

GL Capital Group
德福资本

2025 Sustainability Report

June 2026

GL Capital

GL Capital



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Message from Our CEO

To Our Valued Stakeholders,

2025 was a year of meaningful and encouraging progress for GL. Despite a market environment that remained cautious in places, we continued to strengthen the foundations of our platform, deploy USD 113 million capital to attractive investment opportunities, and generate USD 459 million cash returns to our investors. These results reflect the stability, shared conviction, and collective experience of our team, enabling us to move forward with confidence as we build for the years ahead.

Guided by the "GL H4A Strategy", we continued to deepen our ESG management in 2025. We further refined our ESG-related policies to strengthen our governance foundation and align with best practices.

As a responsible investor, we continued to strengthen ESG management across our portfolio. Based on our equity ownership and each

company's ESG maturity and risk profile, we adopted a structured implementation approach to help portfolio companies enhance their ESG performance. In particular, we will further strengthen engagement and communication with controlled portfolio companies to drive deeper integration of ESG practices.

We recognized the significance of climate change, have preliminarily identified GL's climate-related risks and opportunities, and have been continuously improving our greenhouse gas accounting. We are also tracking the GHG emissions of more portfolio companies and monitoring their decarbonization progress and strategies.

As part of our broader commitment to social responsibility, we were delighted to see more employees actively participating in meaningful social welfare activities, including helping

vulnerable groups and rescuing stray animals.

We also contributed to the advancement of the healthcare industry by leveraging our expertise and industry networks. In 2025, we published industry research reports, joined industry associations, and hosted events to support the continued development of the healthcare sector.

Looking ahead, we will uphold our commitment to responsible investment, striving to generate lasting value for our investors while contributing to the long-term prosperity of society.



Jeffrey Li
CEO, GL Capital

About GL Capital



GL Capital Group ("GL Capital" or "GL") is a local China-based private equity firm focused on buyout and significant minority opportunities in the fast-growing healthcare sector. Since its inception in 2010, GL Capital has helped build industry leading companies in the Chinese healthcare space through providing capital, strategic advice, and operational assistance, enabling these to grow while also creating value.

GL Capital strives to be the partner-of-choice for leading healthcare companies, generate superior returns for our investors, and contribute to the sustainable development of China's healthcare industry.

\$4.3 bn*

AUM in USD

40+

Professionals

14

Funds under management

100+

Investments since founding

11

Buyout deals completed

3

Operating offices

16

Years of experience



Firm Highlights



Include Scope 3
Category 6
(Business Travel)
in the greenhouse gas
accounting scope

Electricity consumption
decreased by **32.7%**,
and water consumption
decreased by **30.6%**
(compared to 2024)

100

participant ratio
for 2025 trainings

12.8

training hours
per employee

45%

women in all employees

0

grievance cases
received

100%

of new portfolio companies
were assessed ESG performance

100%

of the new portfolio
companies were included
in ESG grievance monitoring

100%

companies monitored
for ESG incident of Fund IV

15

companies were
included in ESG data
monitoring program

0

ESG incident
involved

Portfolio Highlights

In 2025, we have an ongoing sustainability monitoring programme to meet our responsible investment obligations and capture value creation opportunities, benchmarked against the standards of ILPA, SASB, HKEX ESG Reporting Guidelines, SFDR, IFC and the United Nations Principles for Responsible Investment (UNPRI). Below is a simple yet comprehensive view of the sustainability highlights¹ of our pilot portfolio:

Environmental

7

Portfolios set goals on carbon reduction or neutralization

10

Portfolios implemented energy-saving policy and actions

100%

The compliance disposal rate of waste

60%

Assessed scope 1 and scope 2 GHG emissions data

3

Portfolios used renewable energy

7,654

Total water savings (tonnes)

3

Portfolios assessed scope 3 GHG emissions data

1,864

Total renewable energy consumption (MWh)

0

Portfolios operate in or near biodiversity-sensitive areas

¹ Given the varying dates of investment and the differing levels of completeness in the data provided by each portfolio company, portfolio highlights are based on the available data collected from the portfolio companies.

Portfolio Highlights

Social

Governance

9

Portfolios implemented diversity policy and procedure

100%

Portfolios implemented health and safety policy and procedure

11

Portfolios established supplier codes of conduct

11

Portfolios implemented anti-corruption, anti-bribery and fraud prevention policy and procedure

4

Portfolios launched dedicated recruitment programs for employees with disabilities

95%

Average proportion of employees who received occupational health and safety trainings

10

Portfolios implemented product quality assurance and recalls policy and procedure

0

Number of corruption or bribery incidents

~50%

Average proportion of female employees

0

Number of work-related fatalities

0

The proportion of sold products recalled due to safety and health problems

969

Total number of granted patents

0

Number of discrimination incidents

32

Average training hours per person

6.62

Total social impact investments (million RMB)

10%

Average R&D investment as a percentage of revenue



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ESG Strategy

As a value-driven healthcare investor, our ESG strategy is designed to **drive sustainable value through innovation and care, with a vision of "Healthcare for All"**. We are committed to fully integrating ESG principles into our portfolio and operations, aiming to become a leading responsible investor in the healthcare industry.

Our strategy is anchored in three pillars: People, Planet, Society. Each of these pillars is supported by specific solutions that align with the United Nations Sustainable Development Goals (SDGs).

- **Care for People**

Promoting healthcare accessibility by investing in and enabling innovation solutions, driving portfolios to create sustainable value and achieve financial sustainability

- **Care for Planet**

Minimizing environmental and ecological impact by advocating for green practices to achieve environmental sustainability

- **Care for Society**

Creating shared value by collaborating with stakeholders across the value chain, to achieve social inclusion and sustainability

Through this comprehensive approach, GL Capital is dedicated to creating long-term value for all stakeholders while contributing to a healthier, more sustainable world.

GL H4A Strategy

Healthcare for All:
Driving Sustainable Value through Innovation and Care

Care for People

Offering innovation solutions for a healthier future

- Innovation
- Access to Health
- Product Quality and Safety
- Ethics and Transparency



Care for Planet

Minimizing environmental and ecological impacts

- Climate Change
- Resource Reservation
- Biodiversity
- Animal Welfare



Care for Society

Creating shared value together with stakeholders

- Responsible Supply Chain
- Community Contribution
- Industry Development
- Diversity, Equity & Inclusion



Strive to fully integrated ESG into our portfolio and operations

ESG Strategy

Our strategy is anchored in three pillars: Care for People, Care for Planet, Care for Society. Each of these pillars is supported by specific healthcare solutions:

Care for People

Care for Planet

Care for Society



Value Creation

GL Capital's portfolios are committed to providing solutions for a healthy future for mankind through good corporate governance and innovative reforms, promoting broader health and well-being in society, and working together to build a sustainable future

While promoting its own green operations, GL Capital guides and supervises portfolio in adopting sustainable practices to reduce environmental and ecological impacts, thereby reducing operational risks, enhancing market competitiveness, and aligning with global green development trends

GL Capital actively promotes employee development, encourages diversity, equality and inclusion, works with stakeholders to create long-term value through close cooperation, optimizing resource allocation



Healthcare Solutions

- ◆ Severely Infectious and Communicable Treatment
- ◆ Good Nutrition to Vulnerable People
- ◆ Access to Rehabilitation and Surgical Devices
- ◆ Dietary Supplements

- ◆ Energy-saving and Manufacturing
- ◆ Sustainable Management of Medical Waste
- ◆ Expired Drugs Recycling Program
- ◆ Animal Welfare

- ◆ Preventive Healthcare
- ◆ Community Health Education
- ◆ Surgical Training Service
- ◆ Seminar on Medication Safety



Portfolio Company Examples



ESG Approach

GL Capital promotes sustainable practices through a systematic ESG approach:



Sound **ESG governance** is the foundation



Integrate **ESG into investment** and promote responsible investment



Use the **ESG toolkit** for more efficient ESG management



Strengthen **ESG capacity-building** to create a sustainable culture



Promote industry development through **ESG partnerships**

Our referred sustainability frameworks



ESG Approach

Governance and Oversight

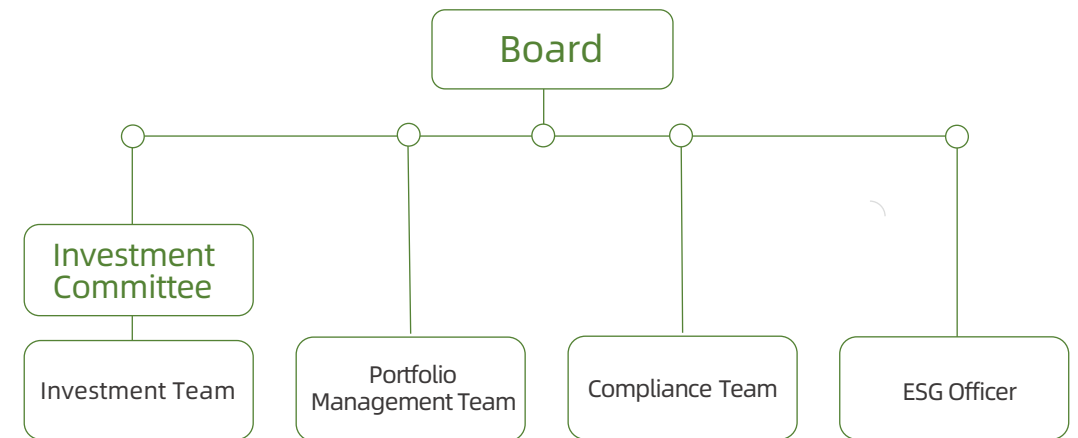


GL Capital continuously improves our ESG governance structure and clearly defines the corresponding management roles and responsibilities.

The Board of GL holds ultimate responsibility for formulating our responsible investment strategy, while our Investment Committee is responsible for final investment decision-making, guided by ESG due diligence. Our Investment and Portfolio Management teams collaborate to ensure the integration of ESG factors into the investment process. The Compliance Team is accountable for overseeing compliance across investment and operational aspects. Our dedicated ESG Officer leads the coordination of ESG-related matters and engagement with internal and external stakeholders.



