



2022

Environmental, Social and  
Governance (ESG) Report

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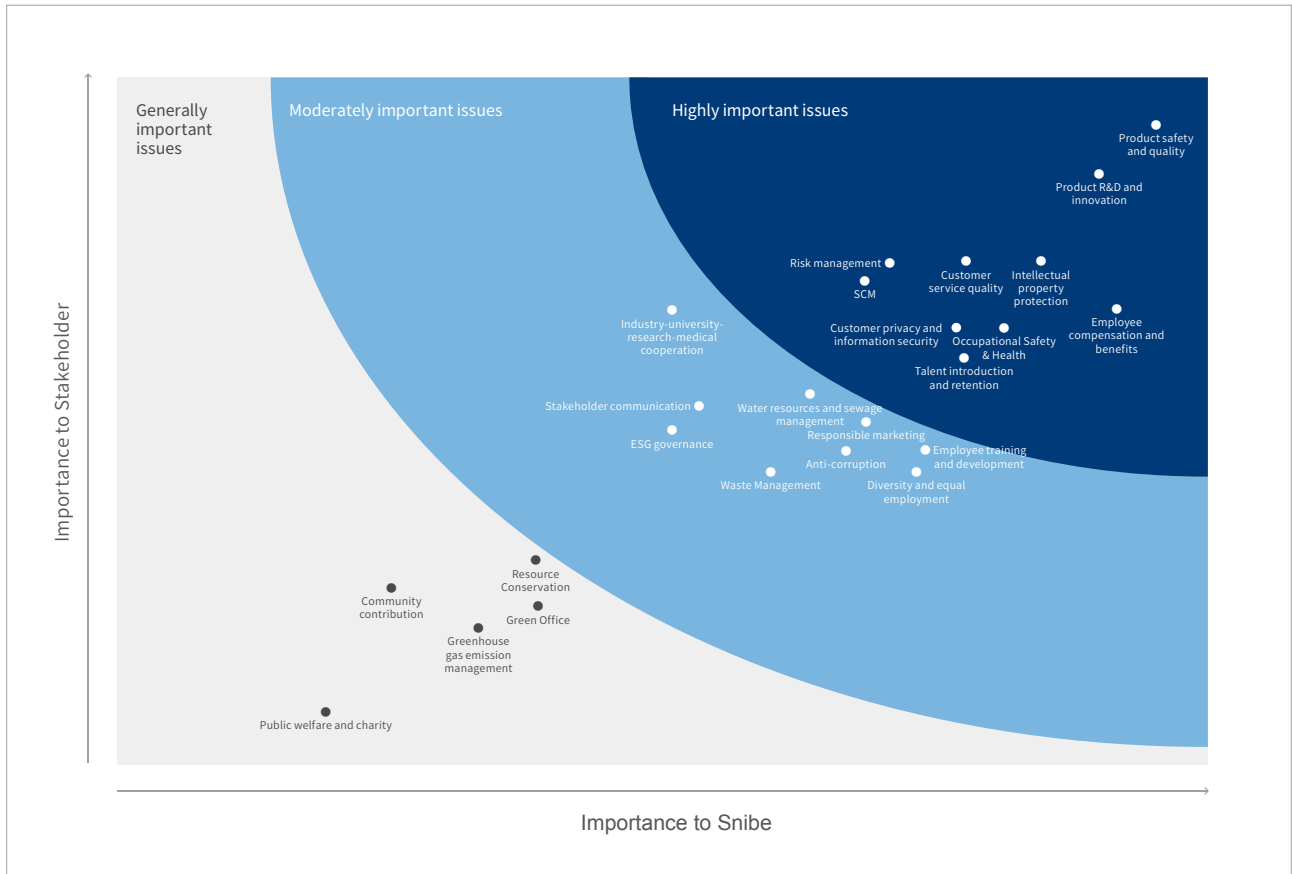
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# About this Report

<b>Description</b>	<p><i>2022 Environmental, Social and Governance (ESG) Report of Snibe (this “Report”)</i> is the second ESG report released by Shenzhen New Industries Biomedical Engineering Co., Ltd. (“Snibe”). Based on the principles of objectivity, standardization, transparency and comprehensiveness, this Report discloses in detail the company’s management strategies, practices and performance in areas of sustainable development such as environment, society and corporate governance in 2022.</p> <p>This Report is approved for release at the seventh meeting of the fourth board of directors of the company on April 6, 2023. The company and all members of the board of directors guarantee that the contents disclosed in this Report are true, accurate and complete, and there are no false records, misleading statements or major omissions.</p>
<b>Reference</b>	<p>This Report is prepared in accordance with the “core” program of the Global Reporting Initiative (GRI) Reporting Standards (“GRI Standards”) and the United Nations’ Sustainable Development Goals (SDGs) Corporate Action Guidelines to continuously improve the disclosure transparency of the sustainability report and respond to the information needs of stakeholders.</p>
<b>Scope</b>	<p>This Report is an annual report, covering relevant data from January 1, 2022 to December 31, 2022. In order to enhance comparability, some contents relate to previous years and the year of 2023.</p> <p>The scope covered by this Report includes Shenzhen New Industries Biomedical Engineering Co., Ltd. and its holding subsidiaries and sub-subsidiaries.</p>
<b>Explanation</b>	<p>For the convenience of expression and reading, “Shenzhen New Industries Biomedical Engineering Co., Ltd.” is also referred to as “New Industries Biomedical”, “Snibe”, “We” or the “Company” in this Report.</p> <p>Unless otherwise specified, the monetary amounts involved in this Report are listed in CN .</p>
<b>How to get this Report and give feedback</b>	<p>This Report is released in both print and electronic versions. You can view and download the digital version of the Report from the information disclosure website designated by Shenzhen Stock Exchange (<a href="http://www.cninfo.com.cn">www.cninfo.com.cn</a>) or the official website of Snibe (<a href="http://www.snibe.com">www.snibe.com</a>), and get more company information.</p> <p>If you have any questions or suggestions about the Report, please send an email to <a href="mailto:Snibeinfo@snibe.cn">Snibeinfo@snibe.cn</a> or call +86-755-86540062.</p>
<b>Stakeholder importance assessment</b>	<p>Snibe always attaches great importance to the expectations and demands of stakeholders. Based on the combination of annual hot issues, national policies, industry trends, MSCI ESG ratings, etc., we considered the company’s actual development and social responsibility system, referred to the analysis model of the substantive issues of corporate social responsibility, identified substantive issues that had a greater impact on both enterprises and stakeholders from the aspects of “importance to Snibe” and “importance to stakeholders”, thereby confirming the key information to be disclosed in the Report and the focus of future social responsibility work.</p> <p>By sorting out international standards such as GRI Standards and company practices, we combined the communication between various stakeholders and Snibe in the past year, identified a total of 24 substantive issues related to social responsibility related to Snibe, conducted research through online questionnaire, formed a substantive analysis matrix of issues, and identified 10 important substantive issues, namely: product safety and quality, product R&amp;D and innovation, intellectual property protection, customer service quality, employee compensation and benefits, risk management, supply chain management, customer privacy and information security, talent introduction and retention, and occupational health and safety.</p>



Importance Analysis Matrix for Snibe ESG Issues

- Topics of high importance: Product safety and quality, product R&D and innovation, customer service quality, intellectual property protection, employee compensation and benefits, risk management, customer privacy and information security, occupational health and safety, talent introduction and retention, and supply chain management
- Topics of medium importance: Water resources and sewage management, Employee training and development, Diversity and equal employment, industry-university-research-medical cooperation, stakeholder communication, ESG governance, waste management, responsible marketing, and anti-corruption
- Topics of general importance: Resource conservation, green office, greenhouse gas emission management, community contribution, and public welfare and charity

Snibe always attaches importance to and maintains effective communication with various stakeholders, fully considers the impact of its own operations on stakeholders, and listens carefully to and understands the expectations and demands of various stakeholders on social responsibility and social responsibility management of Snibe through diversified communication channels, which not only resolves the problems in a timely manner, but also promotes the sustainable development of the company.

Stakeholders	Concerned issues	Communication form and performance
Government and regulatory organizations	<ul style="list-style-type: none"> <li>● Waste Management</li> <li>● Compliance operation</li> <li>● Product safety and quality</li> <li>● Public welfare and charity</li> </ul>	<ul style="list-style-type: none"> <li>● Comply with national laws and regulations</li> <li>● Strengthen internal audit management</li> <li>● Strengthen product quality control</li> <li>● Actively participate in government projects</li> </ul>
Shareholders and investors	<ul style="list-style-type: none"> <li>● Product R&amp;D and innovation</li> <li>● Product safety and quality</li> <li>● Industry-university-research-hospital cooperation</li> <li>● Risk management</li> <li>● ESG Governance</li> <li>● Stakeholder communication</li> </ul>	<ul style="list-style-type: none"> <li>● Improve corporate governance system</li> <li>● Perform information disclosure duties</li> <li>● Strengthen risk management and control</li> <li>● Strengthen market-oriented product innovation</li> <li>● Strengthen cooperation with scientific research institutes</li> </ul>
Customers	<ul style="list-style-type: none"> <li>● Product safety and quality</li> <li>● Responsible marketing</li> <li>● Customer service quality</li> <li>● Resource Conservation</li> <li>● Customer privacy and information security</li> </ul>	<ul style="list-style-type: none"> <li>● Improve product quality system management</li> <li>● Strictly abide by business ethics</li> <li>● Improve service quality</li> <li>● Compliance marketing</li> <li>● Strengthen market-oriented product innovation</li> <li>● Carry out customer satisfaction survey</li> </ul>
Suppliers and partners	<ul style="list-style-type: none"> <li>● Supply Chain management</li> <li>● Anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>● Internal audit to supervise the bidding process</li> <li>● Establish an anti-corruption system</li> <li>● Strengthen supplier quality management</li> </ul>
Employees	<ul style="list-style-type: none"> <li>● Diversity and equal employment</li> <li>● Talent introduction and retention</li> <li>● Occupational Safety &amp; Health</li> <li>● Employee compensation and benefit</li> <li>● Employee training and development</li> </ul>	<ul style="list-style-type: none"> <li>● Improve employee salary management and performance management system</li> <li>● Establish occupational health and safety management system</li> <li>● Provide diversified training program</li> <li>● Organize employee care activities</li> <li>● Establish employee communication channels</li> <li>● Establish a transparent rank promotion system</li> </ul>
Universities and scientific research institutions	<ul style="list-style-type: none"> <li>● Product R&amp;D and innovation</li> <li>● Industry-university-research-hospital cooperation</li> </ul>	<ul style="list-style-type: none"> <li>● Actively carry out industry exchanges</li> <li>● Provide internship and research base</li> </ul>
Community and media	<ul style="list-style-type: none"> <li>● Community contribution</li> <li>● Public welfare and charity</li> <li>● Water resources and sewage management</li> <li>● Green Office</li> <li>● Greenhouse gas emission management</li> </ul>	<ul style="list-style-type: none"> <li>● Recycle water resources</li> <li>● Strictly control pollution discharge</li> <li>● Practice rural revitalization</li> </ul>

## Chairman's Speech



In the midst of major changes unseen in a century, in China's journey to build a modern socialist country in an all-round way, "building a modern industrial system, promoting the construction of a healthy China, realizing common prosperity, revitalizing the countryside, and realizing the harmonious coexistence between man and nature" is the only way in the process of modernization.

Against this background, the company guaranteed its own steady development, actively promoted product market innovation, and expanded its territory to seize market opportunities. We achieved year-on-year revenue growth and continued to lead the development of the industry.

The year of 2022 was of great significance to the company's sustainable development practice. With the beautiful vision of "let the common people spend less money on medical treatment", the company built its sustainable development strategy focusing on steady development of the company, high-quality product services, sustainable workplace development, environment protection, and practice of social welfare.

"Quality is our life" is the product concept rooted in the heart of every Sniber. We firmly believe that impeccable product quality is the key to improving customer satisfaction. In 2022, the number of product recalls of the company was still zero. Meanwhile, "always focus on customer needs and develop products meeting customer expectations" is the driving force for the continuous iteration of the company's products.

Over the past 27 years, we have focused on the field of chemiluminescence immunoassay, creating an independent R&D product ecology integrating "reagents, instruments, and raw materials". In 2018, we launched ultra-high-speed chemiluminescence immunoassay analyzer MAGLUMI X8, which opened a new chapter for the company's internationalization and platform-based product layout with its product features of "more, faster, better, less". After 5 years, the company has completed the construction of a R&D platform for small molecule sandwich technology. 25-hydroxyvitamin D is our first product based on this technology. It was launched in 2021, helping clinical diagnosis efficiently and accurately. By the end of 2022, the company has successively obtained 156 chemiluminescence reagent registration certificates, applied for 452 patents, and obtained 306 patent authorizations.

"It takes ten years to grow a tree, but a hundred years to nurture a person". The company always upholds that talents are the core competitiveness of the company's sustainable development. An excellent talent team is the only magic weapon for the company to continue to operate steadily and continuously break through product technical barriers. We insist on recruiting talents with an equal and inclusive attitude, continuously enrich and improve the salary incentive system, continuously develop and improve the training system, and create a diverse, equal and sustainable workplace environment. By the end of 2022, the company had a total of 2,818 employees, of which female employees accounted for 29.81% and female managers accounted for 28.31%.

"Clear waters and green mountains are as valuable as gold and silver mountains". The extreme weather brought about by climate change and its impact on the economy are just the tip of the iceberg in the crisis. As the guardian of human health, we actively responded to the climate change initiative of the United Nations and China's 3060 double carbon target, discussed the carbon emission reduction plan, strengthened the quality control of suppliers, reduced energy consumption, promoted green office, and transformed towards green development. In 2022, the company saved 8,859.5 cubic meters of water resources through concentrated water recycling.

"Be a responsible enterprise". The company's corporate responsibility is reflected not only in scientific research, but also in the company's contribution to the society through excellent products, benefiting the society, and taking on the responsibility of promoting the construction of a healthy China. In 2022, the company held more than 100 academic conferences around the world, and its reagent testing covered 17 clinical testing directions, including thyroid testing and liver function testing, which provided doctors with more accurate testing results and continued to reduce medical costs for patients.

Looking into the future, the company will continue to adhere to the sustainable development strategy, promote the ESG concept from top to bottom, continue to refine and optimize the five strategic directions, integrate the ESG concept into business decisions, create a green operating model, and deepen the organic integration of corporate strategy and social responsibility. On the long journey of serving people's health, the company will continue to adhere to the principle of technology for good and products for good, pragmatic and earnest, and work hand in hand with the government, peers, customers and employees to create a brilliant future together!

# Yearbook

## Financial performance

2021 Operating revenue(CNY) <b>2,545</b> million	2021 EPS(CNY) <b>1.2420</b> per share	Net profit attributable to shareholders of listed companies(CNY) <b>974</b> million
2022 Operating revenue(CNY) <b>3,047</b> million	2022 EPS(CNY) <b>1.6907</b> per share	Net profit attributable to shareholders of listed companies(CNY) <b>1,328</b> million

## Health assistance for all

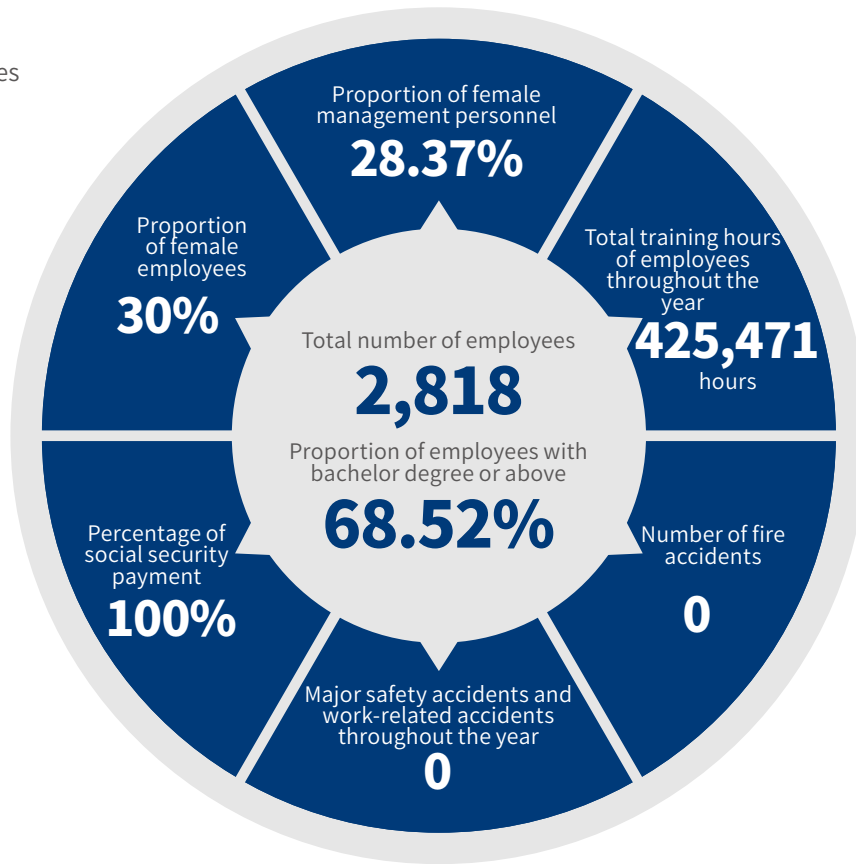
Chemiluminescence immunoassay reagent projects provided globally <b>193</b>	R&D investment(CNY) <b>318</b> million	R&D investment as a percentage of operating income <b>10.43%</b>	Cumulative number of patent applications <b>452</b>
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## Product quality and service

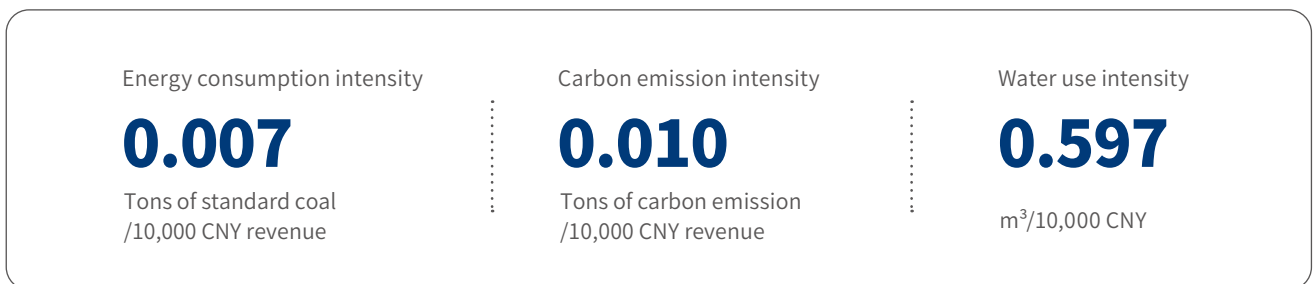
Customer satisfaction <b>98%</b>	Number of product recalls <b>0</b>
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Welfare for employees



Environment protection



# Annual events

## Won the China Medical Science and Technology Award

The research and application project on the new pathogenesis of hepatitis B and hepatitis E and the new indicators and technologies of diagnosis and treatment won the second prize of the China Medical Science and Technology Award.



