



環境、社會及管治報告 2023

Environmental, Social and Governance Report 2023

梅斯健康控股有限公司

MedSci Healthcare Holdings Limited

Incorporated in the Cayman Islands with limited liability

於開曼群島註冊成立之有限公司

Stock Code 股份代號 : 2415

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About this Report

This is the second sustainability report released by MedSci Healthcare Holdings Limited (“MedSci Healthcare”, “MedSci”, “We” or the “Company” together with its subsidiaries and consolidated affiliated entities, the “Group”), which aims to disclose to the key stakeholders the Company’s actions taken in economic, environmental, and social areas and progress so made in these areas under the principles of objectiveness, standardization, transparency, and comprehensiveness.

This report is available in both traditional Chinese and English versions. In case of any inconsistencies between the Chinese and English versions, the Chinese version shall prevail.

This report is available in both paper form (using eco-friendly ink and paper as per the specific request of shareholders) and electronic form. The electronic version can be obtained from the section headed “Announcements and Circulars” on the Company’s website at <https://ir.medsci.cn/>.

Organizational Scope

This report highlights the Group’s overall and quantitative sustainability performance for the reporting period. Unless otherwise stated, the coverage scope of this report includes the Company, MedSci Healthcare Holdings (BVI) Limited, MedSci Healthcare Holdings (Hong Kong) Limited, Medsci Inc., Shanghai Meiyi Hehong Technology Co., Ltd. (上海梅益合宏科技有限公司), Shanghai MedSci MedTech Co., Ltd. (上海梅斯醫藥科技有限公司), Shanghai Chungu Bio Medicine Technology Co., Ltd. (上海春谷生物醫藥科技有限公司), Beijing Jianyiyun Medical Technology Co., Ltd. (北京簡醫雲醫藥科技有限公司), Hangzhou Yilan Information Technology Co., Ltd. (杭州醫覽信息科技有限公司), Yika Internet Hospital (Guangzhou) Co., Ltd. (醫咖互聯網醫院(廣州)有限公司), Shanghai Yicheng Information Technology Co., Ltd. (上海醫呈信息技術有限公司) and Hefei Kang’ en Information Technology Co., Ltd. (合肥康恩信息技術有限公司).

Timeframe

This report is an annual report covering the period from January 1, 2023, to December 31, 2023 (the “Current Year” or “Reporting Period”). Any textual information beyond this scope will be explained where relevant.

Basis of Preparation

This report discloses the environmental, social, and governance (ESG) data, relevant projects, and performance of MedSci Healthcare in accordance with the “Environmental, Social, and Governance Reporting Guide” as provided by the Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and the standards and framework developed by the Task Force on Climate-related Financial Disclosures (TCFD), and with reference to Global Reporting Initiative “Sustainability Reporting Standards 2021” (GRI Standards 2021) by the Global Sustainability Standards Board (GSSB) and the 2030 Sustainable Development Goals (SDGs) adopted by the United Nations. For specific indicators, please refer to the appendices of this report.

Reporting Principles

The report is prepared in compliance with the reporting principles of the Environmental, Social and Governance Reporting Guide of the Stock Exchange, including:

Principle of materiality

Under this principle, this report identifies key issues to be addressed based on stakeholder surveys and materiality analyses, and focuses on matters that may have significant impacts on investors and other stakeholders regarding ESG issues.

Principle of quantitative

Under this principle, the report discloses quantitative key performance indicators, and provides explanations for their meanings and calculation bases and assumptions.

Principle of balance

Under this principle, the report presents objective facts, disclosing both positive and negative information related to the indicators.

Principle of consistency

Under the principle, the report explains the meaning of quantitative KPIs for disclosed ESG, along with the calculation bases and assumptions. It also strives to maintain consistency in the indicators used across different Reporting Periods to reflect the performance trends.

Data Explanation

The data and cases in this report mainly are sourced from various statistical reports and related documents. The Board of Directors hereby undertakes that all contents in this report are true, accurate, and free from any false or misleading information, and takes responsibility for the overall truthfulness and completeness of the report.

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Chairman's Message

MedSci Healthcare is a professional medical technology enterprise founded in 2012, and has now been in operation for 11 years. Over these 11 years, we have gradually become one of the largest and most active professional physician service platforms in China. In April 2023, we officially listed on the Main Board of the Hong Kong Stock Exchange.

At this critical juncture, we reflect on the past and look to the future.

MedSci has consistently upheld the mission and vision of “improving medical quality”, and wishes to provide precision digital healthcare dissemination solutions through big data and artificial intelligence, achieving dissemination, connection, empowerment, and change of medical technologies. This will ultimately improve the current landscape of unbalanced medical environment and resources, benefiting patients.


On one hand, MedSci is rooted in medical research. Over the years, we have been steadily accumulating and providing professional medical academic contents, as well as physician tools that are closely related to clinical physicians' clinical and scientific research, while establishing a comprehensive knowledge database. On the other hand, we focus on the dual drivers of digitalization and medical expertise, assisting doctors to learn professional content across regions. This facilitates their career development by rapidly improving their clinical practice skills in clinical research services, data management, medical statistics, clinical training, and many other areas.

We are pleased to see that through the digitalization technology and the professional operation of the physician platform, MedSci has significantly reduced the asymmetry and imbalance of medical information. Following years of in-depth medical services and leading medical academic knowledge and research support capabilities, we have not only accumulated a large number of high-value physician users but also gained widespread recognition in the industry. To date, the number of registered physicians on the MedSci platform is approximately **3.1 million**, with average monthly active users of nearly **2.9 million**. Among them, the total number of registered physician users who have obtained the title of associate-chief physician and above on the MedSci platform accounts for **72%** of the total number of physicians in China who have obtained the title of associate-chief physician and above. The number of registered users and active users on the platform both rank at the top of the industry.

The official listing of MedSci Healthcare in April 2023 is a crucial milestone for MedSci, progressing to our next horizon. We will continue to empower the development of the medical industry, by fulfilling corporate social responsibility, promoting industry development, and contributing to social progress.

In the future, building on our solid foundation for medical research, focusing on the development of physicians, and deepening the development of digitalization and intelligentization technologies, we will continue to commit ourselves to the original intention and mission of “benefiting patients”. On one hand, by serving physicians to improve their overall professional standard and address the imbalances of medical resources, we will provide better services to patients. On the other hand, through digital means, we will facilitate the accessibility to medical information and application of medical resources among the public.

Looking into the future, we also will persistently maintain medical expertise and digitalization as the dual core genes of MedSci. Based on professional medical information, precision digitalization technology, and their full and effective integration, we will work with industry peers to establish an ecosystem where the imbalances will be eliminated, empowering the high-quality development of the entire medical and pharmaceutical industry, eventually leading to a better life.



“We believe that our Company can provide innovative solutions to create social values and serve the public good.”

— Zhang Fabao, Chairman and Founder of MedSci Healthcare

About Us

- Corporate Profile
- Core Values and Mission
- Principal Business
- Our Honors



MedSci Healthcare Holdings Limited is a comprehensive internet platform for physicians, applying big data and AI technology to link physicians, patients and pharmaceutical companies, providing precision digital healthcare dissemination solutions, empowering medical ecology, improving medical quality and creating a better and healthier life together.

MedSci Healthcare's main products include platform solutions, digital healthcare dissemination solutions, and digital clinical research solutions, covering clinical research, physician career growth, and multi-channel academic dissemination. In terms of digital clinical research, we offer clinical research turkey solutions to reduce costs and improve quality through digital technologies; in terms of digital healthcare dissemination, we offer digital professional medical contents and integrated precision dissemination solutions to accurately deliver disease knowledge and medical device products information to target physicians, so as to benefit more target patients in an earlier and faster way. At the same time, MedSci is actively expanding new business types and innovative products in the areas of patient management, pharmacoeconomics and innovative payment, and digital therapy.

Core Values and Mission



Principal Business

Scientific Research Digitalization

- Hospital Scientific Research Digitalization
- Streaming, Open Curriculum and Selected Curriculum
- Research Accelerator
- Investigator-initiated Clinical Trials (IIS) Support

- Medical Affairs Service
- Multichannel Marketing (MCM)
- Product Medical Strategy
- Academic Promotion Organization

Digital Academic Communication Solutions

Real-World Research Solutions

- Pharmacoeconomics
- Healthcare Market Access Affairs
- Research Protocol Design
- Database Establishment and Management
- Pharmacovigilance (PV)
- Real-World Research Execution
- Data Statistical Analysis

Our Honors

★★★★★
 2023 Best Investor Relations Company Award (Healthcare)
 — Association of Secretary to Chairman (《聚董秘》)

★★★★★
 Most Favored New Stock by Securities Houses
 — Cloud Technologies (雲科技)

★★★★★
 2023 Exceptional Service Provider of Chinese Pharmaceutical Digitalization
 — Healthcare Executive

★★★★★
 China Digital Marketing Leadership Award
 — Frost & Sullivan

★★★★★
 Top 14 of China's Innovative Business and Supply Chain Services List
 — 2023 Future Healthcare VB100 List

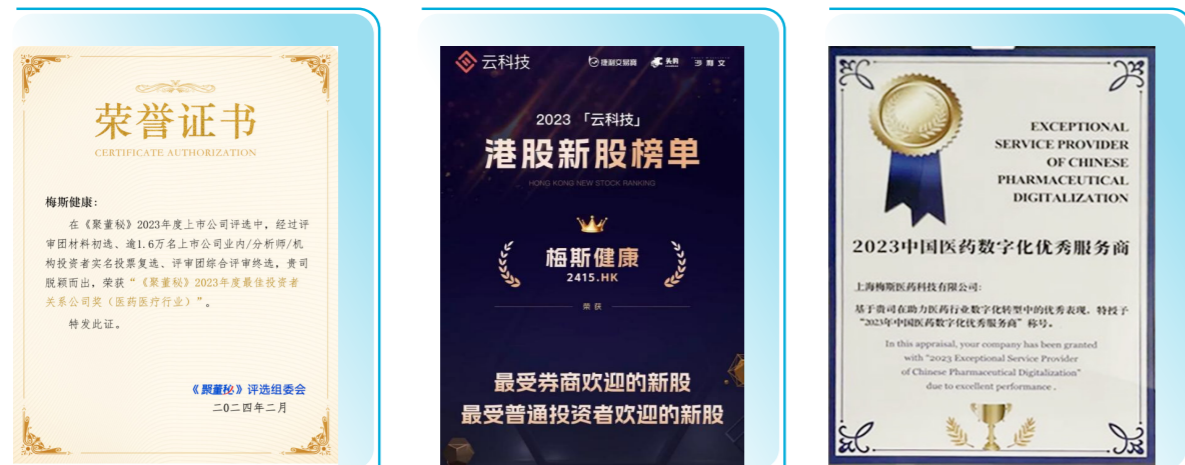
★★★★★
 Most Innovative Companies under Future Healthcare VB100 Pengcheng Awards
 — 2023 Future Healthcare VB100 List

★★★★★
 Silver Prize of "Precision Marketing" of China Marketing Influence Awards 2023
 — Digital Medical Innovation Summit's DPIS China Marketing Influence Awards

★★★★★
 Title of "Top 100 Innovator Drivers in Private High-techs in G60 Technology Innovation Corridor of Yangtze River Delta"
 — Shanghai Songjiang District Conference on Promoting High-quality Development of Private Enterprises

★★★★★
 Title of "Top 100 Private Business Taxpayers in G60 Technology Innovation Corridor of Yangtze River Delta"
 — Shanghai Songjiang District Conference on Promoting High-quality Development of Private Enterprises

Sustainability Management



- Board of Directors Statement
- ESG Management Framework
- Communication with Stakeholders
- Identification of Key Issues
- Matrix of Material Issues
- United Nations Sustainable Development Goals (SDGs)

As a benchmark platform for the development of clinical physicians, we always adhere to the core values of “customer first, integrity is the key, collaboration and competition, and continuing innovation”. By applying advanced technologies such as artificial intelligence and big data, we are committed to constantly improving and enhancing the quality of medical services. We integrate the sustainability concept into all aspects of our corporate governance to guide and improve the daily operations of MedSci, thus implementing and effectuating the sustainable development strategy of the Group. We understand the importance of sustainable development to the stakeholders, so we strive for a balance in the environment, society, and corporate governance to ensure the common interests of the stakeholders.

We are committed to integrating our corporate values with social values, nurturing a vision of promoting sustainable development in the industry, and actively exploring our path of sustainable development.