GL Capital's governance structure is demonstrated in the figure below:



Key accountable professionals work collaboratively to coordinate ESG-related management:



YIFEI WANG
Partner



YICHANG CHEN
Managing Director,
Investor Relations



JESSICA ZHANG
ESG Officer

ESG Approach

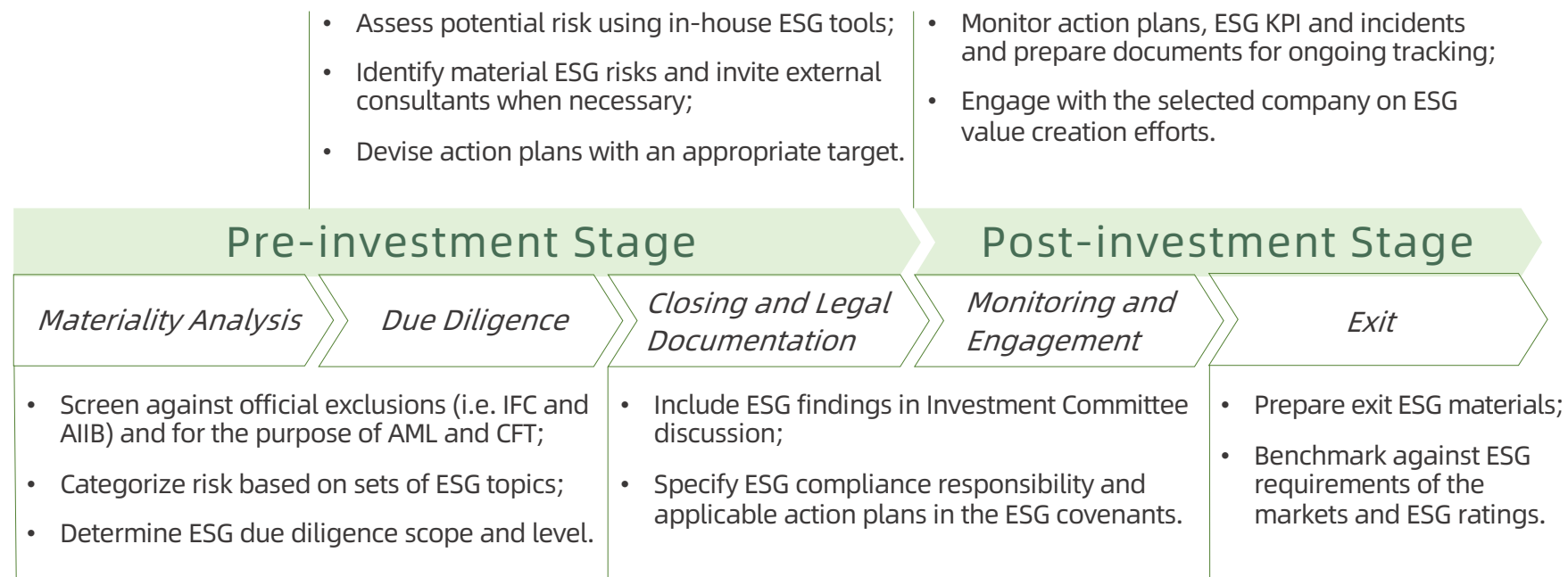
ESG Integration



We have established a structured ESG integration approach throughout the investment lifecycle. Our commitment to responsible investment is unwavering, and we intend to gradually implement this upgraded approach for all future investments, leveraging internal and external resources.

In 2025, we continue to optimize our approach to align with investors' evolving expectations and the sustainability focus of new industries.

The diagram describes our approach across the investment cycle.



GL Capital's ESG integration approach across the investment cycle

ESG Approach

ESG Toolkit

The ESG Toolkit empowers GL to systematically integrate ESG across the investment lifecycle, from pre-investment materiality analysis to monitoring and engagement.

GL Capital has developed a comprehensive ESG toolkit to facilitate the integration of ESG considerations throughout the investment cycle. The toolkit is aligned with our ESG Management Handbook and is continuously updated to reflect the latest sustainability standards and practice.

The Toolkit consists of four main tools: the ESG Risk Assessment Tool, the Due Diligence Toolkit, the Investment Decision Toolkit, and the Monitoring and Reporting Toolkit, which guide the integration of ESG in the materiality analyses, ESG due diligence, closing and legal documentation, and monitoring processes respectively. Each of them plays a key role in different investment stages.

When using these tools, various ESG topics are assessed for their relevance and potential impact, the ESG topics we may consider include:

Environmental

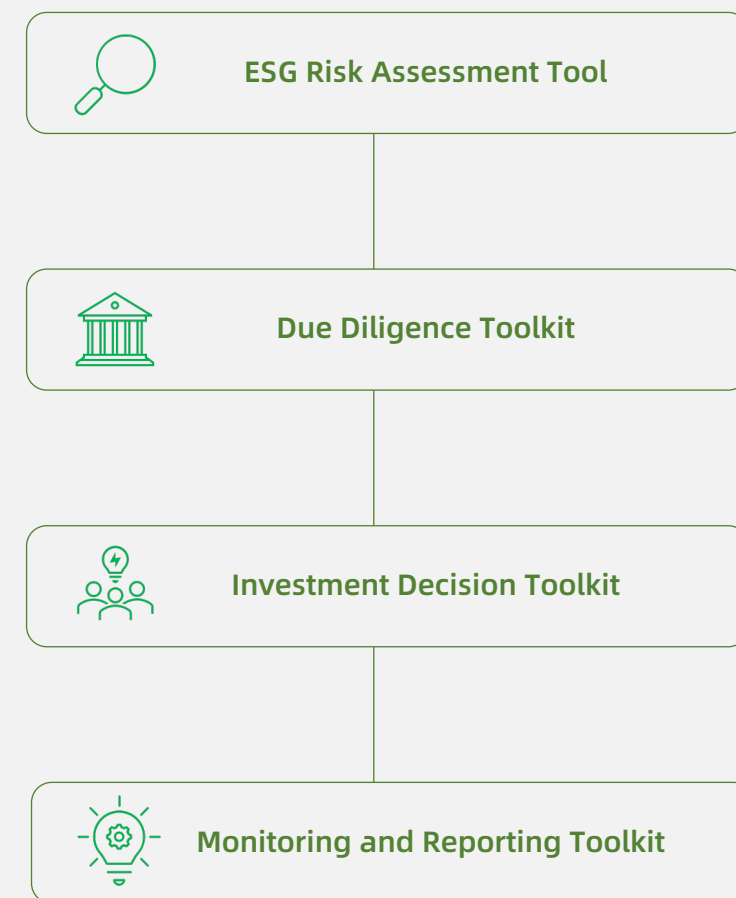
- ◆ Greenhouse Gas Emissions
- ◆ Energy Management
- ◆ Waste Management
- ◆ Biodiversity

Social

- ◆ Diversity, Equity and Inclusion
- ◆ Employee Health and Safety
- ◆ Product Quality and Safety
- ◆ Customer Privacy
- ◆ Supply Chain Management
- ◆ Community

Governance

- ◆ Corporate Governance
- ◆ Transparency
- ◆ Business Ethics
- ◆ Data Security



ESG Approach

Capacity Building



At GL Capital, we attach great importance to fostering a corporate culture of sustainability and building systematic ESG capabilities across the firm. We regularly invite professional third-party industry experts to deliver in-depth ESG training sessions for all employees.



In 2025, we retained a third-party professional consulting firm to conduct dedicated ESG trainings, covering responsible investment practices and integration, ESG trends within the healthcare value chain, and industry case studies. The training achieved full employee participation with a **100%** attendance rate in 2025.

The training included:

- ESG requirements at LP level, ESG information and data requested by LPs, and relevant framework rules including EDCI, SFDR and EU Taxonomy.
- ESG ecosystem on the corporate level, ESG disclosure requirements in domestic and overseas capital markets, and key ESG topics in the healthcare sector, ESG status and management challenges of portfolio companies.
- ESG management lifecycle at fund level, and the ESG investment workflow, case studies sharing.
- Relevant recommendations were put forward for GL Capital's follow-up ESG initiatives.

This training has not only strengthened the ESG expertise of GL Capital, but also enabled the firm to benchmark against industry best practices, continuously refine its internal ESG management system, and lay a solid foundation for GL Capital to enhance core competitiveness and deliver long-term sustainable value in global capital markets.



ESG Approach

ESG Partnership



On the pathway toward sustainable development, GL Capital recognises the critical value of cross-stakeholder collaboration. We proactively build strategic collaborative partnerships with diverse parties to advance the implementation and practice of ESG principles, contributing to the delivery of a more sustainable future.

Signatory of:



Signing the Principles for Responsible Investment (PRI) represents one of our core strategic initiatives. The United Nations-supported Principles for Responsible Investment (UNPRI) is the world's leading global framework championing responsible investment, which advances research into the long-term impacts of environmental, social and governance (ESG) factors on investment outcomes. Its core mandate is to provide sustained support to its extensive global network of investor signatories in integrating these key ESG considerations into their investment decision-making and ownership strategies. This move not only underscores our steadfast commitment to sustainable investment practices but also fosters robust ties with fellow responsible investors worldwide.



Our CEO is a Board Member of The Nature Conservancy China. The Nature Conservancy, one of the world's largest international non-profit environmental conservation organisations, is committed to protecting ecologically vital land and water resources across the globe, conserving natural ecosystems and advancing human well-being.

Through ESG partnerships, GL Capital actively addresses key sustainable development challenges and pursues the balanced advancement of economic, social and environmental development dimensions.

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Governance

At GL Capital, we focus on creating long-term value and delivering strong returns for our investors by strengthening our portfolio companies and assets. We believe that better understanding and managing the emerging risks and opportunities that arise from climate change are important components of delivering value to our investors.

We believe strong governance is a foundation on which resilient and financially sound companies are built. GL Capital has formally established governance structures that support climate-related compliance, value creation and risk mitigation.

- **Board:** Ultimate responsibility for setting climate-related investment strategy and oversight of ESG policy integration. Approves climate and ESG policies, reviews annual ESG reports, and ensures climate risks are considered in decision-making.
- **Investment Committee:** Integrates climate risk and opportunity analysis into final investment decisions. Leads ESG policy development and ensures material climate issues are addressed before approving investments.
- **Investment Team:** Identifies and assesses climate risks in potential investments through due diligence. Coordinates with ESG consultants and reports climate-related findings to the Investment Committee.
- **Portfolio Management Team:** Monitors and supports portfolio companies in implementing climate action plans. Collects climate performance data and reports progress to the Board.
- **The Compliance Team:** Ensures compliance with climate-related regulations and exclusion policies. Monitors and reports on climate regulatory adherence to the Board.
- **ESG Officer:** Coordinates overall climate and ESG management across the fund and portfolio companies. Facilitates climate due diligence, organizes climate trainings, and prepares ESG reports for Board review.

Strategy

Climate strategy reflects GL Capital's evolving approach to assessing and managing climate-related risks and opportunities.