## The first Helicobacter pylori IgG antibody test kit registration certificate in China

The company obtained the first registration certificate of Helicobacter pylori IgG antibody test kit (chemiluminescence method).



## Cooperation with Biosino

The company signed a strategic cooperation agreement with Biosino to start strategic cooperation in the field of biochemical testing.



## Issued the first ESG

The company issued the first environmental, social and governance (ESG) report to fully disclose its non-financial information.



## The first company in China to obtain EU hepatitis B reagent certificate

The company's hepatitis B reagents have obtained the CE List A certification of the European Union, becoming the first chemiluminescent manufacturer in China to obtain the CE List A certification for infectious disease projects HBV, HCV, and HIV.

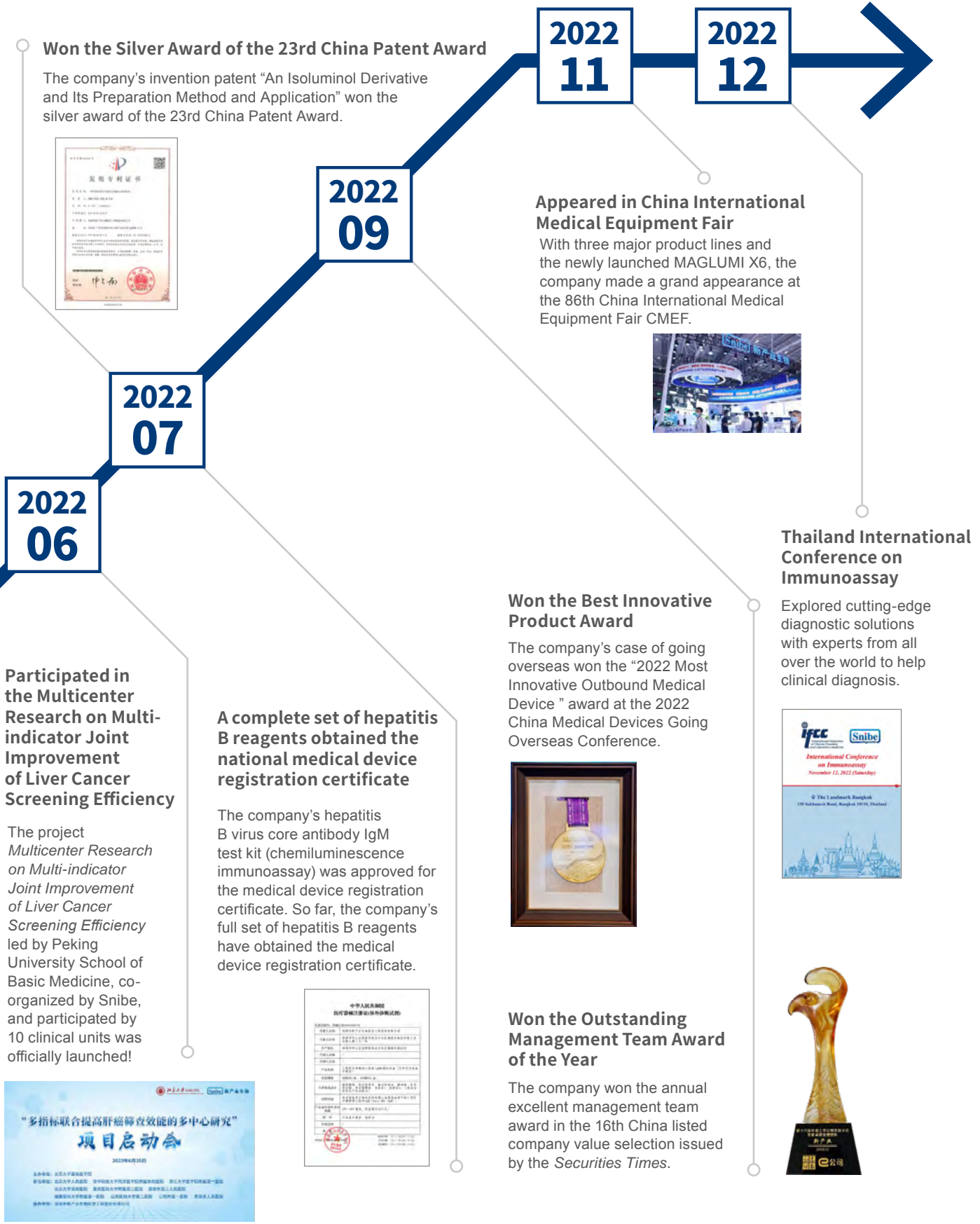


2022  
01

2022  
02

2022  
04

2022  
05



**2022  
06**

**Participated in the Multicenter Research on Multi-indicator Joint Improvement of Liver Cancer Screening Efficiency**

The project *Multicenter Research on Multi-indicator Joint Improvement of Liver Cancer Screening Efficiency* led by Peking University School of Basic Medicine, co-organized by Snibe, and participated by 10 clinical units was officially launched!



**2022  
07**



**Won the Silver Award of the 23rd China Patent Award**

The company's invention patent "An Isoluminol Derivative and Its Preparation Method and Application" won the silver award of the 23rd China Patent Award.

**2022  
09**

**A complete set of hepatitis B reagents obtained the national medical device registration certificate**

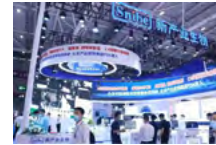
The company's hepatitis B virus core antibody IgM test kit (chemiluminescence immunoassay) was approved for the medical device registration certificate. So far, the company's full set of hepatitis B reagents have obtained the medical device registration certificate.



**2022  
11**

**Appeared in China International Medical Equipment Fair**

With three major product lines and the newly launched MAGLUMI X6, the company made a grand appearance at the 86th China International Medical Equipment Fair CMEF.



**2022  
12**

**Won the Best Innovative Product Award**

The company's case of going overseas won the "2022 Most Innovative Outbound Medical Device" award at the 2022 China Medical Devices Going Overseas Conference.



**Won the Outstanding Management Team Award of the Year**

The company won the annual excellent management team award in the 16th China listed company value selection issued by the *Securities Times*.



**Thailand International Conference on Immunoassay**

Explored cutting-edge diagnostic solutions with experts from all over the world to help clinical diagnosis.



## Honor list



**Caring enterprise**  
Shenzhen Pingshan Charity Association



**Outstanding Management Team Award of the Year**  
*Securities Times*



**2022 Best Innovative Product of Medical Devices Going Overseas**  
China Medical Devices Going Overseas Conference



**Hepatitis B and Hepatitis E projects won the second prize of China Medical Science and Technology Award**  
Chinese Medical Association



**Caring enterprise**  
Shenzhen Pingshan Charity Association

## Company Profile

### Company Profile

Focus makes profession. Since its establishment in 1995, Snibe has focused on product R&D, production, sales and service in the field of in vitro diagnostics, and is gradually moving towards the company vision of “To be the Pioneer In Global Diagnosis Field”. Through four R&D platforms: nano-immunomagnetic microsphere R&D platform, reagent R&D platform, instrument R&D platform and reagent key material R&D platform, the company has obtained domestic product registration certificates for a total of 156 chemiluminescence reagents and 61 biochemical reagents by the end of 2022, to provide end customers with clinical diagnostic support in 17 fields including thyroid, hepatitis and glucose metabolism, and continue to provide customers with differentiated high-quality and cost-effective product services and reduce medical costs through miniaturized, integrated, and high-speed instruments of different types.

The company currently has 2,818 employees, of which 465 hold doctorate and master degrees. The company has professional teams such as reagent material R&D and production center, reagent R&D and production center, instrument R&D and manufacturing center and marketing center to support the company’s steady development. The reagent R&D and production center has an annual production capacity of 4 million boxes of reagents; the instrument R&D and manufacturing center has an annual output of 3,000 fully automatic chemiluminescence analyzers and 1,500 modular biochemical immune analysis systems; the domestic marketing and service network has covered all provinces in China, and the company is actively expanding overseas markets. At present, we have established cooperative relations with agents in 151 countries and regions including Italy, India, Algeria and Mexico, and set up subsidiaries in some key overseas countries to serve and deepen key markets.

Annual capacity of reagents

**400** 10,000 Boxes

Annual capacity of modular biochemical immunoassay system

**1,500** Sets

Annual capacity of automatic chemiluminescence analyzer

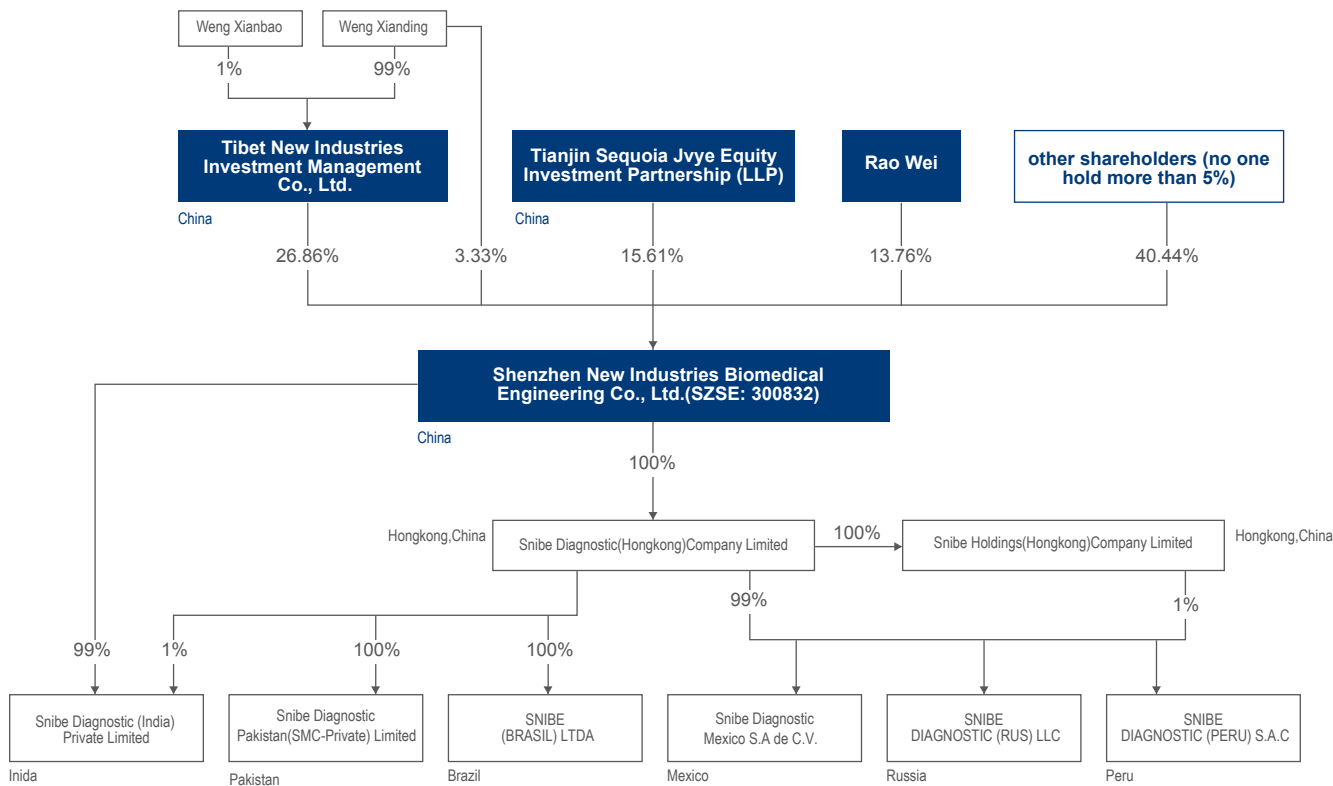
**3,000** Sets

Overseas Markets

**151** Countries and Regions

**Shareholding Structure**

The largest shareholder of Shenzhen New Industries Biomedical Engineering Co., Ltd. is Tibet New Industries Investment Management Co., Ltd., with a shareholding ratio of 26.86%; the second largest shareholder is Tianjin Sequoia Juye Equity Investment Partnership (Limited), with a shareholding ratio of 15.61%; the third largest shareholder is Rao Wei, the General Manager of the company, with a shareholding ratio of 13.76%. As of the end of 2022, the company has a total of 8 subsidiaries.





# Value of Sustainable Responsibility

“Healthy life accessible to everyone” is not only one of the sustainable goals of the United Nations, but also the core idea of the *“Healthy China 2030” Planning Outline*. As a biomedical company, Snibe gives full play to its advantages, relies on its four major R&D platforms and multiple communication networks, continuously creates products that meet market demands and promotes the high-quality development of the health care industry.

# Working hard to promote precision medicine

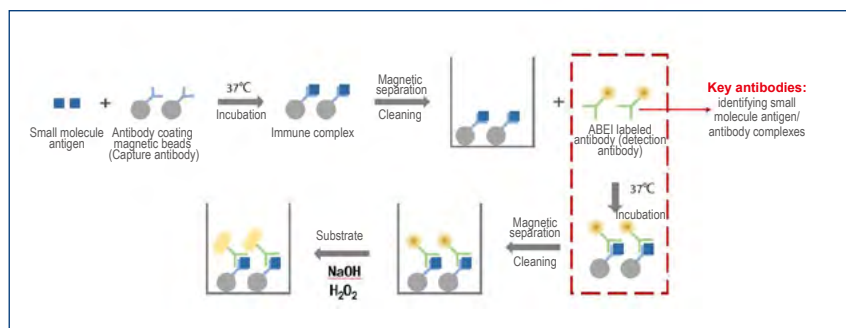
High-sensitivity, high-accuracy, and rapid in vitro testing technology can help clinicians provide patients with more reasonable diagnosis and treatment plans, avoid unnecessary medical expenses, reduce the economic burden of patients, and promote fair access to medical resources.

## Technological innovation, precision medicine

As the gold standard for the testing of small molecule antigens, mass spectrometry has high sensitivity and high accuracy, but the shortcomings of time consuming, high cost, complicated sample pretreatment and low throughput greatly limit the wide application of mass spectrometry in clinical laboratories. So far, the competition method is the mainstream method for immunological testing of small molecule antigens, which has greatly promoted clinical promotion due to its simple operation, high throughput and rapid results. With the development in the past few decades, the continuous innovation of antibody technology has brought about the improvement of the performance of the kit. Although the test results of the competition method are relatively reliable, with the improvement of clinical application standards, some defects of the competition methods has been exposed: poor testing sensitivity of low-value samples and poor correlation with mass spectrometry; low anti-interference ability, and accuracy needs to be improved.

From the successful research and development of anti-concomitant antibodies (antibodies for the formation of new epitopes after the complexation of small molecule antigens with specific antibodies), to the advent of the first small molecule sandwich testing kit and the comprehensive construction of the R&D platform, our reagent material R&D team spent five years and finally broke through the clinical dilemma brought about by this technical bottleneck. After comparison, the test results of the sandwich method are highly consistent with the mass spectrometry, and it also has a very good performance for low-value samples, which well makes up for the shortcomings of the competition method.

In July 2021, our first chemiluminescent immunodiagnostic reagent project (25-hydroxyvitamin D) using the small molecule sandwich testing technology obtained the registration certificate, and its test results were highly consistent with the gold standard mass spectrometry ( $R^2=0.939$ ), which replaced the traditional mass spectrometry for clinical testing of 25-hydroxyvitamin D and promoted clinical bone health management. In addition, we have also successfully developed complex antibodies of aldosterone, estradiol, angiotensin I and other small molecule antigens and corresponding sandwich kits, providing strong support and guarantee for the clinical application of such small molecule detection items.



Technical schematic diagram of small molecule sandwich method



25-Hydroxyvitamin D assay kit (small molecule sandwich testing technology)

# Working together to promote medical development

The breakthrough and iteration of product technology requires not only the unremitting persistence of the R&D team, but also multi-party cooperation with scientific research institutions, medical institutions, industry associations and other institutions to jointly promote academic development and technology platform integration, as well as the market-oriented development of medical technology.

## Multi-party cooperation to help early screening and diagnosis of liver cancer

As a major liver cancer country, China accounts for about half of the liver cancer patients in the world. Early screening, diagnosis and treatment of liver cancer can greatly improve the survival rate of cancer and reduce medical costs. To respond to the call of the national policy and effectively implement the cancer prevention and control goals in the “Healthy China 2030” Planning Outline, Snibe actively promotes the development of early screening and diagnosis technologies and products for liver cancer. In June 2022, led by the team of Professor Lu Fengmin from the School of Basic Medicine of Peking University, we launched the “Multi-center Research on Multi-indicator Joint Improvement of Liver Cancer Screening Efficiency” together with ten clinical units in China. The project kick-off meeting invited many scholars and experts in the field of testing and clinical liver disease. A liver cancer risk assessment system based on the big data of the chronic hepatitis B population in China will be established for the research, which can provide clinicians with a reference for formulating liver cancer diagnosis and treatment plans, promote clinical early screening and diagnosis of liver cancer, and reduce the burden of diagnosis and treatment for patients.



Early screening and diagnosis of liver cancer

## Industry-university-research cooperation to promote project implementation

Snibe actively responds to the national policy orientation and call for “industry-university-research-hospital application”, vigorously promotes in-depth cooperation with universities, scientific research institutes and clinical research units, and uses the four major technology platforms of Snibe as support to continuously explore and expand new technical fields, develop new products and provide more high-quality solutions for clinical diagnosis.

In 2022, the chemiluminescence test kits for aldosterone, estradiol and 25-hydroxyvitamin D developed by the company based on the small molecule sandwich method had obvious performance advantages. In order to further explore the new clinical application value brought about by the technology upgrade, as well as to solve the testing and clinical problems, Snibe has carried out close cooperation with People’s Liberation Army General Hospital, Chinese Academy of Medical Sciences Fuwai Hospital, Wuhan Asia Heart Hospital and other clinical units to jointly promote the implementation of technological innovation and better benefit the people’s health.



## Academic exchanges and joint research on the frontiers of the industry

In 2022, we held more than 100 overseas online and offline academic conferences, invited more than 300 well-known testing experts from all over the world, and more than 20,000 people participated in the conferences.

