsibilities and a standardized process mechanism to ensure seamless connection at each link:



Abnormal sample and result processing procedure

### Quality Improvement Assurance

Adicon has established a continuous improvement mechanism based on risk management and integrated with the PDCA<sup>1</sup> cycle. The company has embedded risk identification and control measures throughout the entire testing process—before, during, and after testing—and supports the stability and improvement of testing quality through IT system upgrades, benchmarking against inter-laboratory quality assessment programs, and comprehensive quality training for all staff.



Management System Based on Risk-driven PDCA Dynamic Improvement Mechanism

<sup>1</sup> The four stages of PDCA are: Plan, Do, Check, and Action.

## CASE

**Intelligent Systems (LIMS/PIMS) Drive the Transformation of Quality Management Models**

During the Reporting Period, we upgraded our Intelligent Laboratory Information Management System (LIMS). By integrating a quality indicator monitoring module, we achieved real-time tracking and dynamic alerts for key data, while enabling rapid two-way communication between management and operational levels. This has formed a rapid response closed-loop system, driving the transformation of quality management from a reactive "post-event remediation" approach to a proactive "in-process control" model.

Additionally, we launched the "End-to-End Pathology Information Management System (PIMS)" in our pathology laboratories, which has now been rolled out to half of our subsidiaries with pathology capabilities. This system enables closed-loop management and improved operational efficiency nationwide through standardized processes. It supports rapid access to quality control data via a full-node traceability mechanism and enhances report accuracy and diagnostic efficiency through AI-powered review and auxiliary diagnosis modules.

**Standardized Process**

- Nationwide replication of headquarters' projects and testing procedures, with permissions and roles controlled through the system

**Efficiency Enhancement**

- Streamlines information flow, achieves a paperless closed-loop operation, and improves slide re-screening efficiency through process controls

**AI Integration**

- Utilizes AI and big data models to intelligently assess the logical correctness of results, improving report accuracy

**Cervical AI-Assisted Diagnostics**

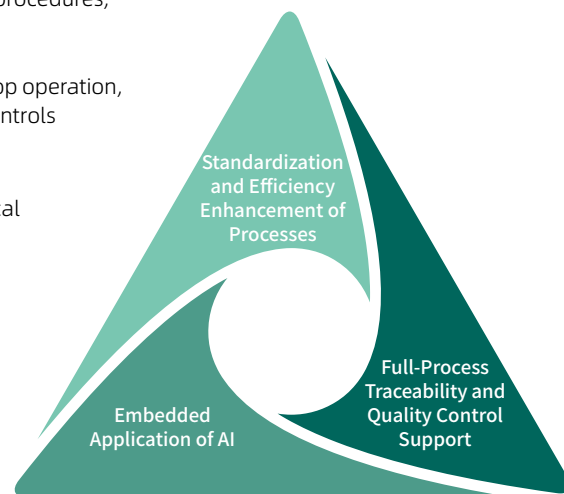
- Embeds AI-assisted diagnosis to enhance both efficiency and accuracy

**Full-Process Traceability**

- Each sample is traceable at every node, ensuring result traceability

**Quality Control Support**

- Quality control data is retrievable with one click, ensuring accuracy and speed



Key Features of the PIMS Upgrade

## CASE

**Optimization of the Electronic Document Management System**

We have optimized the electronic archive management system by changing the names of in-house quality control (QC) records for testing items from English codes to automatically matched Chinese terms. This has improved the efficiency with which sales teams and clients identify QC records, while enhancing the transparency of the quality control process and the effectiveness of external communication.

We have continuously strengthened internal quality supervision. During the Reporting Period, the company's Quality Department conducted specialized and modular quality supervision inspections across all laboratories within the Group. Through a mechanism combining cross-checks with a clause-based scoring system, we focused on auditing pre-test communication, sample storage and transportation, and document control, while tracking the recurrence of non-conformities. No significant non-conformities were identified during the inspections, and all identified issues have been fully rectified.

We have established a scientifically tiered employee quality training and evaluation system. New laboratory staff must earn the required credits and successfully pass competency assessments before being certified to work. For employees returning to work after an absence of more than six months, we require them to complete a multidimensional technical assessment covering professional theory, clinical practice, and troubleshooting. We also conduct ad hoc training as needed. In 2025, we conducted a total of 96 quality assurance training sessions, reaching approximately 5,600 participants, with a 100% completion rate.

In 2025, we continued to provide employees with a refined curriculum system through the Training Management System. By using online platforms to raise awareness, offline practical training to deepen skills, and external exchanges to connect with cutting-edge developments, we provided targeted empowerment support to new employees, laboratory key personnel, and mid-to-senior level managers, enhancing the professional competence of all staff and further fostering a culture of quality.

Furthermore, we actively participate in high-level industry competitions to consolidate and enhance employees' professional practical capabilities, strengthen their quality awareness, and reinforce their professional spirit of excellence.

CASE

**Awarded the "Second Prize (Team Category)" in the Yangtze River Delta Morphological Examination Skills Competition**

Adicon attaches great importance to the development of cellular morphological examination capabilities and continues to invest resources to strengthen the professional competence and practical skills of its technical team, with a commitment to building an advanced domestic platform for hematologic disease diagnosis.

At the Third Yangtze River Delta Regional Morphological Examination Skills Competition, the Adicon Hematologic Disease Diagnosis Center team competed alongside more than 1,000 inspection professionals. Relying on solid professional expertise and outstanding performance, the team was awarded the Second Prize in Team Category. This honor not only recognizes the professional capabilities of the participating employees but also powerfully demonstrates Adicon's steadfast adherence to the principle that "quality is the foundation of enterprise establishment", its emphasis on talent development, and its reinforcement of technical construction. It further highlights the Company's professional strength in the field of hematologic disease diagnosis.

Building upon our strengthened internal quality management, we conduct rigorous external benchmarking and validation of testing quality through authoritative Inter-laboratory Quality Assessment (EQA) activities.

CASE

**Adicon's Inter-laboratory Quality Assessment Performance During the Reporting Period**

We continuously benchmark against international standards such as CAP (College of American Pathologists), incorporate core testing items into their proficiency testing programs, and participate in global inter-laboratory quality assessments to align testing quality with international best practices. Specific progress in 2025 is as follows:

- Participated in the National Health Commission's inter-laboratory quality assessment for prenatal chromosomal karyotyping and hematological/oncological chromosomal karyotyping, receiving an "Excellent" rating.
- Participated in the UK Chromosome Quality Assessment and successfully passed.
- Organized inter-laboratory comparisons among subsidiaries within the Group and conducted comparisons with external third-party companies, all of which were successfully passed.

The quality-related accreditations and certifications obtained by Adicon's subsidiaries are shown in the table below. During the Reporting Period, three subsidiaries—Adicon Henan, Shijiazhuang, and Heilongjiang—newly obtained ISO 15189 accreditation, and the acquired Suzhou Yuande Youqin also obtained CAP certification.

25

ISO 15189 Accreditation for Quality and Competence of Medical Laboratories



18

ISO 9001 International Quality Management System Standard



2

College of American Pathologists Laboratory Accreditation (CAP Certification)



1

Inspection Body Accreditation (CMA Certification)



## Logistics Quality

Adicon continuously optimizes its logistics network to ensure an efficient response and reliable support for the diverse testing needs of our widely distributed laboratories. We strictly adhere to industry standards such as the *Requirements for Sample Collection, Transport, Reception and Processing in Medical Laboratories (GB/T 42060-2022)* and continuously refine our internal procedures based on these standards.

During the Reporting Period, we revised policies such as the *Logistics Biosafety Standard Operating Procedure, Insulated Container Use and Management Standard Operating Procedure, and Cold Chain Temperature Control Standard Operating Procedure*. We optimized aspects including the frequency of biosafety training and drills, temperature control processes, equipment validation requirements, sample packaging standards, and personnel training and authorization, thereby ensuring the standardized and safe operation of the sample transportation process at the operational level.

In terms of logistics capacity building, we have established an efficient internal logistics team. As of the end of the Reporting Period, the Logistics Department had a total of 717 vehicles and 1,750 staff members on duty. At the same time, we have established an extensive dedicated cold-chain logistics network covering 288 prefecture-level cities, with services spanning more than 30 provinces and municipalities and 1,789 districts and counties nationwide. Through efficient network scheduling and operations, we achieve same-day delivery for nearly 200,000 samples daily, with a 98% on-time delivery rate within 12 hours.

In terms of industry collaboration and standard implementation, we actively fulfill our industry responsibilities, serving as a Vice President unit of the Medical Devices Branch and an Executive Council member of the Pharmaceutical Logistics Branch of the China Federation of Logistics and Purchasing. As a pilot and compliant enterprise under the national standard *Operational Specification for Cold Chain Logistics of Medical Laboratory Biological Samples*, we continue to promote the implementation of this standard nationwide. A total of 5 subsidiaries serve as pilot units, and 23 subsidiaries participate as compliant units. As of the end of the Reporting Period, 10 companies have successfully passed the supervisory re-certification and obtained the corresponding re-certification certificates.

## Sample Transport Safety

To ensure the safety of sample transport, we focus on two key dimensions: transportation conditions and personnel management. Regarding transportation conditions, we utilize customized sample collection boxes equipped with multi-temperature zones, temperature control systems, and GPS tracking capabilities to safeguard sample quality and enable end-to-end traceability. Additionally, leveraging intelligent management systems (including the Transportation Management System and the Ai-Logistics Route System), we have achieved real-time monitoring and precise scheduling of the transportation process.

Insulated Containers and Temperature Control Management	Temperature Control System Upgrade	We have completed a system upgrade, increasing temperature data collection frequency to once every 5 minutes. We have also added multi-temperature-zone reporting and mobile alerts to enhance end-to-end monitoring.
	Insulated Box Performance Enhancements	New EPP insulated boxes have been introduced, featuring optimized materials and structural design to enhance durability, ease of sterilization, and temperature monitoring accuracy, ensuring transport safety and sample stability.
	Transportation System Enhancements	Enhanced the Transportation Management System's capabilities for real-time tracking of transport routes and handling of anomalies.
Intelligent System Management	GPS Vehicle Monitoring	All vehicles (including franchise and leased vehicles) are equipped with GPS tracking systems, and the upgrade to a nationwide unified platform has been completed, enabling real-time monitoring of routes and mileage.
	End-to-End Traceability of the Transportation Management System	Real-time monitoring of sample box locations and temperature-controlled box temperatures via the Transportation Management System ensures compliance with transport environment requirements, with mobile access supported.
	Ai-Logistics Route System:	<p>The PC version allows for advance planning of driver routes and automatically generates route information, while the mobile app enables real-time viewing of customer pickup points and sample volume data, effectively reducing missed pickups and deliveries.</p> <p>All company-owned, leased, and franchise vehicles are integrated into the system for unified management, with monitoring of expiring insurance and annual inspection documents.</p>

We prioritize enhancing the capabilities of our logistics personnel. In accordance with the *Logistics Emergency Handling Standard Operating Procedure*, we have established clear protocols for handling various contingencies, including system anomalies and vehicle malfunctions. Additionally, we regularly conduct specialized emergency drills covering biosafety sample leakage response and driving safety. During the Reporting Period, we organized two nationwide biosafety training sessions and practical drills, covering all full-time and part-time employees in relevant positions to ensure that all staff are proficient in the necessary procedures and skills.

#### Sample Handling Training

- We conducted comprehensive training across three key modules: Adicon Logistics specialized request forms, vehicle approvals, and consumables management. The training focused on standardizing data entry for specialized request forms and sample receipt procedures, while strengthening vehicle access control and consumables distribution management;
- We organized specialized cold chain temperature control training for all logistics reception staff, emphasizing awareness of sample temperature preservation timelines and enhancing temperature monitoring and control capabilities during transportation.

#### Quality Control Training

- Regular annual training on vehicle safety, routine inspections, and maintenance is organized to continuously enhance logistics personnel's road safety awareness and foster standardized vehicle maintenance practices;
- Conduct specialized training on document handling for all logistics staff, focusing on improving the accuracy of form completion and reducing the error rate in sample information;
- Organize training on new standardized documentation and vehicle usage policies to further refine procedures for document completion;
- Focused on logistics standardization, specialized training was provided to frontline specimen-handling personnel, clarifying the requirements for sample packaging and boxing, ensuring the professionalism of on-site hospital services.

#### Logistics Safety Training Series

### Logistics Efficiency

Guided by the principle of "ensuring rapid delivery of results", Adicon has systematically improved the efficiency of sample logistics. We achieve continuous optimization of transportation efficiency by dynamically adjusting routes and regularly reviewing delivery paths. During the Reporting Period, we deepened our collaboration with leading logistics partners to build a multi-dimensional transportation network combining "air, high-speed rail, and green channels", thereby enhancing our response capabilities for urgent and critical needs. Notably, in the Chongqing region, the implementation of a "sample pre-positioning outsourcing + direct data transmission" model reduced the average transit time to the Chengdu laboratory by approximately 20 hours, serving as a model case of network-driven efficiency improvement.

### Data Entry Accuracy

Accurate sample data entry is a critical foundation for ensuring the accuracy of test results. We have established an evaluation system centered on key metrics such as entry timeliness, review timeliness, data consistency rate, and quality control rate to strictly manage the accuracy of sample information.

We employ a "dual-entry, single-review" approach, whereby front-end receptionists and data entry center staff independently enter test items and basic information, respectively, and then cross-check for discrepancies. This multi-layered verification ensures data accuracy. Additionally, we have organized comprehensive training for all staff on error-prone items to continuously strengthen operational standardization and improve data collection quality.

During the Reporting Period, we optimized the functionality of the sample reception module in the Ai-Logistics system. The system now includes a draft folder for request forms and improved the barcode scanning reception process to enhance user convenience. Additionally, to address scenarios involving multiple samples from the same patient, we added a feature allowing users to select corresponding sample types and test items, and introduced support for photographing and uploading entire request forms, thereby improving the standardization of complex sample reception.

## Storage Quality

Adicon has established a comprehensive warehouse management system covering policies, technology, and operations. We have formulated regulations such as the *Warehouse Management Standard Operating Procedure*, *Warehouse Inventory Counting SOP*, and *Warehouse Safety Management System*. During the Reporting Period, we added more than 10 specialized medical device management regulations and supporting operating procedures, including the *Cold Chain Medical Device Management System* and the *Medical Device Storage and In-Stock Inspection Management System*, further solidifying the institutional foundation of warehouse quality management.

In terms of system support, we leverage the Kingdee Galaxy System and the Warehouse Management System (WMS) to promote the intelligent management of warehousing.

### Kingdee Galaxy System



### Warehouse Management System (WMS)

#### ■ Automation Bookkeeping and Inventory Management

Automatically imports and links document data, reducing manual data entry steps and lowering the error rate;

#### ■ Real-time Incoming Inspection Feedback

Supports real-time transmission of incoming inspection results to ensure timely and accurate information dissemination;

#### ■ Material Expiration Alerts

Automatically sends email notifications for materials with an expiration date of less than three months, mitigating the risk of expired inventory and enhancing the precision of inventory management.

#### ■ Process Standardization

Continuously optimizes and formalizes standard operating procedure for receiving, putaway, and picking, improving operational compliance and efficiency;

#### ■ Digital Monitoring

Utilizes digital dashboards to monitor key metrics such as inventory age, expiration dates, and operational progress in real time;

#### ■ Product Traceability

Enhanced management of UDI codes (Unique Device Identifiers) for Class III medical devices, covering 113 suppliers and over 4,000 material varieties to enable precise traceability throughout the supply chain;

#### ■ Incoming Inspection

Automatically identifies materials requiring performance validation; upon receipt, pushes validation tasks to the relevant specialized teams and returns validation results to the system to enable process tracking.

In daily warehouse management, we enhance operational precision through process optimization and tool development. We have added an automatic verification function for material storage conditions to ensure that physical shelving locations align with regulatory requirements. Additionally, we have developed an intelligent material planning and calculation tool capable of automated analysis based on inventory levels, project volumes, and multi-dimensional criteria, enabling inventory alerts and personalized demand forecasting.

Regarding inventory and team development, we have established and continuously operate a systematic, closed-loop risk control and capability development mechanism to comprehensively ensure operational compliance and efficiency. In inventory management, we implement a dynamic monitoring model consisting of "monthly comprehensive physical counts + irregular, high-frequency spot checks of key materials". Through routine audits and immediate corrective actions, we ensure real-time accuracy of inventory data and timely risk alerts. During the Reporting Period, inventory accuracy consistently exceeded 99.5%, inventory structure continued to improve, and the risk of expired inventory remained at a manageable, low level. In terms of team development, we have established a tiered and categorized training system covering all employees throughout the year. By combining "online training + on-site coaching + assessment and certification", we ensure that warehouse staff fully understand regulations related to medical devices and hazardous chemicals, as well as internal SOP requirements, thereby effectively enhancing compliance awareness and job performance capabilities.

## Warehouse Safety Management

We strictly enforce national standards such as the *Regulations on the Safety Management of Hazardous Chemicals* and the *Standard for Pollution Control on Hazardous Waste Storage (GB/T 18597-2023)*, and have established internal policies such as the *Chemical Storage Management Standard Operating Procedure* to provide a regulatory foundation for warehouse safety management. In practice, we focus on hardware facility configuration and staff awareness enhancement, rigorously implement specific measures, and continuously strengthen risk control and safety fundamentals.

### Physical Safety Measures



- The warehouse is constructed with solid walls, equipped with leak-proof flooring, fireproof doors, and double-lock management;
- Chemicals are classified and stored according to their properties in explosion-proof or corrosion-resistant cabinets, with leak-proof trays inside the cabinets;
- All electrical equipment (lighting, switches, air conditioning, etc.) is explosion-proof, and smoke detectors and automatic combustible gas detection and alarm devices are installed;
- We have stocked firefighting supplies such as fire extinguishers and sand, and installed emergency shower and eyewash stations.

- Conduct annual chemical spill drills in accordance with emergency plans, covering spill reporting, on-site response, hazardous waste recovery, and post-incident procedures to strengthen employees' practical skills;
- Regularly organize standardized operational training to reinforce employees' adherence to operating procedures and risk prevention awareness;
- Provide Material Safety Data Sheets (MSDS) and safety warning signs in the workplace.



### Employee Awareness Enhancement

# Testing and R&D

Adicon is committed to innovation-driven development and continuously enhances its core technological capabilities by building a high-caliber R&D team. Leveraging our deep industry expertise and professional insights, we focus on the fields of medical testing, clinical diagnostics, and health management. We are dedicated to improving diagnostic accuracy and service efficiency through technological breakthroughs, continuously strengthening our industry influence, and creating exceptional value for our clients.

## R&D System

### R&D Strategic Framework

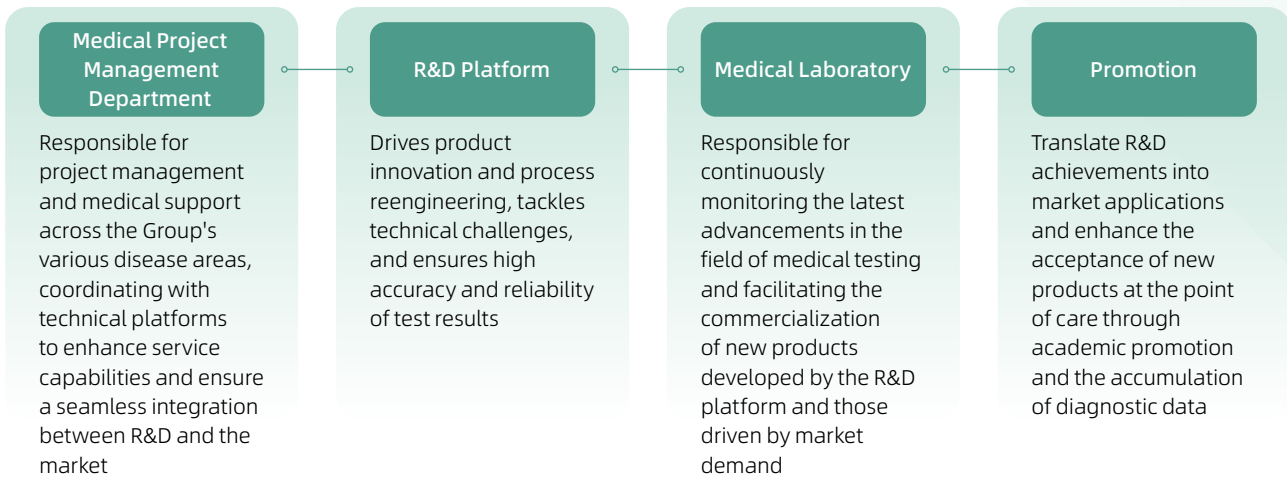
Adicon regards innovative R&D as the core engine of corporate development, empowering the transformation and upgrading of the medical diagnostics industry through in-depth exploration of disease domains. In collaboration with leading international consulting firms, we have scientifically established a new-generation R&D strategic framework. Currently, we have completed the strategic layout of Six Technology Centers and are focusing on collaborative research and development across six core disease areas.



