



江蘇瑞科生物技術股份有限公司 Jiangsu Recbio Technology Co., Ltd.

(於中華人民共和國註冊成立的股份有限公司)

(a joint stock company incorporated in the People's Republic of China with limited liability)

股份代號 Stock Code : 2179

2021

Environmental, Social
and Governance Report
環境、社會和管治報告

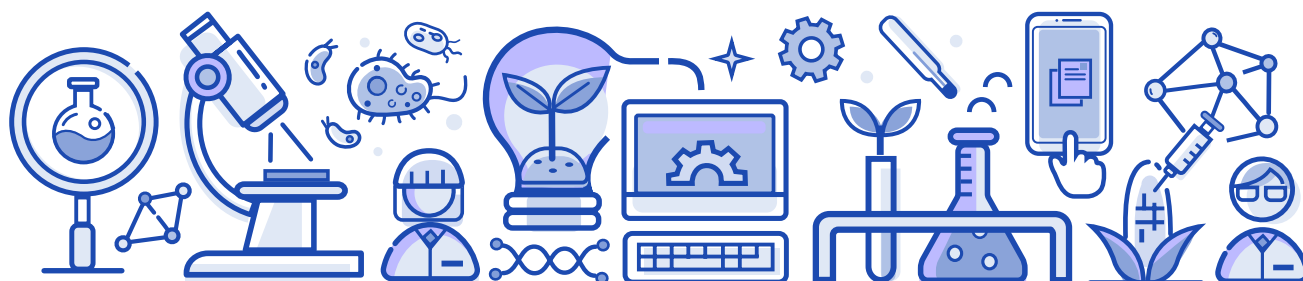


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關於本報告

ABOUT THIS REPORT

本報告是江蘇瑞科生物技術股份有限公司（以下簡稱「瑞科生物」「我們」或「公司」）首份年度環境、社會和管治報告。

報告時間

本報告內容涵蓋了自2021年01月01日至2021年12月31日（簡稱「報告期」）的信息，部份信息案例可能涉及報告期外。

報告範圍與邊界

本報告範圍覆蓋江蘇瑞科生物技術股份有限公司及其全部子公司，報告範圍與年報一致。

數據說明

本報告中的財務數據來自2021年度合併財務報表，該報表已經過安永會計師事務所獨立審計，其他資料和數據主要來源於公司內部相關統計報告或文件。本報告中所涉及貨幣金額以人民幣作為計量幣種。

參照標準

本報告參考香港聯合交易所有限公司（簡稱「香港聯交所」）《證券上市規則》附錄二十七《環境、社會及管治報告指引》要求編製而成。

確認及批准

本報告經管理層確認後，於2022年5月16日獲董事會審批通過。

This report is the first annual Environmental, Social and Governance (“ESG”) Report of Jiangsu Recbio Technology Co., Ltd. (“Recbio”, “we” or the “Company”).

REPORTING PERIOD

This report covers the period from January 1, 2021 to December 31, 2021 (the “Reporting Period”). Some information and cases may fall beyond the Reporting Period.

REPORTING SCOPE AND BOUNDARY

This report covers Jiangsu Recbio Technology Co., Ltd. and all of its subsidiaries, and the reporting scope is consistent with that of the annual report.

DATA DESCRIPTION

The financial data in this report is derived from the 2021 consolidated financial statements which have been independently audited by Ernst & Young. Other information and data are mainly derived from relevant internal statistical reports or documents of the Company. The monetary amounts in this report are denominated in RMB.

REFERENCE STANDARD

This report is prepared with reference to the Environmental, Social and Governance Reporting Guide in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”).

CONFIRMATION AND APPROVAL

This report was approved by the board of directors (the “Board”) on May 16, 2022 upon confirmation by the management.

董事會聲明

董事會責任

Responsibilities of the Board

日常實施

Daily Implementation

管治風險

Governance Risk

重大性分析

Materiality Analysis

BOARD STATEMENT

董事會是瑞科生物ESG事宜最高的負責機構，對ESG管治肩負整體責任，主要監督ESG相關戰略、目標及政策的實施。董事通過定期舉行會議，審閱公司ESG相關風險與機遇，並定期對ESG工作與目標的落實情況進行檢討與監督。

As the highest body responsible for the ESG affairs of Recbio, the Board assumes the overall responsibility and mainly supervises the implementation of ESG-related strategies, objectives and policies. The members of the Board hold regular meetings to review the risks and opportunities related to the Company's ESG issues, and regularly review and supervise the implementation of ESG work and objectives.

由投資者與公共關係部牽頭組成ESG工作小組，主要負責識別與評估ESG相關風險與機遇、與持份者保持良好溝通、確定年度重大性ESG議題，並定期向董事會進行匯報。各職能部門負責推進各項ESG事宜，並定期反饋ESG工作的落實進度。

The ESG Working Group led by the Investors and Public Relations Department is primarily responsible for identifying and evaluating risks and opportunities related to ESG issues, maintaining good communication with stakeholders, determining material ESG issues of the year, and reporting to the Board on a regular basis. Each functional department is responsible for implementing various ESG matters and regularly feeding back the progress of ESG work.

ESG工作小組負責識別與評估ESG相關風險與機遇，並向董事會提供風險分析和決策支持。

The ESG Working Group is responsible for identifying and evaluating ESG-related risks and opportunities, and providing risk analysis and decision-making support for the Board.

瑞科生物與內外部持份者保持緊密溝通，識別和評估重大ESG議題，以制定ESG戰略。我們已討論和批准所識別的ESG議題，將根據相關議題制定ESG目標與管理方針，及時跟進國際ESG發展趨勢以及同行表現，並定期回顧相關工作的進度。瑞科生物2021年ESG重大性分析結果詳見「ESG管治－重大性分析」。

Recbio maintains close communication with internal and external stakeholders and identifies and evaluates material ESG issues to formulate ESG strategies. We have discussed and approved the identified ESG issues, and will formulate ESG objectives and management policies based on the relevant issues, timely follow up international ESG development trends and peer performance, and regularly review the progress of relevant work. For details of the result of the materiality analysis of Recbio's ESG issues in 2021, please see "ESG Governance – Materiality Analysis".

關於本報告 ABOUT THIS REPORT

關於我們

公司簡介

公司名稱：江蘇瑞科生物技術股份有限公司

股票代碼：02179.HK

總部地址：中國江蘇省泰州市

主要業務及產品：本公司致力於打造覆蓋研發、生產及商業化的創新型疫苗全價值鏈，透過強大的研發能力，公司已建立由10餘款高度差異化組成的高價值創新型疫苗組合，覆蓋宮頸癌、帶狀疱疹、新冠肺炎、流感等具有重大負擔的疾病領域。

企業使命與願景

ABOUT US

COMPANY PROFILE

Company name: Jiangsu Recbio Technology Co., Ltd.

Stock code: 02179.HK

Address of the headquarters: Taizhou City, Jiangsu Province, the PRC

Main business and products: the Company is committed to building a full value chain of innovative vaccines covering R&D, production and commercialization. By virtue of its strong R&D capabilities, the Company has established a high-value innovative vaccine portfolio composed of more than 10 highly differentiated vaccines, covering the fields of cervical cancer, shingles, COVID-19, influenza and other serious diseases.

CORPORATE MISSION AND VISION



「創製一流疫苗，守護人類健康」
“Protecting human health with
best-in-class vaccines”

關於本報告

ABOUT THIS REPORT

企業文化

願景驅動，集體奮鬥

瑞科生物團隊是一個靠使命願景驅動、靠價值觀凝聚的團結戰鬥的集體。

以健康需求為中心，以集體奮鬥者為根本。全體瑞科人肩負「讓人人享有健康」的崇高使命，秉持「以健康需求為中心，以集體奮鬥者為根本」的核心價值觀，立志打造一家比肩國際巨頭的真正對人類健康有貢獻的企業。

人的發展是企業發展的出發點和落腳點

瑞科生物相信，人的發展是企業發展的出發點和落腳點，人與人之間的深度認同是企業的生命力和創造力的源泉和保證。

人才、技術、產品、市場和資本良性循環

不斷推動人才、技術、產品、市場和資本之間形成良性循環。

CORPORATE CULTURE

Vision as the motivation to strive together

Recbio is a team of strivers motivated by its mission and vision and united by its values.

Health demands and strivers as the focus

All Recbioers shoulder the noble mission of “health for everyone”, uphold the core values of “health demands and strivers as the focus”, and are determined to build an enterprise that is comparable to international giants and truly contributes to human health.

Individual development as the start and destination of corporate development

Recbio believes individual development to be the start and destination of corporate development, and the deep recognition between people to be the source and assurance of corporate vitality and creativity.

A virtuous circle of talents, technologies, products, markets and capital

We continue to create a virtuous circle of talents, technologies, products, markets and capital.