Firm-Level



- **Climate Risk Assessment and Strategic Integration**

We systematically assess climate risks and opportunities, and develop tailored tools to integrate climate considerations into investment decisions.

- **Governance and Resourcing**

We strengthen internal governance with a dedicated climate structure and clear roles to meet regulatory and investor expectations.

- **Transparency and Disclosure**

We transparently disclose our climate management approach, methodologies, and regular progress updates.

- **Awareness Building**

We held targeted educational and training sessions for investment teams across GL Capital, covering responsible investment integration and practices, ESG trends within the healthcare value chain, and industry case studies.

Portfolio-Level



- **Diligence and Materiality Assessment**

During investment evaluation, we assess the materiality of climate-related risks and opportunities for selected strategies, conduct deeper diligence where relevant.

- **Risk Monitoring**

GL Capital continuously monitors portfolio companies' ESG performance and tracks decarbonization strategy implementation for climate-material companies.

- **GHG Emissions Tracking**

We collect GHG emissions data from most portfolios annually to monitor trends, communicate with companies, and identify improvement areas.

- **Engagement and Collaboration**

We work with portfolio companies to develop tailored decarbonization and climate-resilience action plans, providing expertise, tools, and trainings for implementation.

Risk Management

We believe the identification and recognition of climate-related risks and opportunities helps to better manage our business and deliver value to our investors.

Climate Risks		Affected Party	Potential Impact	Mitigation Measures
Physical risks	Chronic and Acute risks	<ul style="list-style-type: none"> GL Capital Portfolio companies 	<ul style="list-style-type: none"> Significant chronic or acute physical effects of climate change, including extreme weather events such as hurricanes, floods, or wildfires can also have an adverse impact on certain of portfolio companies and investments. This could be especially acute for our portfolio companies that rely on physical factories, plants, stores or other assets located in the affected areas. 	<ul style="list-style-type: none"> Build physical and financial resilience by investing in climate-proofing for vulnerable assets (e.g., flood defenses, firebreaks) and ensuring robust insurance and business continuity plans. Adjust investment strategy and oversight by diversifying away from high-risk geographies and integrating climate risk assessments into investment due diligence and portfolio management.
	Policy and Regulations risks	<ul style="list-style-type: none"> GL Capital Portfolio companies 	<ul style="list-style-type: none"> Climate-related regulations imposing more enhanced disclosure obligations. 	<ul style="list-style-type: none"> Proactive disclosure management by centralizing climate data, aligning reporting with recognized frameworks (e.g., Enterprise Sustainable Disclosure Standard No. 1 — Climate (Trial), IFRS S2).
Transition risks	Market risks	<ul style="list-style-type: none"> GL Capital 	<ul style="list-style-type: none"> Market or business trends that may impact certain investors' decision to invest in our funds. 	<ul style="list-style-type: none"> Strategic alignment and proactive communication by continuously monitoring investor sentiment and market trends, then explicitly demonstrating how the fund's strategy, performance, and risk management address these evolving preferences (e.g., climate resilience, regulatory compliance)
		<ul style="list-style-type: none"> Portfolio companies 	<ul style="list-style-type: none"> Growing global demands for carbon reduction and environmental protection require continuous R&D to strengthen green product attributes, maintaining innovation and competitiveness to prevent market share loss. 	<ul style="list-style-type: none"> Establish a clear green innovation and product leadership strategy by making R&D for carbon reduction and sustainability a core investment priority.
	Reputational risks	<ul style="list-style-type: none"> GL Capital Portfolio companies 	<ul style="list-style-type: none"> Reputational challenges, including if any action or lack thereof with respect to climate-related matters is perceived negatively by interested parties or if we are perceived or accused of making inaccurate or misleading climate-related statements. 	<ul style="list-style-type: none"> Proactively engage stakeholders and embed climate governance by actively communicating with investors, regulators, and the public to understand and address their climate concerns.

Climate opportunities provide the potential to deliver value for our shareholders and funds' investors and increase revenue and reduce expenses for certain of our funds' portfolio companies and investments. For GL Capital, such opportunities may include (i) resource efficiency through environmental performance improvements at our offices, (ii) identification of attractive investment opportunities and (iii) early identification of certain risks to financial returns. For portfolio companies, such opportunities may include (i) value generating resource efficiency from decarbonization efforts, leading to decreased expenditures and increased profitability, (ii) product innovation, (iii) resiliency and (iv) competitiveness.

Metrics and Targets

As a long-term investor, we are committed to building resilience and driving the transition to a low-carbon economy. This commitment is embedded in our investment philosophy and active ownership approach.

Our climate objective is to systematically reduce the aggregate carbon footprint of our own operation and our portfolio. We aim to achieve this by enhancing data transparency and working collaboratively with our companies to identify and implement practical decarbonization pathways.

We seek to evolve and improve sustainability efforts across the firm that we believe are financially material and resonate with employees. A key element of our corporate sustainability work is to address and reduce our corporate carbon footprint. Key office-level initiatives include promoting energy efficiency, enhancing waste recycling, and supporting sustainable commuting options for employees. These actions reinforce our culture of responsibility and directly contribute to lowering our corporate emissions.

GL Capital has made progress in carbon data transparency and carbon reduction effectiveness. In 2025, it added Scope 3, Category 6 emissions accounting, and reduced its own operational carbon emissions by 33% compared to 2024. Greenhouse Gas (GHG) Emissions for 2024–2025 are detailed in the table on the right.

Category (t/CO ₂ e)	2024	2025
Scope 1+2	19.95	13.28
Scope 3 (Business Travel)	/	766.87
Total Emissions	19.95	780.15

33%

Own operational carbon emission reduction
(compared to 2024)

Zylox-Tonbridge Medical Technology

Industry: Medical Devices
Investment Year: 2024



Strengthening Resilience Against Extreme Weather

In October 2025, Zylox-Tonbridge proactively responded to Typhoon Matmo by activating emergency protocols. An immediate task force coordinated actions to secure all facilities, including reinforcing structures, securing outdoor assets, and conducting power-down procedures in offices to mitigate risks. Operations were temporarily suspended to prioritize employee safety. Post-typhoon, Zylox-Tonbridge swiftly conducted assessments and repairs, minimizing disruption.



Green and Low-Carbon Production Park

In 2025, the Zylox-Tonbridge Science Park was officially completed. The construction of this new production base was guided by the core principles of resource efficiency, environmental impact minimization, and low-carbon, intelligent operations.

Energy Saving and Emission Reduction: Achieved by optimizing building daylighting, using high-efficiency insulation, combining clean energy with smart monitoring and efficient equipment to reduce operational energy consumption.

Eco-Friendly Materials: Using materials like auto-claved aerated concrete blocks and thermal-break aluminum alloys to reduce high-energy materials and improve environmental performance.

Accelerating the Shift to Renewable Energy

Zylox-Tonbridge are actively advancing our transition to renewable energy by investing in on-site photovoltaic (PV) power generation and purchasing Green Electricity Certificates (GECs). Data highlights during the reporting period are as follows:



On-site Solar Power:

473.27 MWh generated



Green Certificates Purchased:

1,000 units



CO₂e Reduction:

570.3 tonnes avoided



Green Electricity Certificate Transaction Vouchers

Hutchison Whampoa Guangzhou Baiyunshan



Industry: Chinese Medicine OTC

Investment Year: 2021

Building Climate-Resilient Operations and Supply Chain

To proactively manage climate-related physical risks, Hutchison Whampoa Guangzhou Baiyunshan Chinese Medicine (HBYS) has systematically assessed the impact of extreme weather events—such as floods and heatwaves—on operations and supply chain. HBYS has developed tailored contingency plans for both herbal medicine sourcing regions and production facilities.

Specific measures include establishing a climate risk assessment system for key cultivation bases, implementing drought and flood early-warning monitoring in critical growing areas. HBYS also collaborates closely with major suppliers by incorporating climate adaptation clauses into contracts and requiring them to develop their own extreme weather response plans.

For instance, at GAP-certified cultivation bases, HBYS has implemented drought/flood alert and response mechanisms. In logistics, HBYS optimizes truck loading efficiency based on cargo volume and weight, and pre-plans alternative transportation routes to ensure the continuity of material supply and product delivery during extreme weather, thereby enhancing the overall resilience of value chain.

Implementing Comprehensive Energy Management and Carbon Reduction Measures

HBYS has implemented a series of energy management and carbon reduction measures across operations.

HBYS conducted comprehensive energy audits and carbon footprint accounting, establishing a monitoring system to track energy consumption across the entire production process. This data-driven approach informs continuous optimization of clean energy usage and drives initiatives to promote green packaging solutions. Furthermore, HBYS actively monitors climate data in key herbal medicine sourcing regions to proactively manage supply chain stability and resilience.

These efforts have yielded measurable results. For example, the retrofitting of multi-energy extraction tanks has achieved an annual energy saving equivalent to **161.74** tons of standard coal. Additionally, the upgrade of plastic bottle production line has successfully reduced the energy consumption per unit product by **10%**. These initiatives demonstrate the commitment to reducing operational emissions while enhancing efficiency.

Kangencui Pharmaceutical, Huizhou Foryou Medical, Sainte Nutritional Food

Kangencui Pharmaceutical

Energy-Efficient Factory Design

During the development of a new factory facility, Kangencui collaborated closely with designers and building contractors to integrate energy-efficient design solutions. As a result, the facility is expected to significantly reduce energy consumption during future production operations, contributing to lower carbon emissions and supporting the company's overall energy conservation and emission reduction goals. This initiative demonstrates the Kangencui's commitment to addressing climate-related risks through proactive infrastructure planning.

Huizhou Foryou Medical

Upgrading Lightings

Foryou replaced 1,600 standard T8 fluorescent tubes with high-efficiency LED lighting systems. This initiative has delivered substantial environmental and economic benefits.

Annual Electricity Savings: **59,987.2** kWh

Annual Cost Savings: RMB **47,989.76**

Total Net Benefit (5 Years): RMB **248,548.8**

Payback Period: **1.1** years

Sainte Nutritional Food

Enhancing Efficiency with VFD Technology

To reduce energy consumption and carbon emissions, Sainte implemented Variable Frequency Drive (VFD) technology on auxiliary equipment such as air compressors and nitrogen generators.

This system adjusts motor speed dynamically based on real-time production demand. During low-load periods, it automatically reduces energy usage compared to conventional fixed-speed operation, enhancing energy efficiency and reducing operational carbon footprint.

Our Engagement in Action

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Care for People

Currently, the global healthcare industry is facing challenges such as an ageing population, increasing burden of chronic diseases, and uneven distribution of medical resources.