We jointly held global and regional academic conferences (such as Dubai, Belgium, Thailand) with well-known medical associations (such as the International Federation of Clinical Chemistry (IFCC), Chinese Medical Association), and cooperated with experts to demonstrate cutting-edge diagnostic solutions to global visitors, explain the significance of clinical testing indicators of in vitro diagnostic products to the customers and potential customers, provide customers with comprehensive services and high-quality products, and strive to promote the development of the global in vitro diagnostic industry.

In every academic seminar, we shared clinical knowledge, popularized educational expertise, promoted technology into life, and made medical care within reach.



Thailand International Conference on Immunoassay on November 12, 2022



Belgium International Conference on Immunoassay on October 28, 2022



Uzbekistan International International Conference on Immunoassay on November 25, 2022

# Sustainable Responsibility Management

Fine management to promote the steady development of the enterprise

- Governance structure
- Investor relations
- Compliance operation

SDGs



Keep improving and provide high-quality products and services

- Product quality and safety
- Product production, research and development
- Product innovation
- Intellectual property protection
- Customer service
- Purchasing management
- Marketing management

SDGs





## Equality and diversity to create a sustainable workplace

- Protection of employees' rights and interests
- Empowerment Career Development
- Attending to employee health
- Enriching Employees' Lives

SDGs



## Green development by environment protection

- Addressing climate change
- Green operation

SDGs



## Fulfill responsibilities and achieve common prosperity

- Practice public welfare and advance together
- Industry-university-research-hospital cooperation

SDGs



# Fine management to promote the steady development of the enterprise

## Major issues

- Governance structure
  - Investor relations
  - Compliance operation
- 

## SDGs



## Governance structure

### Governance structure and laws and regulations complied with

The company has established a corporate governance structure consisting of the general meeting of shareholders, the board of directors, the board of supervisors and the management team in strict accordance with the *Company Law of the People's Republic of China*, *Securities Law of the People's Republic of China*, *Governance Guidelines for Listed Companies*, *Shenzhen Stock Exchange GEM Stock Listing Rules* and *Shenzhen Stock Exchange Guidelines for Self-regulatory Regulation of Listed Companies No. 2 - Standardized Operation of GEM Listed Companies* and other relevant laws and regulations, and formulated the *Articles of Association* and other internal control rules and regulations to ensure the standardized operation of the company.

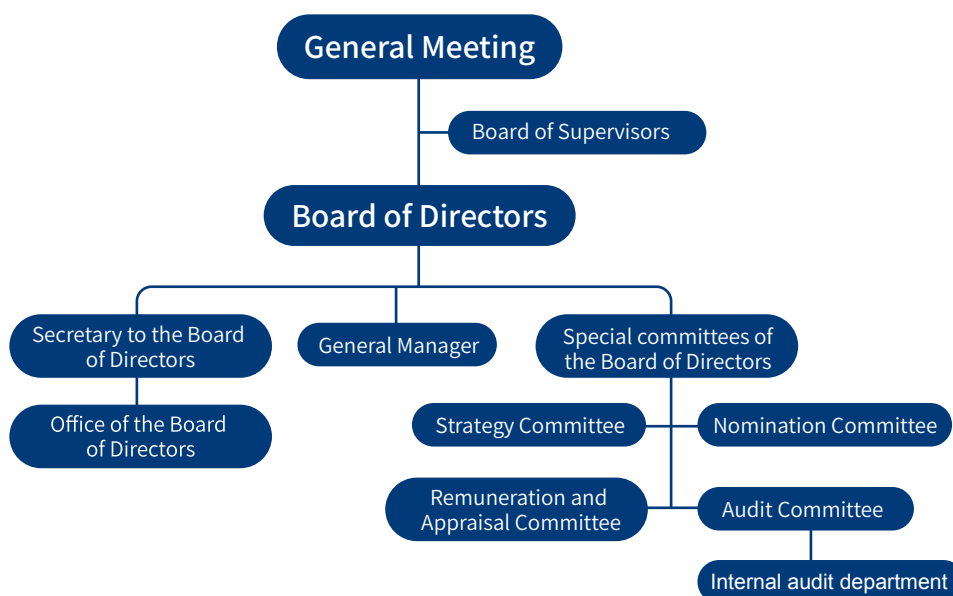


Figure - Corporate governance structure

### Shareholders and general meetings

The general meeting of shareholders implements the deliberation procedures, and exercises the company's operating policy, election of directors and supervisors, fundraising, budget and final accounts, major investment, profit distribution and other major matters in strict accordance with the relevant laws and regulations, the *Articles of Association* and *Rules of Procedure for the General Meeting of Shareholders*. We ensure that all shareholders enjoy equal status, and fully guarantee the voice of small and medium shareholders during the deliberation process of each proposal.

In 2022, the company held **2** general meetings of shareholders.

### Directors and the Board of Directors

The board of directors of the company has established 4 committees, namely the Strategy Committee, the Nomination Committee, the Remuneration and Appraisal Committee and the Audit Committee, which are responsible for deliberating the affairs of the company in specific areas. The board of directors or committees lead and provide guidance to the management, including deciding on the company's operating policies and investment plans, formulating annual financial budgets and final accounts, reviewing the company's periodic reports, and ensuring that the company has established a sound internal control and risk management system. As of December 31, 2022, the board of directors consisted of 7 directors, including 3 independent directors and 3 female directors. The members of the board of directors have extensive work experience in the fields of biomedicine, venture capital, financial audit, risk control, and law.

The board of directors is responsible for the general meeting of shareholders, and convenes the board of directors in strict accordance with the relevant provisions of the *Rules of Procedure for the Board of Directors*. The contents of the minutes of previous board meetings are true, accurate and complete, and are kept safe; the resolutions of the meetings are fully accurate and disclosed in a timely manner.

In 2022, the company held a total of 4 board meetings, and **8** committee meetings under the board of directors, including:

- 2** meetings of the strategy committee of the board of directors;
- 1** meeting of the nomination committee of the board of directors;
- 2** meetings of the remuneration and appraisal committee of the board of directors;
- 3** meetings of the audit committee of the board of directors.

### Supervisors and the Board of Supervisors

The board of supervisors is composed of supervisors elected by the general meeting of shareholders and employee supervisors democratically elected by the company's employees. It has the power to inspect the company's finances, review the periodic reports prepared by the board of directors, and supervise the performance of the company's duties by directors and senior managers to effectively protect the rights and interests of the company's shareholders, the company and employees, and supervise the company's compliance operations. The convening, holding, and voting procedures of the meeting of the board of supervisors comply with the provisions of the *Rules of Procedures for the Board of Supervisors*. As of December 31, 2022, the board of supervisors consisted of 3 supervisors, including 1 female supervisor.

In 2022, the company held **4** meetings of the board of supervisors.

### Senior Management

The company's senior management personnel are composed of personnel with professional backgrounds such as biomedicine, finance, marketing, and clinical testing. The team has rich management experience and can grasp market opportunities and implement effectively. As of December 31, 2022, the company has 6 senior managers, including 4 female senior managers. The General Manager and other senior managers are appointed or dismissed by the board of directors. The General Manager presides over the company's production and operation management, organizes the implementation of the resolutions of the board of directors, and reports to the board of directors.

Name	Title	Gender	Age	Education degree	Salary (CNY 10,000)	Salary structure
Rao Wei	General manager	Male	58	Doctoral Degree	427.76	Basic salary + annual bonus
Zhang Xiaohong	Deputy GM	Male	59	Master Degree	266.28	Basic salary + annual bonus
Ding Chenliu	Deputy General Manager, Chief Financial Officer	Female	47	Bachelor Degree	254.4	Basic salary + annual bonus
Zhang Lei	Deputy GM and Secretary of the Board	Female	40	Master Degree	254.4	Basic salary + annual bonus
Li Tinghua	Deputy GM	Female	45	Bachelor Degree	241.2	Basic salary + annual bonus
Liu Haiyan	Deputy GM	Female	43	Bachelor Degree	241.2	Basic salary + annual bonus

### Investors relation

Since listed in May 2020, the company has always placed information disclosure and investors relation management in an important position, strictly abided by *the Management Measures for Information Disclosure of Listed Companies*, formulated *the Information Disclosure Management System*, truthfully, accurately, completely, timely and fairly disclosed company information through official website, www.cninfo.com.cn and other disclosure channels, and continuously improved the quality of company information disclosure. In 2022, its information disclosure evaluation score at the Shenzhen Stock Exchange was **“A (excellent)”**. In 2022, the company issued a total of **110** announcements.



### Basic principles of investor management in listed companies



We have always been committed to establishing good communication with investors, smoothing communication channels, and maintaining interactions with investors through investors relation e-mail, investors relation hotline, the company's official website, and the interactive platform of the Shenzhen Stock Exchange, seizing every precious opportunity to communicate and interact with investors, fully communicating the company's competitive advantages, strategic direction, corporate governance and other latest information to help investors understand the company's value, and promote investors to further understand the company. During the reporting period, we innovatively used live video broadcasting to carry out investor communication activities, with a total of over 66,000 viewers, which helped to enhance investors' recognition of the company's products, promoted investors to have a more comprehensive understanding of the company's overseas business layout, and established their confidence in the long-term growth of the company's performance.

In order to ensure effective communication with investors and timely information disclosure, we strictly abided by relevant laws and regulations on information disclosure, established an internal information transmission and disclosure mechanism, and also carried out information disclosure training for the company's senior management and employees of various departments to ensure efficient communication with investors.

During the reporting period, we

Published **4** periodic reports and 106 temporary announcements (including announcement numbers);

Published **11** records of investor relations activities;

Carried out periodic report exchange meetings, reverse roadshows, participated in buyer/seller strategy meetings, and organized investors one-to-one, one-to-many on-site/online communication activities for more than **110** sessions;

Replied **153** investor questions on the Shenzhen Stock Exchange Interactive Platform.

### Awards this year

The company's performance in investor relations this year has been recognized by all sectors of society and won the following awards:



**The 16th China Listed Company Value Selection Annual Excellent Management Team Award**  
*Securities Times*



**2022 Best Value Delivery IR Team**  
Comein Finance



**"Golden Wutong" Listed Company with the Most Social Responsibility**  
China Listed Companies Investment Value Summi

## Compliance operation

The company's board of directors attaches great importance to compliance operation management. We strictly abide by applicable laws and regulations in business activities and daily operations, and follow the highest business ethics standards, and implement the company's compliance operations from governance structure, policy system construction and specific implementation

### Audit and supervision

The audit and supervision system established by the company is based on the relevant national laws and regulations. We have formulated the audit and supervision systems such as the *Internal Audit System* and *Anti-fraud Management System* based on the *Basic Standards for Enterprise Internal Control* promulgated by the Ministry of Finance and the *Guidelines for Internal Control of Listed Companies* issued by the Shanghai Stock Exchange, and combined with the company's values and corporate culture, covering all departments and subsidiaries. The company conducts regular audits on a certain number of business departments and subsidiaries every year, discovers risk issues and assists the audited departments or subsidiaries to improve business systems and risk management processes and effectively reduce the company's operating risks.

With the gradual expansion of the overseas sales market and the rapid increase in the number of overseas subsidiaries, the Internal Audit Department assists the overseas marketing center in promoting the establishment of the operation management process and internal control management system of overseas subsidiaries.

#### Case

During the reporting period, the Internal Audit Department conducted a special audit of the Indian subsidiary. This audit conducted audits and assessments on the main operation process and major risk points of the Indian subsidiary from organization establishment, personnel management, marketing management, asset management and financial management, and put forward 15 optimization suggestions for the operation process and internal control of the Indian subsidiary.

#### Case

During the reporting period, a total of 6 special audits were carried out: audit of administrative office supplies, audit of the logistics team of the Administration Department, audit of the third phase of project settlement, audit of X8 sales policy management, audit of R&D equipment management, and audit of funds. In the special audits during the reporting period, the sample size of spot checks reached more than 60%.

### Anti-corruption and anti-fraud

Snibe is committed to creating a corporate culture of fair competition, integrity and honest, and always regards anti-corruption and anti-commercial bribery as the focus of internal risk management and control. We have formulated relevant systems such as the *Anti-fraud Management System*, *Management Measures for Supervision and Reporting*, and *Gift Acceptance Management Measures*, which clearly define the regulations that the employees should abide by in terms of business ethics

We take active measures to prevent corruption and fraud, and strive to operate with integrity. Internally, we have established a reporting mechanism, conducted anti-corruption and anti-fraud training for management and marketing personnel, and added anti-commercial bribery clauses to the labor contracts of every domestic and overseas marketing personnel and after-sales service personnel. Externally, we set up a public reporting method and require suppliers to sign the *Anti-Commercial Bribery Commitment*. For whistleblower information, we guarantee that their privacy and security will not be violated.

In 2022, we held anti-corruption and anti-fraud training for a total of **185** hours, with a total of **185** participants.

In order to regulate the company's external communication and business activities, employees must register and hand in unacceptable gifts according to regulations. In 2022, a total of **110** gift registration records were received, involving an amount of **CNY 41,982.8**.



In 2022, the company conducted due diligence on **680** dealers, telephone interviews with **158** dealers, and on-site visits to **31** dealers. As a third-party independent department, the Internal Audit Department investigated new cooperative dealers and checked whether there were risks in industrial and commercial registration information, business licenses, etc.; during telephone interviews and on-site visits, it solicited opinions and suggestions from customers on the company's products or services and other aspects, while passing on the company's anti-corruption workflow to customers.

### Information Security

The company follows relevant laws and regulations such as the *Data Security Law of the People's Republic of China*, *Network Security Law of the People's Republic of China*, *Personal Information Protection Law of the People's Republic of China*, *Information Security Level Protection Management Measures*, and has formulated a series of management measures such as *Information Security Management System*, *Communication Security Management Specification*, *Business Continuity Security Management Specification*.

The company attaches great importance to data security, and has established a two-way management model led by the Deputy General Manager of the General Manager's Office and coordinated by the information center. It effectively protects data transmission and backup through file encryption system, Internet access control, traceability of operation footprints, and third-party dynamic supervision. We also continue to optimize the information security system, strengthen our own risk management and control capabilities, and improve our resilience.

In 2022, we passed the **ISO27001** information security management system certification and the national information security protection level-3 certification.

The ISO27001 system certification reflects the establishment of the company's comprehensive information security management system to achieve comprehensive risk management. The national information security protection level-3 certification guarantees the security of user information, and effectively maintains and defends against system intrusions and attacks.



ISO27001 certification



National information security protection level-3 certification.

# Keep improving and provide high-quality products and services

## Major issues

- Product quality and safety
  - Product production, research and development
  - Product innovation
  - Intellectual property protection
  - Customer service
  - Marketing management
- 

## SDGs



## Product quality and safety

“Quality is our life” is the product quality criterion engraved in the heart of every employee of Snibe. It is our criterion for the production of products to “continuously provide customers with high-quality products to make customers feel at ease and comfortable”. Continuous research and development and launch of products that satisfy customers are the source of power to promote the steady development of Snibe. The launch and iteration of every excellent product is inseparable from the efficient and collaborative operation of the R&D Department, Purchasing Department, Production Department, Sales Department, Intellectual Property Department and Quality Assurance Department.



### Quality management system

Snibe attaches great importance to product quality management and establishes a mature and perfect quality management system. We have set up Quality Assurance Department, Reagent Material R&D and Production Center, Raw Material Testing Department, Parts Testing Department, Quality Control Department, Material Control Department and other departments to strictly control from raw materials to final products and ensure the quality of the complete life cycle of products. We strictly abide by external policies such as *Quality Management System Requirements*, *Medical devices - Quality management systems - Requirements for regulator purposes*, *Medical Device Production Quality Management Standards*, formulate and abide by the *Quality Manual*, *Product Monitoring and Measurement Control Procedures* and other internal management systems to make detailed regulations on the company's quality management system process, product specifications, and equipment use specifications and effectively guarantee the production of high-quality product.

### Quality management actions

We double-check the product quality through the combination of internal audit and external inspection. We actively participate in external quality assessments at home and abroad, continuously improve the accomplishment of employees, strictly implement the internal quality audit system, and strengthen product life cycle management.

### External quality assessment at home and abroad

In 2022, the company participated in a total of 9 projects of external quality assessments carried out by IFCC-RELA; participated in a total of 287 external quality assessments conducted by EQAS, RIQAS, and RCPA-QAP, and achieved good results.

In China, we participated in a total of 412 external quality assessment projects carried out by the National Institute for Food and Drug Control (NIFDC), Chinese Rheumatism Data Center (CRDC) and 10 provinces, and all of them are qualified.



Report of participation in external Quality assessment of EQAS



Certificate of participation in external quality assessment of RCPA-QAP



CRDC external quality assessment certificate



NIFDC external quality assessment test report

### QA Department internal auditor training

In 2022, we conducted a total of **69** training sessions for quality management internal auditors, including **34** professional skills training sessions, covering the company's applicable management system standards and regulations etc.

### Unique Device Identification (UDI)

In order to improve product quality and safety, we took the lead in carrying out unique device identification (UDI) certification for medical devices in accordance with national requirements, and declared and published **1,846** pieces of product-related information in the national medical device unique identification management information system, covering **377** products.

序号	唯一标识代码	唯一标识格式	唯一标识长度	唯一标识类型	唯一标识注册人名称	产品名称/通用名称	产品规格/型号	注册证号/备案证号
1	068474152824	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 I 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
2	068474152825	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 II 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
3	068474152826	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 III 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
4	068474152827	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 IV 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
5	068474152828	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 V 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
6	068474152829	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 VI 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
7	068474152830	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 VII 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
8	068474152831	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 VIII 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
9	068474152832	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 IX 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
10	068474152833	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 X 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
11	068474152834	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 XI 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
12	068474152835	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 XII 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000
13	068474152836	UDI-1	1	1	深圳市新产业生物医学工程股份有限公司	免疫检测用 XIII 型试剂盒 (化学发光免疫检测用)	10000000	20210000000000000000

UDI declaration of the company's products

### Quality management system certification and audit

In 2022, the company accepted **7** audits of external regulatory agencies (National Food and Drug Administration, Guangdong Provincial Food and Drug Administration, Shenzhen Market Bureau, Pingshan District Food and Drug Administration, etc.) and **4** audits of third-party quality system (CECERT, TÜV, etc.). There were no major conforming items in the inspection results.

### Quality management system qualification

ISO9001 Quality Management System Certification  
 ISO13485 Quality Management System Certification  
 In Vitro Diagnostic Devices Regulations (IVDR) product certification  
 Medical Device Registration Certificate of 156 Chemiluminescence immunoassay reagents



IVDR Certificate

### Adverse events and number of recalls

In 2022, we completed the collection, investigation, analysis and evaluation of 113 cases of adverse events, and confirmed that no substantial injury, serious injury or death due to product defects occurred. The investigation report has been submitted and approved in the national adverse event monitoring information system.