Board of Directors Statement

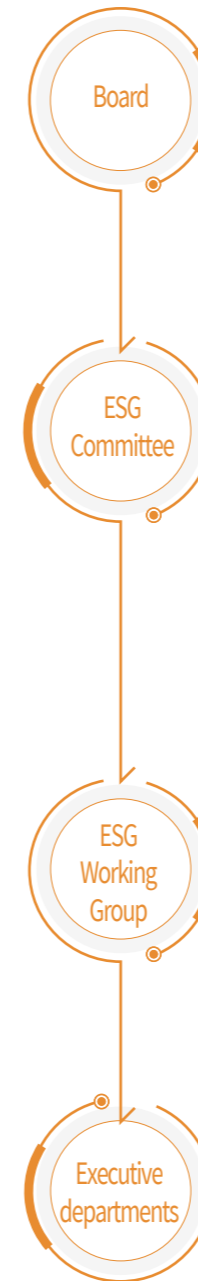
In the Current Year, we are committed to consolidating and strengthening our existing ESG plans, by further refining our ESG strategy, setting priorities and targets, and integrating them into our business strategy and long-term objectives.

The board of directors of the Company (the “Board”) has overall responsibility for the Company’s ESG strategy and reporting, and the ESG Committee, comprising directors and senior management, is responsible for the day-to-day management of ESG issues, and reviewing, developing and approving the framework, standards, priorities and objectives for sustainable development. Such committee is required to report regularly to the Board on its work and overseeing the development and implementation of sustainable development strategies. Under the authority of the Board, the ESG Committee determines the material issues and priorities for the Group’s sustainable development, taking into account the communications with stakeholders and the results of materiality assessments, when formulating ESG management approaches and strategies, which will be submitted to the Board for approval and confirmation. The ESG Working Group is composed of representatives from various departments and the functional department managers manage the implementation of various ESG strategies and report the same to the ESG Committee. The executive level is responsible for the overall operation of specific issues and coordinates the implementation of ESG issues among various departments.

The Board regularly reviews the ESG concepts and strategies and assesses their potential impact on the overall strategy of the Company. Meanwhile, the Board takes responsibility for overseeing the assessment of ESG-related risks and opportunities and ensures that appropriate and effective ESG risk management and internal monitoring systems are established and that potential significant impacts are incorporated into the risk management system to enhance the Company’s resilience to potential environmental and social challenges.



ESG Management Framework



The Board has overall responsibility for the Company’s ESG strategy and reporting.

The Board regularly reviews the ESG concepts and strategies, and is responsible for major ESG-related decisions. The Board receives reports from the ESG Committee at Board meetings on material sustainability issues and progress in achieving relevant targets, and monitors the Group’s sustainability performance and progress. The Board is also responsible for monitoring the overall risk management of the Company, regularly identifying and analyzing various risks in business operations and reviewing management procedures.

The ESG Committee assists the Board in guiding and monitoring the Company in the development and implementation of sustainability strategies, and is responsible for the day-to-day management of ESG-related issues.

The ESG Committee, comprised of directors and management, is responsible for reviewing, developing and approving the framework, standards, priorities and goals for sustainable development, reporting regularly to the Board on related work and overseeing the development and implementation of sustainability strategies. Under the authorization of the Board, the ESG Committee evaluates and prioritizes issues, identifies material issues and submits the same to the Board for approval and confirmation.

The ESG Committee also oversees the budget for the Company’s environmental, social and governance efforts and ensures, under the authorization of the Board, that ESG-related expenses and resources are allocated reasonably.

The ESG Working Group manages the implementation of the ESG strategies among various departments and reports the same to the ESG Committee.

The ESG Working Group is composed of representatives from various relevant departments of the Group, including senior and middle management from each department to ensure that employees with different expertise, qualifications and business functions are covered. The ESG Working Group, under the leadership of the ESG Committee, implements ESG-related work in their respective departments.

The executive departments are responsible for the overall operation of specific matters.

Our human resources and administrative department and finance department are responsible for the specific coordination of the ESG-related work in each department at the executive level.

Communication with Stakeholders

The trust and support of stakeholders are crucial for our sustainable development. We identify the Company's key stakeholders and establish mechanisms for regular communication with them to maintain two-way communication, gaining insights into their opinions and values, and responding to their needs through relevant channels. By doing so, we aim to build long-term relationships based on loyalty and mutual trust with such stakeholders across sectors.

Stakeholders	Means of Communication	Major Issues of Concern
Shareholders/Investors	Announcements Telephone/email Non-trading roadshows Company visits Survey on the materiality of ESG issues	Compliant Operation and Integrity Product and Service Quality and Safety
Customers	Social media Customer service hotline Official website message board Business cooperation negotiation	Product and Service Quality and Safety Procurement and Supply Chain Management Promoting Technology Enhancement and Intelligent Development in the Medical Industry
Government/Regulators	Announcements Signing cooperation agreements and establishing strategic cooperation Fieldwork investigation Industry forums and conferences	Accessible, Inclusive and Equitable Health Insurance Empowerment of Medical Intelligence on Population Health Management Intelligent Epidemic Management for Public Health Compliance Operations and Integrity Anti-corruption
Suppliers	Project cooperation Supplier evaluation program Site visits Announcements Telephone/email	Procurement and Supply Chain Management
Industrial Associations and Organizations	Cooperation agreements Industrial events, including expos and seminars	Operating Compliance Protecting the Rights and Interests of Subjects Responsible Supply Chain Promoting Industry Development Business Ethics

Stakeholders	Means of Communication	Major Issues of Concern
Community/Non-governmental organizations (NGOs)	Volunteer activities Community services Social media Participation in philanthropic giving Seminars/forums/lectures	Public Charity Community Engagement
Employees	MedSci face-to-face feedback mechanism Email Annual assessment Employee training Internal complaint mechanism	Employment Rights and Benefits Equal Employment Opportunity System Employee Health and Safety Protection Employee Training and Development

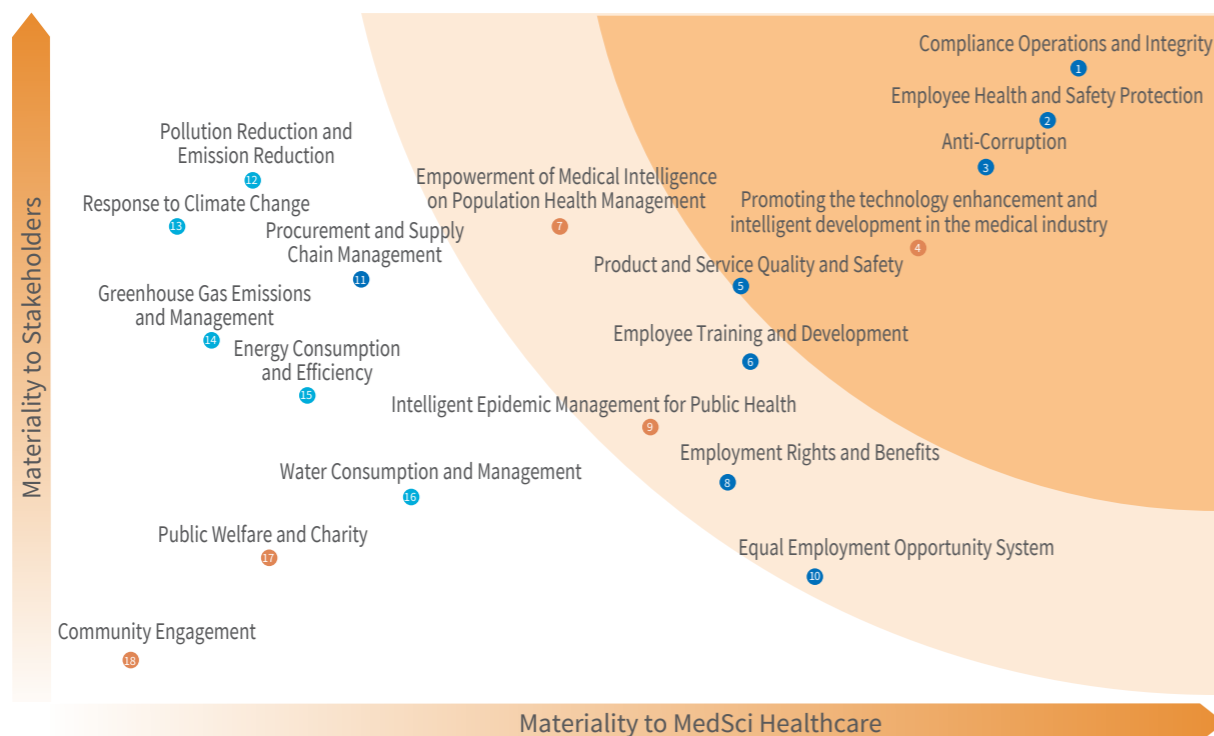
Identification of Key Issues

We continue to monitor industrial dynamics and trends related to sustainable development, and conduct regular assessments of the material sustainability issues to ensure their strong relevance to the industry where the Company operates. In reference to the sustainability issues of outstanding peer companies both domestically and internationally, and taking into account the concerns of the capital markets and other relevant stakeholders regarding our sustainable development, we have summarized, updated, and concluded the materiality of our sustainable development issues for the year 2023 based on the analysis of material issues from the previous year. This forms the basis for the preparation of this report.

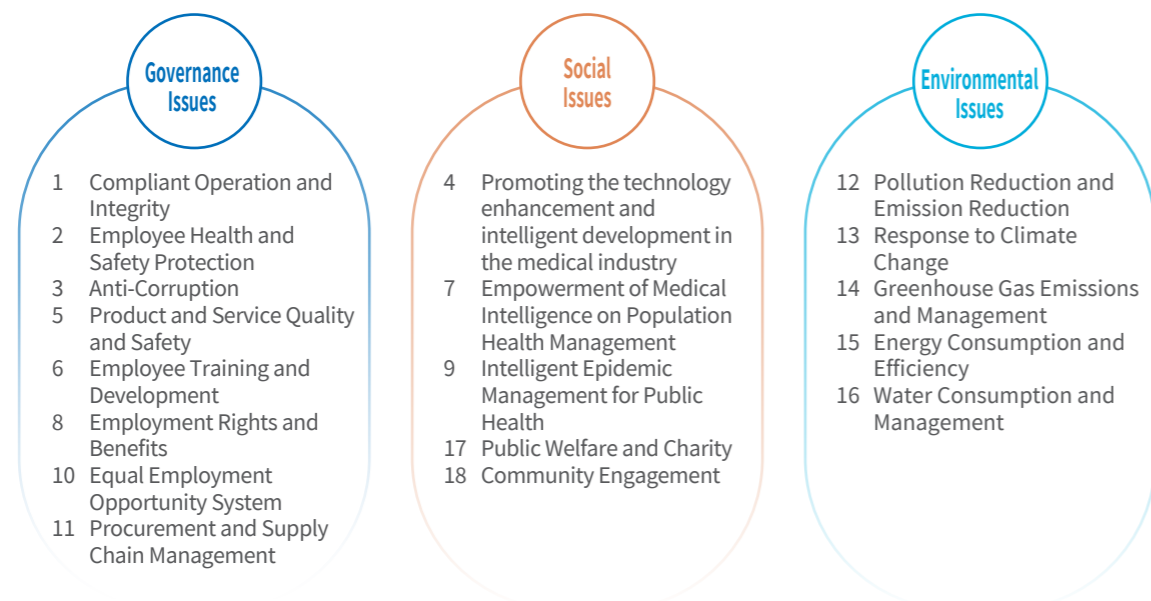


Steps to Identify Material Issues

Matrix of Material Issues



2023 Matrix of Material Issues of MedSci Healthcare



2023 Material Issues of MedSci Healthcare

United Nations Sustainable Development Goals (SDGs)

We strive to align our sustainable development strategy with the United Nations Sustainable Development Goals (SDGs). We have identified 6 SDGs and social impact strategies that are most suitable for our business activities. By fulfilling our own social responsibilities, we endeavor to make positive contributions to the global SDGs.



Through our innovative products, we seek to provide life-changing solution products, improving the health and well-being of patients, thereby supporting the achievement of SDG 3, which specifies the “access to safe, effective, quality and affordable essential medicines and vaccines for all”.



Through our objectives and initiatives, we aim to improve gender equality in our business operations and increase gender representation in leadership roles.



Through our investments, taxation, and job creation efforts, we support economic development, ensuring employees access decent work, including equal pay for equal work.

We protect workers’ rights, prohibit the use of child labor, and oppose forced labor.

We provide stable job opportunities, income, and a conducive work environment for our employees.



Through our strategic earth pillar, we strive to minimize the use of natural resources and implement circular economy principles as much as possible.



By reducing energy consumption and minimizing the environmental impacts on our operations, we aim to minimize our climate impacts. By measuring and reducing our carbon footprint, we will make further contributions to this SDG in the coming years.



Through our partnerships, we are committed to improving public health through the operation of well-functioning institutions and providing a reliable platform to a wider base of patients in third- and fourth-tier cities, ensuring that more individuals have access to adequate healthcare services.