關於本報告

ABOUT THIS REPORT

重要里程碑

MAJOR MILESTONES

- 2011年：
2011: 北京安百勝（公司的首家運營實體）成立；
Beijing ABZYMO, the Company's first operating entity, was established;
- 2012年：
2012: 於泰州中國醫藥城疫苗工程中心成立並開始運營；
The Company was established and commenced operation in the Vaccine Engineering Center of China Medical City in Taizhou;
- 與北京安百勝訂立《關於HPV預防性疫苗（重組漢遜酵母）的合作協議》：
The Company and Beijing ABZYMO entered into the Cooperation Agreement on HPV Preventive Vaccine (Recombinant *H. Polymorpha*);
- 2015年：
2015: 重組二價HPV – 16/18型疫苗（漢遜酵母）提交IND申請；
We submitted an IND application for recombinant bivalent HPV-16/18 vaccine (*H. polymorpha*);
- 2016年：
2016: 啟動重組帶狀疱疹疫苗的研發及佐劑平台的建立；
We initiated R&D of recombinant HZ vaccines and establishment of an adjuvant platform;
- 重組二價HPV – 6/11疫苗（漢遜酵母）提交IND申請；
We submitted an IND application for recombinant bivalent HPV-6/11 vaccine (*H. polymorpha*);
- 2017年：
2017: 重組二價HPV16/18型疫苗（漢遜酵母）取得臨床試驗批准；
We obtained clinical trial approval for recombinant bivalent HPV-16/18 vaccine (*H. polymorpha*);
- 重組九價HPV疫苗（漢遜酵母）提交IND申請；
We submitted an IND application for recombinant HPV 9-valent vaccine (*H. polymorpha*);
- 2018年：
2018: 重組二價HPV16/11型疫苗（漢遜酵母）取得臨床試驗批准；
We obtained clinical trial approval for recombinant bivalent HPV-16/11 vaccine (*H. polymorpha*);
- 重組九價HPV疫苗（漢遜酵母）取得臨床試驗批准；
We obtained clinical trial approval for recombinant HPV 9-valent vaccine (*H. polymorpha*);
- 2019年：
2019: 收購北京安百勝的全部股權；
We acquired the entire equity interests in Beijing ABZYMO;
- 啟動重組九價HPV疫苗（漢遜酵母）I期臨床試驗；
We initiated phase I clinical trial for recombinant HPV 9-valent vaccine (*H. polymorpha*);
- 完成A輪融資；
We completed Series A financing;

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ABOUT THIS REPORT

- 2020年：
2020:
- 開始瑞科生物HPV疫苗產業化項目生產設施建設；
We commenced construction of Recbio HPV vaccine industrialization project manufacturing facilities;
- 完成B輪融資；
We completed Series B financing;
- 完成重組二價HPV16/18型疫苗（漢遜酵母）I期臨床試驗；
We completed phase I clinical trial for recombinant bivalent HPV-16/18 vaccine (*H. polymorpha*);
- 完成重組九價HPV疫苗（漢遜酵母）I期臨床試驗；
We completed phase I clinical trial for recombinant HPV 9-valent vaccine (*H. polymorpha*);
- 開始新冠肺炎疫苗產業化項目；
We commenced COVID-19 vaccine industrialization project;
- 2021年：
2021:
- 完成B+輪融資及C輪融資；
We completed Series B+ financing and Series C financing;
- 啟動重組九價HPV疫苗（漢遜酵母）III期臨床試驗；
We initiated phase III clinical trial for recombinant HPV 9-valent vaccine (*H. polymorpha*);
- 重組雙組分新冠肺炎疫苗（CHO細胞）於新西蘭啟動I期臨床試驗。
We initiated phase I clinical trial for recombinant two-component COVID-19 vaccines (CHO cell) in New Zealand.

合規治理的奉行者 ADHERENT OF COMPLIANT GOVERNANCE

ADHERENT OF COMPLIANT GOVERNANCE 合規治理的奉行者

In strict compliance with laws and regulations including the *Criminal Law of the People's Republic of China* (《中華人民共和國刑法》), *Company Law of the People's Republic of China* (《中華人民共和國公司法》) and *Anti-Unfair Competition Law of the People's Republic of China* (《中華人民共和國反不正當競爭法》), we constantly improve our corporate governance and supervision mechanism, make every effort to crack down on corruption and protect the interests of the Company, as well as our customers, partners and shareholders.

我們嚴格遵守《中華人民共和國刑法》《中華人民共和國公司法》《中華人民共和國反不正當競爭法》等法律法規，不斷完善公司治理和監督機制，全面落實反腐倡廉工作，保障公司、客戶、合作夥伴和股東的利益。

合規治理的奉行者
ADHERENT OF COMPLIANT GOVERNANCE



合規治理的奉行者

ADHERENT OF COMPLIANT GOVERNANCE



DNA structure

Etiam condimentum blandit nibh, eget elementum est lacinia sit amet. Pellentesque habitant morbi tristique senectus et netus et malesuada fames ac turpis egestas. Praesent sed lorem et mauris aliquam sagittis. Fusce tempus magna in nisl vulputate, ac elementum eros rutrum.

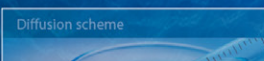
Diffusion scheme

Compensation curve



- Research
- Engineering
- Scanning Biomedical
- Neuroscience

Human research



合規治理的奉行者

ADHERENT OF COMPLIANT GOVERNANCE

合規治理

瑞科生物始終將反賄賂與反貪腐等商業道德作為公司健康發展的基本要求，持續踐行防止利益衝突、防欺詐、防內幕交易等反不正當行為舉措，樹立正確的商業道德價值。為預防和及時管控商業道德及違規風險，瑞科生物在內部制定了《反舞弊制度》，明確定義了員工在日常業務活動中可能涉及的腐敗行為，規範了針對貪污腐敗等違法行為的處理原則與處理流程，為公司反貪腐工作提供制度保證。

瑞科生物堅持打造廉潔文化，持續加強反腐敗建設，堅決杜絕舞弊及貪腐行為。我們設立法律合規部，推進制度建設，並負責監督所有合規問題。我們不斷健全公司的反腐敗機制，制定、更新、完善現有的腐敗制度，並根據業務發展情況及市場監管要求進行動態更新，通過公司「雲之家平台」及時發佈制度的最新要求。同時，公司設立誠信舉報郵箱、舉報電話熱線等途徑，用於接受相關投訴。我們將保護舉報人、證人的人身安全作為公司的責任，對打擊報復行為持零容忍態度。公司法律合規部依據「保密原則」，對於舉報內容和舉報人信息嚴格保密。一經發現舞弊案件，我們嚴格按照規章制度的要求及時採取補救措施，對受影響的業務單位的內部控制要進行評估並改進，對被證實有舞弊行為的員工，公司按相關規定予以相應的行政紀律處分；行為觸犯刑法的，移送司法機關依法處理。

為加強董事的責任意識，2021年7月，我們開展了「上市公司及其董事的持續義務」為專題的董事責任培訓，幫助公司董事不斷提升商業道德及廉潔意識。

COMPLIANT GOVERNANCE

Recbio regards it a basis for the healthy development of the Company to crack down on bribery, corruption and other violations of business ethics. We take measures to prevent conflict of interest, fraud, insider trading and other misconducts and establish righteous business ethics and values. In order to prevent and timely control the risk of violating business ethics, Recbio has established the *Anti-Fraud Policy* which clearly defines the potential corrupt practices of employees in daily business activities, regulates the principles and processes in handling corruption and other illegal acts, and provides policy supports for the Company's fight against corruption.

Recbio is committed to creating a culture of integrity, continues to strengthen anti-corruption practices, and resolutely prohibits fraud and corruption. We set up the Legal Compliance Department to establish relevant rules and regulations and supervise all compliance issues. To achieve a well-established anti-corruption system, we devise and improve the existing system, dynamically update such system according to business development and market regulatory requirements, and timely release the latest requirements of the system through the Company's online platform 'Home of Clouds'. Meanwhile, the Company has set up integrity reporting mailbox, reporting hotline and other channels to receive relevant complaints. We take it our responsibility to protect the personal safety of whistle-blowers and witnesses, and have zero tolerance for retaliation. The Legal Compliance Department of the Company keeps strictly confidential the information about the whistleblowing and the whistle-blower as required by the principle of confidentiality. Once a fraud case is found, we will take remedial measures in a timely manner in strict accordance with rules and regulations, evaluate and improve the internal control of the affected business units, and impose corresponding administrative and disciplinary sanctions in accordance with relevant regulations on the employees who are proved to have committed fraud. Violations of the Criminal Law will be transferred to judicial authorities for handling in accordance with the law.

To strengthen the directors' sense of responsibility, we carried out a training session on directors' responsibility themed Continuous Obligations of Listed Companies and Their Directors in July 2021 to help the directors of the Company continuously improve their business ethics and integrity awareness.

合規治理的奉行者 ADHERENT OF COMPLIANT GOVERNANCE

瑞科生物致力於打造誠信廉潔的工作氛圍，不斷加強員工的廉潔意識。我們定期為員工提供關於反腐敗相關培訓，促進員工提高廉潔意識，把思想的籬笆築牢扎緊。報告期內，公司面向採購部門員工及其他部門副總經理級別以上員工開展了2021年度「反腐敗、反賄賂」培訓。培訓以現場及視頻會議的形式，邀請公司法律顧問作為主講，開展了一場預防職務犯罪的講座。該講座以司法實踐為切入點，通過典型案例的講解，讓員工了解常見的職務犯罪類型、構成條件及處罰、以及基本的預防方法，為大家敲警鐘，明底線，示紅線。

報告期內，瑞科生物未發生任何涉及貪污腐敗或不正當競爭的訴訟和案件。

ESG管治

瑞科生物持續建設ESG管理工作，致力於更好地履行企業社會責任，以回應各持份者的期望。報告期內，公司設立了由董事會、ESG工作小組構成的二級ESG治理架構，明確各層級在ESG管理中的角色與職責，以推動ESG工作的順利落實。其中，董事會作為公司ESG事務的最高管理機構，對ESG管治肩負整體責任，主要監督ESG目標及政策的實施，審閱ESG相關風險與機遇，並定期對ESG工作與目標的落實情況進行檢討與監督；ESG工作小組由投資者與公共關係部牽頭，各主要職能部門參與，主要負責識別與評估ESG相關風險與機遇、與持份者保持良好溝通、確定年度重大性ESG議題，並定期向董事會進行匯報；各職能部門負責推進各項ESG事宜，並定期反饋ESG工作的落實進度。報告期內，瑞科生物的ESG治理架構如下：



Recbio is committed to creating a working atmosphere that advocates honesty and integrity and constantly strengthening the integrity awareness of employees. We regularly provide employees with anti-corruption training to improve their awareness of integrity and strengthen the safeguards against corruption. During the Reporting Period, the Company conducted the 2021 Anti-corruption and Anti-bribery training for employees from the Procurement Department and employees above the level of deputy general manager from other departments. The training was conducted on-site and through video conference, at which the Company's legal adviser was invited to give a lecture on the prevention of post-related crimes. The lecture began with judicial practices, and briefed employees on common types of post-related crimes, conditions of conviction, punishment, and basic prevention methods through the explanation of typical cases to ring the alarm, clarify the bottom line and red line for everyone.