In 2022, we completed 140 Domestic Periodic Risk Assessment Reports to evaluate the risks and benefits of the products. During the monitoring process, no unacceptable risks had been found in the product, and the report had been submitted in the national adverse event monitoring information system.

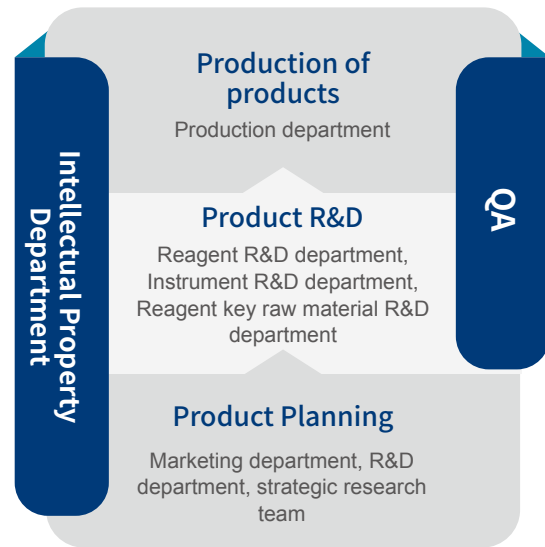
The product recall occurred was zero in 2022. We have not received any quality supervision warnings or penalties on products and services from any regulatory agency.

### Product quality awards

2021 Quality credit class A medical device manufacturer

## Product production, research and development

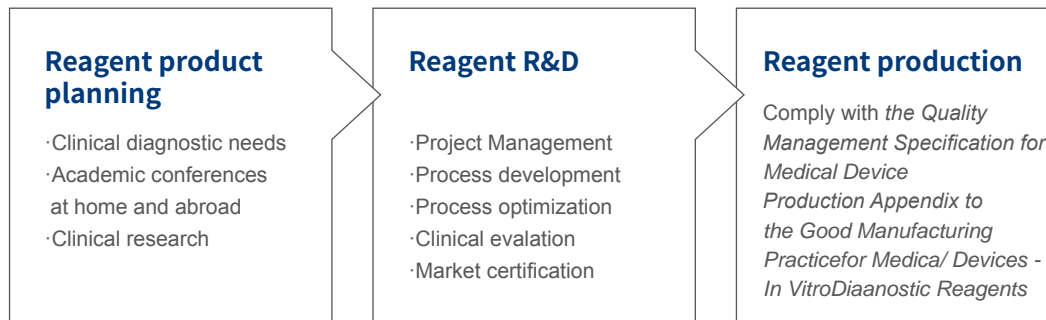
We have actively established a multi-departmental collaboration system to realize the full life cycle management of products from planning to launch. The company always takes customer needs and market orientation as the vane of product development, and completes product planning through the cooperation of Marketing Department, R&D Department, Reagent Material R&D Department, Intellectual Property Department, Product Registration Department, Quality Assurance Department and the company's strategic research team; complete production relying on the reagent R&D and production platform, the instrument R&D and production platform, and the reagent material R&D and production platform; the Quality Assurance Department and the Intellectual Property Department conduct full-process risk management and control of the products.



Multi-sectoral collaboration system

The R&D process of our products is based on the framework and guidelines of ISO 13485 and YY/T 0287 *Medical devices - Quality management systems - Requirements for regulator purposes*, and we have established the *Design and Development Control Procedure* applicable to the company, which puts forward clear requirements for each link of the product design and development process.

In addition, we have formed corresponding processes and specifications within the department for the main stages of product design and development, such as: product business argumentation and project establishment planning process, product design and development input library specification, product process finalization verification program specification, product R&D-to-production process, product design change control process and other systems, to further standardize the management of new product development process.



Reagent R&D flowchart



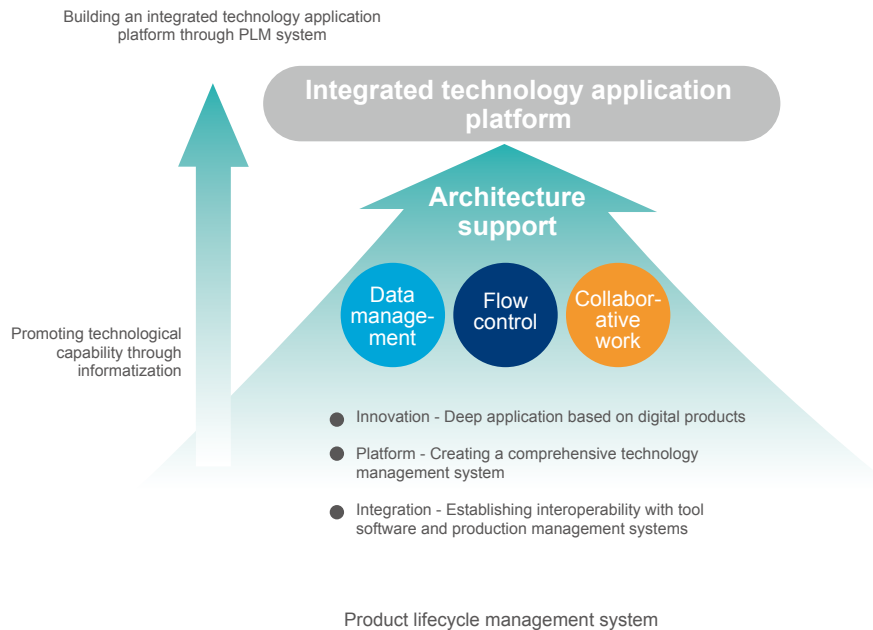
Instrument R&D flowchart

Case

**Digital management system of instrument R&D platform**

With the rapid development and expansion of the company, in order to build the core competitiveness and realize the rapid-forward development of Snibe, we established the Produce Lifecycle Management (PLM) system through the electromechanical collaborative design and product data management under the control of the product R&D project process and guided by the company's development strategy, aiming to quickly respond to the market and improve customer satisfaction, improve efficiency and effectiveness, and enhance comprehensive competitiveness.

Through the PLM system, we managed the data and processes from product demand analysis, conceptual design, preliminary design, process design, and manufacturing process, which not only realized the effectiveness and security control of product data, accumulated corporate knowledge and experience, but also realized rapid retrieval and reuse of various data in the product life cycle, and supported rapid variant design; strengthened the management of the change process and document version, making modifications traceable and logged; built library of standard parts and general parts to improve the reuse rate of parts; broke through the information barriers between the R&D platform, design tool software, and production system ERP to ensure the consistency and accuracy of data transmission and form a complete information-based collaborative management platform. The PLM system will also include the quality management and cost management of the R&D process, so that the product can ensure high quality and low cost during the R&D process.

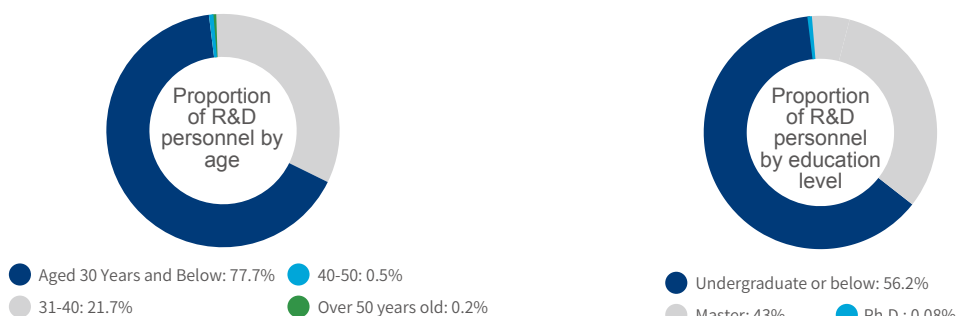


## Product innovation

“Insist on independent innovation and break through technological barriers” is the strategic line that Snibe has adhered to for 27 years. To realize the breakthrough of products from scratch and the continuous iteration of products, R&D talents and a large amount of R&D investment are essential.

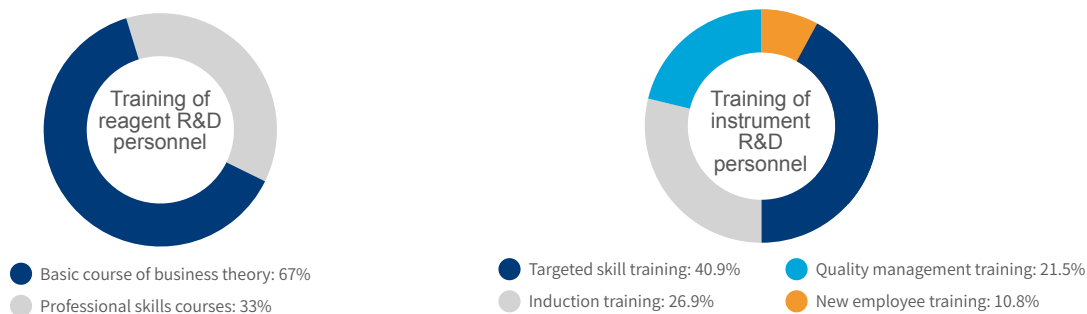
### Talent training

Recruit talents, train R&D leaders and R&D team leaders, and build a high-quality R&D team. As of December 31, 2022, we had a total of 600 R&D personnel, accounting for 21.3% of the total employees.



We provide a continuous learning platform for R&D personnel, continuously improve the knowledge system of employees and improve the comprehensive strength of all employees through professional skills training and project experience sharing.

In 2022, the Reagent R&D Department conducted a total of 54 employee training sessions, covering business theoretical foundations and professional skills courses, with a total of 5,400 training hours. The Instrument R&D Department carried out a total of 93 employee training sessions with a total duration of 1,970 hours, covering quality management training, induction training, on-the-job training and professional skills training.



R&D Cost (million CNY)

**318**

Percentage of Operating Revenue

**10.43**



### R&D achievements

The company adheres to a sustainable research and development strategy, recruits talents in an eclectic manner, constantly breaks down technical barriers, and continues to innovate. In 2022, the company continued to be customer-oriented, broke out of stereotypes, constantly improved the product matrix, and protected life more comprehensively. It also integrated the concept of low-carbon environmental protection into product design, and created high-quality products in multiple dimensions.

### Persevere in protecting life

Life is equal and priceless, and fair access to medical resources is a prerequisite for protecting people's lives and health. According to the definition of the World Health Organization (WHO), a rare disease is a disease that affects 0.65‰ to 1‰ of the total population. We persist in protecting life with products. In 2022, our products can test 8 rare diseases.

List of rare disease diagnostic reagents

SN	Name of rare disease (English)	Product Name	Clinical significance
1	21-hydroxylase deficiency	17- $\alpha$ -Hydroxyprogesterone kit	<p>This kit is used for the quantitative determination of 17-<math>\alpha</math>-hydroxyprogesterone in serum and plasma in vitro. Clinically, it is mainly used for the auxiliary diagnosis of congenital adrenal hyperplasia (CAH), especially to distinguish whether CAH is caused by 21-hydroxylase deficiency, and then take different treatment measures according to the cause, which can significantly improve the treatment effect.</p> <p>The testing of 17<math>\alpha</math>-hydroxyprogesterone can also distinguish delayed CAH from polycystic ovary syndrome, which can avoid wrong diagnosis and delayed treatment.</p> <p>In addition, it also has certain clinical significance in the process of monitoring the treatment of CAH.</p>
2	Hyperhomocysteinemia	Homocysteine assay kit	<p>It is used to quantitatively test the content of homocysteine (HCY) in human serum or plasma in vitro. Clinically, it is mainly used for auxiliary diagnosis of hyperhomocysteinemia and evaluation of cardiovascular disease risk.</p> <p>Elevated homocysteine in the blood directly indicates the possibility of hyperhomocysteinemia, and normal homocysteine levels can be used to rule out genetic defects of 5-MTHF reductase.</p>
3	Idiopathic pulmonary fibrosi	Matrix metalloproteinase 1 assay kit	<p>This kit is used for quantitative determination of matrix metalloproteinase 1 in human plasma samples in vitro. Clinically, it is mainly used for the auxiliary diagnosis and prediction of prognosis of idiopathic pulmonary fibrosis, especially before the progressive decline of lung function, which can avoid acute exacerbation symptoms and effectively prolong the survival time of patients.</p>

SN	Name of rare disease (English)	Product Name	Clinical significance
4	Systemic sclerosis	Anti-Scl-70 antibody assay kit	<p>This kit is used to quantitatively determine the content of anti-Scl-70 antibody IgG in human serum or plasma samples in vitro.</p> <p>Clinically, it is mainly used for auxiliary diagnosis of systemic sclerosis. Especially in the early stage of the disease or before symptoms appear, it can avoid irreversible damage to the body and improve the quality of life of patients.</p>
5	Arginase deficiency	Ammonia assay kit	<p>This kit is used to quantitatively determine the content of ammonia (NH<sub>3</sub>) in human plasma in vitro.</p> <p>Clinically, it is mainly used for auxiliary diagnosis of hepatic encephalopathy.</p> <p>Blood ammonia is a key clue in detecting urea cycle disorders such as arginase deficiency. Elevated arginine, where the arginine level is more than 3 times higher than normal, can prompt the disease.</p>
6	Autoimmune insulin receptor disease	Anti-insulin antibody assay kit	<p>This kit is used for quantitative determination of anti-insulin antibody content in human serum or plasma in vitro.</p> <p>Clinically, it is mainly used to evaluate islet function. Testing autoantibodies against insulin is an important means of identifying autoimmune insulin receptor disease.</p>
7	Hypoalkaline phosphatase	Alkaline phosphatase assay kit	<p>This kit is used for quantitative determination of alkaline phosphatase activity in human serum in vitro.</p> <p>Clinically, it is used for auxiliary diagnosis of liver and gallbladder diseases and bone diseases.</p> <p>Significantly reduced serum alkaline phosphatase activity is the most important diagnostic basis for hypoalkaline phosphataseemia.</p>
8	N-acetylglutamate synthetase deficiency	Ammonia assay kit	<p>This kit is used to quantitatively determine the content of ammonia (NH<sub>3</sub>) in human plasma in vitro.</p> <p>Clinically, it is mainly used for auxiliary diagnosis of hepatic encephalopathy.</p> <p>N-acetylglutamate synthetase deficiency manifests as significantly elevated blood ammonia, elevated blood alanine and glutamine, and normal urine organic acid profile. Testing of blood ammonia is a key indicator for early diagnosis of N-acetylglutamate synthetase deficiency.</p>

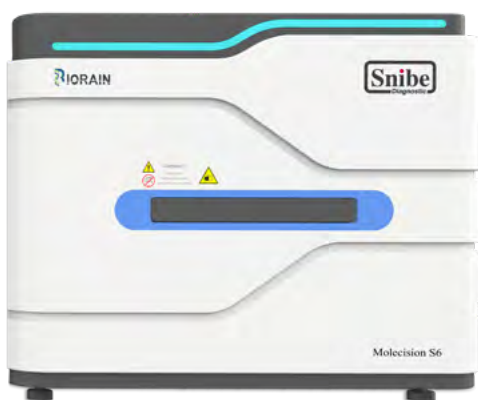
### Intelligent manufacturing facilitates precision medicine

In 2022, we actively deployed molecular diagnostics. Through independent R&D and strategic cooperation, we developed two automatic molecular detectors, which can achieve fully automated testing, effectively improve testing accuracy and efficiency, and provide reliable data support for clinical diagnosis.



#### Molecision R8 Automatic PCR testing and analysis system

This equipment innovatively adopts the partition design concept of molecular testing laboratory, physically partitions the reagent configuration, nucleic acid extraction, PCR amplification and other modules in the instrument, and cooperates with self-adaptive lid opening and process one-way transmission technology to avoid pollution and realize the high-throughput automatic PCR testing system of "sample in - result out" in true sense.



#### Molecision® S6

In 2022, the company launched a strategic cooperation with Shenzhen Borui Biotechnology Co., Ltd., and jointly launched the automatic droplet digital PCR instrument Molecision® S6, which is an integrated digital PCR system that integrates droplet generation, PCR amplification, and fluorescence testing in one instrument. It is easy to use and operate: "chips in, results out", enabling unattended operation. The product solves the main pain points of the current digital PCR instrument platform, and has the advantages of fully enclosed, fully automatic, high sensitivity, high precision, high throughput, and high flexibility.

### Integrating green concepts into products

Through continuous technological innovation, Snibe minimizes the demand for nature in the process of product development and promotes the “circular economy”. In terms of instrument design, we improve product performance through ingenious design and intelligent control, and achieve higher testing speed through smaller volume. In terms of green packaging, the requirements for the strength of the external packaging are reduced through the internal support of the product, thereby reducing the requirements for packaging materials, increasing the use of recycled materials, reducing the use of wood, and realizing the recycling of packaging materials; reduce white plastic inside the packaging box by paper folding, which greatly reduces the adverse impact on the environment.



#### Automatic Chemiluminescence immunoassay analyzer Maglumi X3

The packaging and transportation of the desktop immunoassay analyzer is changed from the original wooden box into wood and paper combined box, and the weight of the packaging material is reduced by more than 50%. The internal transportation auxiliary support uses cardboard to fold into the required shape, which reduces the use of white plastic by 95%. In addition, cardboard is more convenient for recycling and realizes green packaging.



#### Wash Station W60

The Instrument R&D Department reduces 90% of logistics costs by developing lotion dispensing machines and selling concentrated solutions, and saves 90% of storage space for customers under the same storage conditions.

Snibe also adopts a new packaging for the concentrated lotion. The plastic used in the new packaging has been reduced by more than 65% compared with the previous one, and the occupied volume has been reduced by more than 40%.

### Participating in the formulation of standard products and industry standards

In 2022, we participated in the formulation of 11 national standard products, one international standard product, 2 industry standards and 2 group standards.