Our Governance and Responsibilities



- Corporate Governance
- Network Security and Data Privacy
- Operation Compliance

Corporate Governance

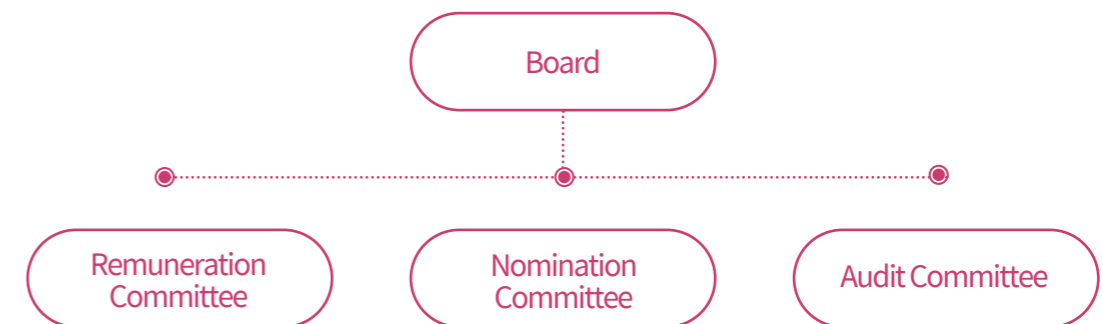
Operation of general meetings

In strict compliance with the relevant laws and regulations of the Company Law of the People’s Republic of China, the Securities Law of the People’s Republic of China, and Appendix 14 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, we convene and hold general meetings on a regular basis to ensure that shareholders are informed of and participate in major matters of the Company as prescribed by laws, administrative regulations and the Company’s articles of association. We respect all shareholders’ rights as owners of the Company, ensure shareholders can fully exercise their rights, and protect the equal status of small and medium shareholders.

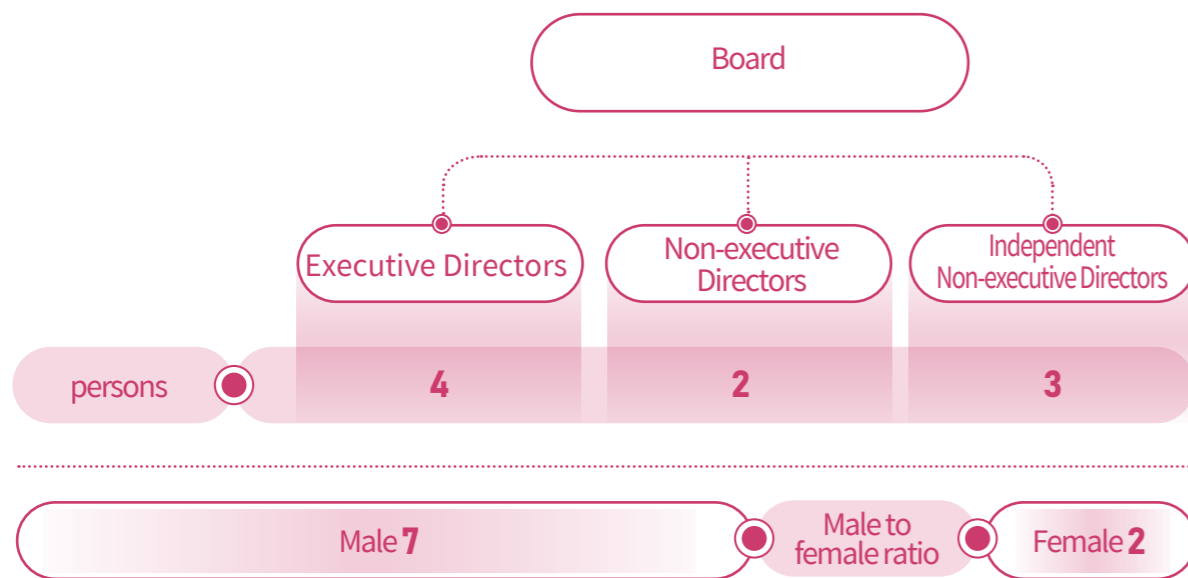
We have established effective communication channels with shareholders, including regular reports, investor hotlines, dedicated mailboxes for investors and their appointments for visitation. The Company designates the board secretary as the person in charge of investor relations, responsible for coordinating investor relations, receiving shareholder visits, answering investor inquiries, and providing disclosed company information to investors.

Board

The Board has established the Audit Committee, Remuneration Committee and Nomination Committee. We have expressly clarified the responsibilities of the Board and each of its committees. While legally conducting business, we also strictly adhere to business ethics to safeguard shareholder interests and the Company’s sustainable development. During the reporting period, the Board convened **3** meetings with a director attendance rate of **100%**.



Board Structure of MedSci Healthcare



Board Composition of MedSci Healthcare

We believe that the independence and diversity of the Board are key factors in safeguarding shareholder interests and maintaining the Company's stable development. When nominating and appointing members to the Board, we take into due consideration factors such as the gender, age, knowledge, skills, experience and background of director candidates, and the Nomination Committee is tasked with assessing the independence of independent non-executive directors, formulating goals for Board independence and diversity, and regularly reviewing and supervising the implementation of Board diversity.

Network Security and Data Privacy

We consider protecting information security as an important corporate responsibility. In strict compliance with the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China and other laws and regulations issued by national authorities and relevant departments, we establish and improve our information and data security management system, formulate information and data security specifications, and adopt sound information security and privacy protection measures. As for internal policies and systems, we have formulated the "Network Information Security and User Privacy Protection System", which stipulates various specifications and processes for data security and privacy protection management. At the same time, we have a dedicated team responsible for the daily management of network security and user privacy protection, including formulating systems, employee training, security inspections and continuous improvement.

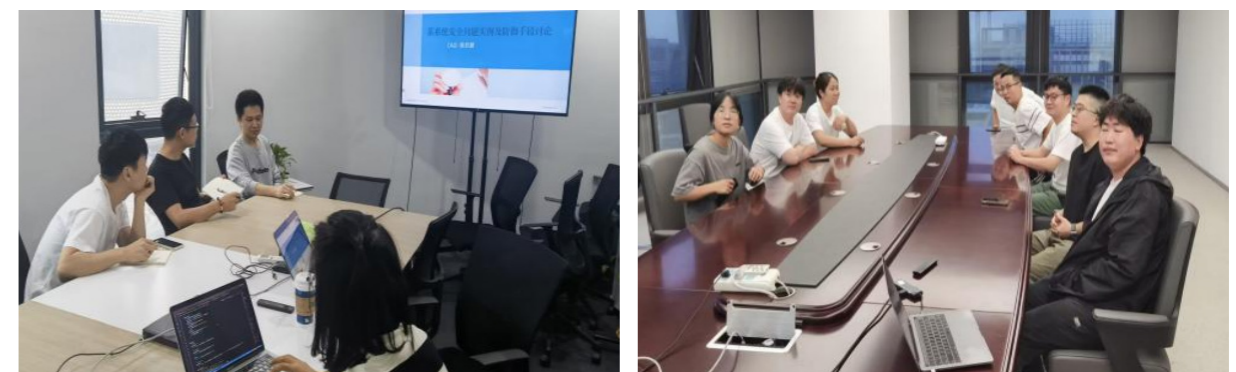
Maintaining Network Security

In 2023, the Company steadily undertook information security work throughout the year. The Group subjected its software products to the ISO9001, ISO27000, and ISO20000 information security management system certification, all of which passed such certification. Furthermore, all software passed the third level certification of information system security level protection. As of the end of this reporting period, there were no illegal or non-compliant incidents involving infringement of customer information security.

In 2023, the Group added a waterfall development model and updated the operating procedures for the product research and development project and implementation standards accordingly. At the same time, we continued to carry out internal attack and defense exercises by simulating various external network security attack methods to identify security breaches in our own network security defenses during such exercises and make improvements, improving the cooperation capacity of the security team to safeguard the Company's operations. In 2023, we carried out 2 security attack exercises in total.

We regularly conduct internal audits and monitoring work for the purposes of data security. Led by the Group's big data department, monthly reports and data extraction requirements will be summarized and audited, the audit results of which will be sent to relevant departments to supervise employees' use of reports and data, timely prevent information security risks, and ensure that the Company exercises effective control of information security risks.

In terms of systems and behavioral guidelines, the Company clearly defines responsibilities and requirements for information protection, and principles for handling personal data; enters into bilateral confidentiality agreements with customers and potential customers and conducts regular information security training; requires all employees to receive information security training through the internal training system to further strengthen employee awareness of information confidentiality.



System Security Issue Case Study and Defense Method Training held by the Group in 2023

Data and Privacy Protection

Protection of users' personal information and privacy security is our fundamental commitment to users. We have established sound mechanisms for protecting user information and continue to optimize technologies and enhance management capabilities throughout the collection, storage, and use of user information. Upholding the principle of minimizing information collection, we avoid risks of information leakage through technical safeguards.

Measures to Safeguard Customer Data Security:

Permission Management

As for data use, we internally implement a strict permission management system to ensure complete independence of data permissions on operation and development teams, and clearly define the level of access by different levels of employees to data. Only a small number of core employees can access the raw data to ensure data security and confidentiality.

Data Encryption

In daily work, the data security team for digital medical products will assist in formulating data encryption specifications to ensure data security during use, transmission and storage.

Regular Training

More efforts will be dedicated to information security education for all employees through specialized training, promotion, and other forms to enhance the information security awareness among all employees.

As of the end of the reporting period, we did not receive any complaints from regulatory departments regarding user personal information and privacy, nor there were any incidents of user privacy data leakage.



Operation Compliance

In all our work, we adhere to integrity first, and business ethics represents the cornerstone of our conduct and all business activities. Our compliance department is responsible for establishing a compliance framework, promoting governance and implementing compliance programs to ensure that the Company's ethical policies and codes of conduct are thoroughly implemented in all our operations and business relationships.

Compliance Management System

As for internal management system

The Group has established, and continues to improve, a series of systems such as the "Compliance Management System", "Tax Management System", "Supplier Warehouse Standards" and "Supplier Development Management System" (Revised Edition), building an institutional platform for the Company's corporate governance structure and providing more sound institutional guarantees for the standard operation of the Company.

As for compliance management structure

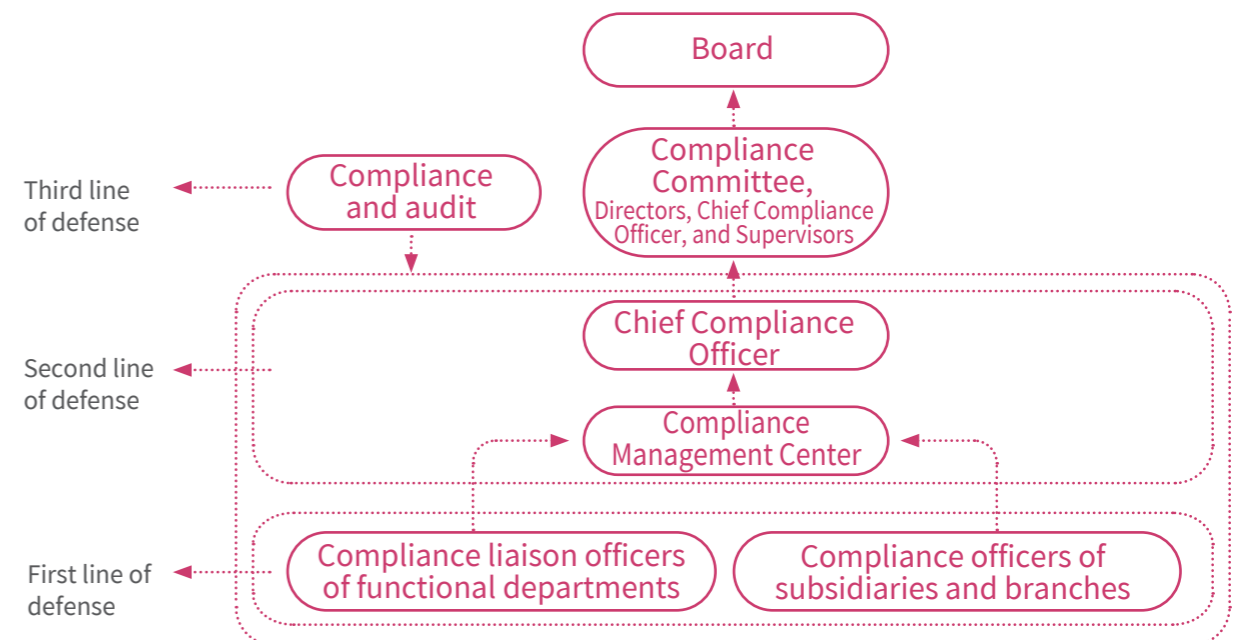
In December 2023, our Compliance Committee, comprising directors, the Chief Compliance Officer and supervisors of the Group, was established, under which, the Compliance Management Center is set up and takes responsibility for formulating annual compliance targets and work plans, convening regular meetings, identifying compliance management gaps, etc. The Board performs management responsibilities for the Company's compliance matters. Compliance liaison officers of various functional departments and compliance officers of subsidiaries and branches submit regular reports to the Compliance Management Center, forming a clearly defined, standardized operational mechanism of mutual coordination and balance of powers.