<p>Infectious Diseases</p>	<p>Focusing on the in-depth application of Targeted Metagenomic Next-Generation Sequencing (tNGS) in common infectious disease syndromes:</p> <ul style="list-style-type: none"> <li>• For respiratory and gastrointestinal infections, we have completed the comprehensive design, method validation, and multiple rounds of performance evaluation for tNGS testing products covering over 400 common pathogens, drug resistance genes, and virulence genes, ensuring product stability and reliability.</li> <li>• Simultaneously, we have established a comprehensive application system for third-generation sequencing platforms in the field of infectious diseases, focusing on resolving detection challenges in high-GC regions during the genotyping and drug resistance testing of Mycobacterium tuberculosis and nontuberculous mycobacteria, and have built a complete experimental system.</li> </ul>
<p>Hematologic Diseases</p>	<p>Centered on precise monitoring of minimal residual disease (MRD), we have comprehensively upgraded capabilities across the entire spectrum of hematological diseases, from diagnosis to treatment:</p> <ul style="list-style-type: none"> <li>• We have optimized our Digital PCR platform infrastructure, completing the development and official launch of multiple MRD testing programs for acute myeloid leukemia (AML) and acute lymphoblastic leukemia (ALL).</li> <li>• Successfully implemented immunoglobulin gene rearrangement-based NGS (IG-NGS) MRD testing, filling the gap in molecular-level MRD detection for B-cell hematological malignancies.</li> <li>• Simultaneously advancing performance optimization (to better accommodate degraded samples and achieve more precise quantification) and conducting multicenter clinical studies to further enhance diagnostic accuracy and the reliability of treatment monitoring.</li> </ul>
<p>Solid Tumors</p>	<p>Establishing a synergistic strategy for pan-cancer and cancer-specific testing:</p> <ul style="list-style-type: none"> <li>• Upgraded and launched a small pan-cancer panel, enabling highly sensitive and precise detection of low-abundance mutations.</li> <li>• For cancer types with high clinical demand, we have developed specialized panel matrices (e.g., endometrial cancer, thyroid cancer, etc.) to precisely meet the needs of hospitals for existing competitive products.</li> </ul>
<p>Maternal and Child Health</p>	<p>Focusing on "precision diagnosis of genetic diseases + full life-cycle coverage", comprehensively expand the maternal and child health product line:</p> <ul style="list-style-type: none"> <li>• Refine the testing systems for monogenic and polygenic disorders, as well as carrier screening capabilities.</li> <li>• Successfully launched our independently developed whole Exome Sequencing (WES) testing program for genetic diseases, further expanding coverage of mitochondrial DNA variants and pathogenic variants in non-coding regions.</li> <li>• Establishing a complete closed-loop process from "initial screening → cross-validation across multiple platforms → final reporting" to ensure highly reliable results.</li> </ul>
<p>Neuroimmunological Diseases</p>	<p>Deepening our product portfolio in the neuroimmunology field, with a focus on upgrading testing capabilities for clinically prevalent and difficult-to-diagnose diseases:</p> <ul style="list-style-type: none"> <li>• Implemented a multi-platform combined testing protocol for Alzheimer's disease (AD) and enhanced testing capabilities for key biomarkers.</li> <li>• Developing testing panels for various autoimmune antibodies, including those associated with autoimmune encephalitis and neuromyelitis optica spectrum disorder (NMOSD).</li> </ul>
<p>Chronic Disease Management</p>	<p>Focus on in-house developed products for therapeutic drug monitoring and pharmacogenetic testing to achieve testing autonomy and personalization:</p> <ul style="list-style-type: none"> <li>• Refine the product portfolio around three major clinical scenarios: quantitative testing, drug substitution, and precision medication.</li> </ul>

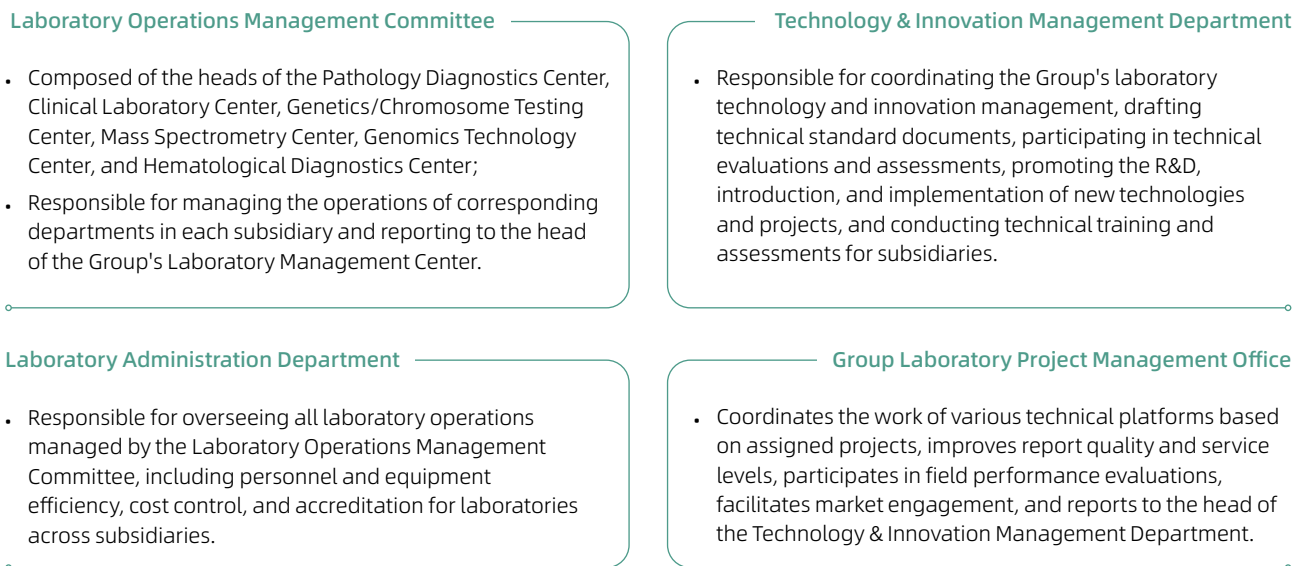
## R&D Structure

During the Reporting Period, we established a dedicated Medical Science Team (MSA) within the Medical Project Management Department to focus on new project development, clinical research, and external industry-academia-research collaborations across five key areas: infectious diseases, oncology, hematology, genetics, and chronic diseases. In collaboration with the company's Marketing Department, we drive new product development and existing product upgrades from multiple perspectives, including market, technology, science, and medicine.



Adicon R&D Structure

To accelerate the progress of laboratory construction and ensure the successful implementation of major research projects, Adicon has established a Group Laboratory Management Center and clearly defined the responsibilities of each level of the organization. We have established a management system comprising the Laboratory Operations Management Committee, the Technology and Innovation Management Department, and the Group Laboratory Project Management Office to collaboratively enhance operational efficiency and technical capabilities, ensuring high-quality research output for the Group.



Laboratory Management Center Organizational Structure

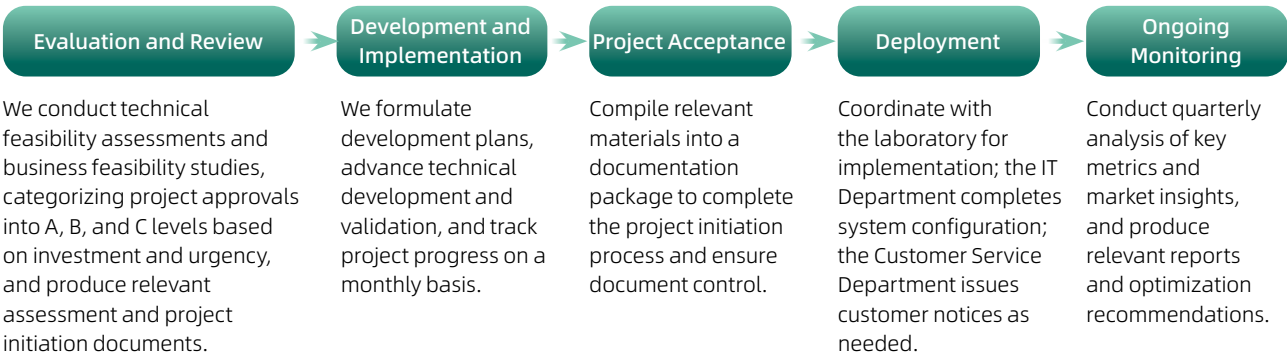
In terms of platform development, during the Reporting Period, we efficiently merged the Molecular Pathology Department and the NGS Department of the original Pathology Platform to form a unified Molecular Diagnostics Platform, thereby enhancing R&D output efficiency. We focused on building platforms in five key areas: infectious diseases, oncology, hematology, genetics, and chronic diseases. By recruiting top international talent and restructuring the laboratory team, we have established an industry-leading R&D framework.

Platform	R&D Focus
<b>Infectious Diseases Platform</b>	Focusing on the precision diagnosis of infectious diseases, we continuously develop and iterate multi-dimensional technical platforms—including third-generation sequencing, second-generation sequencing, molecular mass spectrometry, and multiplex PCR—to build a rapid pathogen detection system that integrates multiple technical approaches, comprehensively improving testing throughput, sensitivity, and specificity.
<b>Oncology Platform</b>	Centered on early cancer screening, companion diagnostics, and dynamic monitoring, we are prioritizing the development of multiple projects, including Digital PCR, Optical genome mapping (OGM), and Next-Generation Sequencing (NGS) technologies, to advance multi-omics integrated analysis and clinical translation.
<b>Hematology Platform</b>	With MRD detection as the core focus, we leverage the two major technical platforms of Digital PCR and NGS to comprehensively cover various hematological malignancies, including leukemia and lymphoma, and establish an integrated, standardized testing system.
<b>Genetics Platform</b>	With guidance from renowned domestic experts throughout the process, this platform focuses on prenatal diagnosis and rare disease screening. It enhances projects such as Whole Exome sequencing, whole-genome sequencing, and chromosomal copy number variation analysis under the NGS platform, while simultaneously establishing a third-generation sequencing platform to comprehensively achieve the prevention and control of birth defects and the precise diagnosis of rare diseases.
<b>Chronic Disease Platform</b>	Focusing on major chronic diseases such as Alzheimer's disease and cardiovascular and cerebrovascular diseases, we will advance the development of nucleic acid mass spectrometry and Next-Generation Sequencing (NGS) platform projects related to pharmacogenetic testing. Concurrently, leveraging high-resolution mass spectrometry platforms, we will conduct R&D on early diagnosis of Alzheimer's disease to establish an integrated technical system for precision medication and early screening of chronic diseases.

Adicon R&D Platform Development

R&D Process

We have formulated and implemented regulations such as the *Standard Operating Procedure for Design and Development Control (R&D)* and the *Standard Operating Procedure for New Testing Project Development and Test Information Modification*, which clearly define R&D processes and technical requirements. During the Reporting Period, we newly established the *Process for New Technology Development and Product Kit Optimization*, standardizing R&D and product optimization workflows. This document clarifies differentiated management requirements for technology-driven and market-driven projects, enabling the efficient transformation of product requirements into market-ready products.



Adicon New Technology Development and Product Suite Optimization Process

R&D Team and Incentives

We continue to increase our investment in R&D teams and platform development, and are committed to attracting and cultivating top-tier talent. During the Reporting Period, we established a dedicated funding plan for key R&D projects, core platforms, and key personnel, to support the continuous enhancement of our R&D capabilities. We continue to recruit outstanding talent in fields such as molecular biology, genetics, bioengineering, toxicology, and pathology. Taking the Molecular Diagnostics Center as an example, the majority of team members hold master's degrees or higher.

We are committed to creating a dynamic and supportive innovation environment for our R&D team. In terms of incentives, we have established a multi-tiered incentive mechanism that includes rewards for patents and published research findings, and we continuously optimize the *Employee Performance Incentive Management System* to ensure that innovative contributions are promptly and effectively recognized. In terms of professional development, we continuously empower R&D personnel through diverse channels such as the "Ai Academy" series of courses, internal technical seminars, support for external academic conferences, and specialized intellectual property training. We also actively recruit outstanding external talent to stimulate the team's overall innovative vitality and broaden its professional horizons.

## R&D Projects

In 2025, leveraging the Group's high-throughput sequencing, Massarray nucleic acid mass spectrometry, and whole-genome optical mapping platforms, we launched multiple R&D projects in the fields of genetic disease testing, solid tumor genetic testing, and personalized medication guidance. These initiatives aim to provide supplementary information for clinical disease diagnosis and the formulation of personalized treatment plans, thereby helping to elevate the standard of diagnosis and treatment.

### CASE Digital PCR Platform for Hematological Disease Testing

In the field of precision diagnosis of hematological diseases, Adicon has successfully established a proprietary Digital PCR technology platform, focusing on overcoming the challenges of minimal residual disease (MRD) detection in acute myeloid leukemia (AML) and acute lymphoblastic leukemia (ALL). In 2025, we completed the development and launch of 14 tests covering core fusion genes and gene mutation targets.

With a fusion gene detection sensitivity of 0.001%, and a mutation detection sensitivity of 0.01%, the platform's performance meets domestic and international clinical guideline standards. As of the end of the Reporting Period, the platform had processed nearly 1,000 samples, providing critical technical support for monitoring treatment efficacy and assessing prognosis in hematological patients.

### CASE Whole Exome Sequencing (WES) for Genetic Diseases

In the field of maternal and child health, Adicon's independently developed Whole Exome Sequencing (WES) program for genetic diseases was officially launched for clinical testing during the Reporting Period. With a probe coverage of 52.7 million, the program not only provides in-depth coverage of authoritative coding regions such as Gencode and CCDS but also extends to the entire mitochondrial genome, key non-coding regions of genes (including UTRs and promoters), hotspots for genetic diseases (such as thalassemia and SMA), and specialized areas like CNVs and pharmacogenomics, achieving comprehensive coverage from genetic disease diagnosis to medication guidance.

By 2025, the program had cumulatively processed 647 samples. Through continuous iteration and optimization, a closed-loop diagnostic and treatment system featuring "WES + multi-platform (Sanger sequencing/karyotyping, etc.) validation" was established, ensuring the reliability of genetic disease diagnosis.

## Industry Collaboration

Adicon actively collaborates with leading industry institutions to promote complementary technological strengths and precise resource integration. In 2025, our industry collaboration in R&D and application primarily focused on standard-setting, corporate synergy, and the practical implementation of technology and academic research.

### CASE Industry Standard Development and Collaborative Compliance

Adicon actively participates in and leads industry standardization efforts. By contributing to the development of the national standard *Operational Specifications for Cold Chain Logistics of Medical Laboratory Biological Samples* and related industry standards, we have achieved full standardization of cold chain logistics across our 23 subsidiaries nationwide, significantly reducing sample loss.

CASE Corporate Collaboration



In the realm of technology and digitalization, Adicon has partnered deeply with Huawei Cloud to develop the "Ask a Doctor" large language model and an intelligent quality control system based on Ascend AI, substantially improving testing accuracy and turnaround time (TAT) efficiency. Simultaneously, we have partnered with Mindray Medical to develop a fully automated testing assembly line and collaborated with Guardant Health to advance cancer NGS testing and new drug R&D. Through this powerful alliance of "hospitals + ICL + equipment manufacturers", we have established a benchmark for smart testing tailored to the needs of tiered diagnosis and treatment.

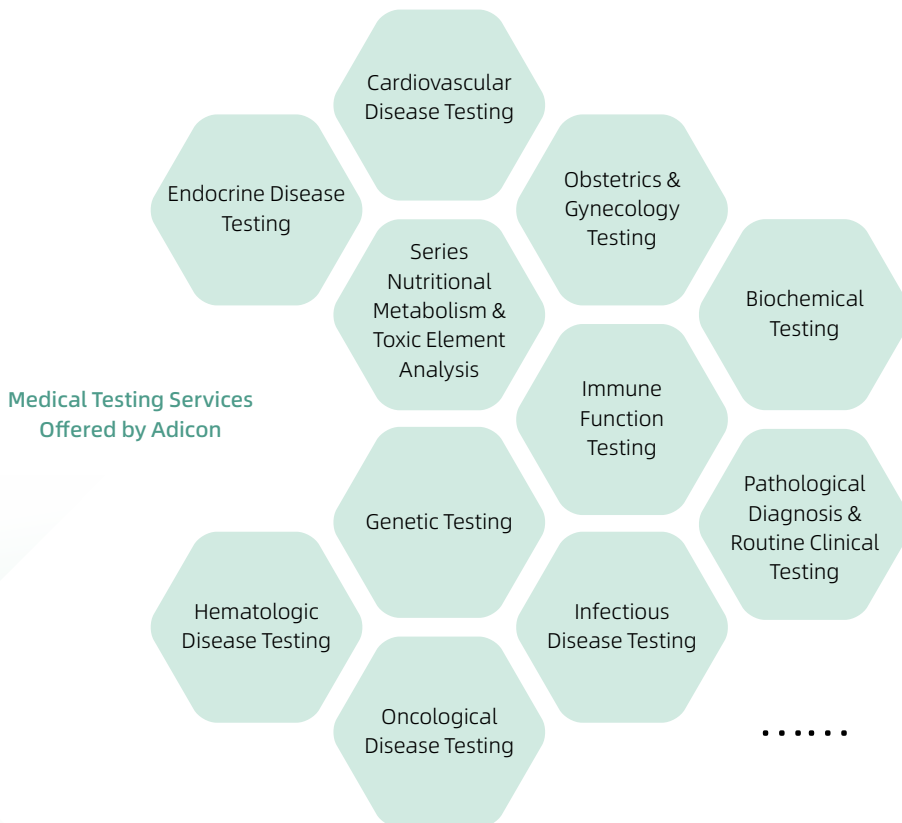
We leverage diverse collaboration models—including university-industry partnerships, hospital-industry partnerships, and inter-enterprise collaborations—to drive innovation through government-supported and independent industry-academia-research platforms. By jointly applying for multiple national major science and technology projects, we have established a complete closed-loop system of "technological innovation - commercialization - clinical empowerment", enabling clinical testing and translational applications to advance in tandem.

CASE Workshop on Medical Laboratory Risk Management and Practice



Leveraging our proprietary technical platforms and management expertise, we have partnered with multiple Grade A-level hospitals and universities to host numerous specialized seminars and technical training sessions, facilitating in-depth discussions on topics such as laboratory biosafety, infection control, and testing standardization. Concurrently, we organized the "Infection Prevention and Control at the Grassroots Level" series of activities, covering 12 medical institutions and benefiting over 200 healthcare workers at the grassroots level, thereby effectively enhancing regional laboratory infection prevention and control standards as well as emergency response capabilities.

As of the end of the Reporting Period, Adicon's national service network had expanded to 23 provinces across China, with a total of 34 medical laboratories established. We have built a testing service system offering over 4,000 tests covering fields such as genetics, hematology, oncology, and endocrinology. Leveraging a robust quality management system, Adicon completed approximately 84 million sample tests and 570 million test items during the Reporting Period, ranking among the industry leaders in terms of service scale and professional depth.



## Intellectual Property Protection

Adicon regards the effective management of intellectual property as a critical safeguard for driving the company's innovative development. We strictly comply with laws and regulations such as the *Copyright Law of the People's Republic of China*, the *Patent Law of the People's Republic of China*, and the *Trademark Law of the People's Republic of China*, and have established internal management systems including the *Intellectual Property Management Manual*, *Trademark Management Regulations*, and *Adicon Patent Management Regulations*. During the Reporting Period, we updated the *Trademark Management Regulations*, refining key aspects such as departmental responsibilities, application procedures, usage guidelines, and document coding to implement intellectual property protection requirements.