#### Formulation of national standard products and international standard products

Type	SN	Project abbreviation	Product Name	Progress
National standard product	1	PROG	Progesterone	Released
	2	Anti-TG	Anti-thyroid globulin antibody	Valuation completed, to be released
	3	TSH	Thyrotropin	Valuation completed, to be released
	4	CP IgG	Chlamydia pneumoniae IgG antibody	Valuation completed, to be released
	5	Anti-HBs	Hepatitis B virus surface antibody	Valuation completed, to be released
	6	Anti-HBe	Hepatitis B virus e antibody IgG	Valuation completed, to be released
	7	β-HCG	Free chorionic gonadotropin beta subunit	Valuation completed, to be released
	8	AFP	Alpha-fetoprotein	Valuation completed, to be released
	9	INS	Insulin	Valuation completed, to be released
	10	ALD	Aldosterone	Valuation completed, to be released
	11	SAA	Serum amyloid A	Application filed
International standard product	1	AFP	Alpha-fetoprotein	Application filed

#### Formulation of industry standards and group standards

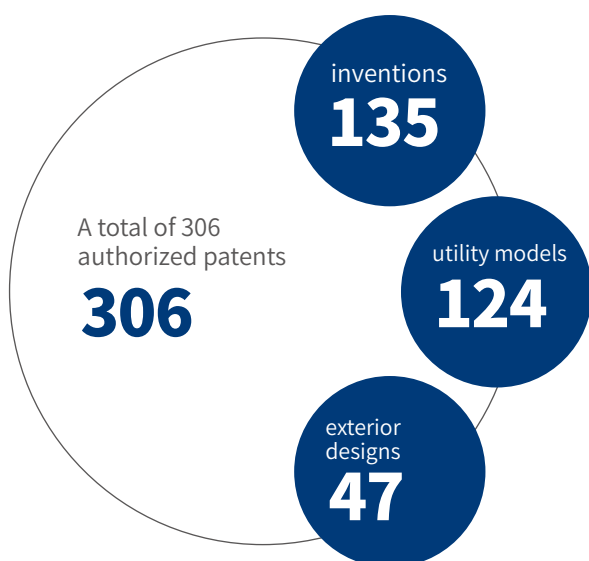
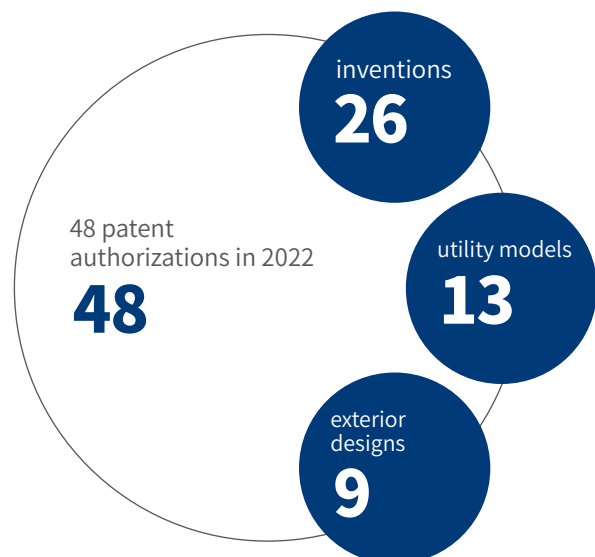
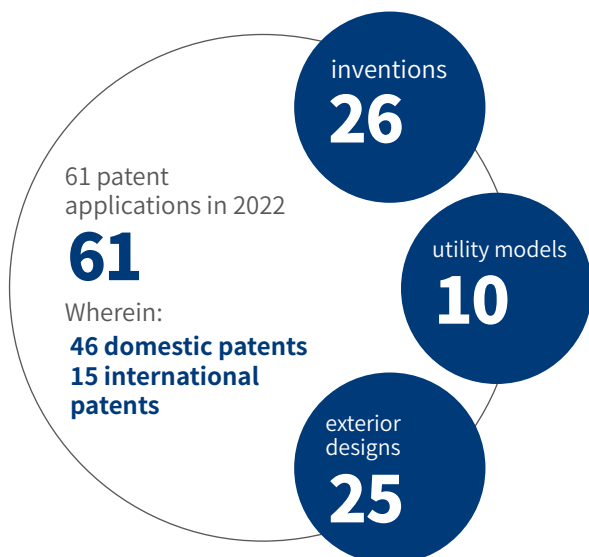
Type	Standard name	Organization	Progress
Industry standard formulation	Leukin 6 (IL-6) assay kit	National Institutes for Food and Drug Control	Meeting of consultation draft completed
	17α hydroxyprogesterone (17-αOHP) assay kit	National Institutes for Food and Drug Control	Industry standard application accepted and project in progress
Group standard formulation	Type III collagen pro-N-terminal peptide (PIIIP N-P) assay kit	Guangdong Medical Device Management Society	Draft for public comments finalized
	Technical specification for method confirmation of clinical laboratory quantitative items	China Association for Quality Inspection	Writing first draft

## Intellectual property protection

The company abides by and implements national and regional laws, regulations and standards such as the *Patent Law of the People's Republic of China*, *Trademark Law of the People's Republic of China* and *Enterprise Intellectual Property Management Regulations*, as well as the *Intellectual Property Management Procedures*, *Patent Management Procedures*, *Trademark Management Procedures* and *Works Management Procedures* formulated by the company.

In order to maintain the advantages of independent innovation and avoid disputes over property rights, the Intellectual Property Department sets up early warnings for internal project research, project approval, R&D and launching to realize the risk management of the whole process of self-developed products; sets early warnings before external investment and financing and external technical cooperation to reduce the risk of external cooperation and escort the safe operation of the company.

In 2022, the company applied for a total of 452 patents, and the cumulative number of patent authorizations was 306.



With its perfect intellectual property management system, the company passed the supervision and audit of the national "Enterprise Intellectual Property Management System Certification" in 2022 for the sixth year, and has zero non-conformity in external audits for two consecutive years. It has also won many national patent awards, including the 22nd China Patent Excellence Award and the 23rd China Patent Silver Award with its outstanding patent quality and outstanding contributions to the industry and society.

In 2022, the company's "An Isoluminol Derivative and Its Preparation Method and Application" won the silver award of the 23rd China Patent Award; in 2021, the company's "A Preparation Method of Magnetic Microspheres for Biological Protein Separation and Its Application" won the Excellence Award of 22nd China Patent Award.



2022 Intellectual Property Management System Certificate



China patent excellence award



China patent silver award

### Customer service

The company adheres to the core strategic orientation of "customer-centered", adheres to the concept of all-round customer service, continuously optimizes customer service plans, unremittingly digs deep into customer needs, responds to customer complaints in a timely manner, provides professional and accurate services, actively investigates customer satisfaction, and provides customers with worry-free product services.

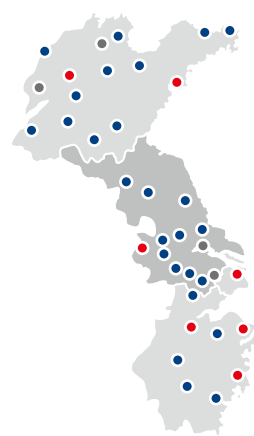
### Customer service system

Snibe is customer-centric and persists in providing professional and meticulous technical services. While implementing the Service Activity Control Procedures, End Customer Management Measures and other systems, we also continued to improve service quality and train professional technical service personnel.

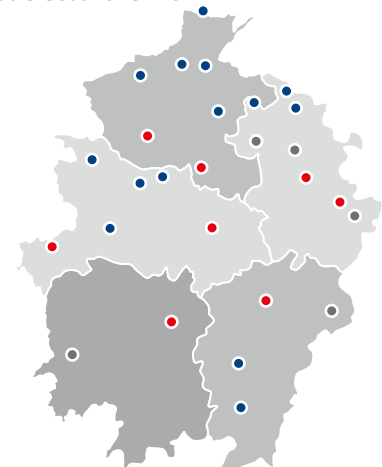
In 2022, each region further built and improved the after-sales service network on the basis of the original. A total of 28 after-sales service stations were added in 2022. At present, there are 148 after-sales service stations across China.

Right is the increase and change of after-sales service outlets in some domestic regions:

East of China



Middle South of China





Case

In the product-specific skills training, the regional backbones were trained on the professional knowledge of C8 instruments and assembly lines.



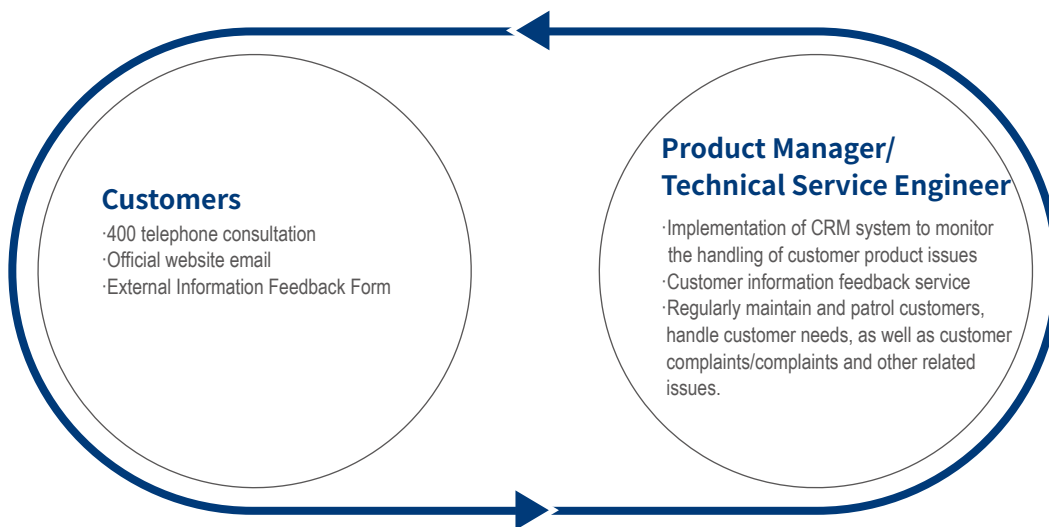
Trainers of Biochemical Analyzer Biossays C8



Assembly line product trainers

Customer service process

We practice the concept of providing customers with meticulous, professional and timely product services. Customers can consult the company about product issues in a timely manner through 400 telephone consultation, official website email, External Information Feedback Form and other channels. After receiving product consultation questions, the company directly provides professional product services to customers, and realizes real-time analysis and processing of customer service work through the self-developed CRM platform. Through the CRM system platform, we can better help the technical service engineers in each region to solve problems accurately and ensure the comprehensiveness of customer service. In addition, we have established a customer information feedback service mechanism to strictly implement the Feedback and Complaint Handling Control Procedures formulated by the company, regularly maintain, deal with customer needs, customer complaints and other related issues, and communicate with customers and resolve in a timely manner to form a closed-loop management.







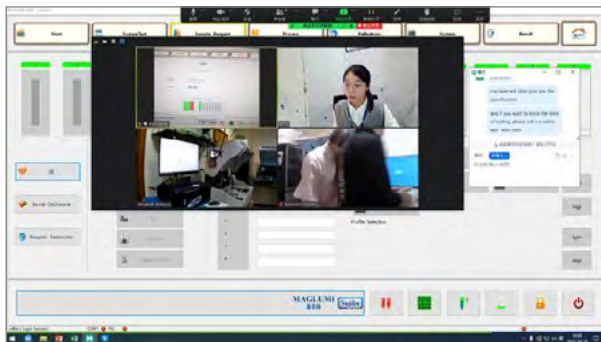
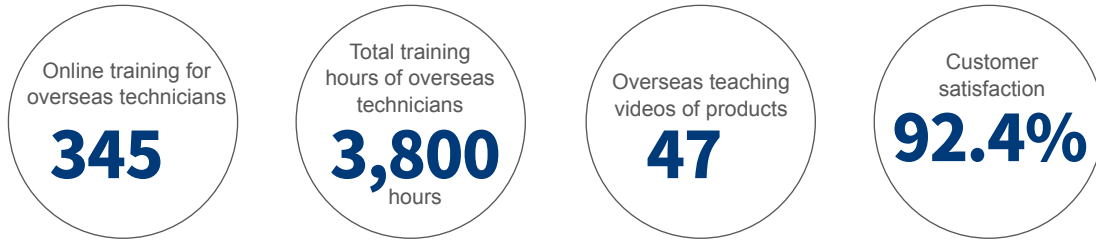
CRM system



Case

Digital services breaking spatial distance

In 2022, with the purpose of providing high-quality products and services to overseas customers, we actively used digital media to provide product training to foreign customers by recording videos and conducting online training sessions, and solve product problems encountered by customers through remote video connections.



Online training for M series maintenance in Russia on October 18, 2022

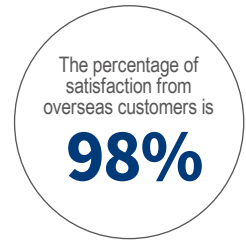
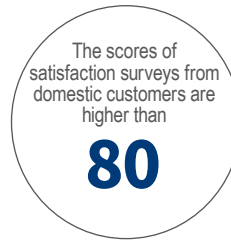
视频名称	观看次数	播放时长	播放次数	播放时长
Magneto 40 maintenance guidelines (Russian)	10	0:00	0	0:00
Magneto 20 MK3 and Safety Instructions	10	0:00	0	0:00
Instrument	10	0:00	0	0:00
Operation of M4000P	10	0:00	0	0:00
Use of Portable Gas Detector (Russian)	10	0:00	0	0:00
M4000P software	10	0:00	0	0:00
M4000P	10	0:00	0	0:00

Overseas product video viewing datas

\*Customer satisfaction=number of customer satisfaction sessions/number of feedback sessions received from the questionnaire, number of customer satisfaction sessions: 279 sessions; Number of feedback sessions received: 302

### Customer satisfaction

For domestic customers, we conduct a satisfaction survey on customers every year in accordance with the company's internal Quality Management System Documents. Customers will evaluate their satisfaction in four aspects: products, services, order processing, and complaint handling. The evaluation score higher than 90 points indicates very satisfied, 80~90 points indicate satisfied. The customer satisfaction survey scores were all higher than 80 points in 2022.



For overseas customers, we conduct satisfaction surveys for dealers in accordance with the requirements of the company's internal Service Activity Control Procedures. In 2022, we recovered a total of 101 questionnaires, with a satisfaction rate of 98%.

### Purchasing management

Snibe has established a complete supplier management system. The selection, access and review of suppliers not only assess the quality and price of raw materials, but also introduce environmental and social performance indicators, and conduct dynamic assessments of these indicators to ensure supplier quality, safety and sustainability.

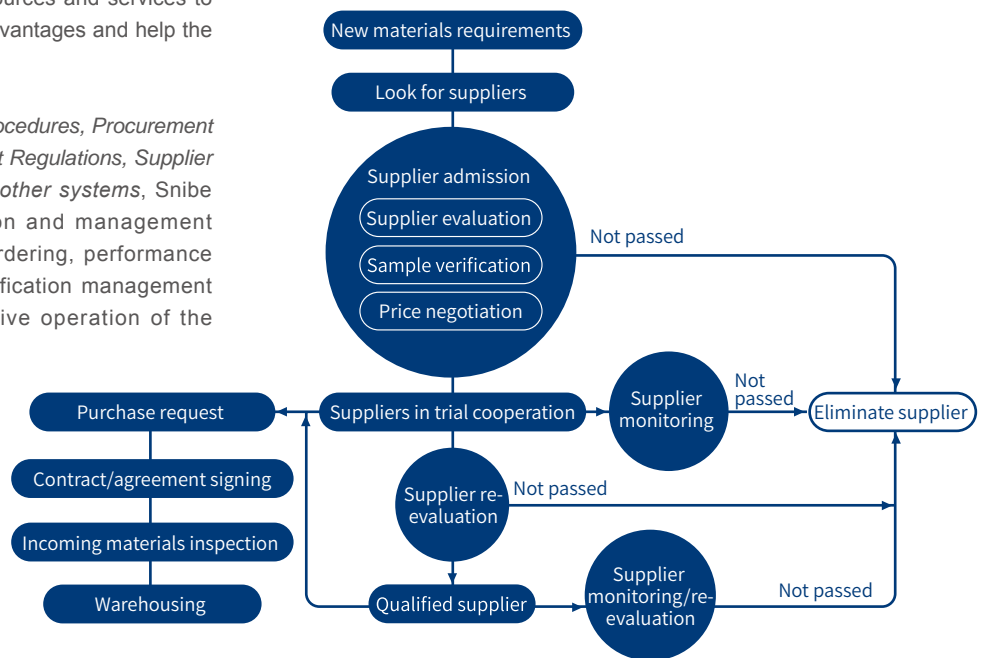
#### Organizational structure of Purchasing Department

In order to ensure the scientificity and integrity of procurement management, the company conducts systematic management of the Purchasing Department in a flat organization, covering daily procurement and delivery, price management, accounting settlement, quality management system procurement modules, procurement engineering and other aspects of business. Among them, the price management is independently completed by the purchasing business team and the purchasing engineering team, so as to realize the separate management of prices and daily orders and ensure fairness and justice.

#### Purchasing Department workflow

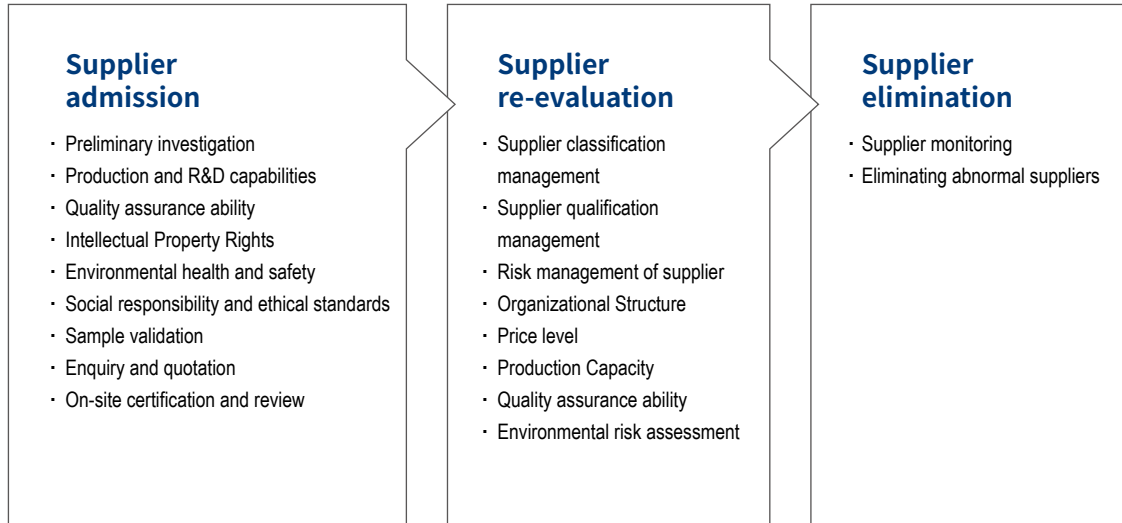
We focus on the company's core strategic goals, start from the business development and demand, continuously optimize the supply management system, and continue to provide competitive procurement resources and services to make it one of the company's core advantages and help the company continue to develop steadily.

Based on the *Procurement Control Procedures, Procurement Contract and Agreement Management Regulations, Supplier HSF Management Regulations and other systems*, Snibe implements systematic supervision and management of supplier development access, ordering, performance evaluation, re-evaluation, and qualification management to ensure the just, fair and effective operation of the procurement supply chain.



### Supplier management system

We put strict requirements on supplier admission, screening, review and elimination to ensure that all suppliers meet the company's product quality requirements.