As for cultural construction and promotion

We revised and released the "Employee Handbook" in 2023 and are committed to building an internal compliance culture by regularly pushing legal and regulatory courses related to our operations and internal compliance training to enhance all employees' awareness of compliance in anti-corruption, business ethics, anti-unfair competition, protection of subject rights, responsible marketing, data security and privacy protection, etc.

We regularly conduct compliance training, including internal administrative system for compliance and business ethics management system, tax compliance, data compliance, etc. In addition, in December 2023, we appointed a legal counsel to provide corporate compliance training for senior management including board members, covering compliance risks and compliance plans. During the reporting period, a total of **329** employees participated in compliance training at the Company.

In 2023, there were no incidents of bribery, extortion, fraud or money laundering at the Company.



Anti-Corruption and Business Ethics

As anti-corruption and business ethics are important aspects of our compliance management, we comply with the Anti-Unfair Competition Law of the People's Republic of China, the Anti-Monopoly Law of the People's Republic of China, the Interim Provisions on Banning Commercial Bribery, the Anti-Money Laundering Law of the People's Republic of China, the Anti-Corruption Law of the People's Republic of China and local laws and regulations overseas. Under the guidance of high-standard business ethics and codes, we have formulated and strictly implemented the Anti-Corruption, Anti-Money Laundering and Counter Terrorist Financing Guidelines, and made clear specifications on business ethics including anti-corruption in the "Employee Handbook", strictly regulating the related behaviors of all employees of the Company and conducting strict management and training on anti-corruption issues.

We have strengthened the management of anti-corruption of suppliers in the procurement process as an important risk control aspect of anti-corruption. By taking concrete actions, our suppliers are encouraged to become an important part of fulfilling business ethics in the Company, who are required to enter into the Special Agreement on Anti-Corruption and Anti-Commercial Bribery with the Company. As a result, the codes of conduct governing anti-corruption is proposed.

In addition, in 2023 we set up multiple compliance whistleblowing channels, including corporate WeChat, hotlines, and mailboxes. For each reported case, we set up a working group for investigation and assessment, and the investigation findings will be addressed accordingly. The Company stipulates strict whistleblower protection measures in response to actions taken by whistleblowers, and improves the protection system. We strictly keep confidential the personal information of such whistleblowers and data provided by them by encrypting phone calls and other means, and regularly pay attention to the situation of whistleblowers to avoid retaliation against them for reporting or testifying. Once retaliation against a whistleblower is verified, the Company will impose stringent disciplinary measures against such persons involved and take legal measures where appropriate.

Supply Chain Management

We actively promote the sustainable development of our supply chain, continue to establish a comprehensive supplier management system, strive to maintain good relationships with our suppliers and proactively address any risks that we may face in order to safeguard the efficient operation of our supply chain. We have formulated the Supplier Development Management System, the Supplier Assessment Management System, the Purchasing Management System and other internal systems to manage our existing suppliers. In 2023, we further advanced the process of signing agreements with our suppliers, increasing our supplier coverage from 20% to **80%**.

Supplier Visits

We will conduct rigorous suppliers selection procedures, during which we will conduct a detailed examination over the supplier's qualifications, organizational management, production facilities and equipment, and staffing. Wherever necessary, we will also conduct on-site assessment of such supplier, including the assessment of the supplier's technical resources and capabilities to determine whether such supplier has a reasonable and sound technical department, investigation into the qualifications of core personnel, and availability of sound hardware and equipment. In addition, we will examine the supplier's quality management system, including the development of quality policy, the ISO system certification, service assurance to customers, and identify whether there is a rapid handling mechanism for special situations.

Supplier Evaluation

We will consider their financial conditions, service standards, production capabilities, design and R&D capabilities, pre-sales, in-sales and after-sales service capabilities, as well as their suitability for our business model. Those suppliers who meet our requirements will be included in our List of Qualified Suppliers for effective management, which will continue to provide quality products and services to the Company.

Supplier Audit

The Company will regularly audit the suppliers on the List of Qualified Suppliers for various indicators, and will replace suppliers who fail the audit. In addition, we will punish suppliers who provide false information or deliberately conceal information, and we will pursue compensation for any financial loss caused to the Company, if any.

MedSci 梅斯
合规从高层做起
全员全面合规、合规创造价值
诚信 | 正直 | 守法 | 人人有责

合规委员会成员：
吴志华 李欣梅 程尧 王翰 马艳芹

首席合规官：程尧

■ 021-5418 0199
■ COMPLIANCE@MEDSCI.CN

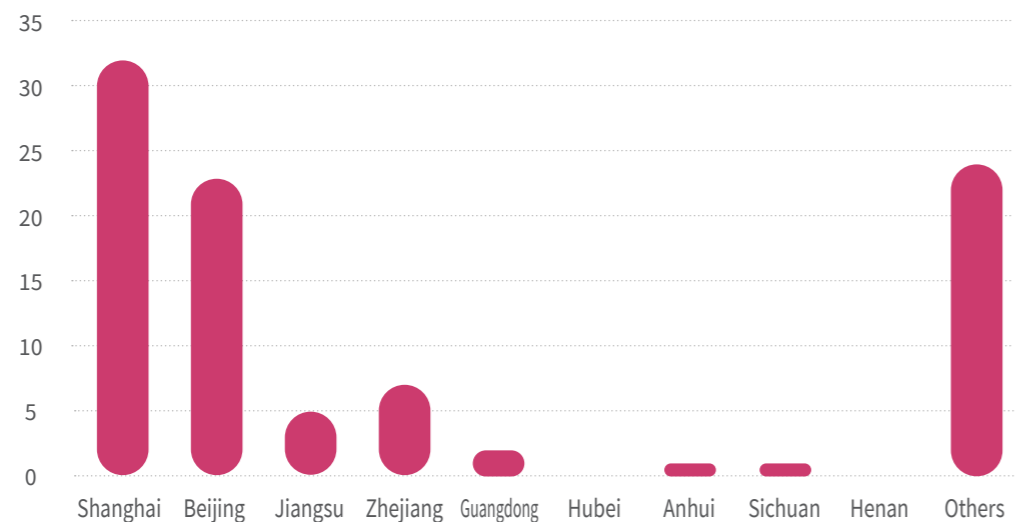
不合规事项举报热线：
■ COMPLIANCE@MEDSCI.CN

MedSci Healthcare's Business Ethics Whistleblowing Channels

Email: COMPLIANCE@MEDSCI.CN

Hotline: 02-5418 0299

Unit: Supplier



MedSci's Supplier Distribution in 2023

Promoting Sustainable Procurement

We strictly manage our procurement process in accordance with the Procurement Management System to ensure that the quality of the products and services we procure meets the requirements. We make purchases from the List of Qualified Suppliers based on factors such as the quality, price/performance ratio and actual demand for the products or services. The procurement contracts include integrity agreements with suppliers to ensure fairness and integrity in the process of procurement and supply practices.

We have vigorously promoted the concept of green procurement and insisted on promoting the greening of the supply chain. We attach great importance to the concept of green procurement, and take the principles of green practices and environmental protection into consideration when making purchases, such as energy efficiency, environmentally friendly and reusable materials, clean energy, and the consumption of water resources. As our commitments to implementing a green and environmentally friendly supply chain, we prioritize the procurement of energy-efficient, water-saving and material-saving products from the government procurement catalog, and prohibit the procurement of energy consuming products that have been explicitly eliminated by the government.



Our Impact on Society

- Expanding High-quality Healthcare Resources
- Building a Talented Workforce
- Customer First
- Community Health and Public Welfare

Expanding High-quality Healthcare Resources

As a comprehensive internet platform for physicians, we leverage big data and AI technology to establish connections among physicians, patients and pharmaceutical companies. We are committed to providing precision digital healthcare dissemination solutions, optimizing medical ecology, improving medical quality and creating a better life together. With the rapid development of technology, harnessing its potential will bring prosperity to human society. While actively driving forward our development, we assume corresponding technology and product responsibilities.

Technological Innovation

Since our establishment, we have focused on delivering useful healthcare solutions and services that address both current and future industry needs. To that end, we had set up a strong information technology team, consisting of 46 members, on May 31, 2022, all of which were from our research and development center, dedicated to developing innovative products and services with the application of advanced technologies, such as AI algorithms and big data capabilities. With their help, we are able to integrate the latest technology into our service offerings. To date, our investment in technology research and development has reached RMB**39.855** million, representing an increase of **13.83%** as compared to the previous year.

Leveraging our technology capabilities, medical expertise and big data capabilities, we provide research and database support to physicians and hospitals through offering software programs such as Research Accelerator and MedSci Cloud and other SaaS software. Such software offers image and character recognition tools, a clinical study database, automatic data desensitization tools, a pharmacovigilance database, patient management tools, clinical study randomization tools, clinical study management systems and other useful tools that can help users efficiently complete the collection and assessment of medical data and evidence.

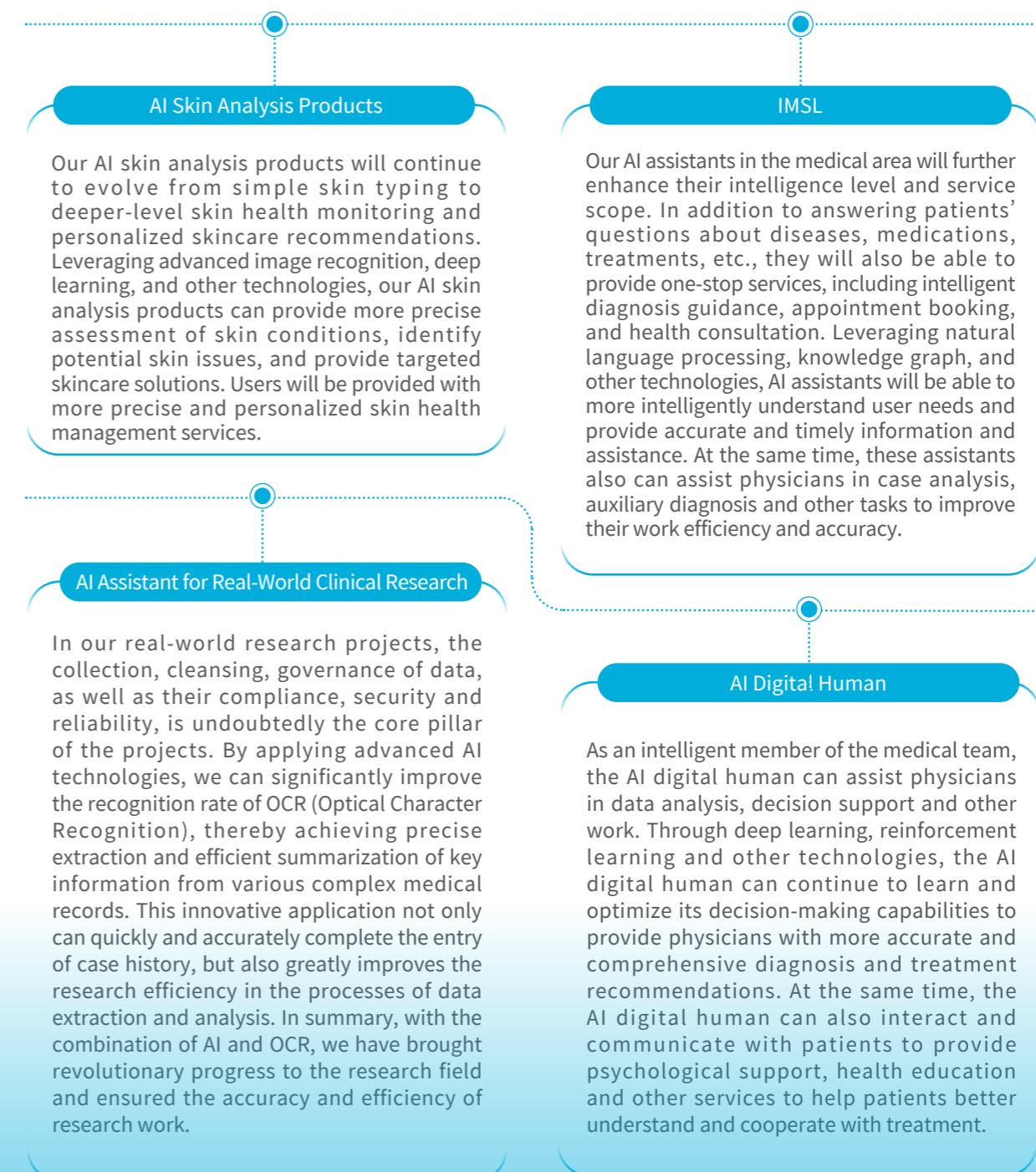
We believe the innovative products and services can enhance the overall healthcare standards of physicians and other industry participants, positioning us at the forefront of healthcare reform and achieving our goal of further growth.