### Intellectual Property Maintenance

- We have implemented a Group-wide intellectual property management platform and assigned dedicated personnel to conduct regular maintenance of intellectual property rights, such as patents and trademarks, to ensure dynamic monitoring and timely updates of their status;
- During the Reporting Period, the platform added automated reminders for patent annual fees and a function for uploading invoices for annual fee payments, thereby improving the efficiency of intellectual property management;
- We regularly monitor the use of core trademarks on online platforms and take measures such as filing complaints against any identified infringements.

### Employee Awareness and Prevention

- Third-party partners are required to sign binding clauses explicitly prohibiting any actions that infringe upon Adicon's rights;
- All new employees are required to sign a *confidentiality agreement* upon joining the company to control intellectual property risks at the source;
- We regularly conduct certification and assessment training related to software and data management to enhance the intellectual property awareness and professional capabilities of the legal and compliance teams.

#### Intellectual Property Protection Measures

As of the end of the Reporting Period, we held 328 registered patents and 148 registered trademarks, covering key areas such as infectious diseases, blood disorders, personalized medicine, and monogenic hereditary diseases.

Number of Registered Patents by the End of 2025	Invention Patents	92
	Utility Model Patents	236
Number of new patents registered in 2025	Invention Patents	6
	Utility Model Patents	39
Number of registered trademarks as of the end of 2025		148
Number of new trademarks registered in 2025		5

# Responsible Sourcing

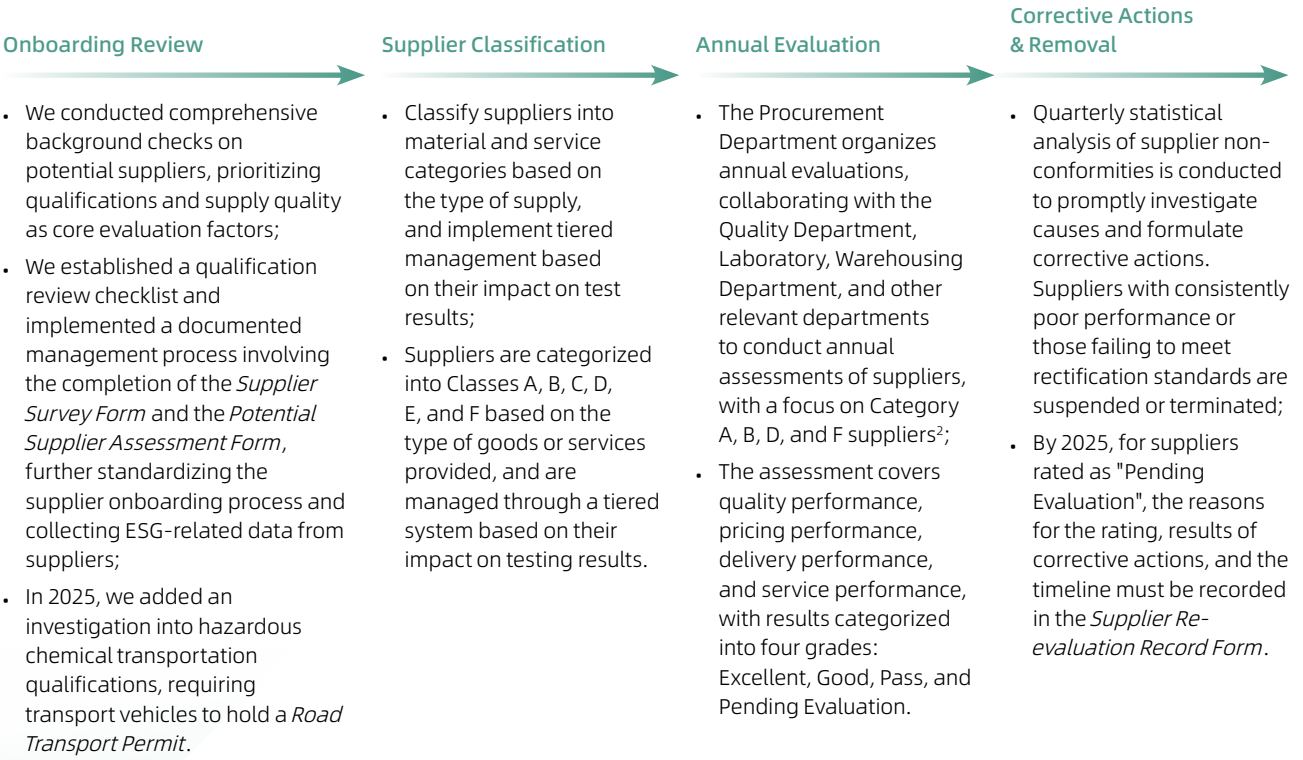
Adicon practices full lifecycle supply chain management, ensuring continuous quality optimization by building a transparent and stable supply system. We treat sustainability as a core strategy and, through collaboration with global partners, are building a resilient and efficient industrial ecosystem to lead the industry in a steady progression toward responsible and green practices.



## Supplier Management

### Full Lifecycle Management System

Adicon consistently adheres to high standards of supply chain management, strictly implements the *Standard Operating Procedure for Supplier Management*, and has established a full lifecycle management system covering admission screening, tiered management, performance evaluation, and dynamic exit. During the Reporting Period, we strengthened management in areas such as qualification review, eligibility confirmation, and handling of assessment results for specific types of suppliers.



Full Lifecycle Supplier Management

<sup>2</sup> Category A, B, D, and F suppliers: These include reagent suppliers; suppliers of consumables and equipment that affect test results; suppliers of laboratory reagents, consumables, equipment, and testing-related services; and third-party testing laboratories, i.e., suppliers of materials and services that have a relatively direct impact on test results.

Furthermore, with the official launch of the Supplier Relationship Management (SRM) system, Adicon has further enhanced the digital management of the entire supplier lifecycle, significantly improving the transparency and collaborative efficiency of the procurement process.

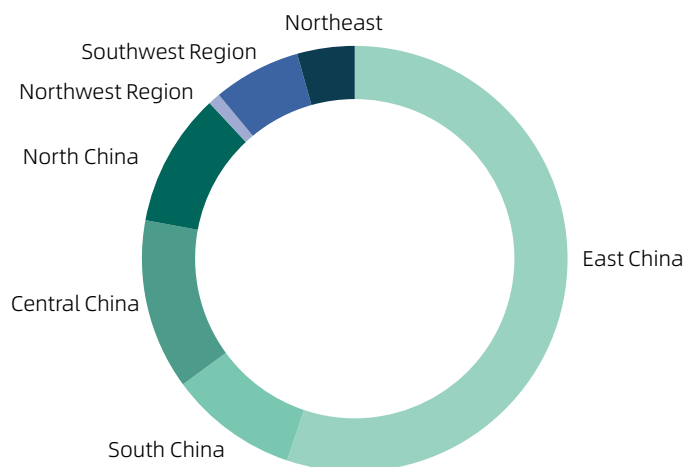
<b>Transparent Procurement</b>	Online quotation requests and bidding processes are transparent and open, with automated price comparison
<b>Online Collaboration</b>	End-to-end online collaboration covering onboarding, orders, delivery, and reconciliation
<b>Dynamic Monitoring</b>	System automatically monitors supplier qualifications, delivery, and price fluctuations to enable early detection and resolution

### Risk and Quality Management

We comprehensively strengthen supplier quality and risk management through a three-pronged approach of "strict entry criteria, routine reviews, and binding commitments". For supply chain risk identification and dynamic management, we have established a three-dimensional evaluation mechanism covering "quality, service, and compliance", deeply integrating legal due diligence and financial risk monitoring. In terms of quality management, we strictly require that supplier standards meet or exceed national or industry standards (whichever is higher), implement a dual quality control process comprising sample testing and rigorous warehouse inspection, and embed quality assurance agreements into large-scale procurement contracts.

To continuously strengthen the compliance and professional capabilities of our procurement operations, we have established a systematic and routine learning and empowerment mechanism. We organize annual centralized training sessions for procurement personnel nationwide to systematically interpret core regulations such as the *Regulations on the Supervision and Administration of Medical Devices*, the *Regulations on the Safety Management of Hazardous Chemicals*, and the *Quality Management Specifications for Medical Device Distribution*, ensuring that frontline procurement staff stay abreast of regulatory developments and the latest policy requirements, thereby aligning procurement practices with institutional standards. At the same time, we have integrated compliance training into our routine operational framework. Through various channels—including special briefings during regular headquarters meetings, course recommendations on the "Ai Academy" online platform, and mandatory modules in new employee onboarding training—we reinforce knowledge transfer and foster compliance awareness, facilitating a continuous transition from "policy awareness" to "internalized behavior" .

In 2025, we strengthened supply chain stability through a multi-dimensional strategic approach. Regarding localized procurement, we actively promoted the substitution of domestic products; currently, domestic suppliers account for over 90% of our supply chain. We have successfully validated and transitioned to domestic luminometric and biochemical quality control materials, thereby avoiding risks associated with tariffs and import disruptions. Regarding multi-channel sourcing, we have established a diversified procurement system for HPV genotyping reagents, domestically produced luminescent tumor markers, TCT, cytokines, glycosylated hemoglobin, high-sensitivity hepatitis B and C, and respiratory products.



Geographical Distribution of Suppliers

As of the end of the Reporting Period, we had approximately 1,400 suppliers, of which the number holding various management system certifications is as follows:

ISO 9001	16
ISO 14001	14
ISO 45001	13
ISO 13485	33
ISO 27001	5
ISO 15189	25
ISO 17025	4
CAP	2
CMA	1
NQA	1



## Sustainable Supply Chain

Adicon deeply integrates sustainable procurement principles into the full lifecycle management of suppliers, incorporating ESG assessment criteria into the screening and evaluation processes. We systematically evaluate suppliers' ESG practices across multiple dimensions—including management policies, implementation measures, and performance outcomes—to ensure that our partners and the company jointly fulfill our sustainability commitments.

In terms of green procurement, we place a strong emphasis on suppliers' environmental performance. While strictly controlling supply quality, we prioritize the procurement of eco-friendly products, aiming to build a low-carbon, green supply chain in collaboration with our partners.

Regarding supplier integrity management, we have established a rigorous background screening mechanism to identify potential risks such as commercial bribery, irregular business operations, and negative public sentiment, thereby fortifying our integrity defenses at the source. We adhere to the principle of "transparent procurement" and require the signing of the *Anti-Commercial Bribery and Anti-Fraud Commitment Letter* as a prerequisite for contract execution. Additionally, through email communications, daily interactions, and the public disclosure of diverse reporting channels (phone, email, mail, etc.), we have established a comprehensive compliance oversight system to effectively safeguard the legitimate rights and interests of both parties.

# 03

## Customer-Centric

### Safeguarding Customer Trust

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Adicon consistently prioritizes the customer in driving operational and service upgrades, continuously refining customer management mechanisms, optimizing complaint response processes and privacy protection requirements, and enhancing service efficiency and experience through digital platforms. We support the development of long-term customer relationships built on trust and guided by the creation of shared value.



# Customer Management

Adicon consistently prioritizes the customer's experience. By establishing a comprehensive customer management mechanism, conducting regular customer satisfaction surveys, and implementing meticulous closed-loop management of customer feedback and complaints, we continuously listen to our customers and respond to their needs.

## Customer Management System

Adicon strictly adheres to laws and regulations such as the *Consumer Rights Protection Law of the People's Republic of China*, and follows internal policies including the *Customer Service Department Workflow SOP* and the *Complaint Handling SOP* to systematically standardize our customer service management system and processes, thereby continuously enhancing the customer experience.

The Company's Customer Service Department leads the collection of customer feedback and complaints, collaborating with sales, quality control, laboratories, and other relevant departments to investigate and resolve issues, ensuring timely responses to customer concerns. We utilize the Aiyijian Platform to enable information sharing throughout the entire customer service process, facilitating efficient coordination between external physicians, patients, sales representatives, and customer service staff, thereby reducing communication costs and enhancing collaborative efficiency. During the Reporting Period, we optimized the patient film request interface on the Aiyijian mini-program to minimize the entry of non-essential information.

We established a Customer Service Center, leveraging resources from over 30 laboratories nationwide to provide customers with more personalized and localized one-stop services. We incorporated customer service-related incentive and disciplinary mechanisms into our *Employee Performance Incentive Management System* to encourage employees to maintain positive interactions with customers and improve service quality. During the Reporting Period, the Customer Service Center's telephone answering service satisfaction rate reached 99.3%.

We continuously improve customer service quality and promote the professional development of our customer service team. Through systematic training on topics such as quality inspection analysis and project knowledge, along with monthly exams and quarterly reviews of mistakes, we help our customer service staff master and apply professional knowledge and communication skills, strengthening their ability to resolve customer issues promptly and professionally.

## Customer Complaint Management

We handle customer complaints based on the principles of efficiency and standardization to improve the timeliness of responses to customer feedback and the effectiveness of resolutions. We have established the *Customer Complaint Management Procedure* to clarify the division of responsibilities among departments and create a standardized, traceable complaint handling mechanism.

At the operational level, we require employees to notify the Customer Service Department immediately upon receiving an external complaint. The Customer Service Department then enters the complaint information into the CAPA platform for centralized tracking and management. The complaint handler serves as the primary point of contact, responsible for providing ongoing updates to the customer regarding the progress of the resolution and promptly informing them of the final outcome upon case closure. For complaints involving non-conformities, we will initiate the corresponding resolution process in accordance with the *Nonconformity Management Standard Operating Procedure* to drive corrective actions and ensure a closed-loop resolution.

During the Reporting Period, we received a total of 1,289 customer service complaints. In accordance with internal management requirements, we implemented a complaint handling mechanism, achieving a 100% complaint response rate.

## Customer Satisfaction Survey

We conduct annual satisfaction surveys in accordance with the *Standard Operating Procedure for Customer Satisfaction Surveys*. We analyze questionnaire response rates, overall satisfaction levels, and specific metrics for various customer segments, and compile a *Customer Satisfaction Survey Analysis Report* to guide subsequent improvements and management optimization.

At the same time, we maintain communication with customers through channels such as our official website, brochures, social media platforms, and hotlines, thereby establishing a closed-loop feedback system. During the Reporting Period, our service system operated smoothly, and based on surveys of customers across all companies, the customer satisfaction rate was 98.01%.

# Responsible Marketing

Adicon upholds integrity and compliance as core principles of its marketing activities, strictly adhering to laws and regulations such as the *Advertising Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Medical Advertising Management Measures*. We have established internal management systems, including the *Standard Operating Procedure for Brand Promotion Request Processing* and the *Adicon Pricing Management System*, to provide institutional foundations and operational guidelines for the entire marketing process.

We are committed to prohibiting all forms of misleading claims and false advertising in our promotional practices. We conduct pre-release compliance reviews of all external promotional materials to ensure that the product and service information provided to clients is objective, complete, scientific, and accurate. During the Reporting Period, over 100 promotional materials were issued after undergoing multiple levels of review.

## Medical Content Review

Our Medical Affairs professionals conduct pre-release reviews of all promotional materials, strictly adhering to reagent specifications and expert guidelines. This ensures accurate, scientific descriptions of test indications while preventing exaggerated claims, thereby guaranteeing both regulatory compliance and professional integrity in all communications.

## Commercial Activity Governance

We implement comprehensive training on the *Anti-Fraud Management Policy* and *Anti-Corruption Policy & Procedures*. All client partnerships are established through signed *Anti-Commercial Bribery Agreements*, which explicitly define integrity requirements to foster fair and transparent business environments.

## Advertising Compliance

All external promotional data undergoes rigorous internal verification for authenticity and accuracy. We complete mandatory advertising filings in accordance with regulations, ensuring full legal compliance to maintain brand credibility and market reputation.

### Measures to Ensure Compliance Marketing Practices

We regularly conduct compliance marketing training and professional skills coaching to support the standardized marketing activities within the compliance framework. During the Reporting Period, we implemented tiered and categorized training focused on marketing capability development to enhance marketing team's understanding and application of industry trends, product knowledge, and responses to key scenarios. Simultaneously, through experience sharing and scenario-based exercises, we summarized and developed replicable marketing methods and standard guidelines.

### CASE Headquarters Product Training

To enhance the product knowledge and professional communication skills of our marketing team, the headquarters marketing center organizes online seminars for product training. The training focuses on various testing projects and cutting-edge technologies, providing in-depth explanations of testing principles, clinical significance, and applicable scenarios. It also includes market demand and competitive analysis to help the team develop a comprehensive understanding of products and solutions. Through ongoing training and curriculum updates, our marketing staff have further refined their product knowledge, communication accuracy, and ability to apply this knowledge in various scenarios.

To safeguard the company's reputation and market image, we continuously refine our public opinion monitoring and management system. We utilize third-party monitoring tools to track and conduct multi-dimensional analyses of public opinions related to the company across online platforms, enhancing the timeliness of trend assessment and response. For any false information or infringing activities identified, our professional team takes necessary legal measures in accordance with the law to compel relevant platforms and responsible parties to cease infringement and address the content, thereby protecting the company's legitimate rights and interests.

We adhere to the principles of fair and transparent pricing. We have formulated the *Adicon Pricing Management Standard Operating Procedure* and established a scientific pricing system for laboratory testing services based on factors such as market demand, regional economic conditions, and production costs. During the Reporting Period, we implemented differentiated pricing across 161 regions to improve the accessibility and fairness of medical testing services. In each region, we set 1-5 pricing levels per region (totaling 576 tiers), to align with the specific conditions of different regions.

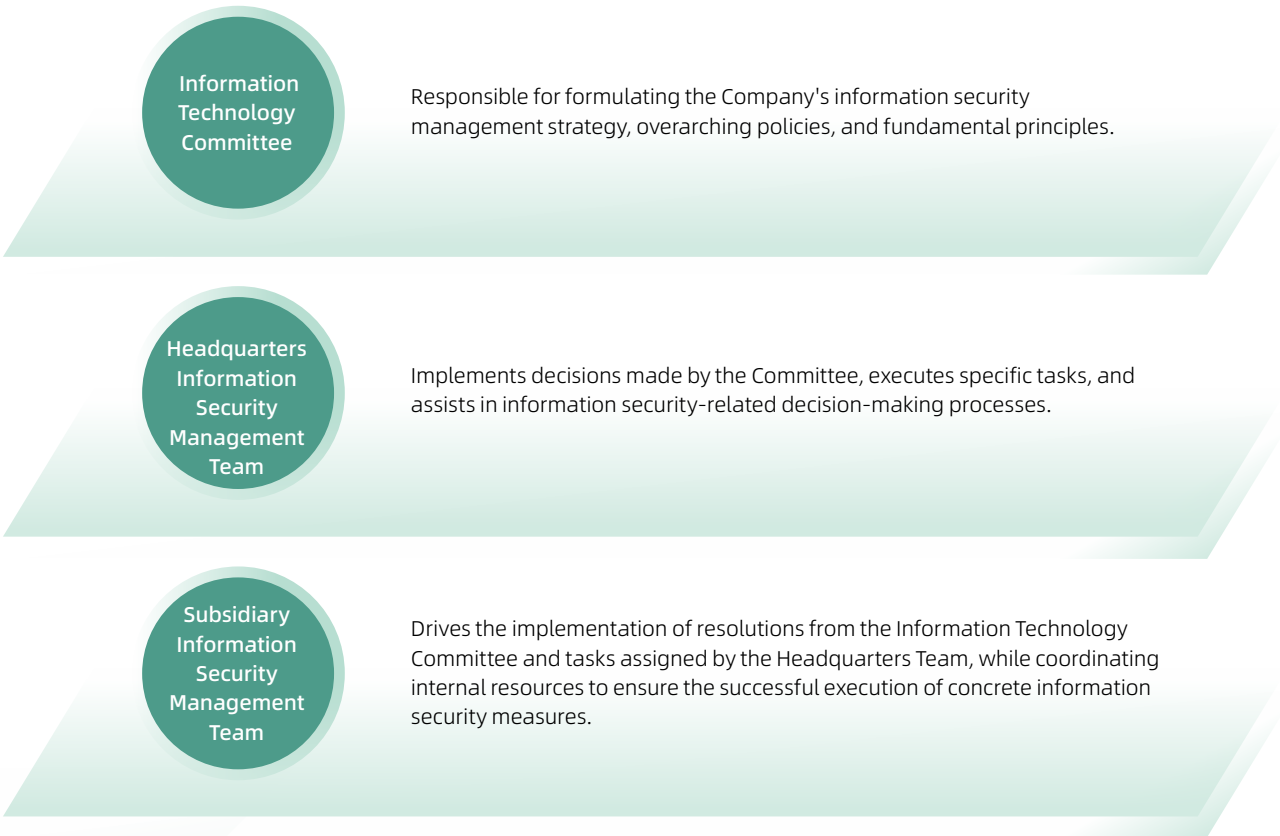
# Information Security and Privacy Protection

Adicon leverages cutting-edge technologies to strengthen information security capabilities. With a foundation built on regulatory standards and technical safeguards, we have developed a security management system covering the entire data lifecycle to ensure the effective implementation of privacy protection requirements. We integrate information security requirements into the entire process of product R&D and business innovation. While advancing digital transformation and exploring new models for smart medical testing, we ensure that all business operations are conducted in a standardized manner under secure and controllable conditions.