During the Reporting Period, Recbio had no litigation or case involving corruption or unfair competition.

ESG GOVERNANCE

Recbio continues its efforts on ESG management and strives to better undertake its corporate social responsibility to live up to the expectations of all stakeholders. During the Reporting Period, the Company established a two-tiered ESG governance structure composed of the Board and the ESG Working Group to clarify the roles and responsibilities of each level in ESG management and promote the smooth implementation of ESG work. Particularly, the Board, as the highest management body of the Company's ESG affairs, assumes overall responsibility for ESG governance. It supervises the implementation of ESG objectives and policies, reviews ESG-related risks and opportunities, and regularly reviews and oversees the implementation of ESG work and objectives. Led by the Investors and Public Relations Department with the participation of all major functional departments, the ESG Working Group is primarily responsible for identifying and evaluating ESG-related risks and opportunities, maintaining good communication with stakeholders, determining material ESG issues of the year and reporting to the Board on a regular basis. Each functional department is responsible for promoting various ESG matters and regularly feeding back the progress of ESG work. The ESG governance structure of Recbio during the Reporting Period is as follows:

合規治理的奉行者

ADHERENT OF COMPLIANT GOVERNANCE

持份者溝通

瑞科生物高度重視與各持份者的溝通，致力於與持份者建立常態化的溝通機制，積極聽取各持份者的期望與訴求，保障持份者的利益。我們通過多元化渠道與各持份者建立良好的溝通，並在此基礎上，不斷優化ESG管理水平。報告期內，我們根據自身的業務與行業特點，識別出以下重要持份者：

COMMUNICATION WITH STAKEHOLDERS

Recbio values communication with stakeholders and strives to establish a regular channel to communicate with stakeholders, so as to be informed of their expectations and demands and protect their interests. We communicate well with all stakeholders through diversified channels, and continue to enhance our ESG management on this basis. During the Reporting Period, we identified the following major stakeholders according to the nature of our business and the industry:

| 持份者 Stakeholders | 主要關注議題 Major issues of concern | 溝通響應方式 Channels for communication and response |
|----------------------------------|---|--|
| 股東/投資者 Shareholders/investors | 反貪腐與商業道德 公司治理 研發與創新 Anti-corruption and business ethics Corporate governance R&D and innovation | 官網 微信平台 股東熱線 股東大會 信息披露 投資者調研 投資者關係郵箱 路演及反路演 Official website WeChat Shareholder hotline General meeting Information disclosure Investor survey Investor relations email Roadshow and reverse roadshow |
| 員工 Employees | 員工培訓與發展 員工健康與安全 員工福利與關懷 Employee training and development Employee health and safety Employee welfare and care | 員工培訓 員工大會 員工活動 Employee training Employees' meeting Employee activities |
| 政府 Government | 反貪腐與商業道德 產品質量與安全 Anti-corruption and business ethics Product quality and safety | 監管考察 信息披露 Supervision and inspection Information disclosure |

合規治理的奉行者

ADHERENT OF COMPLIANT GOVERNANCE

| 持份者 Stakeholders | 主要關注議題 Major issues of concern | 溝通響應方式 Channels for communication and response |
|---------------------|---|--|
| 消費者 Consumers | 產品質量與安全 信息安全 Product quality and safety Information security | 藥品不良事件反饋 客服熱線 信息披露 Feedback of adverse drug event Customer service hotline Information disclosure |
| 社區 Community | 社區公益 環境保護 Community-based charity Environmental protection | 社區公益活動 官方微信 Community-based charity activities Official WeChat |
| 供應商 Suppliers | 供應鏈管理 研發與創新 知識產權保護 Supply chain management R&D and innovation Protection of intellectual property rights | 供應商日常溝通 行業交流活動 Daily communication with suppliers Industry-wide exchange activities |

合規治理的奉行者 ADHERENT OF COMPLIANT GOVERNANCE

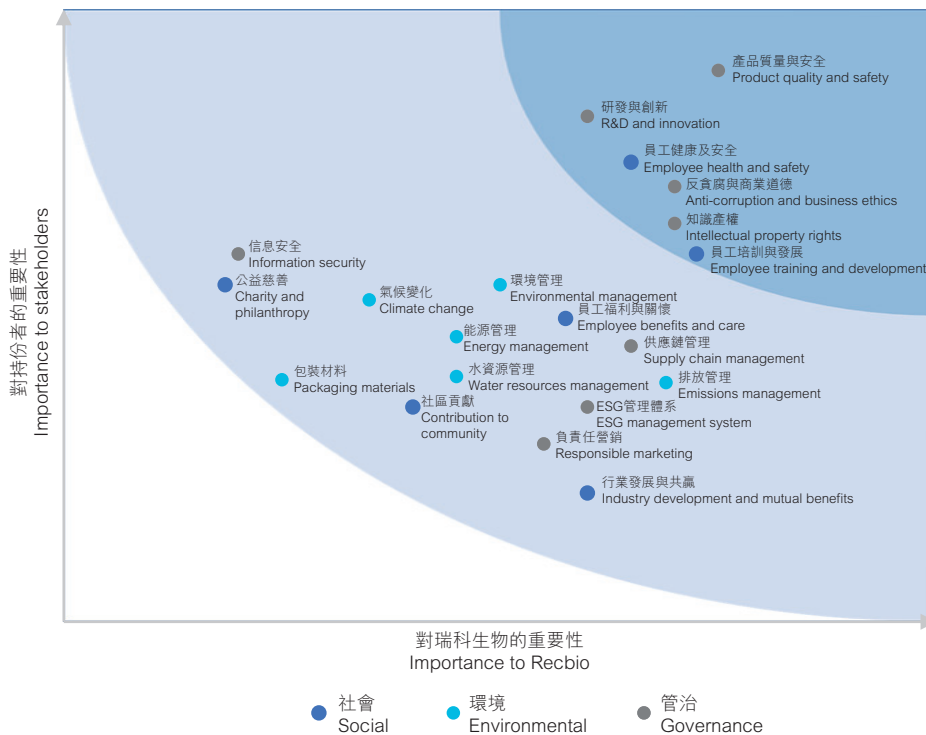
重大性分析

報告期內，我們基於持份者溝通，結合公司運營特點及行業特性開展了重大性分析，並識別出20項重大性議題，其中6項被識別為高度重要議題，包括產品質量與安全、研發與創新、反貪腐與商業道德、知識產權、員工健康與安全以及員工培訓與發展。以上高度重要議題將在本報告中進行重點披露，以回應各持份者的關注。

MATERIALITY ANALYSIS

During the Reporting Period, we conducted materiality analysis based on our communication with stakeholders and the nature of the Company's operation and the industry, and identified 20 material issues, of which 6 were identified as highly material issues, including product quality and safety, R&D and innovation, anti-corruption and business ethics, intellectual property rights, employee health and safety, and employee training and development. The above highly material issues will be detailed in this report in response to the concerns of all stakeholders.

瑞科生物重大性矩陣
Materiality Matrix of Recbio



持續創新的匠行者

VANGUARD OF CONTINUOUS INNOVATION

VANGUARD OF CONTINUOUS INNOVATION

持續創新的匠行者

We strive to provide quality products and services and create more value for customers. As an innovative vaccine company with self-developed technologies as the core driving force, Recbio always upholds the mission of “protecting human health with best-in-class vaccines”. Based on its powerful R&D engine composed of core technology platforms including novel adjuvant, protein engineering and immunological evaluation platforms, Recbio has built a high-value product pipeline consisting of multiple key vaccines with independent intellectual property rights by strategically focusing on disease areas with significant burden, so as to meet the unmet public health demands.

我們力求為客戶提供優質的產品和服務，為客戶創造更多價值。作為一家以自主研發技術為核心驅動力的創新型疫苗公司，瑞科生物始終秉持「創製一流疫苗，守護人類健康」的使命，憑藉由新型佐劑、蛋白工程、免疫評價等核心技術平台組成的強大研發引擎，通過戰略性聚焦具有重大負擔的疾病領域，構建由多款具有自主知識產權重磅疫苗組成的高價值產品管線，以應對遠未滿足的公共衛生需求。

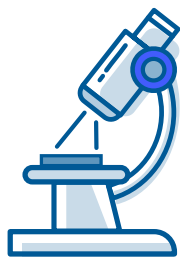
持續創新的匠行者
VANGUARD OF CONTINUOUS INNOVATION



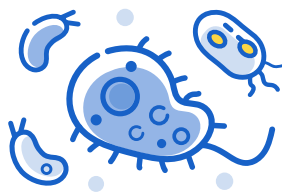
研發與創新

作為一家使命願景牽引、研發驅動的全價值創造平台型企業，創業十年來，我們一直堅守著「創製一流疫苗、守護人類健康」的初心，立志領軍創新型疫苗領域。2021年是瑞科生物重點產品管線的研發和商業化里程碑，我們實現了BFA01、BFA03和BFA04等佐劑的規模化生產，同時，我們的蛋白工程平台和免疫評價平台在新一代疫苗設計評價方面發揮了不可替代的作用。截止報告期末，我們的內部研發團隊已超過100人，其中大部份擁有免疫學、病原生物學、臨床醫學或其他相關領域的碩士或博士學位，在擁有實力雄厚研發團隊的同時，我們不遺餘力地加大研發創新的投入，總研發成本約4.7億元。