In terms of technology, we actively utilize cutting-edge technologies such as AI, big data, intelligent recognition and natural language processing:

- We have introduced our MSchat product, which enables self-built LLM (large language model) and Q&As through a plug-in knowledge base.
- Our developers utilize a series of AI plug-ins to achieve code autocompletion, language translation, data structure transformation, and to assist in tackling complex issues. Meanwhile, our UI designers have greatly improved our development efficiency through the use of graphic modeling.
- Our data team employs large language model (LLM) to clean and process data and precisely extract fields from unstructured data using LLM's summarization and extraction capabilities. By combining major search engines and internal knowledge bases, we have significantly improved the efficiency of initial data processing.

In terms of products, MedSci Healthcare has launched its digital sleep therapy tryout "Sheepy Sleep". During the actual tryout process, this solution showed good effects for certain users. However, there is still a limited public awareness of digital therapeutic products, with the market penetration rate to be improved. In order to promote this innovative therapeutic approach, we are currently focusing on user education and preliminary user guidance work to enhance users' awareness of digital therapeutic products. As the public awareness grows, we believe digital therapeutic solutions will play an increasingly important role in insomnia treatment.

Our future product development directions



MedSci Cloud

MedSci Cloud is a cloud platform for physicians' scientific research that integrates the standardized PICOS (Population, Intervention, Comparator, Outcomes, Study Design) structural parsing of full-text medical literature online, case library construction, and application of AI technologies, assisting physicians in quickly screening literature that meets research needs through the standardized PICOS structural parsing of full-text medical literature, while building case libraries that meet medical research needs. At the same time, integrated with AI technologies, MedSci Cloud realizes the functions of AI writing assistant and AI writing platform to provide physicians with integrated one-stop scientific research support, greatly improving their research efficiency and accuracy.

Intellectual Property Protection

We place great importance on intellectual property rights. We do not infringe on the intellectual property rights of our sponsors, while also emphasizing on the protection and management of our own intellectual property. In accordance with the Patent Law of the People's Republic of China, the Rules for the Implementation of the Patent Law of the People's Republic of China, and other systems, we have formulated the Intellectual Property Management System to protect our intangible assets with institutional norms.

We place great emphasis on intellectual property training and actively organize intellectual property management training. In 2023, we conducted two internal training sessions in the first and fourth quarters. Meanwhile, through the internal audits conducted by our intellectual property department, we regularly conduct self-evaluations of our intellectual property management practices, identify potential risks, and promptly implement corrective measures.

Unit	2022	New grants in 2023	Applications filed in 2023	Cumulative number granted
Copyrights	/	1	0	1
Trademarks	/	1	2	12
Design patents	/	30	4	132
Invention patents	/	51	47	220
Total number of intellectual property rights	/	83	53	365

MedSci Healthcare's Intellectual Property Statistics

Building a Talented Workforce

We respect every employee and strive to eliminate any potential discrimination or bias. We are committed to creating a fair, just and transparent talent environment, and make every effort to establish a competitive compensation system and sound welfare benefits for our employees, aiming to enhance their sense of well-being.

Recruitment and Employment

We strictly comply with the Labor Contract Law of the People's Republic of China, the Regulations on Prohibition of Child Labor, and other laws and regulations that have a significant impact on us relating to recruitment and promotion, working hours, rest periods, compensation and dismissal, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. The Company has established a series of employment-related systems and documents, including Employee Recruitment Management System, Employee On-boarding Management System and Employee Departure Management System.

Employee Rights and Benefits

The Employee Recruitment Management System specifies the recruitment procedures of the Company, including the formulation of recruitment requirements and budget preparation, the selection of recruitment channels, the establishment of a talent pool, the screening of resumes, the organization of interviews, recruitment approval, the handling of on-boarding procedures and the settlement of recruitment fees, etc. The Employee On-boarding Management System specifies the staff onboarding procedures of the Company, including the preparation before employment, employment registration, and the end-of-probation appraisal, etc. The Employee Departure Management System specifies the procedures for departure of employees, including the approval of departure, archiving of departure materials, and handling of departure procedures, etc.

In the recruitment process, we place a high emphasis on compliance and implement preventive and responsive measures in an all-round way to ensure that the Company's operation complies with relevant laws and regulations. We strengthen information review procedures to ensure the authenticity and validity of the information provided by applicants. We have established mechanisms for the prevention and response thereof, and our human resources department verifies the age of employees upon recruitment in accordance with applicable laws on minimum working age in each jurisdiction and international standards. If child labor is identified, we will immediately terminate employment relationship with such individuals, establish an investigation team to examine the reasons for the hiring mistake, and take effective measures to prevent the re-occurrence of similar incidents. In the event of any illegal employment or forced labor identified during the recruitment or operational processes, we will promptly form a dedicated task force to investigate and address the violations and eliminate such non-compliance.

During the reporting period, MedSci Healthcare had a total of 545 employees. We have established diverse recruitment channels to support the talent acquisition needs for business development.

We continuously enhance our remuneration and benefits system to attract talent, strengthen talent reserves, increase employee loyalty, and enhance corporate cohesion. In addition to timely and full payment of various social insurance contributions and housing provident fund, as well as providing benefits such as statutory holidays and paid leaves to our employees, we fully harness the enthusiasm and creativity of our core management personnel, key technical staff and important business professionals, to effectively enhance the Company's competitiveness.

We have achieved full coverage of performance bonuses for employees, with different percentages determined based on job levels. At the same time, we have introduced an employee share ownership scheme for selected core employees to stimulate their motivation and innovation.

In terms of employee promotion, we have established promotion management principles and processes for employee job levels, and have a clear job structure in place to ensure that performance evaluation standards and procedures for employees at all levels are transparent and fair, and appointments and promotions of managers at all levels are open and transparent. Furthermore, we hold internal promotion meetings in April each year, which is attended by employees recommended by departmental heads. In 2023, a total of **72** individuals were promoted based on internal promotion assessments.

We emphasize the adjustment of our talent structure to ensure a proper alignment between job positions and educational qualifications and to maintain a younger workforce. We have also developed a succession plan internally, placing importance on cultivating the capabilities of our second-tier talent pool to enrich our reserve talent pool and contribute more excellent new forces to the industry.

Employee Health and Safety

We attach great importance to the occupational safety and health of employees. We strictly abide by the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Law of the People's Republic of China on Work Safety and other relevant laws and regulations, and strive to create a safe, healthy and comfortable working environment. At the same time, we strive to enhance the safety awareness of employees, continuously improve the relevant safety management systems including the Employee Health and Work Management Rules, and take effective measures to prevent and control the occupational hazards of employees, thereby actively protecting the physical and mental health of our employees.

In addition to the basic insurance such as medical and work-related injury insurance, the Company also provides supplemental medical insurance for all employees to protect the interests of employees. In addition, the Company also organizes regular physical examination for all its employees to keep them informed of their health status and ensure that they are in good physical condition. Furthermore, We also pay great attention to the psychological health of its employees and we arrange regular psychological counselling-related activities to protect the mental health of our staff.

During the reporting period, there were no work-related injuries or fatalities within Medsci Healthcare, and the lost day due to work-related injuries was zero.

Employee Training

We recognize the importance of human resources to the development of the Company. As a result, we have incorporated the cultivation and development of human resources into the Company's important tasks, and established a well-developed training system alongside the "Company Training Management System". We provide our employees with a clear path towards growth and conduct comprehensive and diversified training sessions for employees at different levels to realize the common development and progress of employees and the Company.

Induction Training

We distribute the Induction Guidelines to new employees and provide them with induction training, including an introduction to our corporate profile, corporate culture and values, and training on corporate rules and regulations, which are aimed at enabling our new employees to understand our corporate culture and strategies and facilitate their rapid integration to our Company. The corporate rules and regulations training programs include training sessions specialized for information security and data protection, compensation and benefits training courses, professional ethics training, and training sessions related to company compliance and anti-corruption practices.

As each job position varies, we launched a number of special training programs, including special training for the medical affairs department, BD middle office training, BD basic training, pharmaceutical company case studies, and knowledge base training camp. These special training programs are mainly conducive to enhancing the professional knowledge of our employees.

During the reporting period, the special training sessions held by the Company and the number of and participants increased significantly compared to last year. In the future, we will deepen the vocational skills training for our employees and strive to provide more skills training on top of the knowledge-based training.

Vocational Knowledge and Skills Training

Talent Development Training

We offer the talent development training to our key employees. We identify our key employees based on their professional ethics, potential and past performance, and our executive team will help arrange the one-on-one mentorship program for these key employees to guide their career development.

The business department will develop an annual training plan for the specific business operation of the department, which cover, among others, product introduction, departmental expertise training, detailed workflow, and work skills training.

In addition, we also provide targeted training sessions to our management, such as leadership training, management skills training, anti-corruption and anti-graft training, so that they will enhance their capabilities and better serve the Company.

Departmental Business Training and Management Training

	Unit	2022	2023
Spark Talent Program	Course	59	124
Sales Elite Training Camp	Course	39	80

Courses on the training platforms

To better meet the expanding training requirements of the Company, by utilizing two internal training platforms, namely "Spark Talent Program" and "Sales Elite Training Camp", we offered a total of 124 courses and 80 courses, respectively, in 2023. As compared to last year, the course content had been enhanced significantly and optimized. On these two platforms, our employees can train themselves at any time. Furthermore, our internal training platforms were been widely used as an effective tool for our employees to enhance their capabilities.

At the end of each year, we conduct a comprehensive review of all training efforts for the year, including statistics on training effects, training satisfaction assessment, and collection of employee feedback, to improve and refine the training programs in a timely manner. In addition, we will launch the training requirement survey for the following year to obtain more information in better preparation for the training plan in the following year.

During the year, our employees participated in a total of **30,816** hours of online and offline training.

Employee Care

We have established a comprehensive and diverse welfare and care system that covers the special scenarios, critical moments and significant family matters of our employees in their work and personal lives. Through a multi-dimensional and targeted mechanism of protection and care, we understand the genuine needs of our employees, assist them in resolving practical issues, and enhance their sense of belonging and happiness, thus strengthening their cohesion and sense of identity. In 2023, we made a total investment of **RMB734,700** in employee welfare.

For various festivals, such as the Mid-Autumn Festival, Christmas and Chinese New Year, we organize a series of activities to enrich the lives of our employees and increase their sense of well-being and cohesion. In addition, we hold a birthday party every month for employees whose birthdays fall in that month. At the party, we provide a variety of pastries, snacks, and drinks, prepare fun game activities, and provide exquisite gifts for each employee. At the same time, the Company has always been very caring for its female employees. For example, on the Women's Day every year, we organize various activities for female employees to make them feel the Company's care.

At the same time, we attach importance to the communication with its employees by encouraging them to give timely feedback on their needs and problems encountered at work, and striving to create a communication atmosphere and culture featuring information transparency and positive interaction for employees. The Company has put in place a regular "Face to Face Event for New Employees of Medsci" Q&A session, which is held both online and offline on a monthly basis, to encourage new employees to have an in-depth exchange with the Company's senior management. At the event, employees can make requests and questions on various aspects of the Company (such as employment standards, employee benefits, attendance checking system, etc.), and the Company's senior management will provide detailed and accurate answers to them. In 2023, we held a total of **5** Medsci Face-to-Face events, at which a total of 20 questions were answered. Through these initiatives, we are not only able to understand the employees' satisfaction, expectations and suggestions towards the Company, but also able to inspire their loyalty to the Company.

In terms of rest periods, our employees are entitled to a wide range of rest periods, including sick leave, medical leave, marriage leave, bereavement leave, family visit leave, maternity leave, paternity leave, and spousal nursing leave for late childbirth, etc. These rest periods help employees to strike a balance between work and family. In addition, we also provide the necessary support for our employees to ensure that they can receive adequate care and attention.

Case Employee Activities—Teachers' Day Benefits and Celebration Activities



Case Employee Activities—Women's Day Activities on March 8



Case Employee Activities—Employee Birthday Party



Customer First

Our products and services include platform solutions, digital medical communication solutions, and digital clinical research solutions, covering clinical research, physician professional development, and multi-channel academic communication. In terms of our medical knowledge services, our MedSci Platform provides an environment for physicians to learn and share the latest medical knowledge information and medical evidence in the healthcare market. We provide and screen useful information from a variety of sources and strive to accurately deliver high quality, targeted academic medical content to physicians, saving them the time and effort in screening medical knowledge information.

Primary Business Activities

In 2023, a total of **390** pharmaceutical companies utilized the Group's precision omni-channel marketing and RWS services, including **484** pharmaceutical-related products.