## Information Security

Adicon complies with national laws and regulations such as the *Personal Information Protection Law of the People's Republic of China* and the *Cybersecurity Law of the People's Republic of China* and has established internal policies including the *Information Security Organization and Management System* and the *Adicon Data Classification and Grading System*. During the Reporting Period, we revised the *Standard Operating Procedure for Computer Installation and Use* and the *Standard Operating Procedure for Corporate Confidentiality Management* to strengthen requirements for compliant software usage and mechanisms for managing confidentiality incidents, thereby enhancing our end-to-end information security protection capabilities.

Additionally, we have established a three-tier information security management structure comprising the Information Technology Committee, the Headquarters Information Security Management Team, and the Subsidiary Information Security Management Teams to support the standardized operation of information systems.



Adicon Information Security Management Structure

In addition, we establish quantifiable annual information security targets, incorporating business continuity, system availability, the number of information security incidents, and the number of privacy breaches into key performance indicators to clarify the key focus areas of information security management. Based on this, we implement targeted reinforcement measures in areas such as system equipment and personnel management to enhance the overall level of data security management. During the Reporting Period, all information security targets were successfully achieved.

### CASE Information Security Safeguards

- **Disaster Recovery Center and Drills:** Establish a disaster recovery center and conduct drills to test system reliability and ensure business recovery in emergency situations;
- **Construction of Security Facilities:** Purchase cloud firewalls, cloud security centers, database auditing and other security services; deploy situation awareness, host protection, EDR (Endpoint Detection and Response Analysis), log auditing and other security devices in local data centers;
- **System Access Security Measures:** Equipped with UPS (Uninterruptible Power Supply System), surveillance, access control, environmental control systems, separate network segments, configure two-way access control, minimize free access rights; use account keys for interface verification, and third-party personnel accessing internal resources must go through VPN (Virtual Private Network), bastion hosts, etc;
- **Data Transmission Encryption Measures:** Use https (Hypertext Transfer Protocol Secure) for encrypted transmission of website services;
- **Regulating Third-Party Collaboration:** Sign the *Data Protection Agreement* and *Confidentiality Agreement* with third-party partners, supervise them to complete the signing of the *Information Security Notice*, and ensure that third parties comply with information security regulations during the cooperation process.

### CASE Company-wide Information Security Training

To strengthen the first line of defense in information security, we conducted online training on essential information security knowledge for all employees. During the Reporting Period, all employees had completed the online information security training, effectively enhancing their awareness of compliance procedures and risk prevention capabilities.

### CASE Routine Risk Alerts

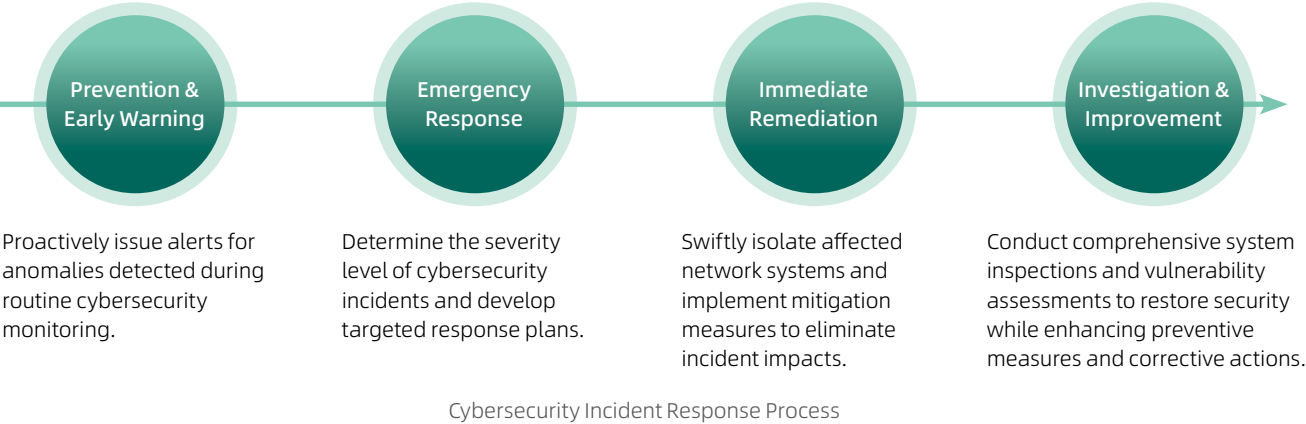
In response to the increasing frequency of social media scams and phishing attacks, we regularly publish cybersecurity risk alerts via our internal office platform. These alerts combine real-life cases with internal drill scenarios and clearly outline specific preventive measures, such as "Do not click on suspicious links" and "Do not trust unofficial notifications", providing employees with clear and practical daily security guidelines.

We conduct annual internal and external information security audits to comprehensively assess our information systems, promptly identify potential risks, and drive corrective actions and improvements. During the Reporting Period, we engaged an external professional team to conduct specialized audits on cybersecurity and data processing for core systems such as the Kingdee Galaxy System and DingTalk.

Concurrently, we carried out internal audits focusing on critical areas such as the control environment, system operation management, and procedures and data access. For issues identified in account management, permission controls, and compliant use of endpoints, we proposed corrective recommendations and tracked their implementation. Additionally, we continued to advance the development of our data compliance framework, completing the formulation and deployment of the company's data classification and grading strategy, thereby laying a solid foundation for refined data governance.

We established an emergency response mechanism covering cybersecurity incidents and business continuity assurance by formulating the *Cybersecurity Emergency Response Protocol* and the *Standard Operating Procedure for Information System Disaster Recovery*. During the Reporting Period, we organized annual cybersecurity attack and defense drills. By simulating real attack scenarios and phishing emails, we assessed the protection level of our network systems and employees' security awareness, and verified the effectiveness of existing protective measures. Furthermore, we conducted disaster recovery drills covering 9 core systems, validating the reliability of the disaster recovery environment, the operability of emergency response plans, and the execution efficiency of the technical team, thereby strengthening our business continuity assurance capabilities.

During the Reporting Period, Adicon did not experience any data breaches.

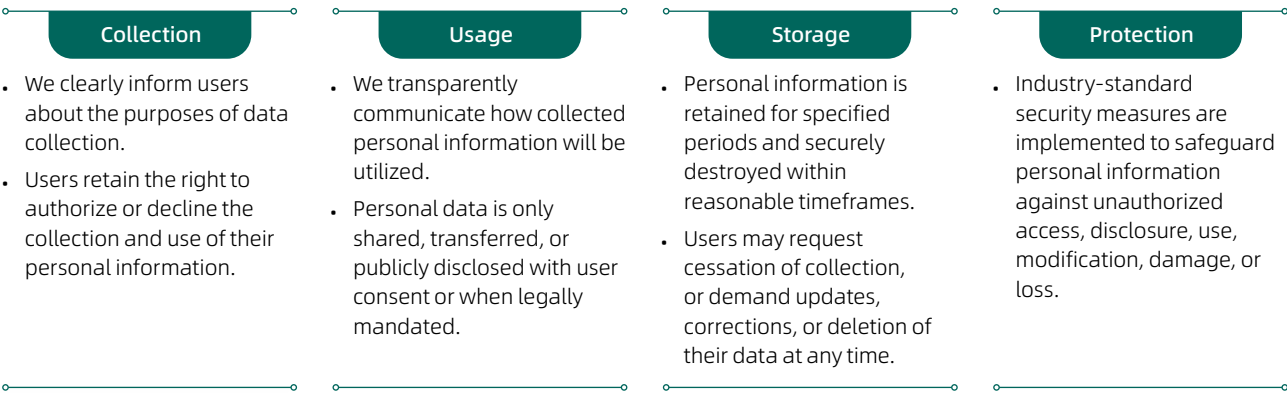


As of the end of the Reporting Period, 5 entities within the Group have obtained ISO 27001 Information Security Management System certification, 27 core business systems have obtained Class III certification under China's Multi-Level Protection Scheme (MLPS), and one additional business system has obtained MLPS Class II certification.

## Privacy Protection

Adicon attaches great importance to the protection of personal information and has formulated a series of internal regulations, including the *Adicon Product and Service Personal Information Protection Policy*, the *Personal Information Protection System*, and the *System Account and Access Management Regulations*, publicly committing to the end-to-end protection of personal information.

We publish privacy protection terms on client platforms, clearly outlining our commitments and specific measures regarding the protection of personal information and privacy. Strict controls are implemented throughout the entire lifecycle of personal information collection, usage, storage, and protection, fully guaranteeing users' rights to access, correct, delete, and withdraw consent. We also respond promptly to user inquiries and feedback through channels such as customer service hotline and dedicated email address. During the Reporting Period, we further strengthened encryption storage, access controls, and account review mechanisms for high-security data, enhancing systematic management capabilities for personal information and privacy protection.



Adicon Privacy Protection Policy

In key areas such as specimen entry, logistics, and customer service, we have continuously optimized information transition mechanisms. By deploying encrypted transmission technologies and implementing granular access controls, we have effectively mitigated the risk of information leakage. During the Reporting Period, we did not experience any incidents involving the leakage of customer information or privacy breaches.

**Specimen Registration Process**

- All new employees must sign confidentiality agreements during onboarding.
- For the specimen registration system, only view permissions are granted, with strict restrictions on data downloading or saving capabilities.

**Logistics Transportation Process**

- We have digitized information collection to reduce potential leakage risks from paper documents.
- During sample collection and packaging, operations are conducted through an external barcode system.
- All reports are delivered in sealed packaging during sample distribution.

**Customer Service Phase**

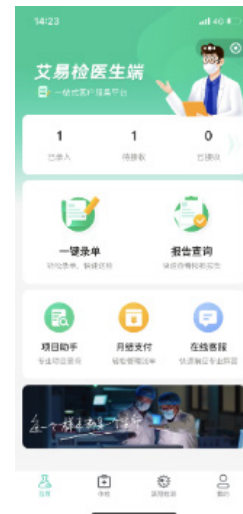
- The client report inquiry system features encrypted login interfaces.
- Dedicated staff provide one-on-one consultation services to designated clients, effectively preventing unnecessary dissemination or leakage of customer information.

Privacy Protection Measures in Operational Processes

**CASE**

**Launch of the Aiyijian Doctor's Platform**

Adicon developed the "Aiyijian Doctor's App", enabling doctors to enter and verify patient information directly on mobile devices and upload it to the system. This reduces the need for paper documentation and manual transcription, further minimizing the risk of data and privacy breaches during transmission and storage.



**Digital Transformation Initiatives**

Adicon continues to upgrade its core business systems and expand their coverage, improving the foundation for the group's integrated operations. We integrate technical capabilities into key business processes, transforming them into flexible system support and standardized product output. At the same time, we promote the platform-based and scenario-specific implementation of cutting-edge technologies such as artificial intelligence (AI), gradually transitioning from "digital" infrastructure development to "smart digital" business empowerment and deepened innovation.

**System Development**

- The new generation LIMS laboratory management system has been implemented across all subsidiaries;
- The rollout of the new generation PIMS has been fully launched. As of the end of the Reporting Period, the system has been rolled out to half of our subsidiaries with pathology capabilities.

**Business Empowerment**

- New business processes have been implemented nationwide and upgraded, enabling flexible production capacity scheduling;
- The restructuring and reorganization of the Group's marketing portfolio have been successfully implemented, promoting front-end settlement capabilities nationwide and making a significant breakthrough in product standardization;
- Core products such as regional LIS, telepathology systems, and in-hospital LIS have been successfully developed and applied in university collaboration projects.

**Intelligence-Driven**

- The Group's AI agent, "Ai Xiao Yi", has been successfully launched;
- Platform-level breakthroughs and applications have been achieved in cutting-edge fields such as pathology AI quality control, flow cytometry AI analysis, and OCR recognition of application forms.

# 04

## Talent-Centric Approach

### Cultivating a Fertile Ground for Growth

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Adicon's employees are the company's most valuable asset. We consistently prioritize talent development and the protection of employee rights as key focuses of our human resources management. We are committed to providing a fair work environment, establishing a comprehensive compensation system and clear career pathways, and placing a high priority on employee health and safety, working hand in hand with our employees to build a sustainable future.



# Employee Recruitment

Adicon strictly complies with laws and regulations such as the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*. We have established internal policies including the *Recruitment Management System*, the *University Collaboration Guidelines*, and the *Adicon Consultant Management Policy* to build a comprehensive employment management system covering recruitment, hiring, and workforce management.

During the Reporting Period, we introduced the *Recruitment Supplier Management System* to standardize the onboarding, performance evaluation, and termination of recruitment suppliers, and formulated the *Campus Recruitment Cooperation Management System* to clarify the procedural requirements for university partnerships activities, further enhancing the standardization and efficiency of our recruitment processes. Through diversified recruitment channels, university partnerships, and digital platforms, we continuously strengthened our talent acquisition capabilities.

## Recruitment Network

We have developed a multidimensional recruitment ecosystem integrating campus hiring, employee referrals, and digital channels, with a particular emphasis on strengthening employee referrals and internal competitive hiring to facilitate talent mobility both within and outside the organization. We monitor and analyze various recruitment channels to optimize the allocation of recruitment resources.

We regard university-enterprise collaboration as a vital pillar of our talent strategy. Through diverse collaborative models, we partner with universities to jointly cultivate high-quality medical laboratory science professionals who align with industry development needs. During the Reporting Period, Adicon maintained partnerships with numerous universities nationwide, receiving over 310 interns from 114 higher education institutions.

### Co-building Physical Platforms

We create immersive practical environments and jointly establish internship and training bases to facilitate the sharing of resources and talent.

During the Reporting Period, we collaborated with Hubei University of Chinese Medicine, Sichuan Vocational College of Health and Rehabilitation, and other institutions to establish practical training platforms and internship bases.

### Co-cultivating Customized Talent

We jointly develop specialized programs and curricula to cultivate high-quality professionals aligned with industry frontiers.

During the Reporting Period, we launched a customized talent development program for critical roles with Jilin Medical University, with Adicon providing hands-on training platforms.

### Co-driving Teaching-Research Innovation

We promote the deep integration of industry, academia, and research, contributing to both education and industry advancement.

During the Reporting Period, we collaborated with Capital Medical University to establish a clinical testing center using a "university-enterprise-institute" tripartite model, achieving synergy across clinical practice, research, and industry.

#### Adicon University-Enterprise Collaboration Initiatives (2025)

Leveraging our EHR (Electronic Human Resources) system, we standardized the job posting process and optimized key stages such as resume entry and circulation. During the Reporting Period, we launched an internal job competition function within the EHR system to promote internal talent mobility. Additionally, we implemented tiered and categorized management of our internal talent pool, tagging candidates across functions such as marketing, laboratories, logistics, and management support to improve job matching efficiency.

## Talent Acquisition

We adhere to the philosophy of "Focusing on Talent, Prioritizing Talent Reserves" and continuously advance talent recruitment and reserve initiatives. By comprehensively utilizing internal mechanisms and external channels, including mapping talent landscapes, conducting project-based recruitment, organizing internal referral campaigns, and refining internal mobility mechanisms, we enhance the quality and efficiency of talent acquisition to address capability gaps and invigorate organizational vitality.

Focusing on both talent reserves and development, we leverage university partnerships and industry platforms to continuously expand our pool of high-end talent, providing support that is better aligned with business needs and equipped with an industry perspective. During the Reporting Period, we prioritized the recruitment of high-level and critical talent, bringing in several key personnel in areas such as marketing, sales, digitalization, and laboratories, thereby shifting our talent acquisition strategy from reactive hiring to proactive reserve.

### CASE

#### Case: Adicon-Zhejiang Chinese Medical University Professional Master's Program

In 2025, Adicon continued to deepen university-enterprise collaboration by partnering with Zhejiang Chinese Medical University to launch an in-service master's program in "Biomedical Technology and Translational Medicine", jointly developing curricula and advancing the integration of industry and education. The program has successfully trained 14 high-level professionals and will continue to supply the industry with practice-oriented talent possessing an industrial perspective.

### CASE

#### Adicon at the 22nd China International Clinical Laboratory Medicine Expo

In 2025, Adicon participated in the 22nd China International Clinical Laboratory Medicine Expo, engaging in in-depth exchanges with industry professionals, expanding channels for high-end talent acquisition, and gaining insights into emerging trends in the laboratory testing field to support its talent strategy and business development.

As of the end of the Reporting Period, the employment status of Adicon's staff is as follows:

Category	Unit	2025
Full-time Employees by Gender		
Female	Persons	2,887
Male	Persons	2,184
Full-time Employees by Age		
Under 30	Persons	1,896
30-50	Persons	3,071
Over 50	Persons	104
Full-time Employees by Region		
East China Region	Persons	1,159
Sichuan-Chongqing & Northeast Region	Persons	610
South China Region	Persons	594
North China Region	Persons	480
Central China Region	Persons	699
Jiangsu-Shandong-Shanghai Region	Persons	957
Other Regions	Persons	572

# Employee Rights and Benefits

Adicon adheres to a people-centered philosophy, safeguarding employee rights in accordance with laws and regulations, continuously improving its institutional framework and complaint channels, to foster a fair, respectful, and inclusive workplace. We offer standardized and competitive compensation and benefits, and continuously enhance employee experience through care initiatives and feedback mechanisms, providing strong talent support for stable business operations.

## Protection of Rights

Adicon prioritizes the protection of employee rights in its human resources management. Through the establishment of internal policies such as the *Employee Handbook*, *Employee Disciplinary Measures*, and *Intern Management Regulations*, we clearly define employee rights and obligations, corporate responsibilities, work procedures, codes of conduct, and reward and disciplinary systems, providing clear guidance and safeguards for building harmonious and stable employment relationships.

We strictly comply with local laws regarding minimum hiring age and have established the *Prohibition of Child Labor Policy*. During the recruitment and hiring process, we verify candidates' identities and ages and strictly prohibit the employment of child labor. During the Reporting Period, we revised the *Intern Management Regulations* and the *Employee Hiring and Appointment Management System* to specify that interns must be at least 16 years of age. Any violations trigger immediate investigation and corrective action. During the Reporting Period, Adicon did not experience any incidents involving child labor or forced labor.

We strictly adhere to lawful employment principles in all operating locations, firmly prohibit forced labor, and actively promote employees' work-life balance. We have established the *Attendance & Overtime Management System*, implementing irregular, comprehensive, and standard working hours. Based on job characteristics and business needs, we provide employees with flexible work arrangements and options such as remote work.

We uphold the principles of diversity and fairness in employment, providing equal opportunities for hiring and development, and explicitly prohibit discrimination based on factors such as ethnicity, gender, religious beliefs, or age. To implement these principles, we have established an anti-discrimination and anti-harassment framework, with clear prohibitions outlined in the *Employee Handbook*, *Employee Disciplinary Policy*, and daily management practices.

We provide employees with multiple confidential reporting channels, including hotlines, email, and written complaints, and relevant complaints are promptly forwarded to investigation supervisors for handling. During the Reporting Period, we incorporated anti-discrimination and anti-harassment content into new employee onboarding training to strengthen employee awareness from the outset and foster a respectful and inclusive work environment.

During the Reporting Period, Adicon did not receive any complaints regarding anti-discrimination or anti-harassment.

### Support for Working Mothers

We prioritize the workplace experience of working mothers and have established dedicated mother-and-baby rooms in the workplace to provide a comfortable and convenient environment for employees who are breastfeeding.