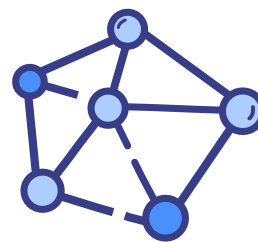
瑞科生物主要專注於HPV候選疫苗的研發，我們的疫苗組合涵蓋12款疫苗，包括核心產品REC603，一款用於預防宮頸癌的重組HPV九價疫苗，目前處於III期臨床試驗階段。我們致力於亞單位疫苗的研發及商業化，通過我們在此領域多年的投入與專注，公司已開發一個綜合疫苗創新引擎，包括新型佐劑平台、蛋白工程平台及免疫評價平台。目前，我們已建立涵蓋宮頸癌、新冠肺炎、成人結核病、帶狀疱疹、手足口病及流感等廣泛疾病譜的12款候選疫苗的全面疫苗組合，從戰略角度將覆蓋範圍擴展至世界衛生組織於2019年發佈的DALY評估的《全球疾病負擔》中負擔最重的10大疾病中的5種，以及2020年全球最暢銷的5種疫苗產品中的3種所覆蓋的疾病領域，以解決尚未滿足的巨大需求。瑞科生物的主要產品和佈局如下：



3個核心技術平台
3 core technology platforms



覆蓋5種重大疾病
Covering 5 serious diseases



12款候選疫苗
12 vaccine candidates

R&D AND INNOVATION

As a value creation platform company driven by our mission and R&D, we have always been adhering to the original aspiration of “protecting human health with best-in-class vaccines” and determined to lead the field of innovative vaccines since we started our business ten years ago. The year 2021 marked a milestone in the R&D and commercialization of Recbio’s key product pipeline. During the year, we succeeded in the mass production of adjuvants such as BFA01, BFA03 and BFA04. Meanwhile, our protein engineering platform and immunological evaluation platform played an irreplaceable role in the design and evaluation of new-generation vaccines. As at the end of the Reporting Period, our internal R&D team has grown to over 100 people, most of whom have master’s or doctoral degrees in immunology, pathogen biology, clinical medicine or other related areas. On top of a robust R&D team, we increased investment in R&D and innovation, with total R&D expense reaching approximately RMB470 million.

Recbio mainly focuses on the R&D of HPV vaccine candidates. Our vaccine portfolio consists of 12 vaccines, including the core product REC603, a recombinant HPV 9-valent vaccine for the prevention of cervical cancer currently under Phase III clinical trial. We are committed to the development and commercialization of subunit vaccine. Through years of dedication and focus in this field, we have developed a comprehensive vaccine innovation engine composed of a novel adjuvant platform, a protein engineering platform and an immunological evaluation platform. We have established a comprehensive vaccine portfolio consisting of 12 candidates that cover a wide spectrum of diseases such as cervical cancer, COVID-19, adult tuberculosis, shingles, HFMD and influenza, strategically extending the coverage to five of the ten diseases with the greatest burden under the 2019 Global Burden of Diseases assessed by DALYs issued by the WHO and the disease areas covered by three of the top five globally bestselling vaccine products in 2020 to deal with the huge unmet demands. The main products and layout of Recbio are as follows:

持續創新的匠行者

VANGUARD OF CONTINUOUS INNOVATION

REC603

REC603旨在提供針對HPV 6型、11型、16型、18型、31型、33型、45型、52型及58型的保護，此產品具備積極的免疫原性、良好的安全性、可擴展的生產潛力等優勢，有可能成為中國首批獲批的國產HPV九價疫苗之一。公司已於2020年完成I期臨床試驗，目前正在進行REC603的III期臨床試驗，預計於2025年提交BLA申請。

REC603 is designed to provide protection against HPV types 6, 11, 16, 18, 31, 33, 45, 52 and 58. With a number of advantages such as positive immunogenicity profile, good safety profile and scalable manufacturing potential, the product may become one of the first batch of domestic HPV 9-valent vaccines approved in China. The Company completed Phase I clinical trial of REC603 in 2020, and is now conducting Phase III clinical trial. We expect to submit the BLA application in 2025.

ReCOV

ReCOV是公司正在研製的一款重組蛋白新冠肺炎疫苗，其具備全新的作用機制、良好的安全性、高度穩定、強大的生產可擴展性等優點。公司正在進行ReCOV的I期臨床試驗，且已取得主要安全及免疫原性數據以及部份揭盲效力數據，我們於2022年1月獲得了菲律賓FDA的臨床試驗批准，可對ReCOV進行全球II期/III期試驗。我們計劃於2022年提交EUA/BLA申請。

ReCOV is a recombinant protein COVID-19 vaccine under development by the Company. It has the advantages of having a novel mechanism of action, good safety profile, high stability, and high manufacturing scalability. The Company is conducting Phase I clinical trial of ReCOV, and has obtained key safety and immunogenicity data as well as partially unblinded efficacy data. In January 2022, we obtained the clinical trial approval from the Philippines FDA to conduct the global Phase II/III trial for ReCOV. We plan to submit the EUA/BLA application in 2022.

REC610

REC610是一款重組帶狀疱疹候選疫苗，目前正處於IND申報階段。REC610採用了與Shingrix®類似的重組蛋白技術，我們計劃將我們的ReCOV疫苗生產專業技術應用於帶狀疱疹疫苗，這將有助於在商業階段實現協同生產。我們計劃於2022年就REC610遞交IND申請。

REC610 is a recombinant shingles vaccine candidate currently in the IND-enabling stage. REC610 adopts a similar recombinant protein technology as Shingrix®. We plan to apply our ReCOV manufacturing expertise to the shingles vaccine, which will enable synergistic manufacturing at the commercial stage. We plan to submit an IND application for REC610 in 2022.

R520A

公司率先實現mRNA疫苗凍乾技術突破，可在常規冷鏈甚至室溫條件下儲存和運輸。R520A是公司針對Omicron變異株序列設計的凍乾劑型mRNA新冠肺炎疫苗，將極大改善mRNA疫苗可及性，即將進入臨床研究階段。

The Company has taken the lead in making a technological breakthrough in freeze-drying of mRNA vaccines, enabling storage and transportation of such vaccines under conventional cold chain or even room temperature conditions. R520A is a freeze-dried mRNA COVID-19 vaccine designed by the Company for the Omicron variant. It will greatly improve the accessibility of mRNA vaccines and will soon enter the clinical research stage.

持續創新的匠行者

VANGUARD OF CONTINUOUS INNOVATION

REC604a

REC604a是採用自主開發、對標AS04新型佐劑的重組四價HPV疫苗，預期將在2022年向國家藥監局提交IND申請。臨床前研究顯示，兩次給藥的REC604a與三次給藥的Gardasil相比，在GMT水準方面表現出非劣效性。

REC604a is a recombinant quadrivalent HPV vaccine formulated with a self-developed novel adjuvant benchmarking AS04. We expect to submit an IND application to the NMPA in 2022. Pre-clinical studies show that REC604a with a two-shot dosing has demonstrated its non-inferiority in terms of GMT level as compared with Gardasil with a three-shot dosing.

REC617

REC617是公司正在研發的一種早期的重組四價流感疫苗，同時，我們正在開發新型佐劑以增強其耐受性、免疫原性、保護時間及交叉保護能力。我們計劃於2023年向國家藥監局提交REC617的IND申請，預計將於2025年向國家藥監局提交BLA申請。

REC617 is an early-stage recombinant influenza quadrivalent vaccine being developed by the Company. Currently, we are developing novel adjuvants to enhance its tolerability, immunogenicity, time of protection and cross-protection capability. We plan to submit an IND application for REC617 to the NMPA in 2023, and expect to submit a BLA application to the NMPA in 2025.

產品服務質量

我們通過系統的管理流程確保產品和服務的品質始終如一，為客戶提供可靠的產品和服務。

質量管理

自成立以來，瑞科生物嚴格遵守《中華人民共和國藥品管理法》《中華人民共和國疫苗管理法》《中華人民共和國生物安全法》《藥品註冊管理辦法》《藥品生產監督管理辦法》《藥品生產質量管理規範》《藥品說明書和標籤管理規定》等與產品和服務的健康與安全相關的重大法律法規。在此基礎上，公司建立了基於質量風險的全要素質量管理體系，涵蓋了機構與人員、廠房與設施設備、物料與產品等管理要素，對產品驗證、生產管理、質量控制與質量保證、追溯系統、藥物警戒監測和不良反應報告、產品發運與召回等環節的產品質量進行管理把控，全方位保障產品及服務質量始終符合最高標準及要求。

QUALITY OF PRODUCTS AND SERVICES

We ensure consistent high quality of products and services through systematic management processes, providing customers with reliable products and services.

QUALITY CONTROL

Since its establishment, Recbio has been strictly complying with the major health and safety laws and regulations related to products and services, including the *Drug Administration Law of the People's Republic of China*, the *Vaccine Administration Law of the People's Republic of China*, the *Biosecurity Law of the People's Republic of China*, the *Measures for the Administration of Drug Registration*, the *Measures for the Supervision and Administration of Drug Production*, the *Good Manufacturing Practice for Drugs*, and the *Measures for the Administration of the Insert Sheets and Labels of Drugs*. On this basis, the Company has established a comprehensive quality risk-based quality management system that covers a variety of management elements such as institution and personnel, plants and facilities, materials and products, and manages product quality from the aspects of product verification, production management, quality control and assurance, traceability system, pharmacovigilance monitoring, adverse reaction reporting, product delivery and recall, so as to ensure that the quality of products and services always meets the highest standards and requirements.