GL supports its portfolio companies in promoting research and development innovation to ensure that patients have access to high-quality, safe, and affordable healthcare services. It also advocates a culture of transparency and integrity in operations, contributing to the creation of a healthier and more sustainable world.

SDGs



Jin Kang Pu Nutrition

Industry: Nutrition
Investment Year: 2021



Overview

Established in 2004, Jin Kang Pu Nutrition (JKP), is a high-tech company specializing in the formulation, testing, sales, technological development, and technical services of food nutrition enhancers. The company focuses on infant and follow-on foods, adult and child dietary supplements, functional foods, and the healthcare industry, offering technical expertise to enterprises for product upgrades and the R&D of new products.



GL's Involvement

In 2021, GL Capital's Fund III invested in JKP. As a responsible investor, GL is committed to ensuring responsible environmental management while supporting low-carbon strategies.

Since GL's investment, GL has encouraged JKP to continuously improve its ESG management and has provided support, including assistance with carbon emissions accounting and the refinement of relevant management systems.



Elected as the chair unit of the Nutritional Fortifiers & Food for Special Nutrient and Regulations & Technology Professional Committees

Jin Kang Pu Nutrition Sustainability Snapshot 2025

Number of work-related injuries (cases)	0
Number of work-related fatalities (cases)	0
Total working days lost due to work-related injuries and fatalities (cases)	0
Number of concluded corruption litigation cases brought against the company or its employees (cases)	0

Jin Kang Pu Nutrition

Industry: Nutrition
Investment Year: 2021

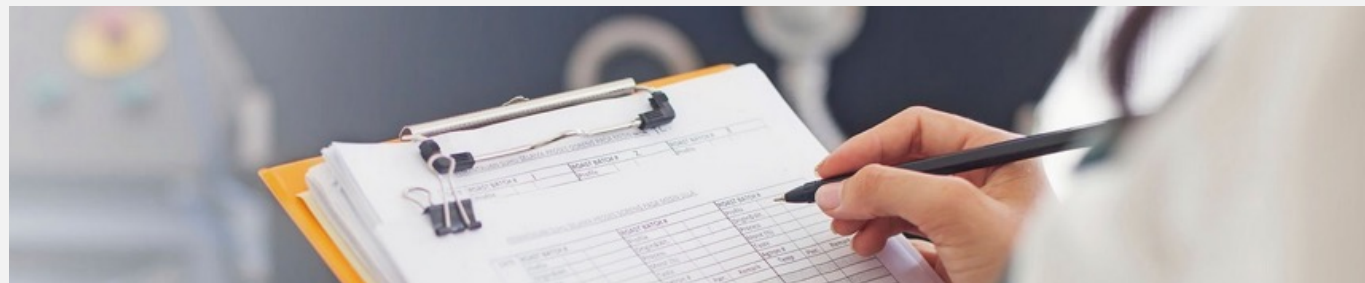


Quality and Food Safety Management

JKP has established a systematic and standardized Quality and Food Safety Management System, which has obtained ISO 9001:2015 and FSSC 22000 V6.0 standard certifications.

The laboratory is equipped with advanced testing equipment, offering comprehensive testing capabilities. It has received the **highest** rating in Nestlé's global laboratory testing capability verification. The production workshops meet the **100,000-grade** cleanliness standards, and the quality department monitors the entire process to ensure the production environment meets high standards.

JKP maintains close cooperation with domestic and international enterprises including Danone, Nestlé, Yili and ADM. By consistently providing high-quality products and services, JKP has gained recognition and trust from customers and been repeatedly recognized as an **Excellent Partner**.



• Supply Chain Management

Regular auditing and supervision are conducted. Suppliers failing to meet environmental and quality requirements are gradually phased out.

JKP assists suppliers in improving their management levels and production capacity through technical exchanges and resource sharing.

Upon raw material receipt, the laboratory conducts comprehensive inspections in accordance with strict quality standards to strictly prevent unqualified raw materials from entering the production process.

• Food Safety Awareness Promotion

JKP has implemented a comprehensive food safety training program for all employees, covering essential regulations, the latest industry knowledge, and best-practice cases.

In addition, JKP holds an annual Food Safety Awareness Month, featuring a variety of activities such as quizzes, games, and surveys to further strengthen food safety awareness among staff.



Wecare Probiotics

Industry: Nutrition
Investment Year: 2024

Overview

Wecare Probiotics Co., Ltd. (Wecare), is a national high-tech enterprise rooted in microbiology and multi-omics science, focusing on the R&D and production of probiotic strains and fermented food strains. Wecare provides high-activity probiotic powders, fermented food strains, microbial products and application solutions tailored for diverse industries such as health food, dairy products, precision medicine, and daily chemical products.



GL's Involvement

In 2023, GL Capital's Fund IV invested in Wecare. Since GL's investment, Wecare has continuously improved its ESG management, deeply integrating ESG principles into every aspect of its development strategy and business operations, and has established a three-tier ESG governance framework. Wecare's board of directors has approved a core ESG key performance indicator (KPI) system, directly linking ESG performance to the compensation, promotions, and rewards and penalties of senior management and the core team, and has established an accountability mechanism that aligns responsibilities with authority.

Awards

- ◆ Key Laboratory for the Development and Utilisation of Agricultural Probiotics
- ◆ High and New Technology Enterprise
- ◆ National Green Factory
- ◆ Specialized, High-End and Innovation-Driven 'Little Giant' Enterprises

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Wecare Probiotics Sustainability Snapshot 2025

% of sold products recalled due to safety and health reasons **0%**

% of investment in R&D **10.7%**

Total number of obtained patents **232**

Wecare Probiotics

Industry: Nutrition
Investment Year: 2024



Innovative R&D Drives Probiotics Industry Upgrade

Wecare has established a comprehensive end-to-end R&D system for functional strains.

• Resource Library

Wecare has established an extensive probiotic functional strain resource library containing over **40,000** strains, of which more than **100** are candidate strains with clearly defined functional characteristics that have undergone industrial feasibility assessments.

• R&D Platforms

Wecare has established three core R&D platforms: the Microbial Strain Technology Center, the Intelligent Biomanufacturing Process Center and the Applied Technology Center. It deeply focuses on key fields such as lactic acid strain development, probiotic technology and application, forming an R&D network covering basic research, applied development and commercialization.

10%+
of investment in R&D



• R&D Team

175
Total team members



over **65%**
Master's degree or above

16
Ph.D.

5
Academics

Sainte Nutritional Food

Industry: Nutrition
Investment Year: 2023

Overview

Sainte Nutritional Food Co., Ltd. (Sainte), was established in 2019, specializing in the R&D and production of foods for special medical purposes. Adhering to the concept of "precise nutrition and professional care", Sainte strives to provide professional, safe and nutritious food for infants and vulnerable groups with special nutritional needs, helping them live in a healthy life. Sainte has obtained registration for eight product formulas.



GL's Involvement

In 2023, GL Capital's Fund IV invested in Sainte. Since GL's investment, GL has assisted Sainte in strengthening its technological collaborations with international companies to develop a wider range of high-quality medical foods tailored for infants, young children, and special populations, thereby safeguarding their health. Under GL's influence, Sainte has increasingly prioritized ESG, enhanced its ESG data collection and reporting capabilities, and plans to engage professional ESG consultants in the future to help refine its ESG framework and strengthen its ESG governance capabilities.

Awards

- ◆ Annual Influential Brand Award
- ◆ China Infant Formula Brand Festival - Leading Domestic Medical Formula Brand
- ◆ Qingdao Key Enterprise Technology Innovation Project
- ◆ High and New Technology Enterprise

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Sainte Nutritional Food Sustainability Snapshot 2025

% of sold products recalled due to safety and health reasons **0%**

Total number of obtained patents **20**

Total amount of donations (million RMB) **1.69**

Sainte Nutritional Food

Industry: Nutrition
Investment Year: 2023

Sainte

Quality and Food Safety Management

Sainte has established a comprehensive quality management system covering the entire industrial chain from raw materials and production to sales, encompassing quality policies, quality monitoring, quality acceptance, quality data statistics, quality dispute handling and other related modules.

Meanwhile, Sainte has obtained certifications of GMP, HACCP and ISO 9001:2015 quality management systems, demonstrating its commitment to upholding high-quality standards.

In addition, Sainte constructs production workshops in accordance with the Class 100,000 GMP pharmaceutical standard, adopts advanced dry mixing systems and technologies, and formulates a series of workshop management rules. It implements fully enclosed packaging production; the R&D department conducts strict incoming material inspections, and dedicated on-site production supervisors supervise production processes and formula implementation. All products are tested against **9** key indicators and over **50** risk monitoring indicators before delivery, and a product traceability system of one can with one exclusive code has been put in place.

At the same time, Sainte holds the "Traceability Tour" activity, selecting consumers to visit its factories and integrating digital participation with on-site physical verification.



Kangencui Pharmaceutical, Duoning Biological, Mandi Pharmaceutical

Quality and Food Safety Management

Kangencui Pharmaceutical

Industry: Nutrition
Investment Year: 2024

To improve the comprehensive quality control level, Kangencui expanded, renovated and upgraded its existing laboratory in 2025.

The laboratory renovation covers approximately 1,300 square meters and includes functional areas such as a physical and chemical testing area, a microbial testing area, a sample room, an instrument and utensil room, a reagent room, and an office and document area, and newly added testing equipment includes a gas chromatograph, a liquid chromatograph, a Kjeldahl nitrogen determination instrument, a fluorescence spectrophotometer, and an atomic absorption spectrometer.

In 2025, Kangencui has achieved:

80%+
self-inspection rate

Duoning Biological

Industry: Life Science Tools
Investment Year: 2021

Duoning has set up independent quality control departments and formed a professional Quality Control (QC) team with regular quality and compliance trainings.

Duoning has established a full life cycle product quality management system in accordance with ISO and GMP standards, strictly implementing supplier review, raw material inspection, production process control and multi-level finished product testing, and isolating and rectifying non-conforming products.

Duoning has implemented equipment calibration systems and product traceability mechanisms, while continuously refining quality control through customer feedback.

Mandi Pharmaceutical

Industry: Consumer Health
Investment Year: 2026

Mandi has built a quality management system benchmarked against domestic and international regulatory standards including GMP and ICH. QC and Quality Assurance (QA) procedures address audits, documentation, lab control, and supply chain.

Mandi has established a highly automated smart laboratory and a professional quality team covering R&D, production, and commercialization. Full lifecycle testing includes physicochemical, identification, content, impurities, and microbial analysis.