### Accessibility for Employees with Disabilities

We provide convenient parking services for employees with disabilities, allowing them to park at the building entrance and easily get in and out of their vehicles at the elevator doors.

### Summer Benefits for Logistics Staff

We provide heatstroke prevention and cooling supplies during the summer to help logistics staff cope with high temperatures.

Adicon Employee Rights Protection Initiatives (Partial List)

# Compensation and Benefits

We have established a systematic and standardized compensation system. We offer competitive compensation packages and utilize a scientific evaluation mechanism to ensure we remain attractive within the industry while guaranteeing fair internal distribution. In addition to providing all statutory benefits in accordance with the law, we offer a variety of supplemental benefits to provide comprehensive care for our employees.



Fixed components: Base salary, position allowance, medical qualification subsidy, registration subsidy, relocation/deployment allowance, trusteeship subsidy.

Variable components: Performance bonuses, sales commissions, overtime pay, night shift differential, annual performance bonus, standard year-end bonus



Social insurance & housing fund, employer liability insurance, legal annual leave, childcare benefits.

Life care: Marriage gift, newborn gift, hospitalization support, bereavement allowance.

Paid sick leave, meal subsidies for overtime/night shifts, festival gifts, birthday benefits, annual health check, spring outing, department quarterly activity fund.

Paid sick leave: post-probation 1 day/month, max 5 days/year.

We are committed to fostering a healthy and harmonious work environment by establishing diverse employee clubs and organizing regular activities to provide a platform for communication and stress relief.

### CASE Outdoor Team-Building Activity

In August 2025, Adicon Group organized an outdoor team-building event under the theme "Hone Our Resolve, Overcome Obstacles". Through teamwork and challenging tasks, the event aimed to enhance organizational cohesion and foster a spirit of perseverance.

### CASE Trail Running Event

In May 2025, Adicon Sanming Company hosted a trail running event themed "Stay Passionate, Embrace Nature", encouraging employees to release energy and connect with nature while running, thereby continuously promoting a healthy and positive corporate culture.

We regularly conduct anonymous satisfaction surveys to understand employee needs and opinions, using the findings to drive management improvements and optimizations. During the Reporting Period, Adicon's subsidiaries independently designed satisfaction survey questionnaires tailored to their operational characteristics, thereby enhancing the relevance of survey content and data quality. We conduct comprehensive analyses of employee satisfaction survey results to identify common concerns, which we then prioritize as key areas for future efforts to improve employee satisfaction.

To reduce employee turnover, we have shifted our strategy from a "company-wide retention" approach to a "targeted retention of key talent" strategy. We have implemented several measures to retain and develop key talent, such as one-on-one meetings, proactive discussions regarding resignation intentions, and integrating on-the-job training with key business processes.

During the Reporting Period, Adicon's full-time employee turnover rates were as follows:

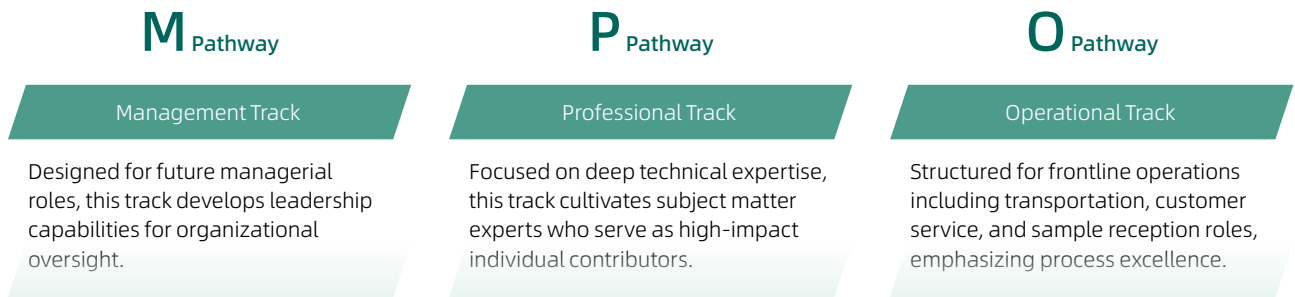
Category	Unit	2025
Employee Turnover Rate	%	20
Turnover Rate by Gender		
Male	%	20
Female	%	21
Turnover Rate by Age		
Under 30	%	27
30-50	%	15
50 and older	%	17
Turnover Rate by Region		
East China Region	%	19
Sichuan-Chongqing & Northeast Region	%	20
South China Region	%	24
Northern China Region	%	20
Central China Region	%	24
Jiangsu-Shandong-Shanghai Region	%	21
Other Regions	%	13

# Development and Training

Adicon continuously refines its talent development and training system to provide employees with clear career paths and ongoing support for skill enhancement. We guide employee development through career progression pathways and talent assessment mechanisms, while enhancing training efficiency through tiered training programs and a digital training management system to support the development of talent pipelines and the improvement of professional competencies.

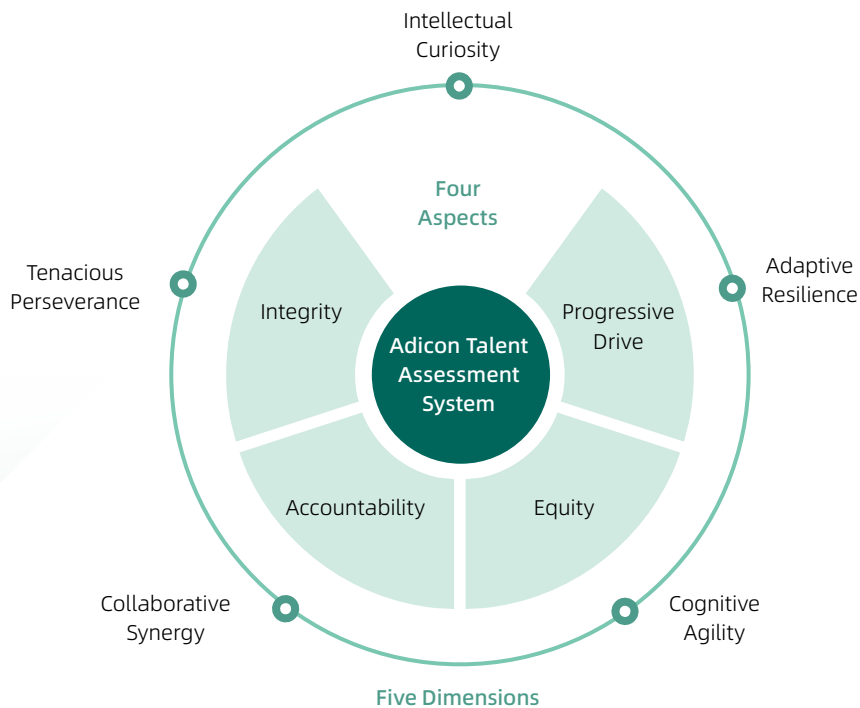
## Employee Development

To support employees' career growth across diverse business scenarios, we have established a career level system covering four major sectors: "Functional, Sales, Laboratory, and Logistics". We have also created three development pathways—the Management Track, the Professional Track, and the Operational Track—to help employees pursue multi-directional development based on their individual capabilities and career plans.



Adicon Career Advancement Pathways

We implement a detailed job grading system with 19 levels, using a tiered promotion structure to motivate employees to strive for excellence. We have established a corresponding competency assessment mechanism to serve as an objective basis for employee placement, grading, and promotion. During the Reporting Period, we focused our talent evaluation efforts on identifying and developing talent in key positions, creating personalized development plans tailored to different levels and categories to accelerate the continuous growth of our talent.



We have developed a systematic training roadmap covering the entire onboarding cycle for new employees. Through a phased communication and support mechanism involving collaboration across multiple roles, we help new hires better integrate into their teams and roles.



Adicon New Employee Roadmap

We provide targeted guidance and resource support tailored to the growth needs of new employees at different stages. At key onboarding milestones, we conduct systematic coaching focused on cultural integration, skill enhancement, goal setting, job responsibilities, and career development. Additionally, we have established a regular tripartite communication mechanism involving the employee, HR, and the direct supervisor to enhance new employees' sense of belonging, competence, and motivation for growth. During the Reporting Period, we introduced customized onboarding training for mid-to-senior-level managers to strengthen their team management and mentoring capabilities.

We continue to refine the professional development framework for interns and recent graduates. Through job rotations covering 11 departments in clinical laboratories<sup>3</sup> and multiple functional units<sup>4</sup>, we help them understand the responsibilities and collaborative workflows of various roles. We complement this with role-specific training and assessments to enhance their understanding and application of business processes and job skills. Additionally, we organize monthly expert-led lectures covering professional skills, work methodologies, and industry trends to provide career development support for interns and recent graduates.

<sup>3</sup> The 11 clinical laboratory departments include Pre-Analytical Processing, Clinical Laboratory, Instrument-Based Immunology, Autoimmunology, ELISA (Enzyme-Linked Immunosorbent Assay), Biochemistry, Microbiology, Mass Spectrometry, Molecular Biology, Bone Marrow and Comprehensive Immunology

<sup>4</sup> Functional support systems cover Human Resources, Administration, Marketing and Sales

## Employee Training

We have established a multi-tiered, multidimensional training system dedicated to providing employees with growth support throughout their entire career lifecycle, helping to unlock their potential. During the Reporting Period, we prioritized the following key training initiatives:

### New Employee Onboarding

- Conducted through a combination of online learning assignments and offline live-streamed training, the program covers company overview and culture, HR and financial policies, and core job skills to help new employees integrate quickly.
- In 2025, online learning tasks reached 589 employees, and three sessions of in-person live training were conducted, reaching 365 employees.

### Young Talent Program

- Targeted at high-potential young core employees aged 35 or younger who meet the required educational qualifications and job level criteria, this program systematically advances talent pipeline development through executive mentorship, thematic courses covering industry insights, practical tools, and career planning, as well as a final defense.
- In 2025, a total of 5 thematic courses and 1 final assessment were completed to support the systematic development of young core employees.

- Focusing on high-potential individuals in key positions, this program conducts training sessions on topics such as team management, goal management, and skill enhancement.
- In 2025, four Leadership Excellence Workshops were successfully conducted using a hybrid online-offline format, with over 200 participants completing the program. Six original management courses were delivered, facilitating nationwide collaborative learning among participants and achieving a 97% satisfaction rate.

- We have established executive training programs for subsidiary general managers and provide one-on-one coaching to broaden their horizons and enhance their strategic leadership capabilities.
- In 2025, the training program plan was finalized.

### Leadership Excellence Initiative

### Subsidiary CEO Academy

#### Adicon 2025 Key Training Programs

We continue to conduct quality and laboratory training covering management, employees, and interns. Using a hybrid online-offline approach that integrates internal and external resources, we enhance quality awareness, standardize operational procedures, and strengthen practical skills, while organizing specialized quality awareness campaigns as needed.

To improve training management efficiency, we rely on our proprietary Training Management System. Tailored to differences in job roles, career stages, and groups, the system systematically delivers onboarding training, continuing education, and competency assessments. During the Reporting Period, the Training Management System underwent functional module and process optimization, supporting features such as annual planning, personnel authorization, training statistics, electronic records, online check-in, and paperless assessments, thereby providing systematic support for standardized operations and enhanced efficiency in training management.

In 2025, we achieved 100% employee training coverage, with an average training duration of 4.85 hours per employee. Detailed data on Adicon's employee training is shown below:

Metric	Unit	2025
Total Trained Employees		
Total Trained Employees	Persons	5,071
Training Coverage Rate		
Training Coverage Rate	%	100
Trained Employees by Gender		
Male	Persons	2,184
Female	Persons	2,887
Percentage of Trained Employees by Gender		
Male	%	43.07
Female	%	56.93
Trained Employees by Level		
Senior management	Persons	87
Middle management	Persons	1,053
General Employees	Persons	3,931
Percentage of Trained Employees by Employee Category		
Senior Management	%	1.72
Middle Management	%	20.76
General Employees	%	77.52
Average Training Hours per Employee		
Average Training Hours per Employee	Hours/person	4.85
Average Training Hours by Gender		
Male	Hours/person	5.30
Female	Hours/person	4.52
Average Training Hours by Employee Category		
Senior Management	hours/person	4.70
Middle Management	Hours/person	7.98
General Employees	Hours/person	4.02

# Health and Safety

Adicon treats employee health and safety as the foundation of its compliant operations. The company advances occupational health and safety management in accordance with laws and regulations, continuously improves its institutional framework and management mechanisms, and fosters a safety culture where "everyone cares and everyone participates".

## Safety Management System

Adicon strictly complies with laws and regulations such as the *Work Safety Law of the People's Republic of China* and the *Occupational Disease Prevention and Control Law of the People's Republic of China*, and continuously improves its occupational health and safety management system. During the Reporting Period, we revised and optimized policies and operating procedures, including the *Work Safety Responsibility Management System for All Employees* and the *Occupational Health Management System*, further solidifying the institutional foundation for employee health and safety.

During the Reporting Period, 18 subsidiaries of Adicon obtained ISO 45001 Occupational Health and Safety Management System certification.



ISO 45001 Certification Certificates (Partial List)

## Health and Safety Practices

We continuously enhance the safety and health standards of the work environment through measures such as health checkups, workplace infrastructure improvements, safety management, and emergency response plans.

<b>Comprehensive Health Screenings</b>	<ul style="list-style-type: none"> <li>We provide health checkups for employees who have been with the company for over one year, along with interpretation of the checkup results and free medical consultations.</li> </ul>
<b>Occupational Health Examinations</b>	<ul style="list-style-type: none"> <li>Mandatory specialized health evaluations for employees exposed to hazardous materials, ensuring strict implementation of occupational hazard testing and health assessments.</li> </ul>
<b>Safety Infrastructure</b>	<ul style="list-style-type: none"> <li>The laboratory is equipped with safety facilities such as a fresh air system, emergency shower stations, and eye wash stations.</li> <li>Health stations have been established and equipped with first-aid kits containing essential safety supplies;</li> <li>Office areas are equipped with Automated External Defibrillators (AEDs) to ensure the safety of employees in emergency situations. As of the end of the Reporting Period, we have installed a total of 6 AED devices.</li> </ul>
<b>Chemical Management</b>	<p>We have established strict chemical management policies:</p> <ul style="list-style-type: none"> <li>Storage Management: <i>Chemical Storage Management Standard Operating Procedure</i></li> <li>Issuance Management: <i>Chemical Procurement/Usage/Return Ledger</i></li> <li>Usage Management: <i>Warehouse Management SOP, Hazardous Materials SOP</i></li> </ul>
<b>Emergency Preparedness</b>	<ul style="list-style-type: none"> <li>Safety Emergencies: We develop emergency response plans for workplace safety incidents, covering comprehensive emergency plans, specialized emergency plans, and on-site response protocols;</li> <li>Environmental Emergencies: We develop emergency response plans and on-site response protocols for sudden environmental incidents;</li> <li>Biosafety Emergencies: We establish emergency response plans and on-site response protocols covering biological/chemical contamination leaks, personnel exposure incidents, equipment accidents, and various emergencies to ensure personnel safety and the stable operation of laboratories.</li> </ul>

## Health and Safety Culture

Through systematic safety training, multi-channel awareness campaigns, and practical emergency drills, we instill safety awareness as a behavioral habit among employees, enhancing their safety awareness and emergency response capabilities.

### General Health and Safety Competency Development

#### First Aid Training

External instructors are invited to conduct workshops on basic first aid procedures, covering the application and operation of CPR for adults and infants, the use of automated external defibrillators (AEDs), the management of common traumatic emergencies, and first aid for common medical emergencies such as strokes. During the Reporting Period, a total of 3 Red Cross first aid certification training sessions were conducted, helping approximately 120 employees obtain first aid certifications.

#### Comprehensive Fire Safety Drills

By organizing comprehensive fire drills that include knowledge training, evacuation drills, and equipment operation, we enhance employees' fire safety awareness and self-rescue capabilities in the event of a fire.

### Specialized Job Safety Skills Enhancement (Targeted at Specific Roles)

#### Biosafety Training for Logistics Personnel

Focusing on the safe transport of biological samples, two rounds of biosafety training and drills were conducted for all logistics personnel during the Reporting Period to ensure that all staff are proficient in safety operating procedures.

#### Safety Training for Construction Project Personnel

During the Reporting Period, a total of eight safety training sessions and briefings were conducted, achieving full coverage of three-tier safety education. The content covered personal protection, emergency rescue, electrical safety, etc.

Adicon Health and Safety Culture Campaigns



## CASE

## Red Cross First-Aid Training

During the Reporting Period, Adicon collaborated with the Hangzhou Red Cross to organize a professional first aid training program aimed at enhancing employees' first aid skills. The program focused on trauma care and cardiopulmonary resuscitation (CPR) and was structured with a combination of theory, hands-on practice, and assessment. Employees learned essential skills such as CPR, AED usage, and airway obstruction management. Through training with manikins and personalized coaching, they mastered correct techniques for chest compressions and rescue breathing. After successfully completing both theoretical and practical evaluations, many participants received official Red Cross first aid certification. The training not only equipped employees with crucial "golden four minutes" response skills but also fostered a workplace culture where "everyone learns first aid, and first aid is for everyone", further strengthening safety awareness and protection for all employees.



During the Reporting Period, Adicon Occupational Health and Safety data is as follows:

Metric	Unit	2023	2024	2025
Work-related Fatalities	Persons	0	0	0
Work-related Fatality Rate	%	0	0	0

Metric	Unit	2025
Work-related Lost Days	Days	381

# 05

## Low-Carbon Sustainability

### Embracing Our Environmental Mission

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Addressing Climate Change	63

Adicon has always integrated green principles into the very fabric of its development, guided by sustainable growth and actively addressing environmental challenges. We incorporate environmental responsibility throughout our entire operational process, committed to improving operational energy efficiency, deepening energy conservation and emissions reduction, and optimizing resource utilization, thereby comprehensively promoting the harmonious coexistence of our business and the environment.

# Environmental Management

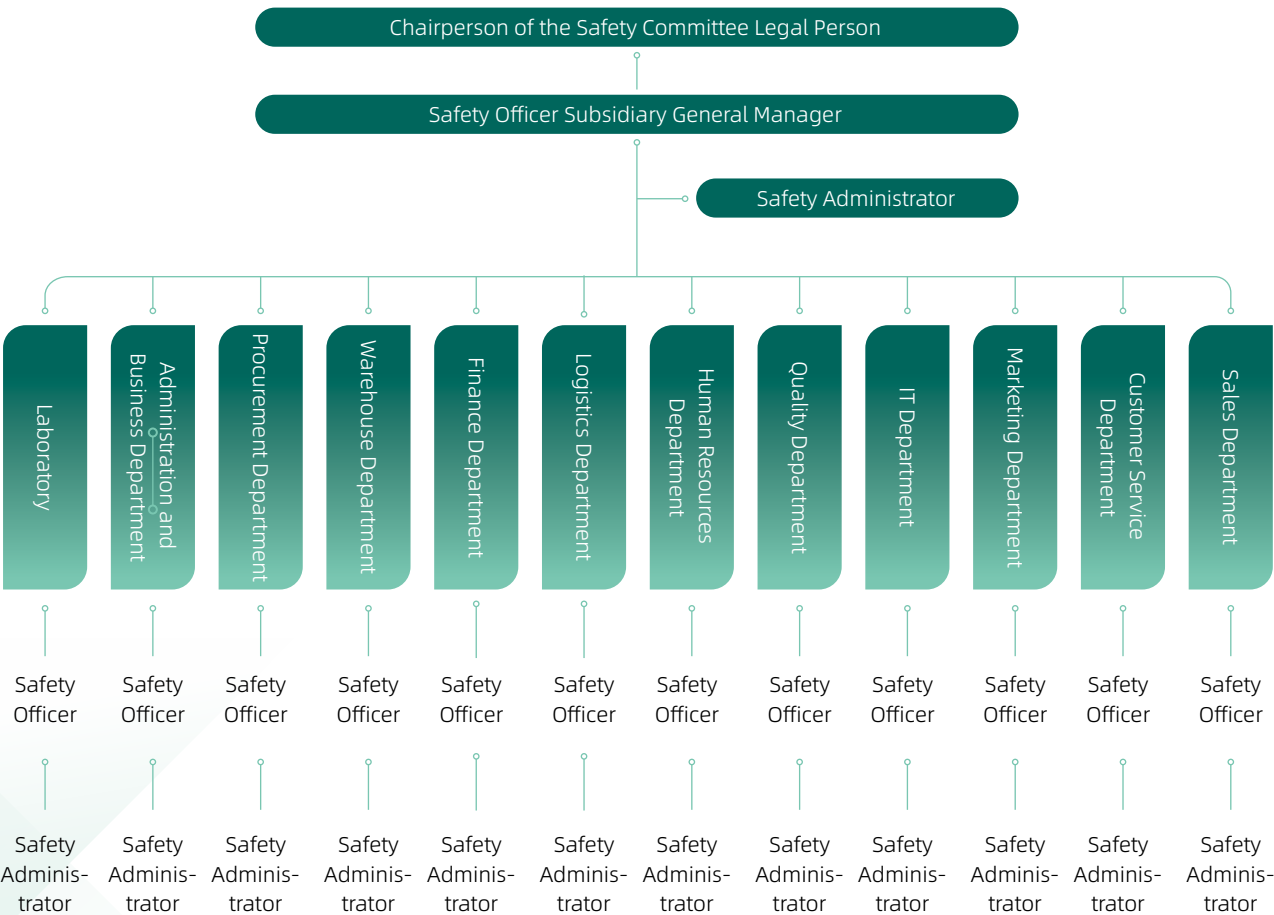
Adicon has established a clear environmental management system, laying the foundation for fulfilling our environmental responsibilities. At the same time, we have set long-term environmental management goals to reduce the environmental impact of our operations and help achieve even more outstanding sustainability performance.