持續創新的匠行者

VANGUARD OF CONTINUOUS INNOVATION

為了向客戶提供高品質、安全可靠和具有價值的產品與服務，公司設置了質量保證部、質量控制部兩個獨立的質量管理部門。質量保證部主要負責質量體系運行管理和產品簽發放行；質量控制部主要負責產品、物料和公用工程系統檢驗放行。公司還設有工藝技術部、生產運營部、工程設備部、藥物警戒部等多個部門，各部門職責明確，保證了生產、質量體系的有效運行。公司位於江蘇泰州的新冠疫苗及佐劑生產基地嚴格按照現行版GMP標準¹進行建設，總建築面積超過17,000平方米，已形成年產新冠疫苗1億劑以上的產能，可快速擴產至年產3億劑規模。

保證產品質量及安全，公司制定了《批簽發管理規程》《產品發運管理規程》《產品召回管理規程》《客戶投訴管理規程》等制度文件，明確規範了公司有關產品放行、質量投訴流程、產品召回流程以及產品退回的評估與處理，致力於減少產品質量問題。為保證相關制度的順利落實，公司成立了藥品安全委員會與生物安全委員會，並根據《中華人民共和國藥品管理法》《中華人民共和國疫苗管理法》《藥物警戒質量管理規範》《實驗動物管理條例》《實驗動物質量管理辦法》《實驗動物許可證管理辦法（試行）》要求，明確藥品安全委員會與生物安全委員會職責，全面落實重大或緊急疫苗事件處置、風險控制策略及藥物警戒有關的重大事項、生物安全管理、人員培訓和應急演練等工作。報告期內，公司已取得實驗動物使用許可證。

In order to provide customers with quality, safe, reliable and valuable products and services, the Company has set up two independent quality management departments, namely Quality Assurance Department and Quality Control Department. The Quality Assurance Department is mainly responsible for the operation and management of the quality system and the lot release of products; the Quality Control Department is mainly responsible for the inspection of products, materials and utility systems. In addition, the Company has set up the Process Technology Department, Manufacturing Operations Department, Engineering Equipment Department, and Pharmacovigilance Department. These departments have a clear division of responsibilities to ensure the effective operation of production and quality systems. The Company's COVID-19 vaccine and adjuvant production base in Taizhou, Jiangsu Province is constructed in strict accordance with the current GMP standards¹, with a total GFA of more than 17,000 m². It has developed an annual production capacity of more than 100 million doses of COVID-19 vaccines, which can be rapidly expanded to an annual output of 300 million doses.

To ensure product quality and safety, the Company has developed a series of regulations, including the *Management Procedures for Lot Release*, *Management Procedures for Product Delivery*, *Management Procedures for Product Recalls*, and *Management Procedures for Customer Complaints* to explicitly regulate the Company's evaluation and handling procedures for lot release of products, quality complaints, product recalls and product returns, in an effort to reduce product quality problems. In order to ensure the smooth implementation of relevant measures, the Company has established the Drug Safety Committee and Biosafety Committee, and defined the responsibilities of the two committees in accordance with the requirements of the *Drug Administration Law of the People's Republic of China*, *Vaccine Administration Law of the People's Republic of China*, *Pharmacovigilance Quality Management Standards*, *Regulations on the Administration of Experimental Animals*, *Management Measures on Good Practices of Experimental Animals*, and *Management Measures on the Certificate for Experimental Animals (Trial)*, covering the handling of major or emergency vaccine events, risk control strategies, major matters related to pharmacovigilance, biosafety management, personnel training and emergency drills, etc. During the Reporting Period, the Company obtained a *Certificate for Use of Laboratory Animals*.

¹ GMP標準是《藥品生產質量管理規範》。

¹ GMP standards refer to the Good Manufacturing Practice for Drugs.

持續創新的匠行者

VANGUARD OF CONTINUOUS INNOVATION

公司建立了藥物警戒體系和召回系統，並設有獨立的藥物警戒部門，並配有專職人員開展藥物警戒工作，對公司藥品的投訴、不良反應等藥品質量和安全問題進行有效收集和處理。針對不合格品，我們制定了《不合格品管理規程》，以規範原輔料、包裝材料、原液及成品不合格品的管理及處置。公司單獨設立不合格品區，對不合格品採取有效的物理隔離，並設置清晰標識，確保其妥善保存且完全受控。如有出現不合格品，質量管理部將組織開展評估，確定不合格品的處理方式。經上報批准後，相關部門須在質量部門的監督下處理不合格品，並做好相應記錄。針對可能出現的產品質量安全問題，公司制定了召回管理規程和產品召回預案，對各等級召回的處理均進行詳細規定，確保必要時對產品質量或安全問題進行有效處理和風險管控。報告期間，公司未發生過產品因健康與安全理由而須召回事宜。

服務保障

公司建立了《客戶投訴管理規程》，明確規範了公司質量投訴流程。我們在藥物包裝上明確標示發現藥物質量缺陷的投訴渠道（包括熱線及郵箱），並規定與上市產品質量有關的任何形式的產品投訴（包括來電、來函、傳真、來訪等）都需按照公司管理規程嚴格處理。公司設立專職人員對藥品投訴進行初步評估，並對質量投訴及不良反應進行調查。我們將處理結果及時與投訴者溝通反饋，將所有投訴數據均予以記錄和保存，並執行年度回顧與分析，避免質量問題的再次發生。報告期間，公司未發生過產品及服務投訴事宜。

The Company has established a pharmacovigilance system and a recall system, set up an independent pharmacovigilance department, and put in place dedicated personnel to conduct pharmacovigilance activities, including collecting and handling drug quality and safety issues such as drug complaints and adverse reactions. For non-conforming products, we have formulated the *Non-conforming Product Management Procedures* to regulate the management and disposal of non-conforming raw and auxiliary materials, packaging materials, original solution and finished products. The Company has designated a non-conforming product area to physically isolate non-conforming products and set clear signs to ensure that they are properly stored and fully controlled. In case of non-conforming products, the quality management departments will conduct an evaluation to determine how to dispose of the non-conforming products. After obtaining approval, relevant departments must dispose of the non-conforming products under the supervision of the quality management departments and make records therefor. For possible product quality and safety issues, the Company has formulated recall management procedures and product recall plans to specify how to handle product recalls at all levels, so as to ensure effective handling and risk control of product quality or safety issues when necessary. During the Reporting Period, the Company did not recall any products for health and safety reasons.

SERVICE ASSURANCE

The Company has developed the *Management Procedures for Customer Complaints* to regulate the quality complaint process of the Company. We clearly indicate the channels (including hotline and email) to file complaints about drug quality defects on drug packaging, and require that all forms of product complaints (including calls, letters, faxes, visits, etc.) related to the quality of marketed products must be handled in accordance with the Company's management procedures. The Company has set up dedicated personnel to conduct preliminary assessment of complaints about drugs and investigate quality complaints and adverse reactions. We will timely inform the complainants of the handling results, record and save all complaint data, and conduct annual review and analysis to avoid the recurrence of quality issues. During the Reporting Period, the Company did not receive complaints about its products and services.

患者隱私保護

我們關注患者的個人隱私，積極採取措施保護信息安全。瑞科生物嚴格遵守《中華人民共和國消費者權益保護法》《數據安全法》《網絡安全法》等運營所在地與信息安全、個人隱私相關的法律法規。同時在內部設立了《江蘇瑞科生物技術股份有限公司信息管理制度》和《江蘇瑞科生物技術股份有限公司網絡安全管理制度》，對員工涉及信息安全和隱私保護的行為進行規定與約束。公司不斷完善信息安全管理制度，報告期內，我們完成了《信息管理制度》的修訂工作，在數據信息安全方面設有單獨章節，規定了公司內部數據生命週期的安全管理規範，同時特別增加了軟件合規安全使用相關條款，以及禁止監控、窺視其他信息資源的條款，進一步強調了員工信息安全相關行為的管理要求。針對臨床受試者信息，我們嚴格按照ICH指導原則²進行收集和存管。報告期內，公司未發生患者隱私數據洩露事件。

公司設立信息管理部，負責公司信息安全相關制度的建立與落實，組織開展信息安全相關培訓，推動安全防護技術方案的制定與落實。公司由信息管理部作為主講，每月開展信息安全相關培訓，並已將其納入日常培訓體系中。此外，新制度發佈或修訂時，公司針對各相關部門均會開展制度的集中解讀培訓，以加深相關人員對制度要求的認識與了解。



² ICH指導原則為人用藥物註冊技術要求國際協調會議頒佈的指導原則。

PATIENT PRIVACY PROTECTION

We value the personal privacy of patients and take active measures to protect information security. Recbio strictly abides by the laws and regulations related to information security and personal privacy of the place where it operates, including the *Consumer Protection Law of the People's Republic of China*, *Data Security Law*, and *Cybersecurity Law*. We have established the *Information Management Measures of Jiangsu Recbio Technology Co., Ltd.* and *Network Security Management Measures of Jiangsu Recbio Technology Co., Ltd.* to regulate and restrict employees' conduct related to information security and privacy protection. The Company constantly improves its information security management system. During the Reporting Period, we completed the revision of the *Information Management Policy*, allocating a separate chapter on data and information security to stipulate the security management standards in the life cycle of the Company's internal data, and especially adding relevant provisions on the compliant and safe use of software and provisions prohibiting monitoring and peeping into other information resources, so as to further highlight the requirements for the management of employee conduct related to information security. We strictly follow the ICH guidelines² to collect and store information on subjects of clinical trials. During the Reporting Period, there was no leakage of patient privacy data by the Company.

The Company has set up the Information Management Department which is responsible for establishing and implementing the Company's information security related measures, arranging and conducting training on information security, and promoting the formulation and implementation of technical plans for security protection. The Company carries out monthly training on information security with those from the Information Management Department as the key presenters, and has incorporated such training into the routine training system. In addition, whenever new measures are released or revised, the Company will provide relevant departments with central training on the interpretation of such measures to deepen the relevant personnel's understanding of the requirements involved.