Regular quality training is provided for all staff. Mandi continuously evaluates the quality system against stringent domestic and international standards to ensure patient safety and compliance.

Care for Planet

The green transition in the healthcare industry is a profound transformation towards coexistence with nature. Faced with challenges such as the proliferation of disposable consumables, rising resource dependency, and increasing environmental risks, GL is working with its portfolio companies to reduce their environmental footprint. By implementing energy-saving and emission-reduction measures, and biodiversity conservation actions, a new paradigm of harmonious coexistence between humans and nature is being established.

SDGs



Huizhou Foryou Medical Devices

Industry: Medical Devices
Investment Year: 2023



Overview

Established in 2005, Huizhou Foryou Medical Devices (Foryou) is a knowledge-intensive high-tech enterprise specialising in the research, development, production and sale of functional dressings, hemostatic and anti-adhesion materials, and biodegradable materials. Approximately 90% of its products are exported. The company remains committed to providing domestic and international customers with safe, effective and high-performance medical devices and biomedical care products.

GL's Involvement

In 2023, GL Capital's Fund III and Fund IV completed their investments in Foryou. Since GL's investment, Foryou has developed an ESG policy and published a sustainability report under GL's direct guidance and influence, and has continued to improve its ESG management.

In 2025, Foryou rolled out an R&D pipeline covering **6** key projects, **10** special initiatives and **6** targeted projects, with some products achieving initial mass production.

Huizhou Foryou Medical Devices Sustainability Snapshot 2025

Number of work-related injuries (cases)

0

Number of work-related fatalities (cases)

0

Total working days lost due to work-related injuries and fatalities (cases)

0

Number of corruption cases or legal proceedings (cases)

0



LUOFUCON®



SUNTOUCH®



FORUSORB®

Huizhou Foryou Medical Devices

Industry: Medical Devices
Investment Year: 2023



Resource Reservation

Foryou has fully implemented a wastewater reuse integration technology transformation project by process optimization and upgrades, introduction of a reclaimed water reuse system, and improvement of the water resource recycling system. The project focuses on the recovery and reuse of wastewater generated during the defrosting process of freeze dryers.

No.	Project	Objectives	Achievements
1	Optimize the water circulation system and improve water reuse rate	Designed reclaimed water volume: 5 tonnes/day	Actual reclaimed water volume: 6 tonnes/day
2		Wastewater reuse rate: $\geq 50\%$	Actual wastewater reuse rate: \geq 83%
3		Annual fresh water savings: 36,500 tonnes	Actual annual fresh water savings: 43,800 tonnes
4		Annual savings on electricity/water/sewage fees/labor costs: RMB 50,000	Actual annual savings on electricity/water/sewage fees/labor costs: RMB 72,600

Zylox-Tonbridge Medical Technology

Industry: Medical Devices
Investment Year: 2024



Overview

Zylox-Tonbridge Medical Technology Co., Ltd. (Zylox-Tonbridge) focuses on developing, manufacturing, and commercializing innovative medical devices for vascular intervention. Zylox-Tonbridge has always adhered to the brand concept of "Innovation for Quality Life", and is committed to providing patients with high-quality and affordable innovative medical devices and solutions, enabling everyone to enjoy the high-quality life brought by advanced medical technologies.

Awards



2025 Total Quality Management Knowledge Competition 'Merit Award'



Yuhang District Government Quality Management Innovation Award



2025 Most Valuable Healthle Companies



Title of 'Charitable Organisation' for the '630' Initiative to Support Rural Revitalisation

GL's Involvement

GL Capital's Fund IV invested in the listed company Zylox-Tonbridge in 2024. As of the end of 2025, Zylox-Tonbridge has achieved notable results in ESG implementation. Its share of renewable energy use rose by **0.74%** year-on-year, and female employee representation increased by **19%** from the previous year.

Zylox-Tonbridge Medical Technology Sustainability Snapshot 2025

PV power consumption (MWh) **473.27**

R&D investments (million RMB) **247**

Total number of obtained patents **148**

% of female employees **60%**

Total amount of donations (million RMB) **4.5**

Zylox-Tonbridge Medical Technology

Industry: Medical Devices
Investment Year: 2024



Resource Reservation

Zylox-Tonbridge adheres to the 3R Principles (Reduce, Reuse, Recycle), and promotes the green transformation, lightweight design and resource recovery of packaging via design improvement, circular utilization, recycling and disposal initiatives.

In 2025, the usage of packaging materials was cut by a total of **10.32** tonnes.

- **Design Improvement**

Zylox-Tonbridge effectively reduced packaging material usage by printing the certificate of conformity and sterilization indicators directly onto the surface of paper-plastic bags.

- **Circular Utilization**

Undamaged and reusable cartons are recycled to reduce the demand for new cartons, while damaged cartons are sent to a third party for recycling.

Animal Welfare

Zylox-Tonbridge has formulated the Management System for the Planning and Implementation of Animal Experiment Activities in strict compliance with applicable regulations and guidelines.

- **3R Principles & Innovation**

All animal experiment designs follow the 3R principles of Replacement, Reduction, and Refinement, and must be approved by the Institutional Animal Care and Use Committee (IACUC). During the reporting period, Zylox-Tonbridge introduced bionic models and in vitro simulation testing methods to reduce the number of animal experiments while ensuring scientific validity.

- **Partner Oversight & Quality Assurance**

Zylox-Tonbridge cooperates with qualified third-party animal experimentation centers and carries out regular on-site audits to ensure the safety and efficacy of animal experiments.

Duoning Biological, Mandi Pharmaceutical

Resource Reservation

Duoning Biological

Duoning is committed to minimizing environmental impact through systematic resource conservation measures across operations and office management.

- **Equipment Optimization**

Duoning has implemented strict operating procedures for all equipment, including prohibiting idle operation, and conducting regular maintenance, lubrication, and replacement of worn parts to reduce electricity and fuel consumption.

- **Water Leakage Prevention**

Duoning regularly inspects and repairs the water supply system to minimize undetected leaks and reduce water leaks and reduce water waste.

- **Green Office**

Duoning promotes green office by using efficient appliances, turning off lights during non-working hours, adopting water-saving fixtures, and deploying recycling bins to reduce waste.

Mandi Pharmaceutical

Mandi has implemented a series of energy-saving and resource conservation projects to improve operational efficiency and reduce environmental impact.

- **Equipment Enhancement and Retrofitting**

Mandi has upgraded the energy storage system to achieve Level 2 energy efficiency, saving approximately 40 MWh of electricity annually. Meanwhile, it has transformed the air compressor system to centralized gas supply, reducing nighttime operation from multiple units to just one for energy savings.

- **Solar Street Lighting**

Mandi has replaced traditional streetlights with solar-powered ones, reducing lighting electricity consumption by approximately 12 MWh per year.

- **Aged ABS Pipe Replacement**

Mandi has replaced old ABS water pipes to effectively eliminate leaks and drips, preventing long-term hidden pipe leakage and reducing water waste.

Care for Society

In response to challenges such as the fragility of the medical industry supply chain and a shortage of innovation, GL fosters social value creation through its portfolio by supporting them in establishing transparent medical supply chains, empowering community health management, and advocating for the creation of inclusive cultures that attract diverse talent to healthcare innovation.

Through its business-for-good model, GL is injecting sustainable development momentum into the healthcare industry.

SDGs



Jin Kang Pu Nutrition

Industry: Nutrition
Investment Year: 2021



Social Contributions

For 20 consecutive years, JKP has been dedicated to social responsibility and public welfare, supporting impoverished communities in Tibet's Ali region, Sichuan's Ganzi Prefecture, and its local area.

Key Achievements:

- Donated over **120** batches of generators, computers, solar equipment, clothing, learning supplies, sports gear, and food
- Total value: approximately RMB **8.7 million**



In 2024, the Group launched the targeted "**Forget-Me-Not**" Public Welfare Project, continuing through 2026.

Project Highlights (2024-2026):

Children's shelter: Built **150** sqm prefab housing with separate dormitories for boys and girls; 2 round tables and chairs for **20** children

Elderly care: Donated **20** nursing beds and **5** wheelchairs to a senior home

Tibetan New Year care (Gegong & Gangqiong villages): **50** orphaned/disabled/impovertised elderly received food and cleaning supplies

Tibetan New Year care (Xiazha Town, Shiqu County): **60** orphaned/disabled/impovertised elderly received food, thermoses, and bedding

Total project expenditure over 3 years: RMB **142,600**

Sainte Nutritional Food

Industry: Nutrition
Investment Year: 2023



Support for Vulnerable Groups

Sainte is committed to advancing Diversity, Equity, and Inclusion (DEI) by addressing the unique health needs of vulnerable populations through targeted medical nutrition solutions.

Rehabilitation Research Partnership: Sainte partners with the China Rehabilitation Research Center to conduct a multi-center study validating product's efficacy in improving patient rehabilitation outcomes and life quality.

Personalized Nutrition for Seniors: Sainte collaborates with the Geriatric Medical - Nursing Integration Industry Branch to create tailored dietary plans for the elderly, supporting China's health campaign.

PKU Infant Support Program: Sainte has developed China's first specialized formula for PKU infants, a condition affecting approximately **1 in 10,000** newborns. In 2012, Sainte launched a PKU Formula Subsidy Project that provides three years of free medical nutrition products to newborns diagnosed with PKU across five Chinese provinces. Over five years, Sainte has donated more than RMB **42 million** in products, helping over **1,280** infants — making this the largest PKU support initiative in China.

Industry Development

Sainte's R&D capabilities and strategic collaborations have driven industry-wide progress in special medical food innovation.

Expert Leadership: Sainte's R&D team is led by Chief Scientific Advisor Mr. Li Wenjun, a nutrition expert with 40 years of experience in maternal, infant, and special diet nutrition. He previously served as Chief Medical Officer at Nestlé (China) and holds leadership roles in multiple national industry committees.

Collaborative Innovation: Sainte partnered with China Agricultural University to develop bitterness measurement and mitigation technology, improving the taste of hypoallergenic protein products. It also formed a strategic alliance with the China National Research Institute of Food and Fermentation Industries to develop patented whey protein hydrolysis technology, breaking the foreign monopoly in allergy nutrition.

Product Expansion: Sainte has successfully commercialized multiple infant special medical food products. It is now developing **4** non-infant formulas and aims to commercialize approximately **12** non-infant formulas within 5 years, extending expertise to serve broader nutritional needs.