## Environmental Management System

Adicon strictly adheres to laws and regulations such as the *Environmental Protection Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Air Pollution Prevention and Control Law of the People's Republic of China*, the *Solid Waste Pollution Prevention and Control Law of the People's Republic of China*, the *Pollutant Discharge Permitting Regulation*, and the *Emergency Response Plan Management Measures*. We have established and implemented internal management system documents, including the *Corporate Environmental Management System*, the *Environmental Factor Identification & Evaluation Control Procedure*, the *Environmental Operations Control Procedure*, and the *Emergency Preparedness and Response Control Procedure*, ensuring that compliance requirements are integrated into daily operations.

We adhere to the management principles of "territorial responsibility, dual accountability, tiered implementation, and full participation", and have established an Environment, Health, and Safety (EHS) management system covering the entire Group, implementing unified EHS management across all subsidiaries. Through a clear organizational structure and division of responsibilities, this system drives the implementation of EHS responsibilities and the continuous control of related risks.

Each subsidiary has established a Work Safety Committee, comprising the legal representative, general manager of subsidiary, heads of relevant departments, and administrators, responsible for organizing, coordinating, and supervising EHS-related work within their respective units.



Adicon Subsidiaries' Safety Committee Structure

The scope of Adicon's environmental management system certification has been further expanded; as of the end of the Reporting Period, the number of certified subsidiaries had reached 18.

Regarding environmental compliance management, during the Reporting Period, Adicon's headquarters organized all subsidiaries to conduct seven rounds of self-inspections on environmental management based on the *Management Operation Supervision and Inspection Checklist*. Through a mechanism of review, feedback, and follow-up on corrective actions, we ensured the implementation of management measures. Concurrently, we updated the *Management Operations Supervision and Inspection Checklist* by adding a new review item for "Environmental Completion Acceptance" and revising sections such as "Waste Testing" and "Requirements for the Collection, Classification, Storage, and Disposal of Hazardous Waste" to enhance the comprehensiveness of the review and the clarity of management requirements.

Our environmental management efforts have yielded significant results and received external recognition. In 2025, Changsha Adicon was invited as a corporate representative to attend the "Furong District Symposium on Coordinated Governance for Blue Skies, Clear Waters, and Clean Soil", where it shared its environmental management practices. In March of the same year, Changsha Adicon was honored as the "2024 Advanced Unit in Environmental Protection" by the Longping High-Tech Park within the Changsha High-Tech Industrial Development Zone.



ISO 14001 Certification Certificates (Partial)

## Environmental Management Objectives

Based on actual operational conditions and industry best practices, Adicon has established clear long-term goals in key areas such as greenhouse gas emissions and energy and resource consumption to promote green operations and sustainable development.

### Four Major Environmental Goals



- Resource Utilization**
  - We promote water-saving measures in laboratories and offices and organize training sessions to minimize water waste and enhance water efficiency.
- Energy Use**
  - We strive to identify energy-saving opportunities and upgrade energy-consuming equipment such as testing equipment, data centers, and air conditioning for higher energy efficiency.
  - We also make efforts to promote staff awareness and initiate the pattern of "Green Office" to ensure full staff engagement in energy conservation.
- Carbon Emissions**
  - Apart from optimizing energy usage and strengthening energy saving technologies, we continue to refine the transportation network and routes, rigorously controlling vehicle fuel consumption to minimize carbon emissions.
  - Quantitative Target: With 2025 as the base year, Scope 1 and Scope 2 greenhouse gas emission intensity<sup>5</sup> will be reduced by 25% by 2035.
- Waste Discharge**
  - In accordance with evolving regulations, we update and enhance our waste management procedures to ensure compliance of wastewater, waste gas, and solid waste emissions. We implement strict disposal and control measures to reduce waste intensity and negative environmental impacts, so as to reduce related environmental impact.

Adicon's Long-term Environmental Management Goals

<sup>5</sup> Scope 1 and Scope 2 greenhouse gas emissions per unit of sample.

# Emissions Management

Adicon strictly complies with laws and regulations regarding emissions in the regions where it operates. The company has established systematic internal management procedures for exhaust gases, wastewater, and various types of waste. By defining clear standards, optimizing processes, and strengthening monitoring, Adicon continuously standardizes and improves emission management performance across the entire group.

## Exhaust Gas Management

The exhaust gases generated during Adicon's operations primarily originate from aerosols produced during laboratory testing processes, as well as volatile organic compounds (VOCs) released from the use of organic solvents and other chemicals.

To manage air emissions, we have formulated the *Exhaust Gas Treatment System Operating Procedures*. We have installed dedicated collection ducts for emission sources such as biosafety cabinets and fume hoods, channeling the exhaust gases to the rooftop air emission treatment system. The gases are treated through processes such as periodic activated carbon adsorption to ensure compliance with emission standards. We strictly follow the procedures to conduct weekly inspections and maintenance of the air emission treatment system, maintain relevant records, and establish an emission system archive.

We have commissioned qualified third-party testing agencies to conduct emissions testing. During the Reporting Period, Adicon's subsidiaries collectively completed 56 third-party emissions tests, with all results meeting national and local emission standards.

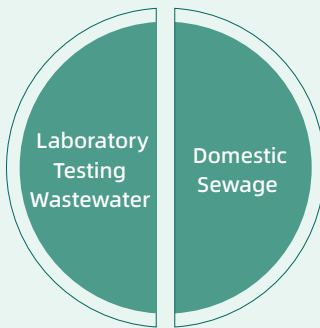
## Wastewater Management

Adicon strictly complies with national and local wastewater management and discharge standards, implementing comprehensive control measures for wastewater generated during operations. Our wastewater primarily originates from laboratory testing activities, such as wastewater from cleaning instruments and equipment and washing floors, as well as domestic sewage generated from daily operations.

In accordance with the *Standard Operating Procedure for the Wastewater Treatment System*, we strictly separate laboratory testing wastewater from domestic sewage and implement corresponding treatment measures. Additionally, we actively conduct internal awareness campaigns and training to enhance all employees' awareness of compliance with discharge regulations.

This wastewater undergoes pretreatment through our in-house wastewater treatment facilities or the industrial park's centralized wastewater treatment system to meet discharge standards before being discharged into the municipal sewer system and ultimately processed at the local wastewater treatment plant.

Specifically, our on-site facilities employ a "pretreatment + A/O" process, incorporating micro-electrolysis, MBR membranes, physicochemical treatment, and anaerobic treatment to reduce pollutant levels.



Domestic wastewater undergoes preliminary treatment via the industrial park's pipeline network and septic tanks to meet the Class III standards specified in Table 4 of the "Comprehensive Wastewater Discharge Standard" (GB8978-1996) before being discharged into the municipal sewer system and ultimately treated at the municipal wastewater treatment plant.

Adicon Wastewater Treatment Process

To ensure ongoing compliance with the *Water Pollutant Discharge Standards for Medical Institutions* and other relevant requirements, we conduct routine monitoring of wastewater discharge and regularly commission third-party testing.

We conduct daily inspections and maintenance of wastewater treatment facilities and monitor key indicators such as residual chlorine and pH levels. We regularly commission qualified third-party testing agencies to test wastewater for indicators including fecal coliforms, Salmonella, and Shigella, to meet the requirements of the Environmental Impact Assessment Report. During the Reporting Period, Adicon's various companies completed a cumulative total of 152 third-party wastewater tests. All test results complied with national and local discharge standards and regulations. In 2025, the total COD discharged into water bodies from testing wastewater generated during Adicon's operations reached 5.07 tons, with ammonia nitrogen emissions totaling 0.3 tons.

# Waste Management

In solid waste management, Adicon adheres to the principles of "reduction, harmlessness, and resource recovery", and has established systems such as the *Standard Operating Procedure for Solid Waste Management*, *Standard Operating Procedure for Hazardous Waste Treatment*, and *Standard Operating Procedure for Waste Item Disposal* to standardize the full-process management of waste.

During the Reporting Period, we continued to optimize disposal methods, such as implementing a recycling process for disposable ice packs. Uncontaminated ice packs are reused in cold chain operations, while those used in raw material deliveries are returned to suppliers via the original transport vehicles upon receipt validation, thereby reducing the generation of solid waste at the source.

General Solid Waste	Hazardous Waste
<ul style="list-style-type: none"> <li>All waste generated outside the laboratory, as well as uncontaminated paper, cardboard boxes, and saline solution bottles, is collected in designated areas. Cleaning staff dispose of these items using non-biohazard waste bags and process them as general household waste in accordance with local government regulations;</li> <li>Discarded packaging materials are collected centrally and handed over to recycling organizations for reuse;</li> <li>After sorting, household waste is entrusted to the local sanitation department for unified collection and disposal.</li> </ul>	<ul style="list-style-type: none"> <li>We Classify waste into five categories— infectious, injurious, pathological, chemical, and other hazardous waste—in accordance with the <i>Medical Waste Classification Catalog</i> and the <i>National Hazardous Wastes Inventory</i>;</li> <li>Waste is strictly sorted, labeled, and recorded; Cleaning staff seal, weigh, and register the waste, then transport it to the medical waste holding area for safe, categorized storage;</li> <li>All hazardous waste is entrusted to professional entities holding a Hazardous Waste Operating License for compliant disposal.</li> </ul>
Laboratory Waste	
<ul style="list-style-type: none"> <li>While adhering to biosafety requirements, medical waste is accurately sorted and disposed of to minimize the generation of unnecessary waste;</li> <li>We Reduce the volume of blood samples and improve testing efficiency, thereby reducing the generation of medical waste.</li> </ul>	

## Adicon Waste Management Approach

### CASE Upgrading Medical Waste Management

To advance the digital transformation of medical waste management, with the strong support and pilot initiatives of the governments in Chengdu and Shaoxing, the company successfully implemented the Integrated Smart Medical Waste Management Platform, achieving full-process electronic traceability and paperless operations from collection to disposal. This initiative has effectively improved management efficiency and data quality, saved nearly 1,000 sheets of A4 paper during the Reporting Period, and laid the foundation for the continuous optimization of management processes.



Interface of the Integrated Smart Medical Waste Management Platform

During the Reporting Period, all types of waste generated by Adicon were disposed of in full compliance with regulations.

Waste Category	Unit	Quantity
Non-hazardous Waste	Tonne	583.20
Non-hazardous Waste Intensity	Tonne/Million RMB revenue	0.22
Hazardous Waste	Tonne	2,033.43
Hazardous Waste Intensity	Tonne/Million RMB revenue	0.77

# Resource Conservation

Adicon comprehensively implements lean practices across three key areas—energy management, resource utilization, and green office initiatives—committed to enhancing resource efficiency, reducing its environmental footprint, and achieving the harmonious development of economic and environmental benefits.

## Energy Management

Adicon strictly adheres to the *Energy Conservation Law of the People's Republic of China* and relevant regulations in conducting energy management. During the equipment selection process, we refer to industry guidelines such as the *Catalogue of Industrial Structure Adjustment (2024 Edition)*, the *National Catalogue of Recommended Industrial Energy-Saving Technologies and Equipment (2019)*, and the *Catalogue of Obsolete High-Energy-Consuming Electromechanical Equipment (Products)*, prioritizing the selection of high-efficiency, energy-saving equipment to control energy consumption at the source.

To ensure the effective implementation of management requirements, we have established the *Energy and Resource Management Operating Procedure* to implement standardized control over energy-consuming equipment and energy-use processes. We have established a routine monitoring mechanism based on the *Energy and Resource Statistics Form* and supplemented by quarterly inspections. Furthermore, we implement closed-loop corrective actions for abnormal energy consumption in accordance with the *Nonconformity and Corrective Action Management Procedure*, thereby achieving comprehensive management of the entire energy usage process.

In new construction and renovation projects, we strictly adhere to national and industry standards such as the *Evaluation Guidelines for Water-Conserving Enterprises (GB/T 7119-2018)* and the *Standard for Lighting Design of Buildings (GB 50034-2013)*, integrating energy and water conservation requirements into project design to lay the foundation for efficient and low-carbon operations in the future.

Based on the aforementioned management framework, Adicon prioritized the following initiatives during the Reporting Period:

### Source Control of Energy Conservation

- We prioritize energy conservation from the outset; all new facilities must implement energy-saving targets starting from the design phase and fully equip themselves with energy-saving facilities.

### Optimization of Equipment Operation

- Implementing off-peak operation mechanisms for electricity and water usage in laboratories, and gradually upgrading existing equipment for energy efficiency, such as installing timer switches for ultraviolet lamps.
- In the exhaust gas treatment process, a fully automated variable-frequency system was introduced, enabling equipment to automatically adjust fan operating power based on actual operating conditions, thereby reducing energy consumption.

### Hardware Upgrades and Renovations

- Advance lighting system upgrades by gradually adopting LED fixtures and implementing zone-based control for general lighting.
- Promote the use of variable-frequency air conditioners and upgrade key systems. For example, the Guangzhou branch converted its air conditioning system to a VRF multi-split system, reducing installed capacity by 91.39 kW and lowering electricity consumption by over 3,300 kWh year-over-year from August to December 2025.

### Transition to Green Logistics

- We continue to promote the transition of logistics vehicles from gasoline to electric power; as of December 2025, new energy vehicles accounted for over 46% of the fleet.
- For long-distance trunk transportation, partnerships have been established with high-speed rail operators and third-party logistics companies such as SF Express and Kuayue to reduce energy consumption in the logistics process. As of the end of the Reporting Period, a total of 204 high-speed rail partnership routes had been launched.

### Promoting Energy Conservation Awareness

- Energy conservation knowledge was disseminated through measures such as posting energy-saving signs and conducting specialized training on water and electricity usage for all employees at least twice a year.
- We encourage employees on lower floors to use the stairs, continuously raising energy-saving awareness among all staff.

### Optimization of Office Operations

- We promote the use of public transportation, provide company-issued transit cards, and encourage employees to prioritize public transit for business travel.
- We implement centralized office arrangements and consolidate office areas to reduce energy consumption for lighting and air conditioning. For example, the Heilongjiang branch achieved a year-on-year reduction of 10,500 kWh in electricity consumption from September to November.

## Resource Usage

Adicon consistently implements the concept of resource conservation in its operations, extending from water management to the refined control of various daily resources.

Regarding water resource management, we strictly comply with relevant laws and regulations, including the *Water Law of the People's Republic of China*. The water consumed in our operations is entirely municipal water, and we have encountered no issues in securing an adequate water supply; water resources are primarily used for laboratory testing, office operations, and daily living.

To improve water usage efficiency, we have installed water meters on each floor of our office building to strengthen monitoring and analysis of water consumption. At the same time, we have established a daily inspection and maintenance mechanism for water facilities to eliminate leaks, drips, and wastage. Additionally, we continuously promote water conservation awareness among employees to foster a culture of water conservation.

During the Reporting Period, our water consumption data is shown in the table below:

Metric	Unit	Amount
Total Water Consumption	m <sup>3</sup>	109,238.17
Water Consumption Intensity	m <sup>3</sup> /million RMB revenue	41.40

We have simultaneously implemented other measures for the refined management of resources. We optimized the dispensing method for office hygiene paper by replacing the unlimited pull-out system with a single-sheet dispensing mechanism to reduce paper consumption. Additionally, we consolidated employee dormitory resources and terminated leases for certain long-term dormitories with high vacancy rates to reduce energy consumption and resource waste.

## Green Office

Adicon integrates green principles into daily operations and has implemented numerous eco-friendly office initiatives. While enhancing work efficiency, these measures effectively reduce resource consumption and carbon emissions, promoting sustainability in office operations.

### Green Office Initiatives

- Promote online meetings to reduce energy consumption associated with business travel
- Encourage double-sided printing and paper recycling to reduce office paper consumption
- Encourage employees to bring their own water bottles and promote a green lifestyle
- Placing energy- and water-saving signs in office areas (such as near light switches and sinks) to raise employee awareness of conservation
- Standardize the issuance of office supplies to promote their reuse

### Paperless Office

- The EHR system has launched features such as electronic signatures, departmental handover processes for new hires and departing employees, and digital pay stubs
- All materials related to employee onboarding, contract renewals, relevant certifications, resignation, payroll, and attendance are now processed via electronic signatures or online procedures
- Utilize the DingTalk system to implement online application and approval workflows, and replace paper-based official documents with electronic notifications via email
- Moke has built a fully paperless system covering the entire workflow from "front-end business processing to middle-office collaborative management to back-end archiving and analysis": Adicon will no longer submit paper expense reports by 2025, with all expense claims processed digitally

### Centralized Printing Management

- Centralized printing equipment has been deployed across 16 subsidiaries, and a unified supply distribution system for consumables has been implemented
- Implemented quota management for printing supplies to reduce procurement and waste

### Natural Lighting Optimization

- We encourage the full utilization of natural light in office areas to reduce artificial lighting and lower energy consumption

# Addressing Climate Change

Adicon deeply recognizes the significance of climate change for the industry and the company's long-term development. We actively respond to the national dual-carbon goals by establishing a climate response system across four dimensions—governance, strategy, risk management, and metrics and targets—to enhance operational resilience and strengthen the company's long-term competitiveness in the low-carbon transition.

## Governance

Adicon has incorporated climate change issues into the Group's three-tier ESG governance framework, with the Board of Directors, the Strategy Committee, and various departments jointly responsible for managing climate-related matters. We regularly provide ESG and climate change-related training to Board members and regularly communicate relevant progress and key information to them to ensure they possess the appropriate skills and competencies to analyze and address climate-related risks and opportunities. We will continue to assess the materiality of climate change's impact on our business and, in due course, advance efforts to link climate-related metrics to compensation and performance.

### Governance Level

#### Board of Directors

- As the highest decision-making body on climate change matters, the Board is responsible for approving climate-related strategies, targets, and policies;
- Reviews climate-related risks and opportunities and oversees progress in their management.

### Management

#### Strategy Committee

- Responsible for formulating climate-related strategies, targets, and management systems, and overseeing the implementation of climate-related strategies and targets;
- Identifies and assesses climate-related risks and opportunities, and integrates them into the company's risk management system;
- Report annually to the Board of Directors on the progress of climate-related goals and risk management.