² The ICH guidelines are guidelines issued by the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use.

知識產權保護

研發創新是我們不斷前進的有力支持，瑞科生物十分注重知識產權保護，公司嚴格遵循《中華人民共和國專利法》《中華人民共和國商標法》《中華人民共和國著作權法》和《中華人民共和國反不正當競爭法》等知識產權法律法規要求，同時在內部建立《江蘇瑞科生物技術股份有限公司專利管理制度（試行）》，以規範本公司專利工作，推動公司對知識產權的管理、保護和應用。同時制定並落實了《專利檢索&防禦&申請情況統計表》《知識產權分析報告模版》《產品知識產權策略模版》《知識產權策略計劃模版》《技術交底書模版》《專利文本模版》等知識產權管理文件，全力促進公司知識產權體系建設。我們致力於使專利機制成為促進公司技術創新的主要動力機制和保護機制，鼓勵和調動公司員工發明創造的積極性，將公司的專利狀況指標及專利管理水平作為評價考核公司經營管理水平和技術創新工作業績的重要依據。

2021年，公司共提交有效的發明專利申請13件，其中包括2件PCT³申請；1件外觀設計專利，目前已獲授權。商標方面，公司共提交有效的國內商標註冊申請25件，均已獲商標註冊證；香港商標註冊申請4件，均已獲商標註冊證；境外商標註冊申請45件，其中4件已獲商標註冊證。

INTELLECTUAL PROPERTY PROTECTION

R&D and innovation are a strong driving force for us to constantly make progress. Recbio attaches great importance to intellectual property protection. The Company strictly complies with the requirements of intellectual property laws and regulations including the *Patent Law of the People's Republic of China*, *Trademark Law of the People's Republic of China*, *Copyright Law of the People's Republic of China* and *Anti-Unfair Competition Law of the People's Republic of China*, and has developed the *Patent Management Measures of Jiangsu Recbio Technology Co., Ltd. (Trial)* to regulate the Company's patent activities and promote its management, protection and application of intellectual property rights. Furthermore, in a drive to promote the establishment of the Company's intellectual property system, we have formulated and implemented a series of intellectual property management documents such as the *Statistical Table of Patent Searches & Defensive Measures & Applications*, *Template of Intellectual Property Analysis Report*, *Template of Product Intellectual Property Strategy*, *Template of Intellectual Property Strategy Plan*, *Technical Disclosure Template*, and *Patent Text Template*. In an effort to make our patent system the main motivation mechanism and protection mechanism for promoting the Company's technological innovation, we encourage and invigorate the enthusiasm of employees for invention and creation, and take the Company's patent indicators and patent management capabilities as an important basis for evaluating the Company's operations and management capabilities and technological innovation performance.

In 2021, the Company submitted 13 valid invention patent applications, including 2 PCT³ applications and one for external appearance design patent which has been granted. In respect of trademarks, the Company submitted 25 valid domestic trademark registration applications, all of which have obtained trademark registration certificates; 4 applications for trademark registration in Hong Kong, all of which have obtained trademark registration certificates; and 45 overseas trademark registration applications, of which 4 have obtained trademark registration certificates.

³ PCT (Patent Cooperation Treaty)為專利合作條約，是在專利領域進行合作的國際性條約。

³ PCT refers to the Patent Cooperation Treaty, which is an international treaty for cooperation in the field of patents.

持續創新的匠行者

VANGUARD OF CONTINUOUS INNOVATION

供應商管理

我們視供應商為密切的合作夥伴之一。作為一個不懼承擔責任的企業，我們致力於在保障各持份者利益、促進合作共贏的同時，以誠實守信和恪守道德的方式開展業務。我們將業務發展與企業應盡的責任、法律法規的要求、社會的期待融合起來，主動推動供應鏈提升責任水平，打造責任供應鏈。

我們重視採購管理，為確保物料供應商所供應的產品符合質量標準的要求，我們建立了《供應商選擇管理程序》《供應商管理程序》《供應商現場審計管理程序》《供應商變更管理程序》等文件，規定了供應商初篩、審計、評估、批准和維護的相關要求，推動供應商加強環境和社會表現，助力實現共贏發展。

我們在採購過程中納入對環境、社會影響的考量，完善供應商選擇和聘用機制。

在聘用供應商方面，我們制定了《供應商選擇管理程序》《供應商管理程序》《供應商現場審計管理程序》《供應商變更管理程序》等供應商准入和管理的制度，規定每年對供應商進行年度回顧，並根據回顧的結果將供應商分為A、B、C、D四個等級。採購部負責在供應商初篩和審計前進行供應商調查，並根據其提供的資質形成《供應商資質評估表》。為進一步加強供應商商業道德行為管理、促進供應鏈環節公平廉潔及持續降低採購風險，我們和供應商簽訂《質量保證協議》和《廉政承諾書》，對合作方的商務行為和商務道德做出相關規範，目前未發現不良反饋。我們也在合同中列舉了明確的反商業賄賂條款，持續優化《採購物流部招標流程》以確保招標的公平公正公開。

SUPPLIER MANAGEMENT

We regard suppliers as our close partners. As a responsible company, we are committed to conducting business in an honest, trustworthy and ethical manner while safeguarding the interests of all stakeholders and promoting win-win cooperation. We integrate business development with our corporate responsibilities, the requirements of laws and regulations and the expectations of society, and strive to build a responsible supply chain by improving the supply chain in terms of responsibility.

We take procurement management seriously. In order to ensure that the products provided by material suppliers meet the requirements of the quality standards, we have developed a number of documents, including the *Management Procedures for Supplier Selection*, *Supplier Management Procedures*, *Management Procedures for On-site Supplier Audit*, and *Management Procedures for Changing Suppliers*, which stipulate the requirements on the preliminary screening, audit, evaluation, approval and maintenance of suppliers, so as to motivate suppliers to enhance their environmental and social performance and achieve win-win results.

We take into account the environmental and social impacts in the procurement process, and improve the mechanism for supplier selection and engagement.

In terms of engaging suppliers, we have formulated a series of measures for supplier access and management including the *Management Procedures for Supplier Selection*, *Supplier Management Procedures*, *Management Procedures for On-site Supplier Audit* and *Management Procedures for Changing Suppliers*, and require that annual review of suppliers be conducted to divide suppliers into four grades (A, B, C, and D) based on the review results. The Procurement Department is responsible for conducting supplier surveys before the preliminary screening and audit of suppliers, and completing the *Supplier Qualification Evaluation Form* based on the proof of qualifications provided by suppliers. In order to further strengthen the management of suppliers' business ethics, promote fairness and integrity in the supply chain and continuously reduce procurement risks, we have signed the *Quality Assurance Agreement* and the *Letter of Commitment on Integrity* with suppliers to regulate their business activities and business ethics, and we have received no adverse feedback up to now. We also set out anti-commercial bribery clauses in our contracts with suppliers, and continuously refine the *Bidding Process of the Procurement and Logistics Department* to ensure fair and open bidding.

持續創新的匠行者

VANGUARD OF CONTINUOUS INNOVATION

報告期內，我們對所有原輔料包材的供應商進行了審計，並根據物料風險等級制定了不同審計頻次。其中，高風險物料每兩年進行一次現場審計，中風險每三年進行一次現場審計，而低風險則為每三年一次書面審計。我們也根據驗收、檢驗和使用等多方面的因素，及時調整審計頻次。供應商審計範圍包含生產、檢驗、輔助類物料，而審核內容包含且不僅限於供應商資質、現場評估、質量檢驗和小試生產等方面。對於審計發現的問題，我們會形成供應商整改缺陷報告，並對整改的措施和結果進行確認，並最終形成供應商審計報告。此外，我們也對供應商的环境衛生及職業健康安全管理進行了審查。在設備採購過程中，我們通過URS⁴對供應商環境、健康與安全(EHS)相關參數提出了要求，以有效提高產品全生命週期的可持續性。

During the Reporting Period, we audited all suppliers of raw and auxiliary materials and packaging materials, and set different audit frequencies according to the risk levels of materials. Specifically, high-risk materials are subject to on-site audit every two years, medium-risk materials are subject to on-site audit every three years, and low-risk materials are subject to written audit every three years. We also adjust the audit frequency in a timely manner according to various factors including acceptance, inspection and usage. The scope of supplier audit covers production, inspection and auxiliary materials, and the audit items include but are not limited to supplier qualification, on-site evaluation, quality inspection and small-scale trial production. For problems found in the audit, we will prepare a report on supplier defects to be rectified, confirm the rectification measures and results, and ultimately produce a supplier audit report. In addition, we also review the environmental sanitation and occupational health and safety management of suppliers. In the process of equipment procurement, we impose requirements on the supplier's environment, health and safety (EHS) parameters through URS⁴, so as to improve the sustainability of the product life cycle.

⁴ URS為用戶需求文件。

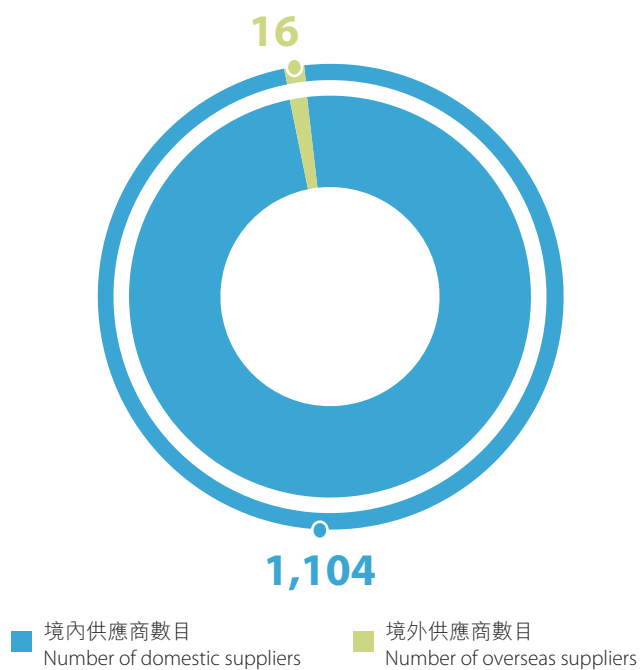
⁴ URS refers to User Requirement Specifications.