1 Precision Omni-channel Marketing Solutions

With the support of academic medical expertise, we design customized academic medical content for pharmaceutical and medical device companies based on the stage of their relevant products' lifecycle, their competitive position, the prescription patterns of target physicians and other relevant factors, including precision detailing services, medical content creation services and online survey services. Yi Xun Da (醫迅達) is one of our precision omni-channel marketing solutions.

2 Physician Platform Solutions

Our physician platform solutions primarily include medical knowledge services through which we provide the latest medical knowledge information to physicians, including academic update, medical tools, physician communities, guidelines and literature, and online courses, and clinical study assistance services through which we support physicians during their clinical studies.

Physician Platform	Unit	2022	2023
Number of medical videos on the platform	/	15,800+	16,500+
Research findings	/	644,000+	705,000+
Creation of medical development materials	/	195,000+	224,000+
Physician groups	/	127,500+	137,000+

Operation of the Physician Platform

3

RWS Solutions

Our RWS solutions primarily involve offering real-world evidence-based research to pharmaceutical and medical device companies regarding their products' safety and effectiveness. In line with the shift in prescription drug marketing where clinical and academic relevancy becomes a top priority, we assist pharmaceutical and medical device companies in efficiently gathering and understanding clinical evidence of the potential benefits and risks of their approved products, generating academic medical contents that are meaningful for physicians. Our key RWS solutions include tools such as iDrugSafety, iClinical Station, ePRO and eDiary.

4

Medical and Clinical Study Assistance Products

Our MedSci platform also features a variety of medical and clinical study assistance products that enable physicians to efficiently and effectively conduct their medical and clinical study projects. The main tools are:

- MedSci Cloud (梅斯云平台) offers smart solutions on data collection, assessment, analysis and verification
- Research Accelerator (科研加速器) that generates tailored clinical study guidance and tools based on physician's clinical study ability, background and knowledge on relevant therapeutic areas
- Dr. MedSci (梅斯医生) that enabled by VR technology, integrates various clinical cases and simulates the clinical treatment process for physicians, allowing physicians to get exposure to complicated cases in a short period of time

User Satisfaction

User Satisfaction Management

In terms of user satisfaction management, our project management department has set up dedicated working groups for both individual and corporate clients, and has adopted advanced technology tools to establish a comprehensive user service system to meet user needs and enhance user satisfaction.

Users can contact us through various channels, such as email, social media, questionnaires, official website message boards, etc., to give feedback on our products and services. In addition, we will use technology tools to monitor and analyze real-time user feedback data for timely identification and resolution of problems, thereby improving the quality of our products and services.

User Complaint Handling Procedures

The Group has established a comprehensive user complaint handling procedure, which specifies the responsible departments, handling time and handling measures, etc. We use four indicators, namely number of complaints, average response time, average response rate and average resolution rate, to quantify the number of complaints about products and services and how to respond to them.

The number of complaints we received during the reporting period was zero, and therefore, corresponding data such as average response time, average response rate and average resolution rate were not applicable.

Product and Service Quality Assurance

In strict compliance with the "Standard Operating Procedures for Quality Evaluation of Production Deliverables (《生产成果物质量评估标准操作规程》)", we guarantee the quality of our products and services to maintain our customer satisfaction and to ensure that the quality of our services is maintained at a leading level.

We have set up a quality management department to conduct regular spot check of a specified number of projects selected from the ERP, and initiate evaluation activities for production deliverables, the results of which will be communicated to the quality control committee via email and the process is tracked to produce an evaluation report. The relevant production and department heads are informed of the report's findings and recommendations. At the same time, in the event of a quality complaint during the week, it is added to the list of projects to be evaluated. Upon receiving the evaluation notification email, the quality control committee is required to provide their evaluation opinions within 3 working days, using the "Quality Control Evaluation Opinion Form".

In addition, we regularly organize discussions on the quality evaluation of our production deliverables, which are organized by the quality management department to ensure that the Company conducts regular evaluations of product quality. If serious quality issues or health and safety hazards are identified in the delivered products, we will immediately initiate a recall or withdrawal process to swiftly recall or withdraw the defective products.

Community Health and Public Welfare

We actively leverage our strengths as a medical enterprise to contribute to community health and public welfare. Through medical education, medical resource support, and focused disease treatments, we assist disadvantaged groups and communities, providing social empowerment towards the goal of building a healthy China.

Case

Supporting the China Cardiac Electrophysiology Society's Online Public Education Courses (中国心电学会网络公益课堂)



Case Official Release of the "2023 China Digital Chronic Disease Management Blue Book" (《2023年中国数字化慢病管理蓝皮书》)

On May 6, 2023, the "2023 China Digital Chronic Disease Management Blue Book", jointly initiated and compiled by Ipsos Consulting (益普索諮詢), MedSci Healthcare, JD Health, and Zhang Rui (張蕊), an expert in the digital transformation of the healthcare industry was officially released at the Pharmaceutical Enterprise Digital Marketing Forum (藥企數位化行銷論壇) of the "7th DARING TO MOVE FORWARD · FUTURE HEALTHCARE VB100 (無問西東·第七屆未來醫療100強大會)".



Our Impact on the Environment

- Environmental Management System •
- Climate Action •
- Use of Resources •
- Biodiversity and Natural Resource Conservation •
- Emissions Management •

Case Public Healthcare

As a leading domestic medical platform, MedSci Healthcare carries its mission of "improving the quality of health care" and offers free access to its premium respiratory courses for all healthcare professionals, enabling more physicians to learn respiratory diagnosis and treatment courses and build a healthier future.

部分支原体肺炎课程

- 1 房定珠-肺炎支原体的诊断和治疗**
上海交通大学医学院附属新华医院儿童呼吸科主任医师
- 2 徐秋贞-支原体肺炎的影像诊断**
东南大学附属中大医院江北院区放射科主任
- 3 张磊-儿童支原体肺炎的诊断治疗新进展**
上海交通大学医学院附属上海儿童医学中心呼吸科 副主任医师 呼吸内镜中心主任
- 4 王霞-儿童肺炎支原体感染治疗的若干问题**
中南大学湘雅医院儿童医学中心副主任兼儿童重症监护专科主任

部分呼吸精品课课程

- 1 叶枫-肺部感染诊治系列课**
广州医科大学附属第一医院
- 2 张燕-肺部弥漫性囊性病变的诊断与鉴别诊断**
山东省立医院
- 3 柳澄-肺真菌感染的CT征象分析系列课**
山东省立医院医学影像科主任医师
- 4 高莉-肺部间质性病变的影像深度解读系列课**
北京大学第一医院
- 5 王兆宇-肺部结节与肿瘤的病理影像学**
肺部影像亚专业资深讲师

Case Endocrinologist Online Public Case Contest 2023

2023内分泌医师线上公益病例大赛

— 参赛奖品 —

- Apple Watch Series 7
- 小米手环7 Pro
- 京东E卡

— 前言 —

内分泌疾病临床表现复杂、变异多样,是内分泌科医生面临的一大难题。为了提升内分泌医生的治疗水平,锻炼医生的自我表达,期望汇集更多高质量、有代表性的内分泌疾病病例,梅斯特举办了本次大赛。这次大赛不仅是一场丰富的学术盛宴,我们还设置了活动奖品,感谢您的分享行为! 规则见下文:

— 参赛收获 —

- 一次难得锻炼自己的机会,提升个人的学术能力。
- 与专家学术交流,习他人之长,了解自己前进的方向。
- 梅斯平台全网资源免费曝光,提升个人的知名度,成为梅斯签约讲师。
- 获得珍贵的奖品。



Environmental Management System

In response to the global climate change effects, we consistently integrate the concept of green development into all our business activities and daily operations. We actively support the national “dual carbon” goals and strictly adhere to the Energy Conservation Law of the People’s Republic of China and other relevant laws and regulations, as well as industry standards. We have developed comprehensive strategies and objectives for resource conservation, established emissions management system and waste recycling systems, accelerated the implementation of environmental management strategies, and continuously improved the total energy consumption and resource consumption patterns. From a multi-dimensional perspective, we strive to enhance our environmental management capabilities and reduce greenhouse gas emissions during our operational processes.

Taking into account our actual situation, we have formulated internal institutional documents such as the “MedSci Medical Energy Conservation and Environmental Protection Initiative”, “Administrative and Supervisory Measures for Energy Conservation and Environmental Protection of the Company” and “Water Conservation Management System”, to encourage our employees to actively engage in low-carbon actions and collaborate in building an energy-efficient enterprise.

Climate Action

Climate Change

Climate change has profound implications for economic and social development and represents a global environmental challenge we all face. The successful convening of the 26th Conference of the Parties (COP26) to the United Nations Framework Convention on Climate Change (UNFCCC) sends a strong message of global unity in tackling climate change challenges and striving to achieve carbon neutrality.

Following President Xi Jinping’s “30 · 60” goal proposed in September 2020, China has successively released policy guidelines, including the “Opinions on Completely, Accurately and Comprehensively Implementing New Development Concepts and the Work on Carbon Peaking and Carbon Neutrality” (《關於完整準確全面貫徹新發展理念做好碳達峰碳中和工作的意見》) and the “Action Plan for Carbon Peaking by 2030” (《2030年前碳達峰行動方案》), building a clear and progressive domestic policy framework for carbon peaking and carbon neutrality known as the “1+N” system.

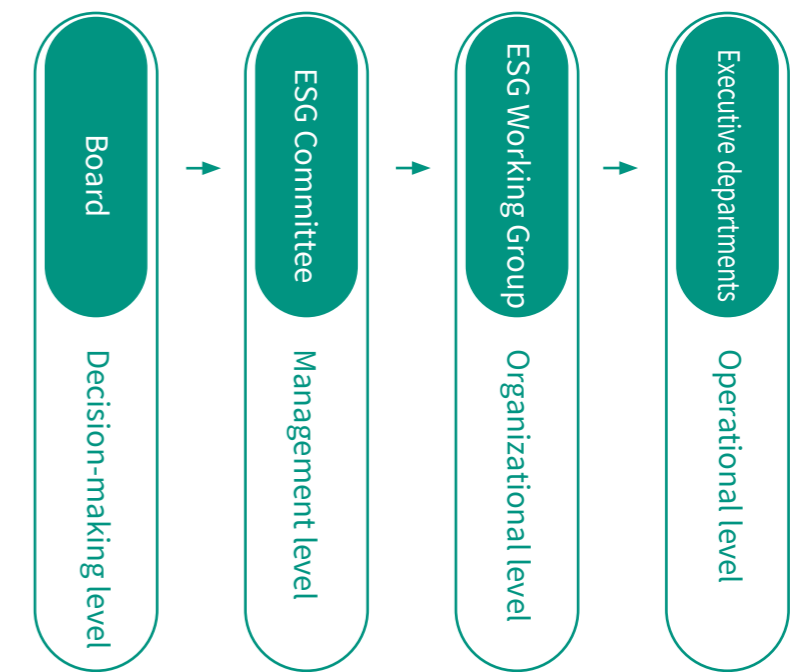
Faced with frequent extreme weather events and intensified global climate risks in recent years, we deeply adhere to the new development concept, focus on the theme of high-quality development, actively implement national strategies, and make every effort to address climate opportunities and challenges.

Currently, with reference to the disclosure framework of the Task Force on Climate-Related Financial Disclosures (TCFD), we have incorporated climate change into our corporate governance framework, established a clear green and low-carbon strategy, identified, assessed and managed climate-related risks and opportunities, and actively carried out verification and disclosure of climate change-related information.

Governance

We attach great importance to climate change-related governance and continuously improve the internal governance system for sustainable development within the Group. We have established a four-level governance structure consisting of the Board (decision-making level), ESG Committee (management level), ESG Working Group (organizational level) and executive departments (operational level).

The Board, as the decision-making level, has overall responsibility for major ESG-related decisions. The ESG Committee assists the Board in guiding and supervising the Company’s sustainability strategies, and is responsible for the day-to-day management of ESG-related issues, including climate risk identification, assessment, and management. The ESG Working Group is responsible for managing the implementation of ESG strategies among various departments, and the executive departments are responsible for the overall operation of specific matters.



MedSci ESG Governance Structure

Strategy

We fully recognize the significant impact of short-term and potential medium-to-long-term climate risks on ourselves, customers and supply chains. The Group has established and actively implemented the Business Continuity Management Program system, formed a climate change response working group, accurately identified risks, set qualitative and quantitative targets, formulated relevant normative emergency measures, comprehensively managed and continuously analyzed energy and resource consumption, as well as emission-related data indicators within the Company.

At the same time, we attach great importance to value chain management and continue to provide information support for short-term physical risks in a highly efficient and pragmatic manner, facilitating the sustainable management of value chain data and related businesses.