Hutchison Whampoa Guangzhou Baiyunshan



Industry: Chinese Medicine OTC

Investment Year: 2021

Overview

Hutchison Whampoa Guangzhou Baiyunshan Chinese Medicine (HBYS) was founded in May 2005 as a joint venture between Guangzhou Baiyunshan Group, and Hutchison China MediTech. With a registered capital of RMB 200 million, the company now has 11 wholly-owned and holding subsidiaries, covering a wide range of business segments including production, manufacturing and distribution of pharmaceuticals and large health products, cultural tourism and health care, as well as medicinal herb cultivation.

Awards



Meituan Health & Medicine
"New Retail Breakthrough Award"



JD "Innovative
Marketing Award"



HBYS Banlangen won the West Lake
Award for "Most Popular Star Product
in the Pharmaceutical Category"

GL's Involvement

GL Capital's Fund III invested in HBYS in 2021. Since GL's investment, HBYS has established greenhouse gas reduction targets and plans to increase its use of renewable energy. With GL's continued support, HBYS will continue to advance the refinement and implementation of its ESG management system.

Hutchison Whampoa Guangzhou Baiyunshan Sustainability Snapshot 2025

Full-time employee
(FTE) turnover rate

6.58%

Number of work-related
fatalities

0

Share of employees receiving
below living wage

0%

GHG emissions intensity
(kgCO₂e/million RMB)

0.898

Number of corruption cases or
legal proceedings

0

Hutchison Whampoa Guangzhou Baiyunshan



Industry: Chinese Medicine OTC

Investment Year: 2021

Employee Rights and Care

Female Employee Care

- **Institutional Safeguards:** A special agreement has been signed on occupational health and safety for female employees and a dedicated committee has been established to protect their rights.
- **Health and Well-being Support:** A "Mommy Room" has been set up for pregnant and nursing employees and introduced flexible working hours for those in late pregnancy or breastfeeding. Annual gynecological examinations were provided for all female employees.
- **Psychological Care:** HBYS launched the "Warm Hearts, Love in Hutchison" Employee Psychological Care (EAP) program, offering professional counseling to relieve work and life stress.
- **Holiday Recognition:** HBYS celebrates International Women's Day each year with gifts and spring outings to enhance their sense of belonging.

Democratic Communication and Employee Participation

- HBYS holds regular employee representative meetings to listen to feedback and collect suggestions. Meanwhile, it convenes annual congresses to review contracts and wage matters, protecting employees' rights.

Comprehensive Welfare and Support Systems

- **Employee Assistance and Mutual Aid:** In 2025, 22 employees applied to our "Baiyunshan Hutchison Employee Love and Mutual Aid Society" for hospitalization or accident support, receiving a total of RMB **69,000** in aid. HBYS also assists ill employees in applying for "Hospitalization Care Plan" care allowances from the municipal labor union to ease financial burden.
- **Comprehensive Medical Security:** HBYS participates in Guangzhou's employee hospitalization medical mutual aid plan. HBYS purchased supplementary hospitalization insurance for all employees and, since 2024, added critical illness mutual aid coverage for everyone.
- **Humanistic Care and Recreational Activities:** HBYS provides holiday gifts during major festivals, and offers care allowances for employee birthdays, weddings, and childbirths, and distribute summer heat relief supplies. For retirees, HBYS gives souvenirs and regularly hosts gatherings to care for their well-being. It also organizes retreats, spring and autumn outings, garden parties, fun sports events, and regular yoga and fitness classes to promote employee health and camaraderie.

Sustainable Operation

05

Green Operation

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Our Citizenship

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Green Operation

GL Capital has formulated the Environmental Management, Green Operation and Biodiversity Policy to formalize its commitment to integrating environmental protection, green operations, and biodiversity conservation into all governance and operational activities.

We implement structured green practices to minimize resource consumption.

Energy Conservation: Our operational energy consumption is strictly limited to routine office electricity use, with no direct fossil fuel combustion in daily business activities. We enforce a company-wide energy-saving protocol, requiring all staff to power off lighting, computers, and other office equipment when not in use, effectively avoiding idle energy consumption.

Water Stewardship: Daily water use is confined to general office consumption, with no high-water-consumption operational scenarios. We promote rational water usage through awareness campaigns to reduce overall water usage.

Waste Minimization and Circular Practices: We actively promote low-carbon and zero-waste principles. Disposable paper cups have been completely eliminated from office and visitor settings, replaced by reusable utensils, significantly reducing solid waste. We champion paperless office processes, electronic communication, and the optimized use of office supplies to further lower resource consumption and waste generation.

Biodiversity and Ecosystem Protection: In alignment with global frameworks like the TNFD, we incorporate ecological and biodiversity risk assessments into our operational and ESG management processes. Our daily operations pose no material adverse impact on local ecosystems. We strictly avoid involvement in any activities or investments located in biodiversity-sensitive areas or that may harm ecological balance, conducting ongoing environmental and biodiversity risk screenings.

In 2025, the environmental key performance indicators² of GL are presented as follows.

	2024	2025
Total Electricity Consumption (MWh)	37.19	25.02
Total Water Consumption (m ³)	5.45	3.78

² Environmental key performance indicators cover GL Capital's Beijing office.

Our Citizenship

Cultivate an Inclusive Culture to Enhance Mutual Trust

At GL Capital, we are deeply committed to fostering diversity and inclusion within our Firm and across our portfolio companies.

We firmly believe our people are our greatest asset. Building a diverse and inclusive workforce is key to fostering an open, dynamic, and innovative workplace.

GL Capital has formulated Diversity and Inclusion Policy and Corporate Culture Handbook to cultivate a respectful, fair, and collaborative environment. Our human resource policies guarantee equal opportunities in recruitment, transfers, and promotions, and strictly prohibit discrimination. We actively promote respectful collaboration across teams and inclusive teamwork that values diverse perspectives.



45%

women in all employees

We actively strengthen our culture by organizing regular company events such as Values Days, Family Days, and team-building activities. These initiatives help deepen employees' connection with our corporate values and foster a sense of community.

Employee well-being is a high priority at GL. In addition to offering comprehensive high-end commercial insurance through Pacific Insurance, we provide access to professional psychological counseling services at no cost to staff. To support physical health and daily relaxation, we arrange weekly on-site massage services for colleagues in need, and have created a sports and fitness group where employees are encouraged to share their exercise routines — with small incentives to promote participation. We also provide complimentary meals for all employees during weekly team meetings to foster informal connection and encourage work-life balance.

We are also committed to offering competitive and performance-driven compensation. Annually, we benchmark our pay structures against market practices to ensure our packages remain at or above the top industry quartile. Individual compensation is closely linked to Key Performance Indicators (KPIs), contributions to firm performance, and commitment to ongoing professional development.



2025 Values Days

Our Citizenship

Employee Satisfaction

GL consistently regards employees as the most valuable asset of the organization, and is committed to fostering an inclusive and positive organizational culture through diverse, open communication channels.

In 2025, we continued to strengthen our regular communication mechanisms with employees. We have completed the 2025 annual employee engagement survey, with the average value 4 out of 5, indicating that employee satisfaction with the work environment and organizational atmosphere continues to remain at a high level.

In addition, we have expanded our communication formats by regularly hosting "CEO Lunches", which provide an informal and relaxed platform for dialogue between employees and senior management, fostering cross-level exchanges regarding work, learning, and personal growth.

To further institutionalize this process and ensure the anonymity of feedback channels, we officially launched the "CEO Mailbox", encouraging employees to offer candid suggestions regarding organizational development, management recommendations, or personal concerns. This mailbox collects feedback on a quarterly basis under conditions of complete anonymity, ensuring that employees can express their views safely and freely, thereby helping GL continuously improve and better align with employee expectations.



2025 Turkey Outing

Our Citizenship

Learning and Development

GL has formulated a comprehensive development plan to support employees' capabilities from four dimensions: **Impact to Community, Leading the Firm, Leading Others and Personal Mastery.**

Meanwhile, we deliver on-the-job trainings to employees across all levels and functions, and adopt a tiered mentor and career development manager system. New employees are eligible for a six-month mentoring programme alongside a project review feedback mechanism, ensuring they receive sufficient guidance and timely feedback.

To offer employees fair and equitable career development opportunities, we implement an annual performance appraisal system. Appraisal results serve as one of the key references for promotion, bonus allocation and salary adjustments, so that every employee's contributions can be fully recognised.



100% participant ratio for 2025 trainings



12.8 training hours per employee



3 employees left GL Capital

GL's Employee Development Plans

	Soft Skill Training	Reading	Assessment
Impact to Community	Society influence ESG		
Leading the Firm	Budgeting Strategic thinking Networking Influencing Coaching	Leadership circle No Rules	TLC-MD level
Leading Others	Leadership 101 Team effectiveness stage Coaching Becoming mentor Performance feedback Influencing skills		Hogen-D level
Personal Mastery	Individual developing plan 7 habits Valuation Analysis skill trainings	Managing oneself emotional attitude GL Capital Reading list	Strength finder DISC Individual profiles

Our Citizenship

In 2025, GL launched a Carnegie Training program to strengthen internal communication and cross-team collaboration capabilities.

The training:

- Explained the advantages, disadvantages and enterprise application scenarios of four communication styles, provided tailored differentiated communication and motivation methods, and clarified 9 principles for building interpersonal relationships.
- Explained the communication responsibility model and four types of communication filters, analyzed the causes of common communication deviations combined with cases, and clarified objection handling methods.
- Analyzed the causes of cross-team communication bottlenecks; clarified the full-process communication requirements.

This training standardized internal communication practices, reduced inter-departmental collaboration frictions, and laid a foundation for building a more cohesive and efficient organizational culture.



Our Citizenship

Health and Safety

GL Capital takes employee occupational health and safety as a core part of corporate sustainable governance. We are committed to building a stable, healthy and safe working environment for all internal employees, onsite personnel and relevant external collaborators, minimizing workplace-related risks in daily office and business activities.

We have established *GL Capital Employee Health and Safety Policy* and strictly comply with all applicable local and international occupational health and safety laws, regulations and industry standards across all our domestic and overseas business operations.

Our daily operations do not involve industrial operation, high-risk construction, production or hazardous operation scenarios, with inherently low occupational safety risks. We embrace a proactive risk management approach, conducting regular workplace safety compliance management and daily risk identification for office-based scenarios.

We advocate full participation in occupational health and safety governance across all levels. We guide all employees to develop standardized safe working practices, comply with workplace management regulations, and jointly maintain a compliant and secure office environment.

GL Capital focuses on cultivating long-term occupational health and safety corporate culture. We carry out routine safety awareness guidance and normative popularization, to continuously strengthen employees' awareness of workplace health protection and risk prevention.