持續創新的匠行者 VANGUARD OF CONTINUOUS INNOVATION

報告期內，瑞科生物供應商總計1,120家，按地區劃分供應商數目如下：

During the Reporting Period, Recbio had a total of 1,120 suppliers. The breakdown of suppliers by region is as follows:

按地區劃分供應商數目
Number of Suppliers by Region



以人為本的篤行者

PRACTITIONER OF PEOPLE-ORIENTED PRINCIPLE

PRACTITIONER OF PEOPLE-ORIENTED PRINCIPLE

以人為本的篤行者

Employees are the cornerstone of corporate development and the core of corporate expansion. As a responsible enterprise, we pay attention to the whole process of employee selection, employment, training and retention, and provide employees with fair and reasonable career development.

員工是企業發展的基石，是企業做大做強的核心。作為一家負責任的企業，我們關注員工的選、用、育、留全過程，為員工提供公平、合理的職業發展空間。



以人為本的篤行者
PRACTITIONER OF PEOPLE-ORIENTED PRINCIPLE



以人為本的篤行者

PRACTITIONER OF PEOPLE-ORIENTED PRINCIPLE

員工權益保障

合法僱傭

我們堅持合法用工，嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國婦女權益保障法(修正)》《中華人民共和國勞動爭議調解仲裁法》、《禁止使用童工》等法律法規的要求，規範招聘用工、加強用工管理，依法保障員工的權益和福利，並為員工提供多元、平等的機會。

同時，我們也制定了《招聘管理制度》《員工手冊》等內部制度文件，遵循公平、公正、公開原則，嚴格杜絕一切形式的歧視現象，不因性別、年齡、性取向、婚姻狀況、身體健康或宗教信仰等個人特質對員工區別對待。其中，《員工手冊》明令禁止歧視與騷擾等行為，並日常管理中將部份不當行為列為嚴重違紀行為，以保障員工的正常權益。

我們嚴禁使用童工及強制勞工，對出現任何形式的童工秉持零容忍態度。為避免童工及強制勞工，本公司將在確認僱傭後，初步建立人員花名冊，對信息再一次進行審核和把關，對童工進行有效排斥。

一旦發現有僱傭童工和強制勞工現象存在，員工可把涉及違反法律法規的事實證據都搜集起來，通過發郵件或打電話給公司相關部門、直接向公司工會提交材料等方式進行反饋和檢舉，工會組織將對舉報人信息進行保密處理。

PROTECTION OF EMPLOYEES' RIGHTS AND INTERESTS LAWFUL EMPLOYMENT

Adhering to lawful employment, we strictly abide by the requirements of laws and regulations including the *Labour Law of the People's Republic of China* 《中華人民共和國勞動法》, *Labour Contract Law of the People's Republic of China* 《中華人民共和國勞動合同法》, *Law of the People's Republic of China on the Protection of Women's Rights and Interests (Revised)* 《中華人民共和國婦女權益保障法(修正)》, *Law of the People's Republic of China on the Mediation and Arbitration of Labour Disputes* 《中華人民共和國勞動爭議調解仲裁法》 and *Provisions on the Prohibition of the Use of Child Labour* 《禁止使用童工規定》 to regulate recruitment and employment, strengthen employment management, protect the interests and welfare of employees in accordance with the law and provide employees with diversified and equal opportunities.

Furthermore, we have formulated internal systems and documents such as the *Recruitment Management System* and *Employee Handbook*. Under the principles of fairness, impartiality and openness, we strictly prohibit all forms of discrimination, and do not treat employees differently due to personal characteristics such as gender, age, sexual orientation, marital status, physical health or religious belief. Particularly, the *Employee Handbook* expressly prohibits acts such as discrimination and harassment and determines certain misconducts in daily management as serious disciplinary violations to protect the legitimate rights and interests of employees.

We prohibit child labour and forced labour, and treat any form of child labour with zero tolerance. To avoid child labour and forced labour, the Company will initially establish a personnel roster upon the confirmation of employment, and check the information again to effectively exclude child labour.

Upon spotting child labour or forced labour, employees can collect the evidence of the violations of laws and regulations, send e-mails to or call the relevant departments of the Company or directly submit materials to the Company's trade union to provide feedback and whistleblowing. The trade union will keep the whistle-blower's information confidential.

以人為本的篤行者

PRACTITIONER OF PEOPLE-ORIENTED PRINCIPLE

人崗匹配

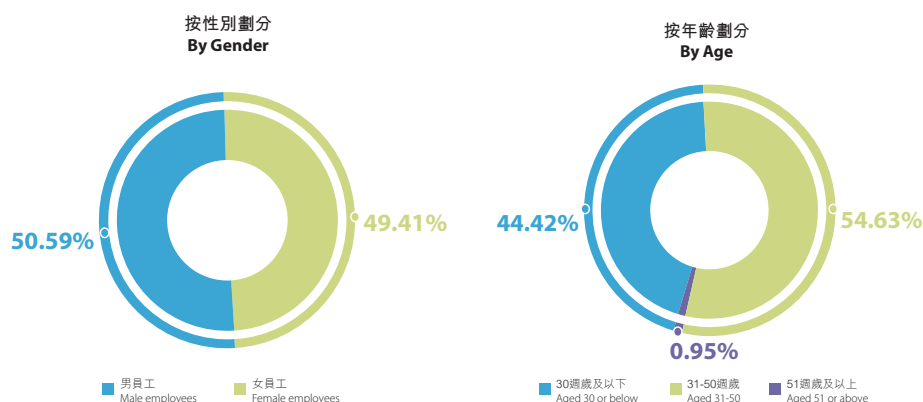
我們相信只有崗得其人、人適其崗才能充分發揮員工的才能、最大化效益，實現企業與個人的雙贏。我們根據公司崗位要求進行招聘工作，引入人才，通過對年齡、工作經驗、年限進行劃分，以便更加快速高效尋找合格的候選人。為進一步提高各崗位匹配度，人力資源部負責對接大型招聘網站及專業獵頭機構，並進行多輪信息篩選，包括、年齡、學歷、工作年限等信息，以保障候選人在崗位適配性達到最優。同時，公司重視職場平等，提倡職場性別多元化，為員工創造同樣的職業發展平台和機遇。

截至報告期末，瑞科生物員工總數421人，大部份員工均在泰州，皆為全職員工，員工構成及流失率情況如下：

PERSON-JOB MATCH

We believe that only when jobs are taken by suitable persons can employees make full use of their talents and the Company maximize its benefits, achieving a win-win situation for the Company and employees. We recruit talents according to the requirements of each job. By classifying applicants by age, work experience and years of working, we are able to find qualified candidates more quickly and efficiently. To further match the candidates to the jobs, the Human Resources Department is responsible for connecting with large recruitment websites and professional headhunting institutions, and conducting multiple rounds of information screening including factors such as age, education, years of working, etc., so as to recruit the most suitable candidate for each job. Furthermore, the Company attaches importance to workplace equality, advocates gender diversity in the workplace, and creates equal career development platforms and opportunities for employees.

As at the end of the Reporting Period, Recbio had a total of 421 employees, most of whom were full-time employees in Taizhou. The composition and turnover rate of employees are as follows:



流失率 Turnover Rate

| | |
|--|-----|
| 總流失率 Total turnover rate | 23% |
| 按性別劃分的員工人數 Number of employees by gender | |
| 男員工 Male employees | 25% |
| 女員工 Female employees | 20% |
| 按年齡劃分的員工人數 Number of employees by age | |
| 30週歲及以下 Aged 30 or below | 25% |
| 31-50週歲 Aged 31-50 | 21% |
| 51週歲及以上 Aged 51 or above | 25% |

員工關懷

薪酬福利

瑞科生物始終堅信人才是公司長效發展的重要資產與資源，建立了具有激勵導向、滿足員工個性需求的員工薪酬福利管理體系。公司內部制定了《薪酬管理制度》《績效管理制度》《福利管理規定》。薪酬方面，我們採取寬帶薪酬模式，對內保證公平性，同時激活組織活力；對外吸引人才，增強人才實力，通過科學、合理的薪酬分配將整個團隊有效的價值創造，打造高績效組織。福利方面，我們竭力保障員工福利，主要包括法定性福利、通用性福利、職務性福利、激勵性福利等，工作時數、假期，完全按照國家法律法規要求執行。

員工關愛

我們積極舉辦各類活動，並在活動過程中具象化地體現公司的企業文化，體現員工在活動中表現出來的積極風貌，最終達成公司企業文化的建設與沉澱。2021年公司舉辦了婦女節活動、端午節活動、中秋節活動、春節活動及生日會活動、跨年活動等。

EMPLOYEE CARE

REMUNERATION AND BENEFITS

Recbio firmly believes talents to be an important asset and resource for the long-term development of the Company, and has established an incentive-oriented employee remuneration and benefits management system which can cater for the individual needs. The Company has formulated the *Remuneration Management Policy*, *Performance Management Policy* and *Benefits Management Regulations*. In terms of remuneration, we adopt a broad-band pay structure to ensure fairness internally and invigorate the Company, while attract talents externally and enhance talent strength, thus boosting the value creation of the whole team through scientific and reasonable remuneration distribution, and building a high-performance company. In terms of benefits, we make every effort to ensure that employees enjoy statutory benefits, general benefits, post-related benefits, incentive benefits and other benefits. Arrangements for working hours and holidays fully comply with the requirements of national laws and regulations.