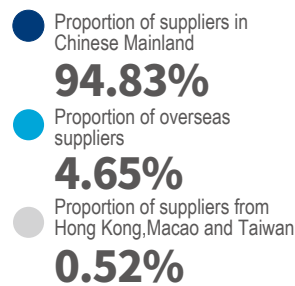


#### Case

The supplier on-site inspection initiated at the supplier admission stage covers all aspects, including environmental health and safety, social responsibility and ethical standards, as shown in the following section (taken from the *New Supplier Admission On-site Inspection Scoring Form*)

Safety	Environmental health and safety	Work environment safety, fire protection, labor protection measures specifications	<ol style="list-style-type: none"> <li>1. Emergency lights, escape instructions, firefighting equipment and fire training/drill records</li> <li>2. Whether the chemicals are stored and used reasonably</li> <li>3. Whether there are labor protection products</li> </ol>
Human Rights	Ethical standards and social responsibility	Ethical standard review	<ol style="list-style-type: none"> <li>1. Whether wages and working hours comply with the relevant provisions of the Labor Law</li> <li>2. Whether there is forced labor, use of child labor, harassment, abuse, discrimination, punishment and fines, etc.</li> </ol>

In 2022, the number of the company's suppliers increased by 12.17% compared with 2021. Among them, 370 companies have completed the signing of the *Supplier Social and Environmental Responsibility Code of Conduct* and have integrity agreements, and 220 companies have completed the signing of the *Supplier Social and Environmental Responsibility Code of Conduct* and have environmental protection information.



## Marketing management

We always put the rights and interests of users in the first place, constantly urge marketing personnel to strictly implement the marketing system formulated by the company through the formulation of marketing systems and regular trainings, build trust with stakeholders, and publicize and popularize our products to the market with high standards and normative guidelines.

### Responsible marketing

In order to ensure the full implementation of responsible marketing, we updated the *Management Regulations for Domestic Dealers* during the reporting period. In order to strengthen the management of overseas employees of the domestic marketing center, we promulgated the *Daily Management System for Overseas Employees of the Domestic Marketing Center* during the reporting period, readjusted the departmental structure, refined job responsibilities, separated the company's key customer business and assembly line business from regional business, set up the corresponding person in charge for key management, and refined sales responsibilities and authorities to ensure compliant marketing.

For overseas marketing, we abide by the company's Overseas Dealer Management Regulations under the framework of the ISO13485 quality management system, and put forward clear requirements for the compliance of dealers' local operations. For example: for dealers in the European Union, we not only comply with EU IVDD requirements, but also improve products and business in accordance with the latest IVDR regulations and transition period requirements, including adding EU importer information and updating the declaration of conformity. In terms of products, we have completed the RoHS certification of the company's main instrument products for immunology, biochemistry and nucleic acid extraction, meeting the European Union's regulations on restricting the use of hazardous substances in electrical and electronic equipment (EEE).

Case

In 2022, the company organized different forms of online and offline trainings and learning to ensure that the marketing personnel fully understand and be familiar with the company's marketing strategy and improve the communication and analysis capabilities of regional personnel.



Snibe sales elite training conference

Case

With the enrichment of the company's products, each marketing area continues to strengthen the professional training of sales personnel to ensure that sales personnel fully understand the company's products and marketing systems, and provide customers with better and responsible services.



Domestic offices provide sales personnel with product knowledge training on assembly line

Case

**“Localized” overseas marketing, breaking the cultural circle and helping customers understand products**

In 2022, we conducted nearly 400 training sessions for overseas marketing teams and customers, including 200 training sessions for customer products. The trainings covered product knowledge, product marketing plan, and after-sales maintenance skills. We hired local staff to use local languages, such as Spanish, French and Portuguese, to explain products to local customers through a combination of online and offline methods. The customer training satisfaction rate was 91.3%.

**Dealer management**

Continuously providing customers with accurate, professional and responsible marketing services is the cornerstone of the company’s marketing system. We select dealers strictly, formulate the *Regulations for the Management of Domestic Dealers* and *Regulations for the Management of Overseas Dealers* to stipulate the rights and obligations of dealers, and realize the cooperation with dealer partners to provide customers with better services.

**Rights**

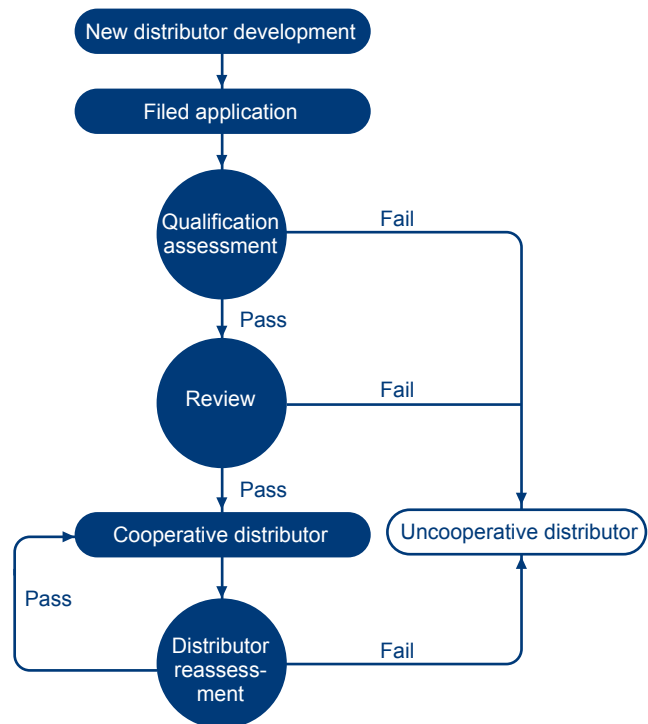
Dealers have the agency right of the company’s brand products within the scope of authorization. Dealers are entitled with relevant technical training and return visits provided by the company, as well as marketing support.

**Obligations**

Dealers must sell in strict accordance within the authorized regions. Dealers need to provide customers with timely and thoughtful services, including pre-sales, in-sales and after-sales services.

**Process for new dealer development**

The Domestic Marketing Department will evaluate the dealer’s distribution qualification, sales and after-sales strength, experience in in vitro diagnostic products, and decide whether to approve it as a dealer.



# Equality and diversity to create a sustainable workplace

## Major issues

- Protection of employees' rights and interests
  - Empowerment Career Development
  - Attending to employee health
  - Enriching Employees' Lives
- 

## SDGs



Snibe always regards employees as the core competitiveness of the company's sustainable development. The company respects employees and protects their legitimate rights and interests; persists in building an equal, diverse and inclusive sustainable workplace, and provides employees with diversified training opportunities and fair, open and transparent promotion channels; the company cares for employees and provides them with a healthy, safe working environment and perfect welfare and care measures to share the achievements of sustainable development with employees.

## Protection of employees' rights and interests

Employees are the foundation of sustainable and high-quality development of Snibe. In the entire process of employee recruitment, employment, work and resignation, the company strictly abides by relevant laws and regulations, guarantees standardized, open, and transparent procedures, prohibits illegal employment of child labor and forced labor, and eliminates non-compliance behaviors that infringe on the legitimate rights and interests of employees and cause labor disputes. Snibe attaches great importance to the sustainability and diversification of talent team building, implements a diverse and inclusive recruitment policy, attracts talents from different professional fields at home and abroad, and creates a talent team with continuous optimization of professional skills.

### Recruitment

Snibe fully protects the rights and interests of employees, strictly abides by *the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Trade Union Law of the People's Republic of China, Employment Promotion Law of the People's Republic of China, Social Insurance Law of the People's Republic of China* and other laws and regulations, formulates internal systems such as *Human Resource Control Procedures* and *Employee Handbook*, constantly standardizes the company's recruitment process, builds a high-quality and diversified talent team, develops together with employees, and contributes to the progress of human health.

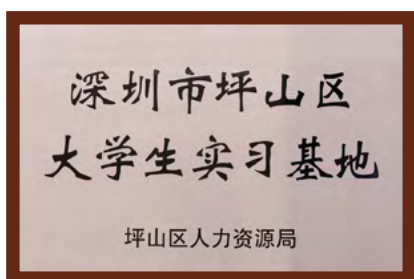
In 2022, Snibe won honors such as Best Employer in Zhilian City and LinkedIn's Global Attractive Employer in terms of talent management.



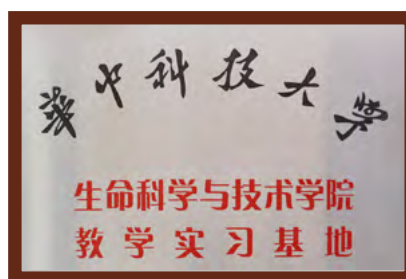
### Employee diversity

In accordance with the *Human Resource Control Procedures*, *Employee Handbook* and other relevant systems, we will fairly consider candidates from different backgrounds when recruiting, oppose discrimination on gender, health and age, and advocate honest, transparent and fair employment processes. We also actively undertake social responsibilities, employ disabled people, and promote the employment of disabled people. We apply for legal work permits and work residence permits for foreigners to ensure their legal employment in China.

Real knowledge comes from practice. Through the joint establishment of practice bases with colleges and universities, we not only provide students with the opportunity to transform the theoretical knowledge they have mastered in the laboratory and classroom into clinical diagnostic products, but also give them an olive branch to leave the campus and enter the society. As of December 31, 2022, we had established practice bases with Sun Yat-sen University, Huazhong University of Science and Technology, Huazhong Agricultural University, Northwest Agriculture and Forestry University, Shenzhen University, Shenzhen University of Science and Technology, Changsha University of Science and Technology, and Guangzhou Medical University.



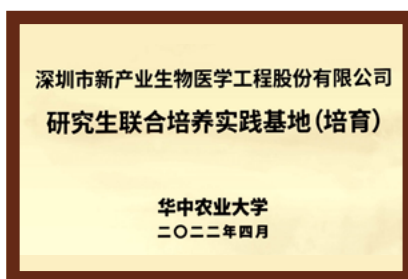
Student Internship Base in Pingshan District, Shenzhen



Teaching Practice Base of Huazhong University of Science and Technology School of Life Science and Technology



Employment Practice Base for College Students of Shanghai Health Medical University



Huazhong Agricultural University Postgraduate Joint Training Practice Base (Cultivation)

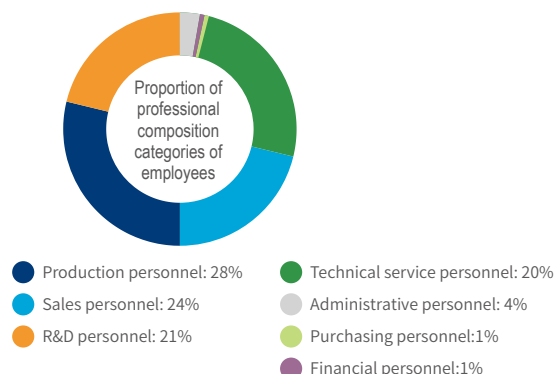
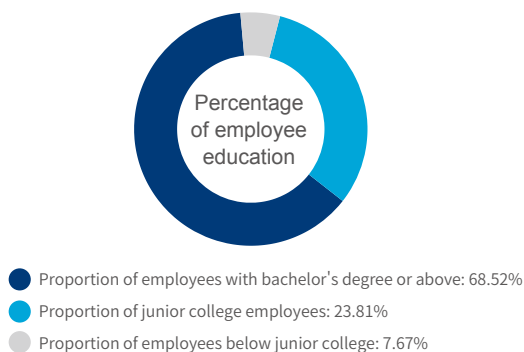
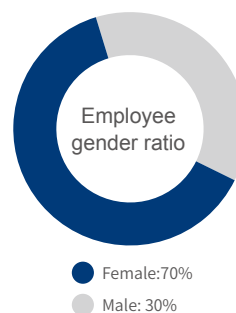
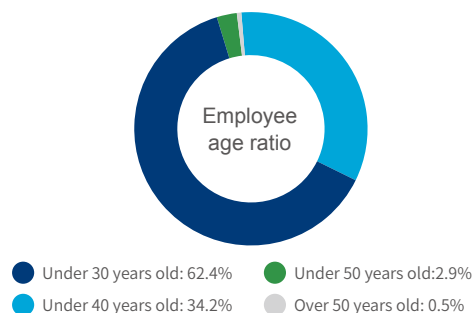


Graduate Employment Base of Changsha University of Science and Technology

In 2022, Snibe focused on strengthening the introduction of R&D talents and the recruitment of fresh graduates from colleges and universities, among which the number of recruits from colleges and universities accounted for more than 50% of the total number of recruits. As of the end of 2022, the company had a total of 2,818 employees, of which female employees accounted for 29.81%, and female management accounted for 28.37%.

Years	Total number of employees	Proportion of signing labor contracts	Employee social security coverage
2021	2,283	100%	100%
2022	2,818	100%	100%





### Payroll and Benefit

Snibe is committed to seeking a happy life for employees and promoting the company's long-term development, fully planning and effectively designing employee benefits, and continuously strengthening employees' professionalism and sense of security by establishing a scientific and reasonable welfare system. The company pays social insurance and housing provident fund for each employee according to law, and employees enjoy national statutory holidays according to law. In addition, in order to protect the interests of employees, promote the construction of company culture, strengthen the company's centripetal force and cohesiveness, and promote harmonious labor relations, the company provides employees with multi-dimensional welfare protection and colorful employee activities, such as commercial insurance (for major illness, mild illness, accidental injury, accidental medical treatment, accidental hospitalization allowance), holiday expenses, employee settlement, care and condolence, employee dormitory, employee canteen, company shuttle bus, freshman reception, club and other activities, etc.

Based on long-term development and overall benefits, the company has scientifically and flexibly set up diversified incentive schemes from both material and spiritual levels, combined with a fair and transparent salary increase mechanism and honor recognition encouragement system.



#### Social Security

- Social insurances
- Housing provident fund



#### Benefits

- Supplementary medical insurance
- Staff dormitory
- Festival Fee
- Club activities
- Staff canteen
- Company shuttle bus



#### Salary

- Semiannual and annual salary adjustment
- Position and salary adjustment
- Rank and salary adjustment
- Material and honor incentive
- Excellent and advanced employees
- Sales performance award
- Research and development merit award

### Staff Communication

Snibe attaches great importance to listening to employees, paying high attention to their happiness and identity, and making unremitting efforts to achieve their aspirations and expectations. In order to enable employees to effectively communicate with the company's management, effectively help employees solve practical problems in their work and life, and create a healthy corporate culture of communication, the company has established a multi-level and multi-channel feedback platform for employees to create an equal and efficient communication environment.

Opinion processing party	Feedback platform
Senior manager	BOSS through train Review meeting for excellence and promotion Email for comments and anonymous email
Middle managers	Performance Communication Departmental Meetings
Human Resources Department	Summary of annual employee opinions and suggestions Employment confirmation and resignation interview Organizing new employee activities
Trade unions, workers' congresses, and other departments	Regularly respond to questions raised by the labor union and workers' congress Internal journal Other types of questionnaire research Organizing various employee activities and building a communication platform

Case

#### BOSS through train

The company's general manager actively responds to and answers common issues that employees pay attention to at each annual company meeting.



Case

#### Internal journal

The internal journal "Snibers" is published quarterly and is open to all employees of the company. The primary task of the company's internal journal is to promote corporate culture and strengthen corporate cohesion, including company news trends, management policies, employees' spiritual outlook, work feelings, aspirations, and leisure life. The internal journal is a channel for the dissemination of corporate culture and a platform for the company to fully listen to employees' aspirations.



Case

The Indian subsidiary of Snibe established an internal monitoring committee in accordance with the Indian regulation "Sexual Harassment against Women in the Workplace (Prevention, Prohibition, and Correction) Act" promulgated in 2013. The committee consists of three female employees and one male employee, one of whom is a Chinese employee, and the other three are local Indian employees. Employees can report and complain about sexual harassment incidents they encounter at work through the internal monitoring committee.