Indicators and Targets

As a listed company dedicated to providing online platform services for Chinese physicians and digital healthcare marketing platform for pharmaceutical and medical device companies, we actively cultivate environmental awareness. While implementing our own climate change risk management, we strive to help our customers improve operational efficiency, save energy and resources to mitigate climate change issues, and enhance their operational capabilities in extreme weather conditions to reduce their carbon footprint.

In the “dual carbon era” and circular economic system, we actively fulfill our corporate responsibility by comprehensively referencing norms, guidelines and frameworks such as the United Nations Framework Convention on Climate Change, the Greenhouse Gas Accounting System, and ISO 14064 standard. We determine the emission boundaries comprehensively and conduct greenhouse gas emission accounting based on our own characteristics.

In 2023, based on the continuous disclosure of Scope 1 direct emissions and Scope 2 indirect emissions, we completed the calculation and disclosure of Scope 3 other indirect emissions for the first time. We included eight companies and office premises in Shanghai, Beijing, Anhui and Zhejiang within the organizational boundary of greenhouse gas emissions. Based on the data results, we further improved emission monitoring and continued to promote energy conservation and emission reduction measures.

We are committed to setting science-based carbon reduction targets and plan to formally submit our Science-Based Targets initiative (SBTi) plan in 2024, with a commitment to deliver the targets to the official SBTi for verification within two years after submitting the plan.

Our greenhouse gas emissions data in 2023 is as follows:

Type	Unit	2022	2023
Direct greenhouse gases (scope 1)			
Emissions	tCO ₂ e	/	48.30
Indirect greenhouse gases (scope 2)			
Emissions	tCO ₂ e	/	192.89
Other indirect greenhouse gases (scope 3)			
Emissions	tCO ₂ e	/	27.24
Scope 1 & 2 emissions			
Total Emissions	tCO ₂ e	253.09	241.19
Emission intensity	tCO ₂ e/person	0.24	0.44
Emission density	tCO ₂ e/RMB million	0.73	0.69
Total greenhouse gas emissions (scope1, 2 and 3)			
Total Emissions	tCO ₂ e	/	268.43
Emission intensity	tCO ₂ e/person	/	0.49
Emission density	tCO ₂ e/RMB million	/	0.77

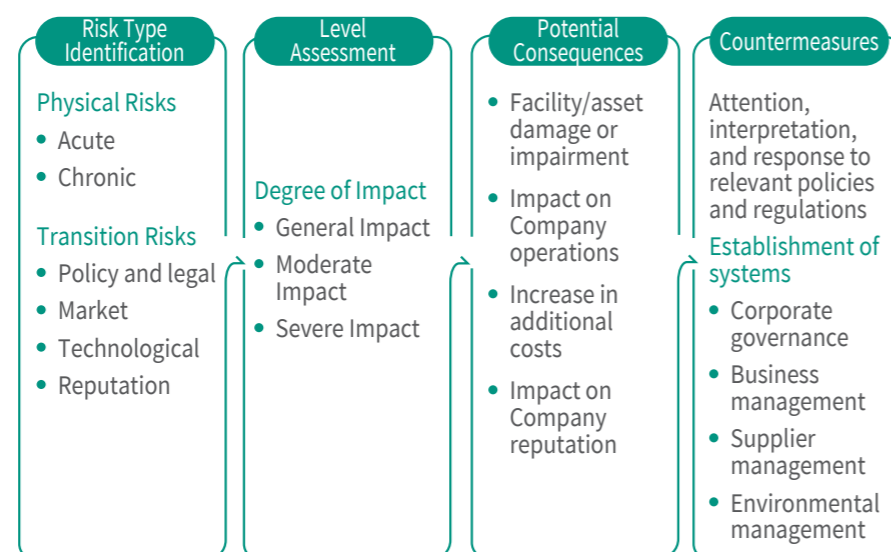
Notes: 1. Greenhouse gas emissions are presented as CO₂ equivalent. The calculation method and conversion factors can be found in the 2023 Greenhouse Gas Emission Report of MedSci.
2. Other indirect greenhouse gas (scope 3) emissions include the following emission items: waste from operations and some office supplies.

Risk Type	Climate related risks	Potential impact	Countermeasures
Physical risk	Acute	Weather-related events such as storms, floods, fires or heat waves may damage production facilities.	We have established a Business Continuity Management Program to ensure the continuous and stable operation of the organization, reducing the impact of events such as equipment failure and data damage.
Physical risk	Acute	Extreme weather and natural disasters may cause interruptions in the supply chain required for production.	We have developed a sound supplier management system to effectively maintain supplier data and conducted regular supplier assessments to support ongoing business operations.
Transition risk	Policy and legal	Climate change has led regulators to impose more compliance requirements, which may have an impact on the Company's operations.	We pay close attention to the relevant laws and regulations and actively respond to them.

MedSci's Climate Risk Table

Based on the characteristics of our business operations, we actively identify and analyze climate change-related risks and opportunities and timely formulate climate risk management measures and countermeasures to enhance the overall risk management and control capabilities of the Company.

To this end, we have established a climate risk assessment and management process mechanism, forming a management process of “Risk Type Identification — Level Assessment — Potential Consequences — Countermeasures”.



MedSci's Risk Assessment and Management Process Mechanism

Risk Management

Use of Resources

Use of Water Resources

During the Reporting Period, as all water resource-related consumption was centrally managed by the property company, it is not included within the reporting boundaries. However, we still actively implement water-saving measures in relation to use of water resources, including:

- Establishing a sound accountability system for water conservation, requiring major leader to be the first person responsible for water conservation and the water conservation steering team to implement various water conservation systems, and conducting regular reward and penalty assessments;
- Conducting daily inspection of water conservation with additional checks before holidays. If any issues are identified, prompt rectification is requested. All water conservation activities should be documented in the daily handover work log;
- Regularly conducting education and training on water conservation and water resource recycling, while encouraging employees to cherish water resource facilities and equipment;
- Conducting regular maintenance and repair work for water facilities and equipment, strictly preventing any leaks;
- Posting water-saving signs in conspicuous locations within the Group with maintenance telephone numbers provided to encourage employees to promptly report any water leakage incidents.

Use of Energy

During the Reporting Period, the total power consumption of the Group was 407.51 MW · h, with a power consumption intensity of 0.73 MW · h/person. With regard to the use of energy, we actively implement energy-saving measures, including:

- Firmly opposing the practices where lighting lasts for a prolonged period or during the daylight;
- Installing energy-saving lighting devices in offices and in principle keeping lights off during the daytime (except in special weather conditions). Lights should be completely turned off outside working hours. We strictly enforce the system of turning off lights in the absence of any working employee. The Administration Department should post reminders in prominent areas and conduct daily inspection and supervision;
- Encouraging employees to minimize the standby power consumption of electrical appliances and promptly turn them off when not in use;
- Setting the air conditioning temperature to no lower than 26°C in summer and no higher than 20°C in winter;
- Continuously setting, adjusting and managing energy consumption targets to reduce energy consumption and greenhouse gas emissions.

Office supplies management

- Actively strengthening the management of office paper to avoid paper waste. The Administration Department is responsible for the purchase, distribution and inventory records of office paper. The IT Department optimizes printer system settings, such as default double-side printing;
- Encouraging employees to use electronic documents for daily office work to reduce the use of traditional paper documents.

Biodiversity and Natural Resource Conservation

We are fully aware of the importance of biodiversity and natural resource conservation for sustainable development. We continuously monitor the impact of our business activities and operational behaviors on biodiversity and natural resources. We strictly comply with relevant laws and regulations, such as the Judicial Protection of Biodiversity in China (《中國生物多樣性司法保護》), the Opinions on Further Strengthening Biodiversity Protection (《關於進一步加強生物多樣性保護的意見》), and the Environmental Protection Law of the People's Republic of China, to ensure that the impact of the Company on the natural environment is minimized.

We are committed to adopting a sustainable procurement policy, prioritizing products and suppliers that have traceable sources and minimal impact on biodiversity.

We regularly conduct employee environmental awareness training to enhance their awareness of biodiversity conservation and educate them on reducing consumption of natural resources in their daily work.

We will continue to dedicate ourselves to biodiversity and natural resource conservation, strengthen cooperation and communication with stakeholders, continuously monitor and evaluate our environmental performance, and continuously improve relevant management practices to contribute to the preservation of the Earth's ecological environment.

Emissions Management

We consider environmental protection as our responsibility and strictly adhere to national, industry standards and relevant laws and regulations in the place where we operate such as the Law of the People's Republic of China on Prevention and Control of Water Pollution, the Law of the People's Republic of China on Prevention and Control of Air Pollution, the Law of the People's Republic of China on Prevention and Control of Environmental Pollution caused by Solid Waste, and the "Reference Standards for Evaluation of Domestic Waste Separation in Public Institutions". We have established a group-wide management system covering wastewater, waste gas and waste generated in the course of our various business activities and daily operations to ensure compliance with emission standards.

We have implemented a strict waste separation mechanism in our office areas, regularly conduct relevant training and awareness campaigns, and organize related activities to help our employees understand effective waste separation practices and to guide them to develop a good sense of environmental protection.

Wastewater Management	Waste Gas Management	Waste Management
Currently, our production and operation activities do not involve direct drainage or sewage, and our wastewater mainly comes from domestic sewage. The Group discharges sewage into the municipal pipeline network in strict compliance with relevant laws and regulations.	We follow the Emission Control and Management Procedures for Waste Gases and discharge the relevant waste gases after treatment by the facilities in compliance with the set standards.	We collect and strictly separate domestic waste in strict compliance with the regulations of the relevant national and local authorities, which will then be transferred to the property management company for centralized, safe and proper disposal. We implement a centralized collection mechanism for hazardous waste such as waste batteries, waste lamps and waste ink cartridges, which will be handed over to qualified environmental service providers for recycling and disposal.

Our emissions data in 2023 is as follows:

Type	Unit	Emissions in 2022	Emissions in 2023
NO _x emissions	kg	670.95	/
SO ₂ emissions	kg	3.35	/
Particulate matter	tCO ₂ e	/	/
Hazardous waste			
Total Emissions	t	44.52	/
Emission intensity/density	t/person	0.04	/
Non-hazardous waste			
Total Emissions	t	196	69.78
Emission intensity/density	t/person	0.19	0.13

Note: Since there were no stationary or mobile combustion emissions in 2023, there were no NO_x, SO₂ and particulate matter emissions.

APPENDIX I PERFORMANCE DATA

Governance

Board Members

Name	Type of Directors	Specialty	Gender	Term of office (year)	Number of Board Committees Served	Independent of Management	Affiliation with Management
Zhang Fabao (張發寶)	Executive Director Chairman of the Board	Industry	Male	1	1	No	Founder
Fan Jie (樊傑)	Executive Director	Industry	Male	1	1	No	Co-Chief Executive Officer
Li Xinmei (李欣梅)	Executive Director	Industry	Female	1	1	No	Chief Executive Officer
Wang Shuai (王帥)	Executive Director	Industry	Male	1	1	No	Vice President
Hu Xubo (胡旭波)	Non-executive Director	Finance & Accounting	Male	1	>3	Yes	
Yan Shengfeng (閻盛楓)	Non-executive Director	Finance & Accounting	Male	1	>3	Yes	
Liu Tao (劉濤)	Independent non-executive Director	Finance & Accounting Professor	Female	1	>3	Yes	
Yu Mingyang (余明陽)	Independent non-executive Director	Industry Professor	Male	1	>3	Yes	
Lau Yiu Kwan Stanley (劉耀坤)	Independent non-executive Director	Industry	Male	1	>3	Yes	

Committee Members

Name	Position	Type of Director	Specialty	Gender	Term of Office (year)	Independent of Management
Members of the Audit Committee						
Liu Tao (劉濤)	Chairperson	Independent non-executive Director	Finance & Accounting	Female	1	Yes
Yu Mingyang (余明陽)	Member	Independent non-executive Director	Industry	Male	1	Yes
Lau Yiu Kwan Stanley (劉耀坤)	Member	Independent non-executive Director	Industry	Male	1	Yes
Members of the Remuneration Committee						
Yu Mingyang (余明陽)	Chairperson	Independent non-executive Director	Industry	Male	1	Yes
Li Xinmei (李欣梅)	Member	Executive Director	Industry	Female	1	No
Liu Tao (劉濤)	Member	Independent non-executive Director	Finance	Female	1	Yes
Members of the Nomination Committee						
Zhang Fabao (張發寶)	Chairperson	Executive Director	Industry	Male	1	No
Yu Mingyang (余明陽)	Member	Independent non-executive Director	Industry	Male	1	Yes
Lau Yiu Kwan Stanley (劉耀坤)	Member	Independent non-executive Director	Industry	Male	1	Yes