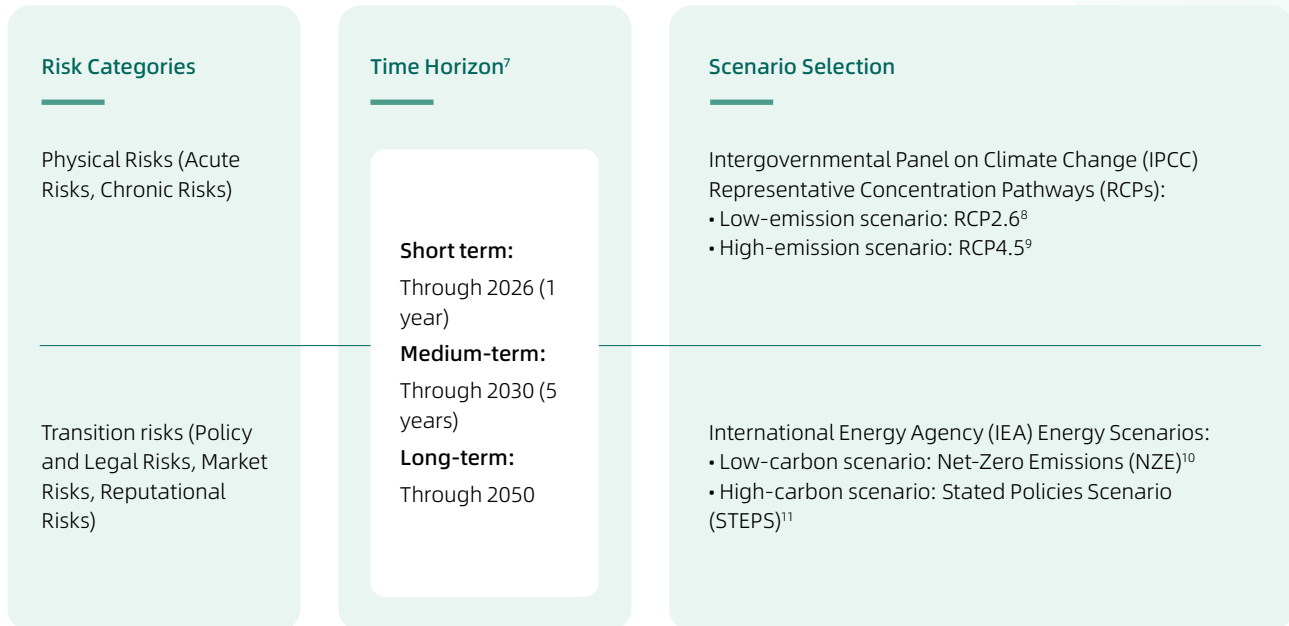
### Executive Level

#### Departmental Units

- Develop and implement specific action plans in accordance with the company's climate strategy and targets;
- Implement climate-related policies, oversee data collection, and ensure the implementation of energy-saving measures;
- Support climate change disclosure efforts and report on implementation status to the Strategy Committee annually.

## Strategy

To identify and assess the climate-related risks and opportunities the Company faces at different stages, Adicon conducted a climate scenario analysis<sup>6</sup> during the Reporting Period, referencing the requirements of *International Financial Reporting Standard on Sustainability Disclosure No. 2—Climate-related Disclosures (IFRS S2)* and Part D of Appendix C2 to the *Hong Kong Stock Exchange's Listing Rules: Climate-related Disclosures*. The climate scenarios and assessment timeframes we adopted are as follows:



Climate Scenarios and Assessment Time Horizons

Based on the aforementioned scenario selection and assessment framework, we have identified the key climate-related risks that could have a significant impact on Adicon's business operations, value chain, and financial performance, and assessed their potential time horizons, as detailed below:

<sup>6</sup> The scenario analysis is based on the assumption that, within the timeframe covered by the analysis, there will be no significant changes to Adicon's business model or operational locations.

<sup>7</sup> Combining the company's business plans, industry trends, and global climate goals, we have divided the climate scenario analysis assessment period into short-term (within 1 year from the end of the Reporting Period, through the end of 2026), medium-term (1-5 years after the end of the Reporting Period, through the end of 2030), and long-term (more than 5 years after the end of the Reporting Period, through the end of 2050) to assess the climate-related risks and their potential impacts the company faces during different periods.

<sup>8</sup> The RCP2.6 scenario assumes that strict emission reduction measures are implemented globally to drive a significant decline in greenhouse gas emissions, with the aim of limiting global warming to within 2° C.

<sup>9</sup> The RCP4.5 scenario assumes that countries implement certain climate policies, with global carbon dioxide emissions remaining at current levels but not reaching net zero by the middle of this century; it projects that warming will be limited to within 3° C by 2100.

<sup>10</sup> The Net Zero Emissions by 2050 (NZE) scenario was selected as the low-carbon scenario for assessing the Company's transition risks. This scenario assumes the implementation of strict global climate policies and rapid emission reduction actions, outlining a pathway to achieve net-zero CO<sub>2</sub> equivalent emissions by 2050 without relying on emission reductions outside the energy sector.

<sup>11</sup> The Stated Policies Scenario (STEPS) was selected as the high-carbon scenario for assessing the Company's transition risks. This scenario projects future energy and emissions trends based solely on specific policies that governments have enacted or announced, to evaluate the potential impact of existing policies on climate change.

Risk Type	Specific Risk	Risk Description	Level of Impact	Overall Severity	Potential Financial Impact	Mitigation Measures	
Physical Risk	Acute	Flood	Flooding may damage warehouses, hazardous waste storage areas, and wastewater treatment facilities, leading to the leakage of hazardous chemicals, medical waste, or untreated wastewater, thereby causing environmental pollution and regulatory compliance risks.	Internal Business Operations and Value Chain	Short-term: Low Medium term: Low-Medium Long-term: Medium	Decrease in revenue	<ul style="list-style-type: none"> <li>Install physical protective measures, such as flood barriers, in key laboratories and warehouses.</li> <li>Develop tiered emergency response plans and participate in local emergency drills.</li> </ul>
		Typhoons	Severe weather such as typhoons may cause road closures and traffic restrictions, affecting the timeliness of sample transport and causing damage to assets such as logistics vehicles.	Own business operations, value chain	Short term: Low Medium: Low Long-term: Low	Decrease in revenue	<ul style="list-style-type: none"> <li>Monitor weather alerts closely and plan alternative transportation routes in advance.</li> <li>Develop and implement contingency plans that include route selection, and communicate with customers in advance if transportation is affected.</li> </ul>
	Chronic	Rising average temperatures	Rising average temperatures may lead to increased energy consumption in refrigeration equipment (such as cold storage facilities), potentially affecting the stable storage of chemical reagents and the operational efficiency of wastewater treatment systems.	Own business operations, value chain	Short term: Low Medium term: Low Long term: Low to medium	Increased operating costs	<ul style="list-style-type: none"> <li>Implement various energy-saving and consumption-reduction measures, such as strictly managing air conditioning temperatures, enforcing the requirement to turn off equipment when no one is present, and optimizing equipment utilization efficiency.</li> <li>Green Logistics: Promote the transition from fuel-powered vehicles to electric vehicles and optimize transportation routes to reduce greenhouse gas emissions.</li> </ul>
Transition Risks	Policy and Legal Risks	Enhanced Disclosure Requirements	Requirements for environmental and climate-related disclosures (such as medical waste management and carbon emission limits) are continuously increasing, which will directly raise the company's compliance costs and management burden in data collection, accounting, and reporting. Insufficient disclosure or poor data quality may result in regulatory penalties and negative public sentiment.	Internal Business Operations	Short Term: Medium Medium-term: Medium Long Term: Medium	Increased Administrative Expenses	<ul style="list-style-type: none"> <li>Monitor relevant policy developments and periodically review the company's operations and disclosure activities to ensure compliance with the latest requirements.</li> <li>Improve the internal energy and carbon emissions data management system, regularly publish ESG reports, and disclose relevant data and compliance performance.</li> </ul>
	Market risk	Consumer Preference Change	Customers are increasingly inclined to choose partners that can provide low-carbon testing services and green solutions. If the company fails to demonstrate corresponding practices and commitments, it may face the risk of declining market share and customer loyalty.	Own Business Operations and Value Chain	Short Term: Low Medium term: Low Long-term: Low	Decrease in revenue	<ul style="list-style-type: none"> <li>Promote the paperless reporting system.</li> <li>Implement energy-saving and consumption-reduction practices in laboratories to create green laboratories and strengthen the brand's eco-friendly image.</li> <li>Collaborate with suppliers to develop low-carbon reagents and consumables.</li> </ul>
	Reputation risk	Concerns of Partners and Stakeholders	Stakeholders' demands for transparency regarding the company's climate actions and supply chain environmental management continue to rise. Insufficient disclosure or related negative incidents may damage the company's reputation, thereby affecting partnerships and financing capabilities.	Own business operations, value chain	Short term: Low Medium term: Low Long term: Low	Reduced access to financing	<ul style="list-style-type: none"> <li>Incorporate environmental performance into the evaluation and management processes for key suppliers.</li> <li>Strengthen communication with stakeholders on climate action-related matters through regularly published ESG reports.</li> </ul>

# Risk Management

Adicon has fully integrated climate-related risks into the company's existing risk management framework and processes, systematically identifying, assessing, and managing them.

Based on the company's operational footprint and industry characteristics, and taking into account policy changes, industry trends, and industry practices, identify physical and transition risks to form a preliminary list of climate-related risks.



By incorporating climate scenario analysis, we assess the potential operational and financial impacts of key risks under different scenarios (such as impacts on revenue, cost of sales, and administrative expenses) to determine the management priorities for each risk.

Integrate identified climate risks into the company's overall risk management system. For high-priority risks, develop and implement clear management plans, including adaptation measures to mitigate physical risks and mitigation measures to manage transition risks.



Conduct an annual special audit to review the effectiveness of climate risk management processes and the implementation of measures, and report progress to the Board of Directors to continuously optimize climate risk management processes.

## Metrics and Targets

Adicon is committed to translating our commitment to addressing climate change into concrete actions and quantifiable results. While implementing existing qualitative objectives, we further established quantitative carbon emission targets this year. Please refer to Section 5.1.2 "Environmental Management Objectives" of this Report for details. To assess progress toward these objectives and provide a basis for subsequent climate actions, we continuously monitor annual energy consumption and emission performance. During the Reporting Period, we completed an inventory of Scope 3 greenhouse gas emissions to comprehensively manage emissions across the value chain. Relevant energy consumption and greenhouse gas emissions data are as follows:

Energy Consumption		
Energy Type	Unit	Consumption Amount
Diesel	Tonne	7.66
Gasoline	Tonne	2,176.78
Direct Energy Consumption <sup>12</sup>	Tonne of Standard Coal	3,214.07
Direct Energy Intensity	Tonne of Standard Coal/Million RMB Revenue	1.22
Purchased Electricity	10,000 kWh	2,533.52
Indirect Energy Consumption	Tonne of Standard Coal	3,113.69
Indirect Energy Intensity	Tonne of Standard Coal/Million RMB Revenue	1.18
Total Energy Consumption	Tonne of Standard Coal	6,327.76
Total Energy Intensity	Tonne of Standard Coal/Million RMB Revenue	2.40
Greenhouse Gas Emissions		
Emission Type	Unit	Emission Amount
Scope 1 emissions <sup>13</sup>	Tonne of CO <sub>2</sub> e	6,647.04
Scope 2 emissions <sup>14</sup>	Tonne of CO <sub>2</sub> e	14,448.65
Scope 1+2 emissions	Tonne of CO <sub>2</sub> e	21,095.69
Greenhouse Gas Emission Intensity (Scope 1+2)	Tonne of CO <sub>2</sub> e/Million RMB Revenue	8.00
	Tonne of CO <sub>2</sub> e/10,000 Samples	2.77
Scope 3 emissions <sup>15</sup>	Tonne of CO <sub>2</sub> e	29,666.62
Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope 3)	Tonne of CO <sub>2</sub> e	50,762.31

<sup>12</sup> Energy consumption is calculated in accordance with the "General Rules for Comprehensive Energy Consumption Calculation" (GB/T 2589-2020)

<sup>13</sup> The calculation of Scope 1 emissions adopts the lower heating values of gasoline (44.8 GJ/t) and diesel (43.33 GJ/t) from the 2005 China Greenhouse Gas Inventory Study, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, and the Provincial Greenhouse Gas Inventory Guidelines (Trial) (carbon content per unit heat value: 0.0189 tC/GJ for gasoline and 0.0202 tC/GJ for diesel), and a carbon oxidation rate of 98% for both gasoline and diesel as specified in the Provincial Greenhouse Gas Inventory Guidelines (Trial).

<sup>14</sup> Scope 2 is calculated using the 2022 national average emission factor of 0.5703 t CO<sub>2</sub>/MWh, as specified in the Notice on Strengthening the Management of Greenhouse Gas Emission Reporting for Enterprises in the Power Generation Industry for 2023-2025 issued by the Ministry of Ecology and Environment.

<sup>15</sup> Scope 3 data includes Category 1 (purchased goods and services), Category 2 (capital goods), Category 3 (fuel and energy-related activities), Category 4 (upstream transportation and distribution), Category 5 (operational waste), Category 6 (business travel), Category 7 (employee commuting), and Category 8 (upstream leased assets).

# 06

## Responsibility Reaches Far

### Creating Social Value Together

Value Delivery 69

Collaborative Development 71

Leveraging its professional expertise and resource integration capabilities, Adicon collaborates with various stakeholders to advance joint projects. We actively engage in public service, fostering a mutually beneficial and symbiotic ecosystem for coordinated development, and are committed to becoming a modern enterprise that is compassionate and socially responsible.



# Value Delivery

Adicon places great importance on the practice of social responsibility, focusing on public health and medical philanthropy initiatives, and actively participating in public health causes. Through the allocation of cross-sectoral resources, we continuously create sustainable value for society through multidimensional and in-depth practical actions.

## Health and Public Welfare Initiatives

In 2025, Adicon remained true to its commitment as a responsible corporate citizen, continuing to dedicate itself to public health initiatives. We partnered with the Zhejiang Women and Children Foundation to launch the "Guardian Star Initiative", rallying support for children with autism through online and offline fundraising campaigns and appreciation events. At the same time, we provided strong support for the "Cervical Cancer Public Awareness Campaign" organized by the China Maternal and Child Health Association. The campaign reached provinces such as Liaoning and Jilin, building a defense line for women's health through cutting-edge academic sharing and grassroots outreach.

### CASE

#### Technology Empowers Rare Disease Care, Lighting the Lamp of Hope for "Lemon Babies"

On International Rare Disease Day 2025, Adicon participated in the "Lemon Baby Care Initiative" launched by the Illness Challenge Foundation, Alibaba Charity, and AliHealth Charity. In response to the urgent need for blood and urine testing among children with inherited metabolic disorders ("Lemon Babies"), we launched the "Mass Spectrometry-Based Inherited Metabolic Disorder Testing Kit", which combines tandem mass spectrometry and urinary organic acid testing to enable simultaneous screening for multiple diseases.

This service supports at-home sample collection and online report access, significantly improving the convenience for families of children with rare diseases to access medical resources. This initiative precisely addresses the health needs of the rare disease community and demonstrates Adicon's firm commitment to fulfilling its social responsibility and supporting rare disease prevention and treatment through cutting-edge testing technologies.



Lemon Baby Care Initiative

### CASE

#### Supporting the Elimination of Cervical Cancer and Deepening Commitment to Women's Health

As a core supporting partner of the China Maternal and Child Health Association's "Cervical Cancer Public Education and Awareness Campaign", Adicon participated in a nationwide series of public academic events in 2025, actively aligning with the strategic goals of the Chinese government and the World Health Organization to eliminate cervical cancer.

Leveraging our professional product lines and testing technologies that cover the entire screening process, we have not only established a cutting-edge academic exchange platform for primary healthcare institutions but also promoted knowledge on prevention and treatment—including HPV testing, cytological diagnosis, and DNA methylation testing—through integrated online and offline initiatives.

Since becoming involved in "two-cancer screening" in 2009, Adicon's philanthropic efforts have reached multiple provinces, including Liaoning, Zhejiang, and Jiangxi. We continue to provide early screening support to women in regions with limited medical resources, building a defense line for women's health through our professional expertise.



Cervical Cancer Public Awareness and Education Campaign

## Charitable Donation Initiatives

We are committed to transforming our core corporate strengths into a catalyst for social welfare. We not only dedicate ourselves to safeguarding life and health but also actively fulfill the mission and responsibility of a modern corporate citizen in the process of promoting sustainable social development.

### CASE

#### Guided by "Ai", Illuminating the "Starry Path" for Children with Autism

In 2025, Adicon partnered with the Zhejiang Women and Children Foundation to launch the "Guardian Star Initiative" fundraising campaign, dedicated to providing rehabilitation support and social care for children with autism and their families. Led by Adicon CEO and the management team, the campaign mobilized employees and compassionate members of the public through a combination of online promotion and offline appreciation events.

We advocate using understanding to eliminate prejudice. While upholding professional standards to safeguard life and health, we actively leverage the resource advantages of our corporate platform to build an inclusive and warm social environment through diverse philanthropic initiatives, thereby effectively fulfilling our corporate social responsibility as an industry pioneer.



Guardian Star Initiative

## Employee Care Initiatives

Adicon consistently adheres to a "people-oriented" philosophy, dedicated to building a comprehensive, multi-dimensional employee health protection system. By integrating daily prevention, medical support, and specialized benefits, we establish a solid health defense for our employees. Furthermore, we infuse a reverence for life and care into every detail of the workplace, achieving mutual growth between the company and its employees.

### Daily Protection

To care for employees' physical health and promote basic knowledge regarding common diseases, first aid, and mental health, we have established a Health Station equipped with testing devices such as blood glucose meters, blood pressure monitors, pulse oximeters, and defibrillators. The station also includes a first-aid kit for employees' use.

### Health Insurance

To alleviate the burden of medical expenses for our employees and enhance their healthcare coverage, in 2025, the Hangzhou Adicon Trade Union purchased the "Mutual Assistance Program for Out-of-Pocket Medical Expenses for Hospitalization and Specified Outpatient Conditions" under the "Hangzhou In-Service Employee Medical Mutual Aid Program" for all active employees. Additionally, we have purchased employer's liability insurance for all employees.

### Wellness Checkups

We organize annual wellness and occupational health checkups for all employees. For laboratory and logistics staff, we provide free hepatitis B vaccinations and distributed heatstroke prevention supplies in July 2025, demonstrating our comprehensive commitment to employee health.

# Collaborative Development

Leveraging its continuously upgraded testing capabilities, Adicon has pioneered a collaborative co-construction model to provide professional technical support and comprehensive solutions for medical institutions at all levels. Through deep partnerships and strategic collaboration with various industry stakeholders, we have achieved complementary advantages in technology, resources, and services. In 2025, Adicon added a total of 69 new collaborative co-construction projects.

## Hospital Partnerships

In response to national healthcare reform and the requirements for high-quality development of public hospitals, Adicon focuses on the transformation needs of large medical institutions. Leveraging standardized testing systems and smart testing technologies, we assist public and private hospitals in optimizing processes and enhancing service efficiency, providing replicable models for regional healthcare modernization.

### CASE Adicon's Collaborative Project with Wenzhou Tongle Hospital

Adicon has been collaborating with Yueqing Tongle Hospital since 2014, and the partnership has now entered its third five-year cycle. The collaboration has introduced advanced equipment such as an intelligent blood collection tube sorting system, a biochemical and immunology automated line (TLA), and the CLA 8000 automated line for clinical blood cell analysis, glycosylated hemoglobin, and specific proteins. This has enabled hospital-wide laboratory system networking, electronic medical orders, and end-to-end barcode management of specimens.

Focusing on quality improvement and process optimization in the laboratory department, we have assisted Tongle Hospital in establishing operational protocols and quality control standards for core tests such as complete blood counts and routine biochemistry, thereby strengthening the quality control system. We have helped upgrade the hospital's in-house laboratory training facility, expanded the clinical laboratory case database, and enhanced the professional capabilities of medical staff through internal technical training. Concurrently, we supported the hospital in prioritizing the research, development, and application of smart laboratory technologies to enable efficient management and analysis of laboratory data. For specialized tests such as tumor markers and microbiological testing, we enhanced AI-driven result analysis and risk warning capabilities. Additionally, we assembled a specialized technical team to conduct targeted training, improving the hospital's proficiency in operating high-end equipment and interpreting complex test results. This has significantly increased laboratory efficiency and accuracy, contributing to the continuous enhancement of the hospital's overall service capabilities and benefiting more patients.

### CASE Adicon Collaborates with Shijiazhuang Great Wall Hospital of Integrated Traditional and Western Medicine on a Joint Development Project

Addressing practical challenges faced by some medical institutions in Hebei—such as insufficient automation of testing processes, weak cost control, incomplete quality management systems, limited service expansion, and weak research translation—Adicon has formally signed a strategic cooperation agreement with Hebei Great Wall Health Industry Group.