## Empowerment Career Development

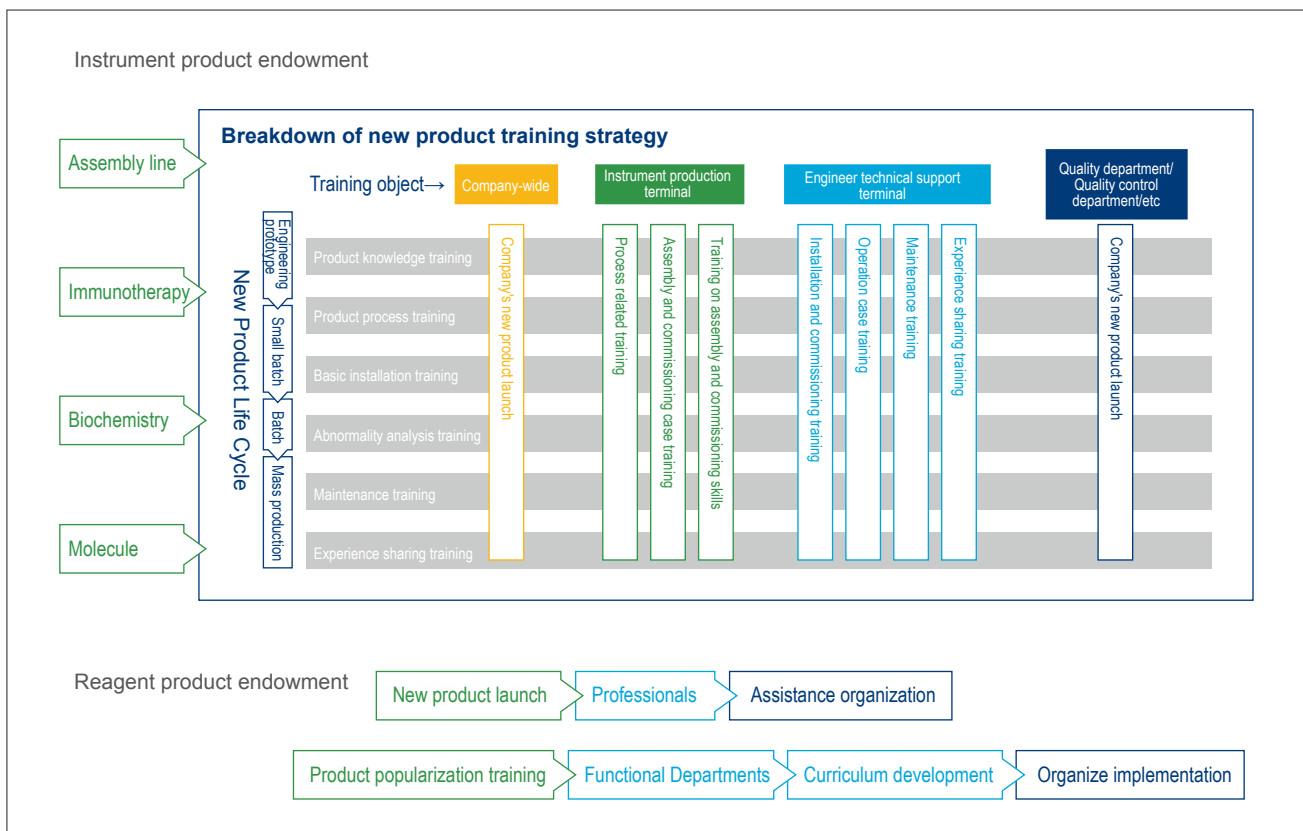
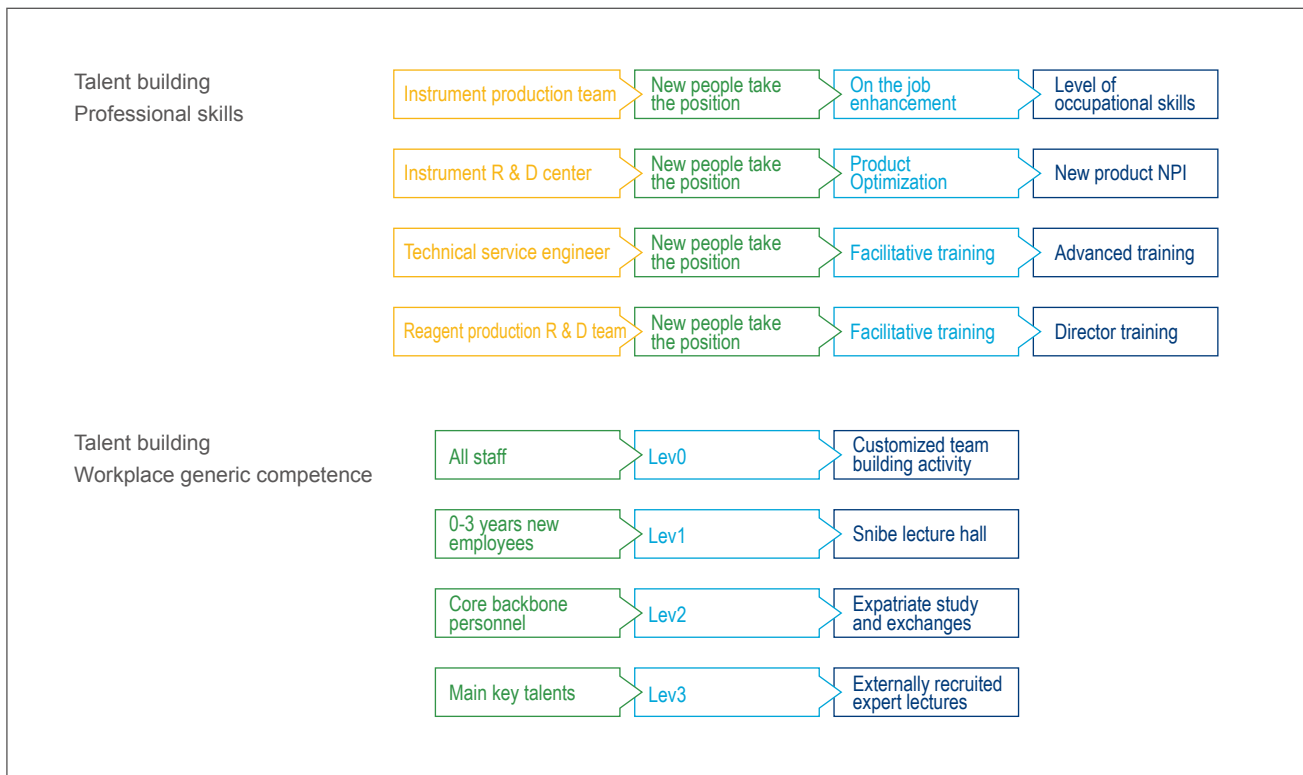
The company regards employees as the cornerstone of the company's development, attaches importance to talent cultivation, continuously integrates and optimizes internal and external resources, continuously improves the design of training systems based on the company's business development, employee career development, and professional and technical development, and expands employee development paths.

### Employee training

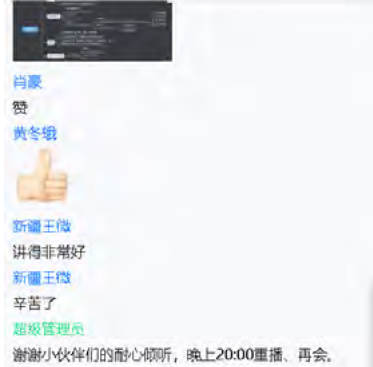

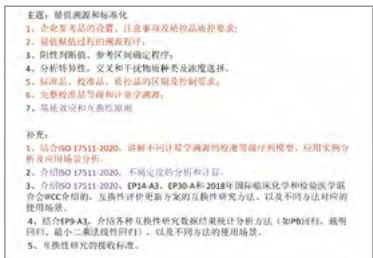

Talents are the source power of enterprise development, and Snibe regards employees as the company's most valuable wealth. Through continuously strengthening talent construction and human resource integration, it continuously improves the level and quality of the company's talent reservoir, and has established a training center specifically. Through the construction of a comprehensive, scientific, practical, step-by-step training system and curriculum, it aims to "teach and guide", accurately positioning, and teaching staffs in accordance with their aptitude, providing systematic training for various talents to provide employees with more opportunities and platforms for learning and growth.

Based on continuously improving and optimizing the training system, the company has formed an internal training system with the core of "talent construction" and "product empowerment", and has continuously optimized, polished, and shaped a series of internal high-quality courses. At the same time, with the help of a fair and effective evaluation and incentive mechanism, the overall level and ability of the internal part-time lecturer team has been further improved. In addition, the company has continued to deepen cooperation with professional counterparts, established and improved corresponding training, internship, and student aid incentive mechanisms, further enhancing the company's external image and talent attraction.

Training System	"Training Management System", "Training Process Implementation Operation Guidelines", "Internal Training Standardization Operation Guidelines", "External Teacher Training Operation Guidelines" "Snibe Lecture Hall Training Process Implementation and Operation Guidelines", "PPT Courseware Production Basic Specifications", "Course Development Process Regulations and Related Standards Evaluation (Initial Case)", "Part-time Internal Trainer Election Management Measures (Initial Case)", "Internal Trainer Training Game Library", "Training Follow up and Invigilation Management Measures", "Training Record Data Arrangement Guidelines", "Training Return Visit Management Measures"
Training Regulation	"Talent building" and "product empowerment"



In order to better support the operation of the training system, and meet the new learning needs of employees such as learning at any time, learning in different places, and reviewing, the company focused on running projects such as Snibe lecture hall, special training for internal trainer empowerment and improvement, traceability and standardization of medical device value, and flexibly used various online learning resources and platforms to meet and cover the learning and growth needs of employees to the greatest extent.

Project	Project achievement	Attached figures
Snibe lecture hall	We held 44 sessions throughout the year, with more than 4,400 people participating, covering almost all employees in the Shenzhen headquarters and various locations. The courses meet the common needs of employees in different positions, such as communication, reporting, writing, and office software, more than 300 self-initiated “learning activists” were identified, and created popular courses such as “communication training camp”, “workplace writing training camp”, “job request and report”, which had won unanimous praise from employees.	 <p>肖蒙 赞 黄冬曦</p> <p>新疆王微 讲得非常好 新疆王微 辛苦了 超级管理员</p> <p>谢谢小伙伴们的耐心倾听，晚上20:00重播，再会。</p>
Special training for internal trainer empowerment	More than 40 newly discovered part-time internal trainers successfully graduated through the special training program for internal trainer empowerment.	
Medical device value traceability and standardization training	We invited 2 authoritative experts from Beijing Institute of Medical Device Testing to carry out 2-day full-time study. With the help of 16 courses, dozens of tools and methodologies, nearly 1,000 R&D, quality management, technical service and marketing personnel were covered.	 <p>主题：量值溯源和标准化</p> <ol style="list-style-type: none"> <li>1、企业参考品的设置、注意事项及样品品控要求；</li> <li>2、量值溯源过程的溯源程序；</li> <li>3、线性判断、参考区间确定程序；</li> <li>4、分析特异性、交叉和干扰物种类及浓度选择；</li> <li>5、校准品、校准品、稀释品的选择及控制要求；</li> <li>6、完整校准品等级和计量学溯源；</li> <li>7、量值溯源和溯源性原则</li> </ol> <p>补充：</p> <ol style="list-style-type: none"> <li>1、结合ISO 17511:2020，讲解不同计量学溯源的校准等级模型，应用实例分析企业溯源场景分析；</li> <li>2、介绍ISO 17511:2020，不确定度的分析和计算；</li> <li>3、介绍ISO 17511:2020、EP14-A3、EP30-A和2018年国际临床化学和检验医学联合会IQC介绍的，互换性评价更新方案的互换性研究方法、以及不同方法对应的使用场景；</li> <li>4、结合EP9-A3，介绍各种互换性研究数据结果统计分析方法（加P0回归、戴明回归、最小二乘法线性回归），以及不同方法的使用场景；</li> <li>5、互换性研究的溯源标准。</li> </ol>
Assembly skills competition	District Human Resources Bureau “Enterprise Occupational Skill Level Certification” (currently passed the registration and on-site audit)	

In 2022, the total number of trainees was

**52,382**

with a total of

**425,471** hours



- Total online training hours: 382,924
- Total offline training hours: 42,547



- Average training hours for senior managers: 14
- Average training hours for intermediate management personnel: 8.12



- Average training hours for R&D personnel: 8.12
- Average training hours for production personnel: 8.12

### Employee promotion

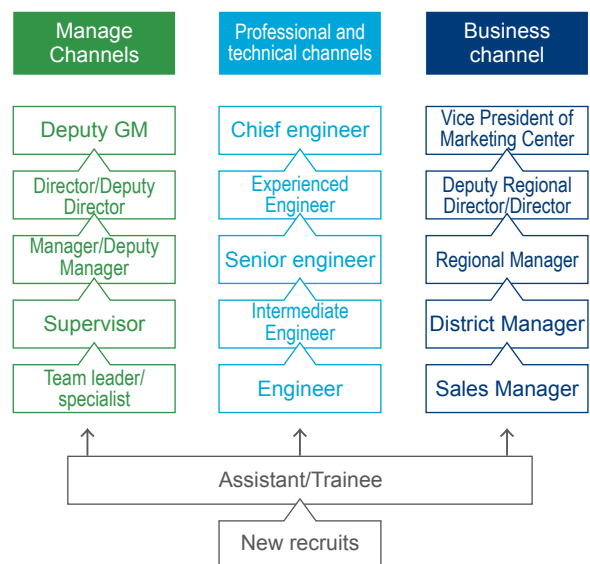
The company respects the development direction chosen by employees. We adhere to the concept of “making the best use of talents”. As the company structure tends to be flat in nowadays, we have designed horizontal and vertical career development paths, formulated a clear internal promotion system, and guided employees to combine their strengths, focus on the improvement of professional skills or comprehensive quality and choose the appropriate channel for development. We also set up an assessment system for each position to help employees improve in an all-round way.

The promotion proportion of the company is

**5.22%**

of which the proportion of female employees is

**25.85%**



Career development channel for Snibe employees

## Attending to employee health

Snibe always regards employees as the most valuable wealth of the company and is committed to creating a healthy and safe work environment for employees, to regard ensuring the health and safety of employees as an important job.

### Health and safety

In order to ensure the health of employees, the company strictly complies with the *Production Safety Law of the People's Republic of China and Prevention and Control Law of Occupational Diseases of the PRC*. The company regularly conducts safety production training and fire drills for employees and arranges relevant employees to undergo occupational health examinations every year. In addition, the company has formulated the Employee Health Management Regulations to monitor and manage health and safety related operational controls, environment, safety objectives, and other conditions.

### Hazardous Waste Management

Hazardous chemicals that may be exposed to during the operation of Snibe include highly toxic product, combustibles, corrosive products, and pressurized gases. In order to better eliminate potential chemical hazards, we have formulated the *Regulations on the Management of hazardous Wastes in Snibe*, and strictly follow the *SJ-GL-057-V8-Dangerous Goods Management System* to manage internally controlled hazardous chemicals.

In 2022, the company arranged two 60-minute hazardous waste management training to clarify the hazardous waste disposal process, covering 70 management personnel from relevant departments of the company, in order to familiarize them with relevant regulations on hazardous waste management.

### Number of work injuries

Number of deaths caused by work injury	Persons	Subject to the confirmation of the Social Security Bureau	0
Number of serious injuries caused by work injury	Person-times	Subject to the work injury recognized by the Social Security Bureau	0
Number of work injuries other than the above-mentioned deaths and serious injuries	Person-times	Subject to the work injury recognized by the Social Security Bureau	4
Lost man-hours due to work injury	Hours	The number of working days during the period of Injured resignation (subject to the work injury recognized by the Social Security Bureau), excluding non-occupational diseases such as colds, etc	292.5

### Providing professional psychological counseling

The company attaches great importance to the life safety and occupational health of each employee. Through cooperation with hospitals, the company organizes multiple free clinic activities to help employees understand their physical condition and organize health lectures to let employees understand various health knowledge.

The company cooperates with commercial insurance companies to hold a "Airdoc Detection", which helps employees detect potential health risks by scanning the retina.

The company cooperates with professional institutions to provide employees with a free psychological consultation hotline to help them relax and relieve stress.



"Airdoc Detection"

Case

## Enriching Employees' Lives

The Snibe cares for employees' expectations and demands in work and life, and actively responds to them, striving to meet their needs for a better life, and improving their sense of happiness and belonging.

### Employee Activities

In order to enrich employees' amateur life, we provide a platform for employees to stretch their body and mind and strengthen their physical fitness by regularly carrying out club activities such as badminton clubs, basketball clubs, football clubs, yoga teaching, etc.

At the same time, in order to enrich the cultural life of our employees, we actively organize online and offline activities, holding a total of 17 events at month of incorporation, various festivals, and during the end of the year, with over 10,000 participants. Through various forms of activities such as book fairs, fun sports meetings, online games, and speech contests, we not only convey to our employees the corporate culture of "shouldering heavy responsibilities, enjoying challenges, and pursuing excellence", but also enhance their sense of experience in participating in activities.

In addition, we have launched a corporate video account to build a bridge for employees to understand and participate in the construction of the company's culture and enhance their sense of identity with the company. In 2022, we released a total of 8 videos, with a total of over 20,000 views. Among them, the online ceremony video of the 27th anniversary of the company's celebration released by the company through a video account has received a total of nearly 10,000 viewers.





# Green development by environment protection

## Major issues

- Waste Management
  - Green Office
  - Energy Management
  - Resource Conservation
  - Low-carbon Development
- 

## SDGs



The health of the earth is related to the survival of every living body. As a medical device enterprise that carries human health, we actively safeguard the health of the planet. We comply with regulations, conserve energy, increase efficiency, reduce demands on nature, and take practical actions to protect the environment we rely on for survival. In 2022, the company had no major environmental violations.

## Addressing climate change

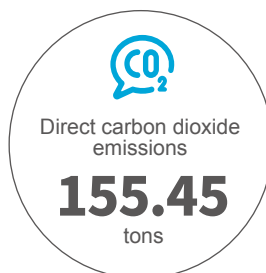
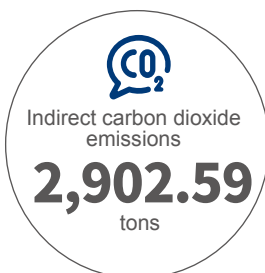
Climate change is a difficult problem that humans must face and solve. The implementation of the "peak carbon dioxide emissions and carbon neutrality" policy demonstrates the determination of the country to address climate change. Snibe actively takes action to improve operational efficiency and continuously protect the health of the planet.

### Carbon emissions and energy management

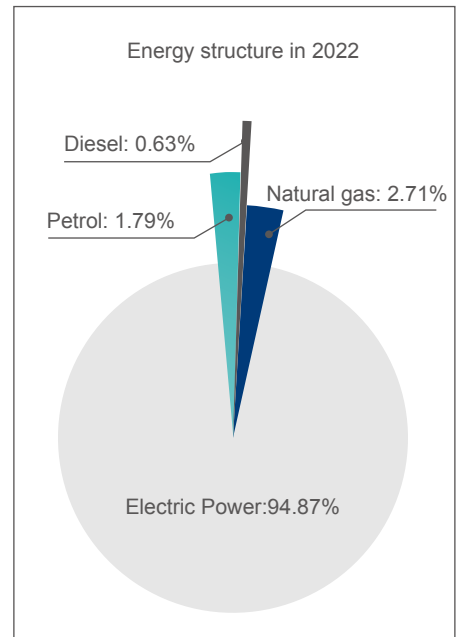
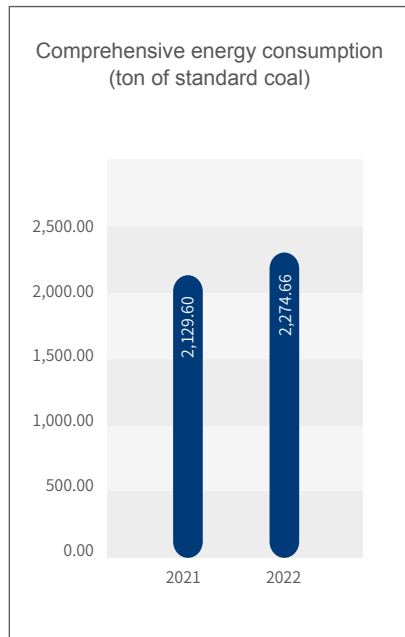
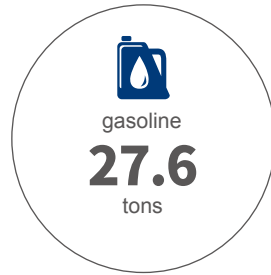
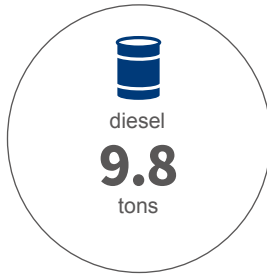
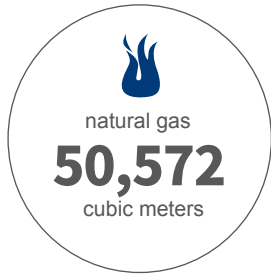
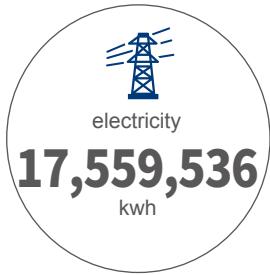
In 2022, the total carbon emissions generated by our operations were 3,058.04 tons, including 2,902.59 tons of indirect carbon dioxide emissions and 155.45 tons of direct carbon dioxide emissions.