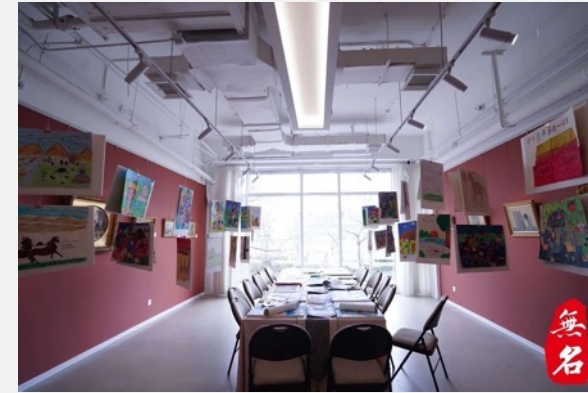


Our Citizenship

Community Contribution

Yushu Children's Trip to Beijing and the 'Nameless' Charity Art Exhibition

Our employee Xinrui Liu participated in the charity event supporting orphans in Yushu, Qinghai. The event arranged a Beijing study tour for 23 Yushu children, who visited top universities and classic cultural landmarks to broaden their horizons. A charity painting exhibition was held meanwhile to raise donations by auctioning children's artworks, with all proceeds dedicated to student aid to support children's healthy growth.



Our Citizenship

Panel Discussion of Gender Equality under AI Impact

Our employee, Junna Shi, participated in the Gender Equality under AI Impact panel discussion organized by the Women Alliance Group (WAG). At the event, she joined representatives from various member companies to discuss the opportunities and challenges that artificial intelligence technology presents for gender equality in the workplace, demonstrating our ongoing commitment to and active engagement with gender equality issues.



Gender Equality under AI Impact Program

Qingshan Empowerment Program



Qingshan Empowerment Program

Our employee Junna Shi participated in the "Qingshan Empowerment" Leadership Training Camp for University Student Public Welfare Leaders, supported by Qingshan Charity Foundation and implemented by Shanghai Yizhiling Public Welfare Foundation. The camp gathered disadvantaged college students from multiple provinces, carrying out value guidance, enterprise visits, competency trainings and charity sales to raise funds for left-behind children in mountainous areas, so as to support the growth of disadvantaged college students and the development of children's welfare in central and western China.

Stray Cat TNR Volunteer Service

A group of our employees, including Yongzhe Wang, Pengyu Ge and Xinrui Liu, volunteered in the TNR program for stray cats in the Guomao. They provided support in stray cat rescue, sterilization coordination and post-operative care, upholding the original aspiration of public welfare and spreading warmth and kindness through tangible actions.



TNR Volunteer Program

Our Citizenship

Support for Disadvantaged Women

Our employee Yubin Wang joined the "Mulan Power" charity initiative. Centering on disadvantaged women in key rural revitalization zones and underdeveloped areas, the program extends insurance protection to females aged 0 to 100 across the county, shielding their access to education and medical services throughout pivotal life phases.



加油木兰

全国 困境女性

项目采取全县覆盖的形式，为欠发达地区的困难女性提供免费的...

96120497份爱心

Mulan Power Program

Alipay and Butterfly Baby Charity Programs

Multiple public welfare engagements have been undertaken by our employee Xinrui Liu, who participated in Alipay Public Welfare and the Butterfly Baby charity programs. Focusing on marginalized communities and children suffering from rare diseases, these initiatives deliver tailored support and compassionate care for vulnerable individuals.



爱小丫女生加油计划

全国 女童

通过送去小丫包，开展小丫课堂，为欠发达地区女童普及生理卫生..

5640459份爱心

Alipay Public Welfare

Protect Children from Hunger

Our employee Woye Guo took part in the Free Lunch Program launched by the China Social Welfare Foundation. Dedicated to alleviating food insecurity among underage students, the initiative ensures children can access free hot meals on school days.



免费午餐

全国 乡村儿童 温饱健康

6元，请孩子吃一顿热腾腾的免费午餐，帮助孩子们免于课间饥饿..

97635759份爱心

Free Lunch Program

Tai Po Fire Disaster Relief Donation

Contributing to disaster relief efforts, our employee Yicheng Lin donated to the fire incident in Tai Po, Hong Kong. The contribution delivers financial aid to disaster-affected residents to mitigate post-disaster hardships, facilitating condolences for bereaved families and medical treatment for the injured.



守望相助 驰援香江

为香港大埔火灾受灾同胞筹集善款

114.8万 爱心网友捐

火灾 受灾人员

Donation for the Tai Po Fire

Responsible Business

Internal Control

Internal control serves as the fundamental cornerstone of GL Capital's sustainable business operation. GL Capital strictly complies with the regulatory requirements of China Securities Regulatory Commission (CSRC), Asset Management Association of China (AMAC), Hong Kong Securities and Futures Commission (SFC) and Cayman Islands Monetary Authority (CIMA), and conducts all fund businesses in line with applicable regulatory regimes.

We have formulated and implemented the Compliance Framework to set unified compliance obligations and operational standards for all employees, and review and update the framework annually to align with regulatory changes and business development. The framework covers core governance areas including business conduct, customer dealing, market conduct, conflicts of interest, information barriers, personal account dealings and regulatory communications.

Our compliance team provides professional guidance, regular compliance training and ongoing monitoring throughout business operations, ensuring the effective implementation of internal control and supporting the sound and sustainable development of our company.

Risk Management

To effectively identify and manage the various risks in daily operations, GL Capital has formulated the Risk Management Policy and established a sound risk management system based on the Three Lines of Defense model.

We have established the Board Risk Management Committee (BRMC) reporting directly to the Board, and appointed a senior officer independent of the investment team to oversee enterprise-wide risk governance.

We conduct regular risk assessments, stress tests and risk limit monitoring covering market, liquidity, leverage, counterparty credit, operational and regulatory risks, and perform internal reviews at least annually to evaluate the adequacy and effectiveness of the risk management policy and internal control arrangements.



Responsible Business

Business Ethics

GL Capital upholds integrity and compliance as core ethical principles and has established a robust business ethics governance system. We have formulated and continuously refined the Compliance and Financial Crime Framework and Code of Ethics, with regular policy reviews to ensure ethical governance aligns with regulatory requirements and business operations.

Our ethical requirements apply to all employees, covering core areas including conflicts of interest, bribery and corruption, market conduct and confidential information management. We provide regular compliance and business ethics trainings to strengthen professional ethics and compliance awareness for all employees.

We have set up a standardized whistleblowing and whistleblower protection mechanism with accessible internal and regulatory reporting channels, which support confidential and anonymous reporting. We promptly investigate and handle valid reports, prohibit retaliation in any form, and fully protect the legitimate rights and interests of whistleblowers.



Number of breaches of business ethics



0 cases



Number of compliance and business ethics training sessions held

5 sessions



Employee coverage for compliance and business ethics trainings

100%

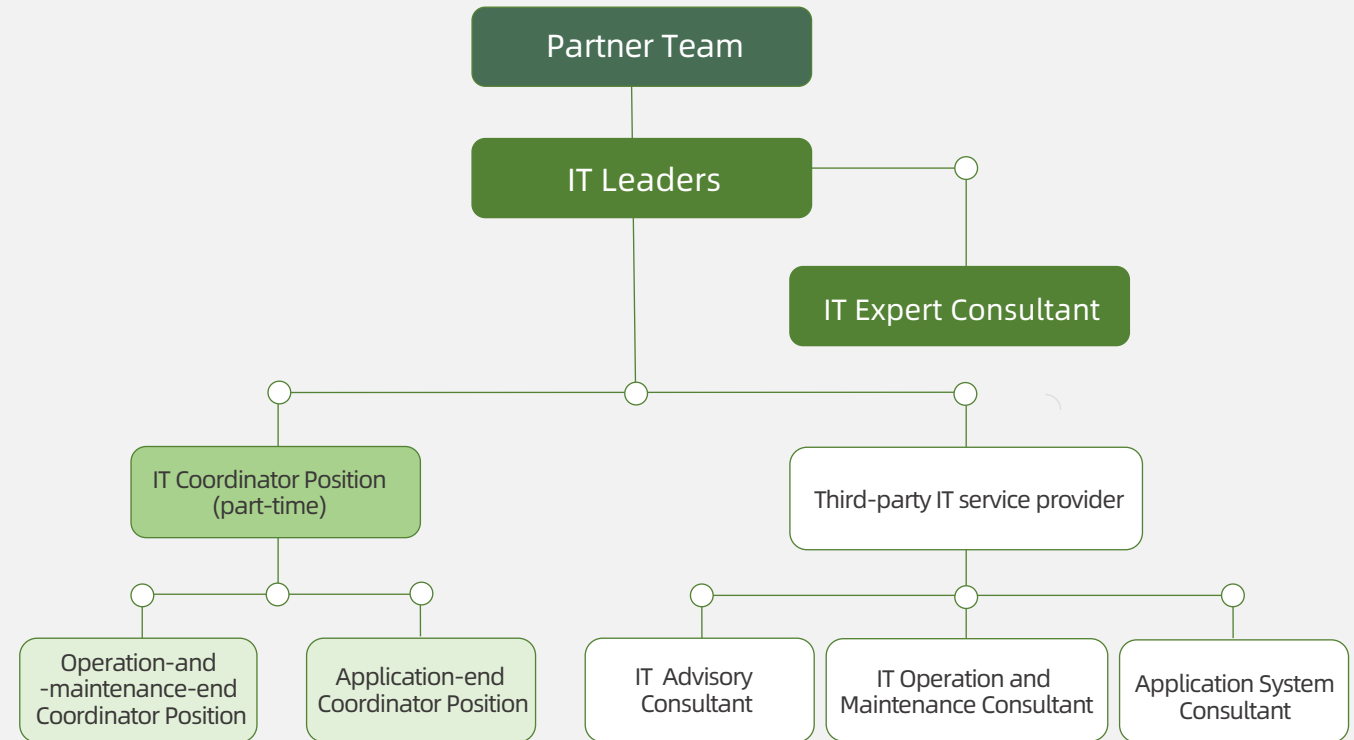
Responsible Business

Digitalization and Information Security

GL Capital prioritizes digital operation and information security as core elements of corporate governance and risk management. We have formulated and continuously updated IT management and information security systems, and established a robust IT organizational structure with clearly defined roles.

We leverage integrated digital systems to enhance risk control and data management capabilities, enabling efficient data collection and analysis to support informed management decision-making. We enforce stringent data privacy and information security policies, prohibiting the unauthorized use of confidential information for personal gain and establishing clear accountability for non-compliant behaviors.