We have established joint laboratories within Shijiazhuang Great Wall Hospital of Integrated Traditional and Western Medicine and Nangong New Great Wall Hospital. Leveraging fully automated testing lines, we deeply integrate Adicon's robust testing capabilities with advanced management expertise to innovate the "hospital + third-party testing service provider" collaboration model. This partnership drives the standardization and intelligent development of medical testing in Hebei, promotes the decentralization of high-quality resources and balanced regional healthcare services, and enhances patient convenience and the quality of diagnosis and treatment.



### CASE Adicon's Collaborative Project with Yuxianghu Hospital

During the Reporting Period, Adicon maintained close collaboration with Yuxianghu Hospital, aligning with the hospital's core focus on elderly care services and experiential medicine to systematically optimize the laboratory's service system tailored for the elderly. We have developed personalized geriatric health screening packages tailored to common chronic diseases, nutritional status, and related indicators such as sarcopenia. We assisted in upgrading laboratory service workflows, optimizing the specimen collection process, and assigning dedicated staff to guide and assist patients, thereby significantly reducing patient wait times. Furthermore, we collaborated to enhance the service of providing easy-to-understand interpretations of laboratory reports. Combined with health education manuals, this helps elderly patients and their caregivers better understand their health status, offering more thoughtful and professional support for the health management of the elderly population.

## Joint Development of Primary Healthcare

Adicon actively responds to the national call for a "Strengthening Primary Care" strategy and is deeply involved in reshaping the primary healthcare system. Leveraging our end-to-end intelligent testing service platform, we break down geographical and resource barriers to achieve standardized management of testing quality and the intensive sharing of medical resources. This enables residents in primary care areas to access testing services of the same quality as those offered by top-tier hospitals right in their own communities. While effectively addressing the issue of "difficulty in accessing medical care", we also promote the balanced distribution of medical resources and the implementation of tiered diagnosis and treatment.

### CASE Adicon's Collaborative Projects with Community Health Centers

In 2025, Adicon further upgraded its partnerships with the Han Zheng Street Community Health Service Center in Qiaokou District, Wuhan, and the Lingyin Subdistrict Community Health Service Center in Xihu District, Hangzhou, expanding from single-service testing to a full-chain model featuring "technology empowerment + service upgrades + comprehensive collaboration".

In terms of technology empowerment, addressing gaps in testing capabilities, Adicon supported both centers in building digital and intelligent testing information systems. This enables real-time tracking of sample information and online mutual recognition of test results, while introducing specialized services such as early cancer screening and precision testing for chronic diseases to enhance testing efficiency. Regarding service upgrades, we established a professional logistics team to optimize sample transport processes and increased the frequency of door-to-door collection to ensure timely testing. We regularly conduct laboratory technical training to enhance the professional capabilities of primary-care medical staff. In the realm of comprehensive collaboration, both parties have jointly launched public health services such as health checkups for the elderly and chronic disease screenings. These initiatives provide comprehensive health assessments and precise data support for the elderly population in the jurisdiction, thereby facilitating the effective implementation of primary-care chronic disease management and tiered diagnosis and treatment policies.

### CASE Adicon Collaborates with Medical Clinics to Jointly Develop the Project

In 2025, Adicon established in-depth cooperative partnerships with primary healthcare institutions including the Jinghua Comprehensive Outpatient Department in Jidong County, Heilongjiang Province; and the Hu Guoning Gynecology Clinic in Ningjin County, Xingtai City. The core of the collaboration focuses on enhancing primary-level testing capabilities. Adicon provides primary-level medical institutions with customized laboratory optimization solutions, invests in various types of advanced testing equipment, and assists in establishing standardized testing procedures and implementing professional quality management systems.

Simultaneously, to address pain points such as insufficient coverage of testing items and difficulties in mutual recognition of results, both parties have advanced the upgrade of testing information systems to achieve interoperability of testing data within the jurisdiction. They have also established a "green channel" for specimen transport, leveraging Adicon's province-wide logistics network to enable efficient centralized specimen submission within the jurisdiction, with test reports accessible directly via mobile devices. Following the partnership, the range of testing services available at primary care centers has expanded significantly, and the standardization and convenience of testing services have improved markedly. Resident satisfaction with testing and medical care within the jurisdiction has notably increased, effectively resolving the challenges of "difficult access to testing and long travel distances" faced by the local community.



## Joint Construction of Regional Testing Centers

Adicon is committed to the grand vision of becoming a "benchmark for national-level regional testing centers", actively responding to the national strategy for building regional medical centers. By leveraging core technology transfer and resource sharing, we systematically integrate the testing capabilities of regional medical institutions to build a high-standard, standardized smart testing service matrix.

### CASE

#### Adicon's Collaborative Project with the Clinical Laboratory Center of Capital Medical University

On September 26, 2025, the grand opening ceremony for the new Daxing site of the Capital Medical University Clinical Laboratory Center was held at the Capital Medical University Science and Technology Park, marking the center's official launch. As the first core platform established within the Capital Medical University Science and Technology Park, this represents a key achievement in industry-academia-research collaboration to drive high-quality development in the biopharmaceutical industry, fully integrating the "Capital Medical University Speed" with "Daxing Efficiency".

Leveraging the university's strengths in clinical practice, research, and talent, the center will focus on five core missions, including precision medical testing, to build a "five-in-one" collaborative innovation platform integrating "testing, diagnosis, research, education, and industry". Daxing District will continue to optimize the development environment and fully support the center's construction, while partner Adicon will contribute technology and resources to jointly build an international-standard platform. The Daxing District Health Commission has signed a strategic cooperation agreement with the center, focusing on areas such as resource sharing and talent development. The launch of this center will facilitate the extension of high-quality medical resources to underserved areas, contribute to the high-quality development of the capital's healthcare sector, and provide robust medical testing support for the "Healthy China" strategy.



### CASE

#### Adicon's Collaborative Project with the Lin'an District Regional Medical Testing Center

During the Reporting Period, Adicon deepened its cooperation with the Lin'an District Regional Medical Testing Center, providing comprehensive service support for the chemiluminescence platform. This includes equipment supply (ensuring the delivery of no fewer than four compatible units), full-cycle operation and maintenance (calibration, repair and maintenance, system upgrades, etc.), centralized procurement and distribution of reagents and consumables, as well as supporting operational management. Currently, a dedicated service team has been established, and the initial equipment procurement and preliminary material coordination have been initiated. Daily service delivery and operational monitoring are being advanced in accordance with the agreed-upon milestones. This collaboration facilitates the standardized and scaled development of regional testing services, enhances the overall testing capabilities of medical institutions in Lin'an and surrounding areas, and better serves the health needs of the local population.

# Appendix I: Appendix C2 to the *Listing Rules* of the HKEX

## Part C: "Comply or Explain" Provisions

Environmental, Social and Governance Subject Areas, General Disclosures and KPIs			Chapter in the Report
Environment			
Aspect A1: Emissions	General Disclosures	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	<ul style="list-style-type: none"> <li>Environmental Management</li> <li>Emissions Management</li> </ul>
	A1.1	Types of emissions and related emission data.	<ul style="list-style-type: none"> <li>Emissions Management</li> </ul>
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<ul style="list-style-type: none"> <li>Emissions Management</li> </ul>
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<ul style="list-style-type: none"> <li>Emissions Management</li> </ul>
	A1.5	Description of emission target(s) set and steps taken to achieve them.	<ul style="list-style-type: none"> <li>Environmental Management</li> </ul>
	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.	<ul style="list-style-type: none"> <li>Emissions Management</li> </ul>
Aspect A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	<ul style="list-style-type: none"> <li>Resource Conservation</li> </ul>
	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).	<ul style="list-style-type: none"> <li>Addressing Climate Change</li> </ul>
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	<ul style="list-style-type: none"> <li>Resource Conservation</li> </ul>
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	<ul style="list-style-type: none"> <li>Environmental Management</li> </ul>
	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.	<ul style="list-style-type: none"> <li>Environmental Management</li> <li>Resource Conservation</li> </ul>
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	<ul style="list-style-type: none"> <li>No packaging material is used in our business</li> </ul>
Aspect A3: The Environment and Natural Resources	General Disclosures	Policies on minimising the issuer's significant impacts on the environment and natural resources.	<ul style="list-style-type: none"> <li>Environmental Management</li> <li>Emissions Management</li> <li>Resource Conservation</li> </ul>
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	<ul style="list-style-type: none"> <li>Environmental Management</li> <li>Emissions Management</li> <li>Resource Conservation</li> </ul>

Environmental, Social and Governance Subject Areas, General Disclosures and KPIs			Chapter in the Report
Social			
Aspect B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	<ul style="list-style-type: none"> <li>Employee Recruitment</li> </ul>
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	<ul style="list-style-type: none"> <li>Employee Recruitment</li> </ul>
	B1.2	Employee turnover rate by gender, age group and geographical region.	<ul style="list-style-type: none"> <li>Employee Rights and Benefits</li> </ul>
Aspect B2: Health and Safety	General Disclosures	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.	<ul style="list-style-type: none"> <li>Health and Safety</li> </ul>
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	<ul style="list-style-type: none"> <li>Health and Safety</li> </ul>
	B2.2	Lost days due to work injury.	<ul style="list-style-type: none"> <li>Health and Safety</li> </ul>
Aspect B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	<ul style="list-style-type: none"> <li>Development and Training</li> </ul>
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	<ul style="list-style-type: none"> <li>Development and Training</li> </ul>
	B3.2	The average training hours completed per employee by gender and employee category.	<ul style="list-style-type: none"> <li>Development and Training</li> </ul>
Aspect B4: labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	<ul style="list-style-type: none"> <li>Employee Rights and Benefits</li> </ul>
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	<ul style="list-style-type: none"> <li>Employee Rights and Benefits</li> </ul>
	B4.2	Description of steps taken to eliminate such practices when discovered.	<ul style="list-style-type: none"> <li>Employee Rights and Benefits</li> </ul>
Aspect B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	<ul style="list-style-type: none"> <li>Responsible Sourcing</li> </ul>
	B5.1	Number of suppliers by geographical region.	<ul style="list-style-type: none"> <li>Responsible Sourcing</li> </ul>
	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.	<ul style="list-style-type: none"> <li>Responsible Sourcing</li> </ul>
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	<ul style="list-style-type: none"> <li>Responsible Sourcing</li> </ul>
Aspect B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	<ul style="list-style-type: none"> <li>Quality Management</li> <li>Responsible Marketing</li> </ul>
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	<ul style="list-style-type: none"> <li>No recalls involved in our products.</li> </ul>
	B6.2	Number of products and service related complaints received and how they are dealt with.	<ul style="list-style-type: none"> <li>Customer Management</li> </ul>
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	<ul style="list-style-type: none"> <li>Testing and R&amp;D</li> </ul>
	B6.4	Description of quality assurance process and recall procedures.	<ul style="list-style-type: none"> <li>Quality Management</li> </ul>
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	<ul style="list-style-type: none"> <li>Information Security and Privacy Protection</li> </ul>

Environmental, Social and Governance Subject Areas, General Disclosures and KPIs			Chapter in the Report
Aspect B7: Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	<ul style="list-style-type: none"> <li>Compliant Operations</li> </ul>
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	<ul style="list-style-type: none"> <li>Appendix II: ESG Performance Indicators of Adicon in 2025</li> </ul>
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	<ul style="list-style-type: none"> <li>Compliant Operations</li> </ul>
	B7.3	Description of anti-corruption training provided to directors and staff.	<ul style="list-style-type: none"> <li>Compliant Operations</li> </ul>
Aspect B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	<ul style="list-style-type: none"> <li>Value Delivery</li> <li>Collaborative Development</li> </ul>
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	<ul style="list-style-type: none"> <li>Value Delivery</li> <li>Collaborative Development</li> </ul>
	B8.2	Resources contributed (e.g. money or time) to the focus area.	<ul style="list-style-type: none"> <li>Appendix II: ESG Performance Indicators of Adicon in 2025</li> </ul>

## Part D: Climate-Related Disclosures

Climate-Related Disclosures		Chapter in the Report
Governance	/	Addressing Climate Change
Strategy	Climate-related risks and opportunities	Addressing Climate Change
	Business model and value chain	Addressing Climate Change
	Strategy and decision-making	Addressing Climate Change
	Financial position, financial performance and cash flows	<p>During the Reporting Period, climate change-related risks and opportunities did not have a significant impact on Adicon's financial position, financial performance, or cash flows.</p> <p>Assuming no major adjustments to our current operational layout and business structure, and based on the results of climate scenario analysis, we anticipate that climate-related risks and opportunities will not have a material impact on the Company's financial position in the future.</p>
	Climate resilience	Addressing Climate Change
Risk Management	/	Addressing Climate Change
Metrics and Targets	Greenhouse gas emissions	Addressing Climate Change
	Climate-related transition risks	Based on climate scenario analysis, potential risks and opportunities related to climate change are not expected to have a material impact on Adicon's assets and business activities. During the Reporting Period, the proportion of assets and business activities exposed to significant climate-related physical and transition risks was assessed as minimal, with no substantial impact on financial performance. Accordingly, there was no requirement for the Company to deploy significant capital expenditure, financing, or investment towards managing climate-related risks and opportunities at this stage.
	Climate-related physical risks	
	Climate-related opportunities	
	Capital deployment	
	Internal carbon prices	Given Adicon's current business scale and carbon emissions profile, the need to implement internal carbon pricing is not yet significant.
	Remuneration	Addressing Climate Change
	Industry-based metrics	Addressing Climate Change
	Climate-related targets	Addressing Climate Change
	Applicability of cross-industry metrics and industry-based metrics	Not applicable

# Appendix II: ESG Performance Indicators of Adicon in 2025

## Environmental Performance

Indicator of HKEX Code	Item	Unit	2025	
Aspect A1: Emissions	Air Emissions	NOX	Tonne	3.59
		SOX	Tonne	0.04
		PM	Tonne	0.26
	Waste	Non-hazardous Waste	Tonne	583.20
		Non-hazardous Waste Discharge Intensity	Tonne/Million Revenue	0.22
		Hazardous Waste	Tonne	2,033.43
		Hazardous Waste Discharge Intensity	Tonne/Million Revenue	0.77
Aspect A2: Use of Resources	Energy Consumption	Diesel	Tonne	7.66
		Gasoline	Tonne	2,176.78
		Direct Energy Consumption <sup>16</sup>	Tonne of Standard Coal	3,214.07
		Direct Energy Consumption Intensity	Tonne of Standard Coal / Million Revenue	1.22
		Purchased Electricity	10,000 kWh	2,533.52
		Indirect Energy Consumption	Tonne of Standard Coal	3,113.69
		Indirect Energy Consumption Intensity	Tonne of Standard Coal / Million Revenue	1.18
		Total Comprehensive Energy Consumption	Tonne of Standard Coal	6,327.76
	Greenhouse Gas Emissions	Comprehensive Energy Consumption Intensity	Tonne of Standard Coal / Million Revenue	2.40
		Scope 1 Emissions <sup>17</sup>	Tonne of CO <sub>2</sub> e	6,647.04
		Scope 2 Emissions <sup>18</sup>	Tonne of CO <sub>2</sub> e	14,448.65
		Scope 1+2 emissions	Tonne of CO <sub>2</sub> e	21,095.69
		Emission Intensity (Scope 1+2)	Tonne of CO <sub>2</sub> e/Million Revenue	8.00
			Tonne of CO <sub>2</sub> e/10,000 Samples	2.77
		Scope 3 Emissions <sup>19</sup>	Tonne of CO <sub>2</sub> e	29,666.62
	Resource consumption	Scope 1+2+3 Emissions	Tonne of CO <sub>2</sub> e	50,762.31
		Total Water Consumption	Cubic Meter	109,238.17
	Total Water Consumption Intensity	Cubic Meter/ Million Revenue	41.40	

<sup>16</sup> Energy consumption is calculated according to the General principles for Calculation of Total Production Energy Consumption (GB/T 2589–2020)

<sup>17</sup> The calculation of Scope 1 emissions adopts the low calorific values of gasoline and diesel as specified in the 2005 China Greenhouse Gas Inventory Study, which are 44.8 GJ/t and 43.33 GJ/t, respectively. Additionally, the carbon content per unit of energy for gasoline and diesel, derived from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories and the Provincial Greenhouse Gas Inventory Guidelines (Trial), is 0.0189 tC/GJ and 0.0202 tC/GJ, respectively. Furthermore, a carbon oxidation efficiency of 98% for both gasoline and diesel is applied, as outlined in the Provincial Greenhouse Gas Inventory Guidelines (Trial).

<sup>18</sup> Scope 2 emissions are calculated using the average emission factor for China's national power grid in 2022, which is 0.5703 t CO<sub>2</sub>/MWh. The data was published by the Ministry of Ecology and Environment in the Notice on the Management of Greenhouse Gas Emission Reporting for Enterprises in the Power Generation Industry in 2023–2025.

<sup>19</sup> Scope 3 emissions include categories highly relevant to Adicon: Category 1 (Purchased Goods and Services), Category 2 (Capital Goods), Category 3 (Fuel and Energy-Related Activities), Category 4 (Upstream Transportation and Distribution), Category 5 (Waste Generated in Operations), Category 6 (Business Travel), Category 7 (Employee Commuting), and Category 8 (Upstream Leased Assets)

## Social Performance

Indicator of HKEX Code	Item	Unit	2025	
Aspect B1: Employment <sup>20</sup>	Employees by Gender	Female	Person	2,887
		Male	Person	2,184
	Employees by Age	Under 30	Person	1,896
		30-50	Person	3,071
		Over 50	Person	104
	Employees by Geographical	East China Region	Person	1,159
		Sichuan-Chongqing & Northeast Region	Person	610
		South China Region	Person	594
		North China Region	Person	480
		Central China Region	Person	699
		Jiangsu-Shandong-Shanghai Region	Person	957
		Other Regions	Person	572
	Employee Turnover Rate		%	20
	Turnover Rate by Gender	Male	%	20
		Female	%	21
	Turnover Rate by Age	Under 30	%	27
		30-50	%	15
		Over 50	%	17
	Turnover Rate by Geographical	East China Region	%	19
		Sichuan-Chongqing & Northeast Region	%	20
South China Region		%	24	
North China Region		%	20	
Central China Region		%	24	
Jiangsu-Shandong-Shanghai Region		%	21	
	Other Regions	%	13	
Aspect B2: Health and Safety	Number of work-related fatalities occurred in the past three years (including the Reporting Period)	Person	0	
	Work-related fatality rate in the past three years (including the Reporting Period)	%	0	
	Lost days due to work injury	Day	381	

<sup>20</sup> Unless otherwise specified, employee-related data cover full-time employees of the Group.

Indicator of HKEX Code	Item	Unit	2025	
Aspect B3: Development and Training	Total Trained Employees	Person	5,071	
	Percentage of Trained Employees	%	100	
	Trained Employees by Gender	Male	Person	2,184
		Female	Person	2,887
	Percentage of Trained Employees by Gender	Male	%	43.07
		Female	%	56.93
	Trained Employees by Employee Category	Senior Management	Person	87
		Middle Management	Person	1,053
		General Employees	Person	3,931
	Percentage of Trained Employees by Employee Category	Senior Management	%	1.72
		Middle Management	%	20.76
		General Employees	%	77.52
	Average Training Hours	Hour/Person	4.85	
Average Training Hours by Gender	Male	Hour/Person	5.30	
	Female	Hour/Person	4.52	
Average Training Hours by Employee Category	Senior Management	Hour/Person	4.70	
	Middle Management	Hour/Person	7.98	
	General Employees	Hour/Person	4.02	
Aspect B5: Supply Chain Management	Number of Centralized Suppliers by Geographical Region	East China	Quantity	771
		South China	Quantity	137
		Central China	Quantity	181
		North China	Quantity	142
		Northwest China	Quantity	13
		Southwest China	Quantity	93
		Northeast China	Quantity	61
		Hong Kong, Macao and Taiwan, China	Quantity	0
Aspect B6: Product Responsibility	Number of complaints received about products and services	Quantity	1,289	
Aspect B7: Anti-Corruption	Number of concluded legal cases regarding corrupt practices brought against the Group or its employees		Quantity	0
	Anti-corruption training for employees	Number of Anti-corruption training for directors	Quantity	4
		Number of Anti-corruption training for other employees	Quantity	9
	The covering rate of Anti-corruption training for employees		%	100
Aspect B8: Community Investment	Donation Amount	RMB	796,127	



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