In 2022, the energy required for our operation comes from electricity (17,559,536kwh), natural gas (50,572 cubic meters), diesel (9.8 tons), and gasoline (27.6 tons).

	2021	2022
Carbon emission intensity (ton of carbon dioxide emissions/10,000 CNY)	0.011	0.010



\*Direct emissions (Scope 1) include direct emissions caused by the company's consumption of fossil fuels. Indirect emissions (Scope 2) include indirect emissions caused by the company's consumption of purchased electricity. The total emission is the sum of direct and indirect emissions. The accounting method is mainly based on the *Guidelines for Preparation of Provincial Greenhouse Gas Inventories and the General rules for calculation of the comprehensive energy consumption*.




During the reporting period, we actively took actions to save energy, reducing energy consumption by replacing energy consuming equipment, technological upgrading, and other methods, such as replacing all light bulbs with energy-saving LED lights, installing timing switches for drinking fountains in the official area, and conducting timing processing for the lighting in the underground garage .

Case

#### Upgrading the computer room, reducing energy consumption to 1/10

Our IT department has adopted a technology upgrade and transformation to support the current 58 virtual machines with 6 nodes, replacing the traditional X86 server architecture, reducing energy consumption to 1/10 of the original.

6-node server



## Green operation

Snibe strictly abides by laws and regulations such as *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Air Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, the *Regulations of the Shenzhen Special Economic Zone on Ecological Environmental Protection*, and the *Regulations on the Management of Medical Wastes*, and formulate and implement the *Responsibility System for the Prevention and Control of Environmental Pollution by Hazardous Wastes*, and the *Medical Waste Management System*, to strictly control the disposal process of hazardous waste and medical waste.

In 2022, there were no environmental violations in Snibe.

### Water and sewage discharge

Snibe treats various types of wastewater in accordance with the principle of "rainwater and wastewater diversion, source collection, and reuse", and promote an environmentally friendly wastewater management mechanism. According to the different sources of wastewater, it is divided into production wastewater, rainwater, and domestic sewage. According to the different pollutants contained in production wastewater, it is also divided into medical waste chemical waste liquid, air filtration wastewater, and purified water system concentrated water. Based on the principle of classified management, we implement specific wastewater management measures through the following means:

Classified collection: Medical waste chemical waste liquid and air filtration waste water at the source is collected by Shenzhen Yisheng Environmental Protection Technology Co., Ltd. and Shenzhen Environmental Technology Group Co., Ltd. respectively;

Concentrated water reuse: To establish a concentrated water recovery tank to collect concentrated water generated during the preparation of purified water for toilet flushing and greening irrigation, thereby saving resources and reducing waste.

	2021	2022
Total water consumption (m <sup>3</sup> )	177,125	181,832
Water consumption intensity (m <sup>3</sup> /10,000 CNY)	0.696	0.597

### Case

#### Concentrated water reuse, saving water resources

The company has established 100m<sup>3</sup> water storage tank. The concentrated water recovery tank of the company recycles the concentrated water that meets the requirements of *the reuse of urban recycling water—Water quality standard for urban miscellaneous use* (GB/T 18920-2020) and is used for flushing toilets and greening irrigation in the company's park. In 2022, 8,859.5m<sup>3</sup> will be saved through concentrated water recycling Water resources. In order to further strengthen the utilization of concentrated water, 180m<sup>3</sup> concentrated water recovery tank has been added to the building 2 in the park, which is used for flushing toilets and greening irrigation of the park.



Concentrated water treatment system of building 1 in the park



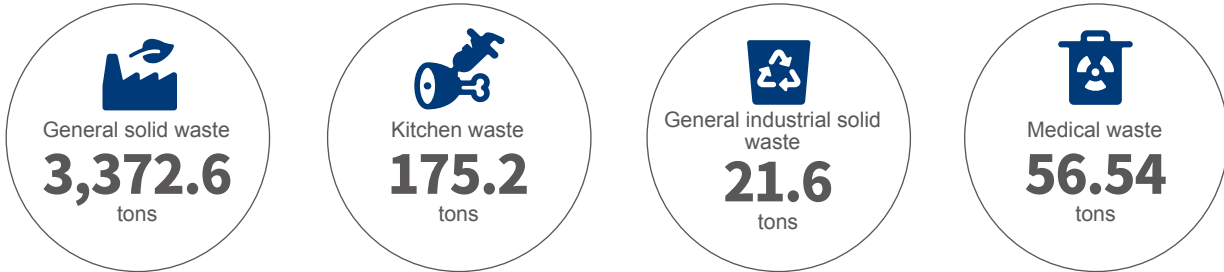
100 liter concentrated water treatment equipment for building 1 in the park



180-litre concentrated water treatment equipment for building 2 in the park (not yet put into use)

### Solid waste and exhaust gas emission

In 2022, the company generated 3,372.6 tons of general solid waste, 175.2 tons of kitchen waste, 21.6 tons of general industrial solid waste, and 56.54 tons of medical waste.



### Medical waste and hazardous waste management

A special environmental pollution prevention and control working group has been established for Snibe to classify and manage medical waste and hazardous waste. Medical waste includes infectious waste, injurious waste, and chemical waste. The three types of medical waste are collected in a dedicated medical garbage can and disposed by Shenzhen Yisheng Environmental Protection Technology Co., Ltd. There are five types of hazardous waste, including waste activated carbon, waste engine oil, waste lamp tubes, waste chemicals, and air filtration wastewater. After collection, they are uniformly disposed by Shenzhen Environmental Technology Group Co., Ltd.



Mark of medical waste temporary storage room



Medical waste temporary storage room



Medical waste disposal steps

### Waste gas management

Various types of waste gas generated by Snibe follow the principle of "classified collection, centralized treatment, and emission up to standard", and there are strict requirements for waste gas generation, collection, and layout of waste gas pipelines. Independent waste gas collection universal covers and fume hoods are provided for production workshops, points or areas where waste gas is generated by each production line. For waste gas collection pipelines, the flow direction of waste gas collection and disposal shall be marked. And the company regularly arranges a third-party testing agency to test the exhaust gas to ensure that the exhaust gas emissions meet relevant regulatory requirements.



Activated carbon waste gas treatment system

During the reporting period, our company was not a key pollutant discharging unit of atmospheric environment announced by the regulatory authority. The exhaust emissions from the production plant of Snibe building are as follows:

四、检测结果:

表 4-1 有组织废气检测结果表

采样日期	检测点位	排气筒高度 (m)	样品编号	检测项目	标干流量 (m³/h)	排放浓度 (mg/m³)	排放速率 (kg/h)	限值	
								最高允许排放浓度 (mg/m³)	最高允许排放速率 (kg/h)
11月14日	废气排放一楼取样口	5	22FQ09054301-01~22FQ09054301-03	非甲烷总烃	5401	1.71	9.2×10 <sup>-3</sup>	120	0.47#
			22FQ09054301-04	总 VOCs		0.318	1.7×10 <sup>-3</sup>	150	/
	废气排放五楼取样口	25	22FQ09054301-05~22FQ09054301-07	非甲烷总烃	7647	1.77	1.4×10 <sup>-2</sup>	120	14#
			22FQ09054301-08	总 VOCs		0.293	2.2×10 <sup>-3</sup>	150	/
	废气排放六楼取样口	30	22FQ09054301-09~22FQ09054301-11	非甲烷总烃	7967	1.73	1.4×10 <sup>-2</sup>	120	22#
			22FQ09054301-12	总 VOCs		0.161	1.3×10 <sup>-3</sup>	150	/
	废气排放八楼取样口	40	22FQ09054301-13~22FQ09054301-15	非甲烷总烃	4157	2.12	8.8×10 <sup>-3</sup>	120	42#
			22FQ09054301-16	总 VOCs		0.325	1.4×10 <sup>-3</sup>	150	/
	废气排放九楼取样口	45	22FQ09054301-17~22FQ09054301-19	非甲烷总烃	3281	1.51	5.0×10 <sup>-3</sup>	120	53*
			22FQ09054301-20	总 VOCs		0.202	6.6×10 <sup>-4</sup>	150	/

备注: (1) 总 VOCs 参考《制药工业大气污染物排放标准》(GB 37823-2019) 表 1 化学药品原料药制造、兽用药品原料药制造、生物药品制品制造、医药中间体生产和药物研发机构工艺废气限值; 非甲烷总烃参考广东省地方标准《大气污染物排放限值》(DB 44/27-2001) 表 2 第二时段二级标准限值; (2) “#”表示排气筒高度低于 15m, 结果按最高允许排放速率外推法计算结果的 50%执行; (3) “\*”表示排气筒高度高于本标准表列排气筒高度的最高值, 结果按最高允许排放速率外推法计算结果的 50%执行; (4) “#”表示排气筒高度未高出周围 200m 半径范围的最高建筑物 5m 以上, 排放速率限值按计算结果的 50%执行; (5) “/”表示未要求。

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Detection of exhaust emissions by third-party institutions in November 2022

**Green Office**

Snibe advocates integrating the concept of green environmental protection into daily work. Little by little, Snibe saves energy with practical actions.

**Green Practice in Snibe:**

We promote paperless office work, and the paper consumption in 2022 has decrease by 25% compared to the previous year.

We use a timer switch to control the water dispenser and garage lighting system, use energy-saving lights, and voice-controlled lights to urge people to turn off the electricity, and the actual electricity consumption in 2022 was reduced by 8% compared to the expected electricity consumption.

We put up water-saving publicity posters to make water-saving awareness deeply rooted in people's hearts.



Timing switch of lighting system for underground parking lot of Building 1 in the park



Toilet water-saving signs



# Fulfill responsibilities and achieve common prosperity

## Major issues

- Practice public welfare and advance together
- 

## SDGs



## Practice public welfare and advance together

The Snibe adheres to the belief of being a socially responsible enterprise and persistently promotes the process of achieving common prosperity.

The company actively responded to the theme of "Consolidating Poverty Alleviation Achievements and Helping Rural Revitalization" in Pingshan District, Shenzhen City, and has participated in charity donation activities for many consecutive years to assist in the construction of industrial projects and infrastructure hardware in poverty-stricken areas, winning the title of "Caring Enterprise".



## Industry-university-research-hospital cooperation

Technical progress and implementation is the process of products moving from laboratories to the market. Creating an organic ecosystem of enterprises, research institutes, and medical institutions is an indispensable condition for ensuring high-quality products to enter the market. Snibe actively carries out industry-university-research-hospital cooperation: We establish internship bases, reach strategic cooperation with universities, and continuously introduce and cultivate talents. We work together with key Class III hospitals to listen to clinical needs and continue to create products that serve clinical needs and reduce the burden of patient care. We work together with strong peers to continuously export medical products accessible to everyone to the market.

### Case

#### Snibe "Laboratory and Clinical Lectures" connecting doctors and promoting the popularization of medical knowledge

We regularly hold "Laboratory and Clinical Lectures" by collaborating with top medical experts in the country, aiming to build a communication bridge between clinicians and laboratory doctors, so that clinical laboratory can better serve clinical diagnosis and treatment, and alleviate the pressure on patients to seek medical treatment.

In 2022, we conducted three online "Laboratory and Clinical Lectures", covering early screening of gastric cancer and precise treatment of hypertension.



On May 17, 2022, through the "Labmed Network" platform, we held an academic conference online with the theme "Accurate Diagnosis, Treatment, and Effective Control of Hypertension Diseases". Industry experts from the Laboratory Department of Beijing Shijitan Hospital Affiliated to Capital Medical University, the National Clinical Research Center for Kidney Diseases of Southern Medical University, and the Pituitary and Adrenal Subspecialty of the Endocrine Department of Sun Yixian Memorial Hospital of Sun Yat-sen University shared academic experiences with 11,970 audiences, intended to share the latest developments in diagnostic testing for hypertension.

In 2022, the company, together with Southern University of Science and Technology, Shenzhen National Research Institute of High Performance Medical Devices Co., Ltd., and Shenzhen Zhenhui Medical Technology Co., Ltd., applied for the sixth batch of projects in 2022 for the special science and technology epidemic prevention project of Shenzhen Science and Technology Innovation Commission. This project aims to develop a variety of monkeypox virus detection technologies. We develop efficient accurate, and fast monkeypox detection products to quickly detect and screen inbound personnel at ports, customs, airports, and other places, effectively preventing monkeypox virus from entering China and effectively assisting in the prevention and control of monkeypox epidemic in Shenzhen.

In 2022, the in vitro diagnostic and testing technology research institute of Snibe Co., Ltd. was established and recognized as the key enterprise research institute of Shenzhen Science and Technology Innovation Commission.

In 2023, with the approval of Shenzhen Municipal Human Resources and Social Security Bureau, the company established a post-doctoral innovation practice base.



# Sustainable future performance



## Environmental index

### Greenhouse gas contribution

Indicator	Unit	2021 data	2022 data
Direct emissions	Tons of carbon dioxide emissions	125.11	155.45
Indirect emissions	Tons of carbon dioxide emissions	2,738.04	2,902.59
Total Emission intensity	Tons of carbon dioxide emissions	2,863.15	3,058.04
Emission intensity			
Carbon emission intensity per unit revenue	Tons of carbon emission/10,000 CNY revenue	0.011	0.010

### Energy source

Indicator	Unit	2021 data	2022 data
Purchased electricity power	Tons of standard coal	2,035.72	2,158.07
Natural gas	Tons of standard coal	52.26	61.70
Diesel	Tons of standard coal	12.18	14.28
Petrol	Tons of standard coal	29.43	40.61
Comprehensive energy consumption	Tons of standard coal	2,129.60	2,274.66
Energy consumption intensity			
Energy consumption intensity per unit revenue	Tons of standard coal/10,000 CNY revenue	0.0084	0.0075

### Water resource

Indicator	Unit	2021 data	2022 data
Water intake	m <sup>3</sup>	177,125	181,832

## Waste

Indicator	Unit	2022 data
General waste	Ton	3,372.6
Biohazard Wastes	Ton	56.54
General industrial solid waste	Ton	21.6

## Environmental compliance

Indicator	Unit	2022 data
Violation of environmental laws and regulations		
Significant fines and non-monetary sanctions for violations of environmental laws and/or regulations		
Total monetary value of significant fines	CNY	0
Total number of non-monetary sanctions	Times	0
Cases brought through dispute settlement mechanisms	Times	0

## Social indicators

## Employ

Indicator	Unit	2022 data
Number of staff involved	Persons	2,818
Employee Diversity: Gender		
Male employees	%	70
Female employees	%	30
Male employees in management	%	71.63
Female employees in management	%	28.37

Indicator	Unit	2022 data
Employee Diversity: Age		
Employees under 30 years old	%	62.4
Employees aged 30-40 years old	%	34.2
Employees aged 40-50 years old	%	2.9
Employees over 50 years old	%	0.5
Employee Diversity: Education		
Employees with a junior college's degree or below	%	31.48
Employees with a bachelor's degree	%	52.02
Postgraduates	%	16.29
PhD	%	0.21

## Occupational Safety &amp; Health

Indicator	Unit	2022 data
Work-related Injury Insurance		
Deaths and mortality rate of employee caused by work injury	Persons	0
Number of work injuries excluding deaths and serious injuries	Persons	4
Lost man-hours due to work injury	Hours	292.5

## Training and Development

Indicator	Unit	2022 data
Total training duration	Hours	425,471
Total number of trainees	Persons	52,382
Proportion of ordinary employees participating in training	%	86.98

## Payroll and Benefits

Indicator	Unit	2022 data
Employee labor contract signing rate	%	100
Employee social insurance coverage rate	%	100
Coverage rate of occupational health examination	%	100

## Child labor, forced or compulsory labor

Indicator	Unit	2022 data
Sites and suppliers of significant child labor event risk	/	0
Sites or suppliers with significant risks of forced or compulsory labor events	/	0

## Anti discrimination

Indicator	Unit	2022 data
Total number of discrimination incidents during the reporting period	Incidents	0

## Supplier Management

Indicator	Unit	2022 data
Total number of new suppliers	/	42
Percentage of suppliers passing the assessment	%	100

## Product quality assurance

Indicator	Unit	2022 data
External certification		
New Quality Management System Certification	Pcs	1
Quality Control		
External regulatory review	Times	7

Indicator	Unit	2022 data
Third party quality system audit	Times	4
Customer Service		
Customer satisfaction	%	98
Violations involving the health and safety impacts of products and services		
Events where fines or penalties are imposed for violations of regulations	Times	0
Events subject to warnings due to violations of regulations	Times	0
Events that violated the voluntary code	Times	0
Events of product recalls and defects		
Events of Product recall quantity	Pcs	0
Collection, investigation, analysis, and evaluation of adverse events to confirm that no material injury, serious injury, or death events have occurred due to product defects.	Times	113

## Product R&amp;D

Indicator	Unit	2022 data
R&D talent cultivation		
Total number of R&D personnel	Persons	600
Total training time of R&D personnel	Hours	7,370
Employee Diversity: Age		
Proportion of R&D personnel under 30 years old	%	77.7
Proportion of R&D personnel aged 31-40 years old	%	21.7
Proportion of R&D personnel aged 41-50 years old	%	0.5
Proportion of R&D personnel over 51 years old	%	0.2
Employee Diversity: Education		
Proportion of R&D personnel with junior college's degree or below	%	2
Proportion of R&D personnel with bachelor's degree	%	54.17
Proportion of R&D personnel with master's degree	%	43

Indicator	Unit	2022 data
Proportion of R&D personnel with doctoral degrees	%	0.8
R&D Innovation		
R&D investment amount	Ten thousand CNY	31,771
Cumulative number of patent applications	Incidents	452
Cumulative number of patent authorizations	Incidents	306
Services available for testing	Items	156

## Marketing management

Indicator	Unit	2022 data
Violations involving product and service information and identification		
Events where fines or penalties are imposed for violations of regulations	Incidents	0
Events subject to warnings due to violations of regulations	Incidents	0
Events that violated the voluntary code	Incidents	0
Violations involving marketing management		
Events where fines or penalties are imposed for violations of regulations	Incidents	0
Events subject to warnings due to violations of regulations	Incidents	0
Events that violated the voluntary code	Incidents	0

## Customer privacy management

Indicator	Unit	2022 data
The total number of confirmed leaks, theft, or loss of customer information	Incidents	0
The total number of confirmed complaints received regarding violations of customer privacy	Incidents	0

## Economic indicators

### Economic performance

Indicator	Unit	2022 data
Operating revenue	Ten thousand CNY	304,696
Cost of operations	Ten thousand CNY	90,620
Total Value of Assets	Ten thousand CNY	701,455
Asset-liability ratio	%	8.8
Net profit attributable to shareholders of listed companies	Ten thousand CNY	132,792
EPS	CNY	1.6907



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