Anti-corruption/Integrity

	2022	2023
Corruption cases (filed and not concluded)	0	0

Social

Human Resources Performance Data

	Unit	2022	2023
Employee Composition			
Total number of employees	People	1,048	545
By gender			
Total number of male employees	People	670	180
Total number of female employees	People	378	365
By age group			
Below 30	People	595	229
31–40	People	395	276
Above 41	People	63	40
By employee category			
General employee	People	900	361
Middle management	People	115	157
Senior management	People	33	27
By geographic region			
Eastern China	People	938	482
Southern China	People	10	5
Northern China	People	98	57
Central China	People	1	1
Overseas	People	1	0

	Unit	2022	2023
By employment category			
Full-time	People	1,046	545
Part-time	People	2	0
Minority			
People with disabilities	People	/	0
Ethnic minorities	People	/	22
Turnover rate			
By gender			
Turnover rate of male employees	Percentage	39.55%	38.78%
Turnover rate of female employees	Percentage	44.18%	31.85%
By age group			
Below 30	Percentage	47.23%	35.92%
31–40	Percentage	33.33%	30.75%
Above 41	Percentage	33.33%	46.81%
By employee category			
General employee	Percentage	44.56%	31.69%
Middle management	Percentage	26.09%	54.05%
Senior management	Percentage	3.03%	21.88%
By geographic region			
Eastern China	Percentage	42.96%	34.37%
Southern China	Percentage	20.00%	55.56%
Northern China	Percentage	25.51%	31.76%
Central China	Percentage	100.00%	0.00%
Overseas	Percentage	100.00%	0.00%
Safety and Health			
Number of work-related deaths	People	0	0
Work-related fatality rate	Percentage	0%	0%

	Unit	2022	2023
Safety and Health			
Number of work-related injuries	People	0	0
Lost work days due to work-related injuries	Day	0	0
Training Data			
Total hours	Hour	39,533	30,816
By gender			
Number of male employees trained	People	371	173
Percentage of male employees trained	Percentage	98.15%	96.26%
Total training hours completed by male employees	Hour	15,394	11,036
Average training hours completed by male employees	Hour/person	40.72	61.31
Number of female employees trained	People	653	358
Percentage of female employees trained	Percentage	97.46%	98.14%
Total training hours completed by female employees	Hour	24,139	19,876
Average training hours completed by female employees	Hour/person	36.03	54.45
By employee category			
Number of general employees trained	People	877	348
Percentage of general employees trained	Percentage	97.44%	96.38%
Total training hours completed by general employees	Hour	35,053	23,052
Average training hours completed by general employees	Hour/person	38.95	63.86
Number of middle management trained	People	114	157
Percentage of middle management trained	Percentage	99.13%	100.00%
Total training hours completed by middle management	Hour	3,522	6,882
Average training hours completed by middle management	Hour/person	30.63	43.83
Number of senior management trained	People	33	27
Percentage of senior management trained	Percentage	100%	100.00%
Total training hours completed by senior management	Hour	958	978
Average training hours completed by senior management	Hour/person	29.03	36.22

Number of Suppliers

	Unit	2022	2023
Total number of suppliers	Supplier	345	95
Shanghai	Supplier	171	32
Beijing	Supplier	80	23
Jiangsu	Supplier	18	5
Zhejiang	Supplier	17	7
Guangdong	Supplier	12	2
Hubei	Supplier	8	0
Anhui	Supplier	7	1
Sichuan	Supplier	6	1
Henan	Supplier	4	0
Others (including Hebei, Shandong, Tianjin, Chongqing, Fujian, Hunan, Liaoning, Yunnan, Jilin and Shanxi)	Supplier	22	24

Product Responsibility

	Unit	2022	2023
Products recalled due safety and health	Percentage	0%	0
Number of complaints about products and services	Case	0	0

Environmental

Emissions Data

Type	Unit	2022	2023
NO _x emissions	kg	670.95	/
SO ₂ emissions	kg	3.35	/
Particulate matter	kg	/	/
Direct greenhouse gases (scope 1)			
Emissions	tCO ₂ e	/	48.30
Indirect greenhouse gases (scope 2)			
Emissions	tCO ₂ e	/	192.89
Other indirect greenhouse gases (scope 3)			
Emissions	tCO ₂ e	/	27.24
Scope 1 & 2 emissions			
Total Emissions	tCO ₂ e	253.09	241.19
Emission intensity	tCO ₂ e/person	0.24	0.44
Emission density	tCO ₂ e/RMB million	0.73	0.69
Total greenhouse gas emissions (scope 1, 2 and 3)			
Total Emissions	tCO ₂ e	/	268.43
Emission intensity	tCO ₂ e/person	/	0.49
Emission density	tCO ₂ e/RMB million	/	0.77
Hazardous waste			
Total Emissions	Tonne	44.52	/
Emission intensity/density	Tonne/person	0.04	/

Environmental

Emissions Data

Type	Unit	2022	2023
Non-hazardous waste			
Total Emissions	Tonne	196	69.78
Emission intensity	Tonne/person	0.19	0.13

- Notes:
1. Since there were no stationary or mobile combustion emissions in 2023, there were no NO_x, SO₂ and particulate matter emissions.
 2. Greenhouse gas emissions are presented as CO₂ equivalent. The calculation method and conversion factors can be found in the 2023 Greenhouse Gas Emission Report of MedSci.
 3. Other indirect greenhouse gas (scope 3) emissions include the following emission items: waste from operations and some office supplies.
 4. MedSci's operations do not involve the emission of hazardous waste such as petroleum products, chemical waste, and hazardous chemicals as stipulated by the state, and there was no waste electronic equipment generated during the Reporting Period.

Energy Consumption Data

Type	Unit	Emission in 2022	Emission in 2023
Direct energy consumption	MWh	/	/
Indirect energy consumption	MWh	414.84	407.51
Total energy consumption	MWh	414.84	407.51
Energy consumption intensity	MWh/person	0.4	0.75
Total water consumption	Tonne	1,994.00	/
Total water consumption intensity	Tonne/person	1.9	/

Note: There were no statistics on water consumption and water consumption intensity in 2023 as water charges were included in the property rates

APPENDIX II ESG GUIDE INDEX

HKEX No.	ESG Indicators	GRI	Corresponding chapter
"Mandatory Disclosure" requirement	Governance structure (including the statement from the Board)		Sustainability Management - Board of Directors Statement Our Governance and Responsibilities - Corporate Governance
	Reporting Principles		About this Report
	Reporting Scope		About this Report
"Comply or explain" section			
A Environmental			
Aspect A1 Emissions	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	103-2(c-i), 305, 306, 307-1	Our Impact on the Environment
KPI A1.1	The types of emissions and respective emissions data.	305-1, 305-2, 305-4, 305-6, 305-7	Appendix 1 Performance Data - Environmental - Emissions Data
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	305-1, 305-2, 305-4, 305-6, 305-7	Appendix 1 Performance Data - Environmental - Emissions Data
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	306-2(a)	Not applicable, as MedSci's operations do not involve the emission of hazardous waste such as petroleum products, chemical waste, and hazardous chemicals as stipulated by the state, and there was no waste electronic equipment generated during the Reporting Period.
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	306-2(b), 306-3	Appendix 1 Performance Data - Environmental - Emissions Data
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	103-2, 305-5	Please refer to the "Our Impact on the Environment - Emissions Management" for the measures. Emission targets and waste reduction targets are not applicable as the emissions were fully calculated for the first time during the reporting period, and emission reduction targets have not been set yet. MedSci does not involve harmful waste, wastewater, or exhaust gas emissions in its operation.
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	103-2, 306-2, 306-4	Non-hazardous waste generated from general office requirements has minimal emissions. The domestic water generated from the operation of MedSci is managed by the property management company.
Aspect A2 Use of Resources	Policies on the efficient use of resources, including energy, water and other raw materials.	103-2(c-i), 301, 302, 303	Our Impact on the Environment-Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	302-1, 302-3	Appendix 1 Performance Data - Environmental - Energy Consumption Data
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	303-1, 303-3, 303-4, 305-5	Not applicable, because there were no statistics on water consumption and water consumption intensity in 2023 as MedSci's water charges were included in the property rates.
KPI A2.3	Description of energy use efficiency target(s) set, steps taken to achieve them and results achieved.	103-2, 302-4, 302-5	Not applicable, because the emissions were fully calculated for the first time during the reporting period, and emission reduction and energy use targets have not been set yet.
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them and the results achieved to date.	103-2, 303-3, 303-4, 303-5	Please refer to the "Our Impact on the Environment - Use of Resources" for water conservation measures. Water efficiency targets are not applicable as the use of water by MedSci is managed by the property management company.
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	301-1	Not applicable, as our operations do not involve the use of packaging materials due to the nature of our business.

HKEX No.	ESG Indicators	GRI	Corresponding chapter
Aspect A3 The Environment and Natural Resources	Policies on minimising the issuer's significant impacts on the environment and natural resources.	103-2(c-i), 301, 302, 303, 304, 305, 306	Our Impact on the Environment-Use of Resources Our Impact on the Environment-Biodiversity and Natural Resources Conservation
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	103-1, 103-2, 303-1, 303-2, 304-2, 306-3(c), 306-5	Our Impact on the Environment-Use of Resources Our Impact on the Environment-Biodiversity and Natural Resources Conservation
Aspect A4 Climate Change	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	201-2	Our Impact on the Environment-Climate Action
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	201-2	Our Impact on the Environment-Climate Action
B Social			
Aspect B1 Employment	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	103-2(c-i), 202, 401, 405, 406, 419-1	Our Impact on Society - Building a Talented Workforce
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	102-8, 405-1(b)	Appendix 1 Performance Data - Social-Human Resources Performance Data
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	401-1	Appendix 1 Performance Data - Social-Human Resources Performance Data
Aspect B2: Health and Safety	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	103-2(c-i), 403, 419-1	Our Impact on Society - Building a Talented Workforce
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	403-9	Appendix 1 Performance Data - Social-Human Resources Performance Data
KPI B2.2	Lost days due to work injury.	403-9	Appendix 1 Performance Data - Social-Human Resources Performance Data
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	103-2, 103-3(a-i), 403-1	Our Impact on Society - Building a Talented Workforce
Aspect B3 Development and Training	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	103-2(c-i), 404-2(a)	Our Impact on Society - Building a Talented Workforce
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	404-1	Appendix 1 Performance Data - Social-Human Resources Performance Data
KPI B3.2	The average training hours completed per employee by gender and employee category.	404-1	Appendix 1 Performance Data - Social-Human Resources Performance Data
Aspect B4 Labour Standards	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	103-2(c-i), 408, 409, 419-1	Our Impact on Society - Building a Talented Workforce
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	103-2, 408, 409	Our Impact on Society - Building a Talented Workforce
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	103-2, 408, 409	Our Impact on Society - Building a Talented Workforce
Aspect B5 Supply Chain Management	Policies on managing environmental and social risks of the supply chain.	103-2(c-i), 204, 308, 414	Our Governance and Responsibilities - Operation Compliance
KPI B5.1	Number of suppliers by geographical region.	102-9	Appendix 1 Performance Data - Social - Number of Suppliers
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	103-2, 308-1, 308-2, 414-1, 414-2	Our Governance and Responsibilities - Operation Compliance
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	308-2, 414-2	Our Governance and Responsibilities - Operation Compliance
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	103-2, 308-1	Our Governance and Responsibilities - Operation Compliance

HKEX No.	ESG Indicators	GRI	Corresponding chapter
Aspect B6 Product Responsibility	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	103-2(c-i), 416-2, 417-2, 417-3, 418-1, 419-1	Our Governance and Responsibilities - Network Security and Data Privacy Our Impact on Society- Expanding High-quality Healthcare Resources Our Impact on Society-Customer First
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	102-43, 102-44, 103-2(c-vi), 418-1	Our Impact on Society-Customer First
KPI B6.2	Number of products and service related complaints received and how they are dealt with.		Our Impact on Society-Customer First
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.		Our Impact on Society- Expanding High-quality Healthcare Resources
KPI B6.4	Description of quality assurance process and recall procedures.		Our Impact on Society-Customer First
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	103-2, 103-3(a-i), 418	Our Governance and Responsibilities - Network Security and Data Privacy
Aspect B7 Anti-corruption	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	103-2(c-i), 205, 205-3, 419-1	Our Governance and Responsibilities - Operation Compliance
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	205-3	Our Governance and Responsibilities - Operation Compliance
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	102-17, 103-2, 103-3(a-i), 205	Our Governance and Responsibilities - Operation Compliance
KPI B7.3	Description of anti-corruption training provided to directors and staff.	205-2	Our Governance and Responsibilities - Operation Compliance
Aspect B8 Community Investment	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	103-2(c-i), 413	Our Impact on Society-Community Health and Public Welfare
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	203-1(a), 413-1	Our Impact on Society-Community Health and Public Welfare
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	201-1(a-ii), 413-1	Our Impact on Society-Community Health and Public Welfare