In 2025, we conducted one privacy and cybersecurity drill to improve employees' information security risk response capabilities. Our external IT consultants regularly share guidance on identifying phishing emails and other security risks through internal communication channels, continuously strengthening the Company's overall information security awareness.



IT Organizational Structure and Responsibility of Personnel for GL Capital

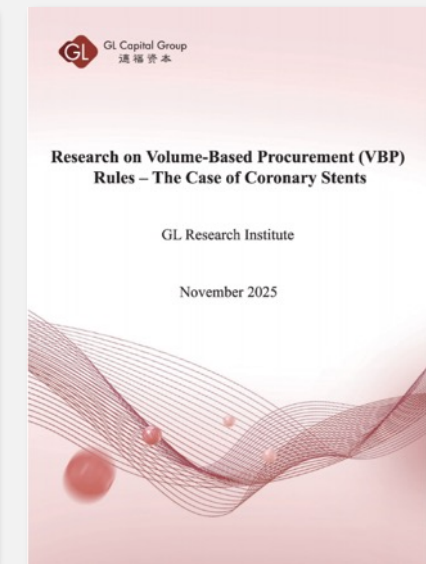
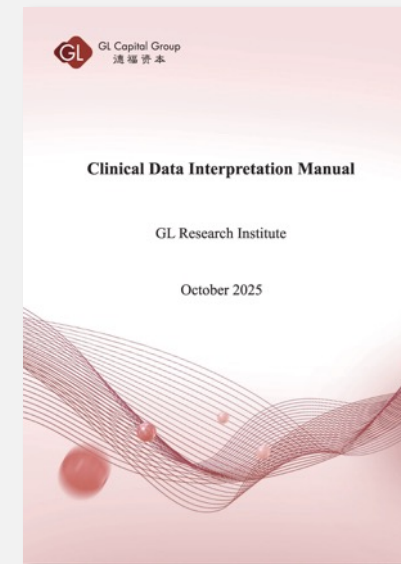
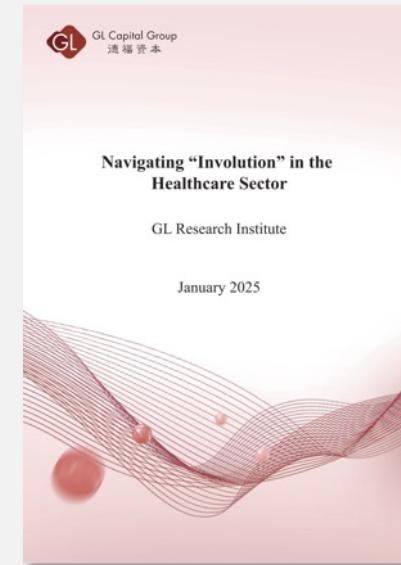
Responsible Business

Industry Collaboration & Growth

GL Capital is dedicated to advancing the healthcare industry on a global scale. We actively engage in strategic partnerships with stakeholders including investment institutions and medical institutions to promote the exchange of knowledge, technology and resources in the healthcare industry both domestically and abroad, driving the global healthcare industry forward. Our goal is to create shared value with stakeholders and contribute to the overall development of the healthcare industry to create a healthier future for all.

Healthcare Industry Reports

GL focuses on the practical development needs of the healthcare sector and publishes multi-themed industry reports. By delivering professional insights, it provides decision-making references for various market entities. In 2025, GL Research Institute published four specialized healthcare research outputs covering industry trends, payment policies, practical operation tools, procurement rules and other areas, to deliver multi-dimensional support for industry participants. The reports include *Navigating "Involution" in the Healthcare Sector*, *DRG/DIP Research Report*, *Clinical Data Interpretation Manual*, *Research on Volume-Based Procurement (VBP) Rules*.



Healthcare Industry Reports

Responsible Business

2025 Annual Investor Summit

In June 2025, GL Capital hosted the 2025 Annual Investor Summit with the theme of Fifteen Years of Value Investment, Forging the Future through M&A Integration. We brought together healthcare industry leaders, investment elites and policy experts to conduct in-depth discussions on the long-term value of China's healthcare industry, integration opportunities, medical insurance policies and global pharmaceutical industry dynamics.

GL Capital upholds the value investment philosophy oriented by enterprises' intrinsic value, strictly adheres to valuation discipline and margin of safety, elevates industry and policy research to a strategic level, focuses on M&A integration in the healthcare industry, and helps the industry build a sound order and realize industrial upgrading.



Responsible Business

GL has joined the Zhejiang Health Products & Cosmetics Industry Association

Zhejiang Health Products & Cosmetics Industry Association was founded in 2006. It is an industry-specific, local non-profit social organization voluntarily formed by enterprises, public institutions, social organizations, individual practitioners and other entities across Zhejiang Province that are engaged in R&D, production, testing, sales, e-commerce operation and third-party services of health and beauty related products.

The association plays the functional role of "service, self-discipline and coordination" for Zhejiang's health and beauty industry, and was rated as a AAAAA-level social organization by the Department of Civil Affairs of Zhejiang Province in 2020.



浙江省健康产品化妆品行业协会
Zhejiang Health Products & Cosmetics Industry Association



Intellectual property and global employment practices for portfolio companies' overseas expansion

In 2025, our post-investment team hosted thematic sharing sessions on "Intellectual property and global employment practices for portfolio companies' overseas expansion". The online event invited senior experts in intellectual property and global human resources, together with executives from our portfolio company, to share frontier industry insights and practical overseas expansion experience. It focused on core topics including overseas IP layout, risk prevention and cross-border employment compliance, delivering actionable guidance to help portfolio companies avoid hidden risks and establish a sound global operation system.



Looking Ahead

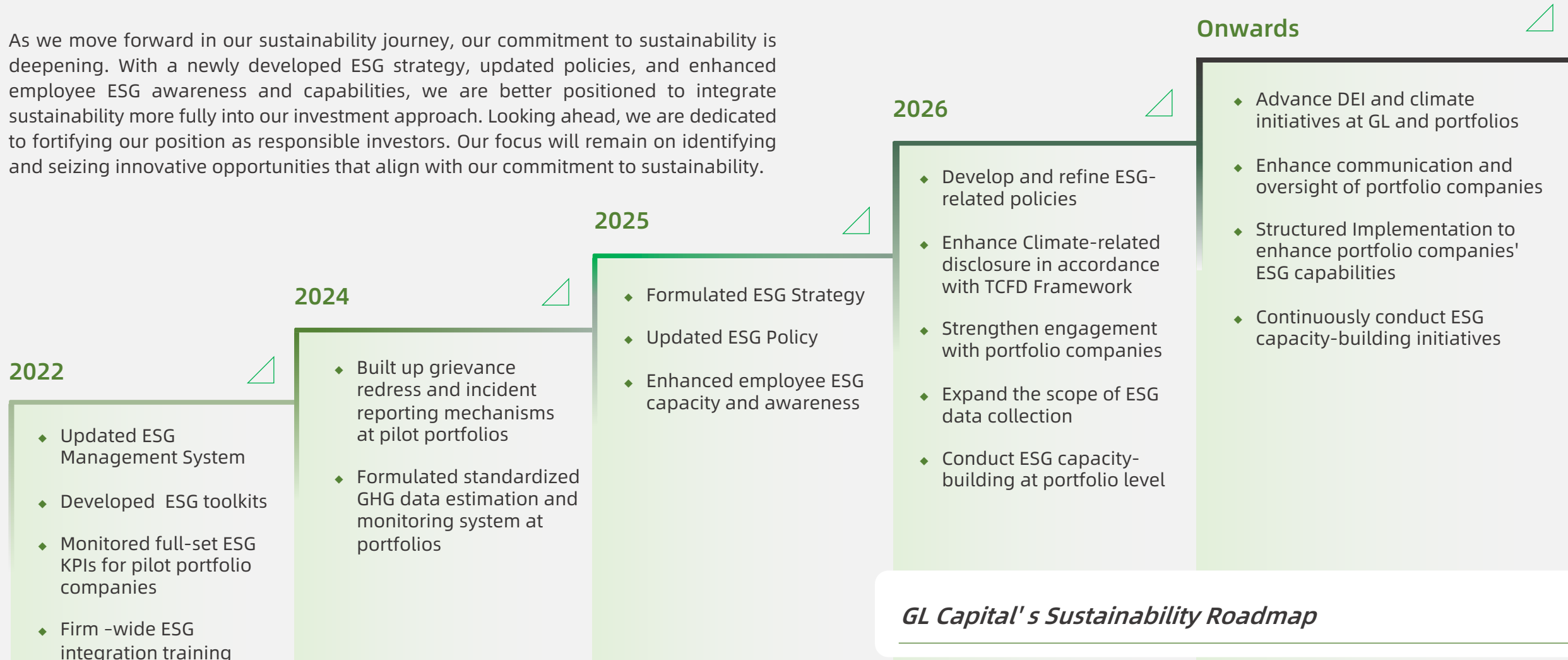
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Looking Ahead

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Looking Ahead

As we move forward in our sustainability journey, our commitment to sustainability is deepening. With a newly developed ESG strategy, updated policies, and enhanced employee ESG awareness and capabilities, we are better positioned to integrate sustainability more fully into our investment approach. Looking ahead, we are dedicated to fortifying our position as responsible investors. Our focus will remain on identifying and seizing innovative opportunities that align with our commitment to sustainability.



2022

- ◆ Updated ESG Management System
- ◆ Developed ESG toolkits
- ◆ Monitored full-set ESG KPIs for pilot portfolio companies
- ◆ Firm -wide ESG integration training

2024

- ◆ Built up grievance redress and incident reporting mechanisms at pilot portfolios
- ◆ Formulated standardized GHG data estimation and monitoring system at portfolios

2025

- ◆ Formulated ESG Strategy
- ◆ Updated ESG Policy
- ◆ Enhanced employee ESG capacity and awareness

2026

- ◆ Develop and refine ESG-related policies
- ◆ Enhance Climate-related disclosure in accordance with TCFD Framework
- ◆ Strengthen engagement with portfolio companies
- ◆ Expand the scope of ESG data collection
- ◆ Conduct ESG capacity-building at portfolio level

Onwards

- ◆ Advance DEI and climate initiatives at GL and portfolios
- ◆ Enhance communication and oversight of portfolio companies
- ◆ Structured Implementation to enhance portfolio companies' ESG capabilities
- ◆ Continuously conduct ESG capacity-building initiatives

GL Capital's Sustainability Roadmap



GL Capital Group
德福资本



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