CARE FOR EMPLOYEES

By holding a variety of activities, we demonstrate our corporate culture and the vitality of employees, which will contribute to the development and permeation of the Company's corporate culture. In 2021, the Company held activities for Women's Day, Dragon Boat Festival, Mid-Autumn Festival and Spring Festival, birthday parties, New Year celebration, etc.



WOMEN'S DAY ACTIVITY

On the occasion of Women's Day, male leaders of each department were invited to give flowers and gifts to female staff, which demonstrated our cultural value of humanistic care.

女神節活動

活動以三八婦女節為契機，以人文關懷的文化價值觀為導向，邀請了各部門男職工領導為女性職工分發了節日鮮花和禮品。



MILITARY TRAINING EXERCISE

As the verse says, "the general wields his long sword and the roar of soldiers shakes the heavens", Recbioers, with the spirit and actions of soldiers, demonstrated the ambition to build a leading innovative vaccine enterprise and create a better life with concerted efforts.

軍訓會操活動

「將軍自起舞長劍，壯士呼聲動九垓」，以軍人的精神以及實際行動展現了瑞科人用集體奮鬥打造創新疫苗領軍企業，共同創造美好生活的豪情壯志。

以人為本的篤行者

PRACTITIONER OF PEOPLE-ORIENTED PRINCIPLE

NEW YEAR'S DAY ACTIVITY

On the occasion of New Year's Day, we held fun games for all employees where winners were rewarded red envelopes. A festive atmosphere prevailed and employees' sense of wellbeing was heightened.

元旦節活動

以元旦節為契機，為全體員工設置趣味關卡搶紅包的節日活動。體現了節日氣氛，提升了員工的幸福感。



為增強員工及員工子女對企業的歸屬感，幫助下一代「瑞科人」茁壯成長，瑞科生物於2021年推出了員工子女課外培訓福利，並由公司承擔學費的80%。截止2021年年底共計有45名小朋友參加，家長整體滿意度達88.2(滿分100分)。

To boost the sense of belonging of employees and their children, and help the next generation of Recbioers thrive, Recbio arranged extracurricular training for employees' children in 2021, with 80% of the tuition fees borne by the Company. As at the end of 2021, a total of 45 children participated in the training, and the overall satisfaction score of parents reached 88.2 (out of 100).



第一期開班現場

Opening ceremony of Session I training

以人為本的篤行者

PRACTITIONER OF PEOPLE-ORIENTED PRINCIPLE

職業健康與安全

我們將員工的健康安全視為企業長足發展的保障，我們持續關注工作場所中可能存在的職業安全和健康風險，力求為員工提供一個安全、健康的工作環境。

本公司恪守《中華人民共和國安全生產法》《中華人民共和國職業病防治法》《工作場所職業衛生監督管理規定》《國家安全生產監督管理總局令47號》等法律法規，並制定了《職業健康管理規程》《勞動防護用品管理規程》和《職業衛生管理制度》，為職業危害防治工作和勞動防護用品管理提供了明確的操作和規範指引，促進安全健康生產，預防、控制和消除職業病危害，防治職業病、保護職工健康及其相關權益。

我們制定了《職業健康管理規則》以規範公司職業衛生管理工作，有效預防、控制和消除作業環境中的職業病危害因素，防止職業病的發生。我們嚴格落實職業病危害防治責任制制度，合理劃分總經理、各部門負責人、人力資源部、員工等職責要求。其中，人力資源部負責在與從業人員簽訂勞動合同時，告知工作過程中可能遭受的職業危害及其後果，作業場所設置的職業危害措施告知等；組織面向新進人員的職業衛生宣傳教育培訓及考核工作；組織開展從業人員上崗前、在崗期間、離崗時職業健康檢查，並將檢查結果告知相關人員；按照《用人單位職業健康監護監督管理辦法》建立職業健康監護檔案；依法為公司員工辦理工傷保險，繳納保險費等。

OCCUPATIONAL HEALTH AND SAFETY

We consider the health and safety of employees as the buttress for the rapid development of the Company. We constantly keep an eye on the potential risks of occupational safety and health in the workplace, and strive to provide employees with a safe and healthy working environment.

The Company strictly complies with laws and regulations including the *Law of the People's Republic of China on Production Safety* 《中華人民共和國安全生產法》, *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* 《中華人民共和國職業病防治法》, *Regulations on the Supervision and Administration of Occupational Health in the Workplace*, 《工作場所職業衛生監督管理規定》 and *Order No. 47 of the State Administration of Work Safety* 《國家安全生產監督管理總局第47號》. The Company has formulated the *Management Procedures for Occupational Health*, *Management Procedures for Work-Related Protective Gear* and *Management Policy on Occupational Health* which provide clear operational and regulative guidance for the prevention and control of occupational hazards as well as the management of work-related protective gear. As such, we are able to promote safe and healthy production, prevent, control and eliminate occupational hazards, prevent occupational diseases, and protect the health and interests of employees.

We have formulated the *Management Rules for Occupational Health* to regulate the Company's occupational health management, effectively prevent, control and eliminate occupational hazards in the working environment and prevent occupational diseases. We strictly implement the responsibility system for prevention and control of occupational hazards, and reasonably set the respective responsibilities of general managers, heads of departments, the Human Resources Department and employees. Particularly, when signing labour contracts, the Human Resources Department will inform employees of the potential occupational hazards at work, the consequences thereof, and the protective measures in the workplace. It will arrange occupational health publicity, education, training and assessment for new employees; arrange occupational health examinations for employees before induction, in service and at resignation, and inform them of the examination results; establish occupational health monitoring files in accordance with the *Management Measures for the Supervision and Monitoring of Occupational Health by Employers*; provide the Company's employees with work-related injury insurance and pay insurance premiums for them in accordance with the law.

以人為本的篤行者

PRACTITIONER OF PEOPLE-ORIENTED PRINCIPLE

本公司還根據職業健康檢查報告，針對不同健康狀況的員工採取富有針對性的保障措施。我們將有職業禁忌的人員調離或者暫時脫離原工作崗位；妥善安置健康損害可能與所從事的職業相關人員；按照職業健康檢查機構要求時間，為需要複查的人員安排複查和醫學觀察；而對於疑似職業病人員，則按照職業健康檢查機構的建議安排進行醫學觀察或者職業病診斷。此外，職業病危害防治責任制制度也包括了職業病危害警示與告知內容、職業病危害項目申報內容、職業病防治宣傳教育培訓內容、防護用品管理等。報告期內，本公司未發生工傷事件，且近三年內未發生因工死亡事故。

本公司以零重大火災事故為目標，通過實施消防應急演練、風險管控會議、火災風險檢查等管理措施，積極保障員工安全，報告期內，我們成功達成該目標。

The Company also takes targeted safeguard measures for employees with different health conditions according to their occupational health examination reports. We transfer or temporarily remove staff susceptible to occupational hazards from their original posts; make proper arrangements for staff whose health damage may be related to their occupation; arrange re-examination and medical observation for those in need within the time required by the occupational health examination institution; and arrange medical observation or occupational disease diagnosis for those suspected of having occupational diseases according to the recommendations of the occupational health examination institution. In addition, the responsibility system for prevention and control of occupational hazards also includes the contents of warning and notification of occupational hazards, declaration of occupational hazards, publicity, education and training of occupational disease prevention, management of protective gear, etc. The Company had neither work-related injuries during the Reporting Period, nor work-related fatalities in the past three years.

With the zero major fire accidents as its goal, the Company implements management measures such as fire emergency drill, risk control meetings and fire risk inspection to ensure the safety of employees. During the Reporting Period, we achieved this goal.



FIRE EMERGENCY DRILL

We carry out fire emergency drills to improve employees' ability to prevent and control fire and to respond to emergency. By formulating emergency escape plans, explaining how to use fire-fighting equipment, and engaging employees in hands-on practice, we improve the overall fire prevention and control capabilities of the Company. On December 8, 2021, the Company carried out its annual fire escape and fire fighting drill as scheduled. The drill improved not only employees' awareness of fire safety, but also their ability to respond to fire, thereby preventing the potential risks of fire and other emergencies.

消防應急演練

我們通過開展消防應急演練，提升員工對火災的防控能力和對突發事件應變能力，通過制定應急逃生預案，消防器材用法講解，員工操作實踐等流程，提升公司整體火災防控水平。2021年12月8日，本公司年度消防逃生及滅火演習如期開展，演練既達到了提升員工消防安全意識的目的之外，也提升了員工對火災的應對能力，以防備火災等緊急事件造成的潛在風險。

以人為本的篤行者

PRACTITIONER OF PEOPLE-ORIENTED PRINCIPLE

員工發展與培訓

我們不斷優化培訓機制，為員工提供充分的發展機會，為員工的職業發展道路奠定基礎。

本公司結合員工自我發展需求和公司業務經營需求，設計科學合理的員工發展課程。我們希望落實公司打造研發驅動全價值創造企業的戰略規劃，通過實施系統全面、管理集中、執行有效的人才培養體系，培養出素質優良、結構優化的人才隊伍，實現組織和員工的可持續共同成長。在2021年瑞科生物啟動了人才培養—揚帆計劃。該計劃由「啟航項目」「護航項目」「領航項目」和「遠航項目」四個部分組成，覆蓋了員工職業生涯的不同發展階段，旨在根據不同階段人員特質，匹配相應人才培養項目，促進員工成長。此外，我們也針對公司實習生開展了「育苗計劃」，通過校企合作培養方式，為企業的穩健發展積累了完備的人才資源儲備。

EMPLOYEE DEVELOPMENT AND TRAINING

We constantly refine our training system to provide employees with sufficient development opportunities and pave the way for their career development.

The Company designs scientific and reasonable employee development courses based on the self-development needs of employees and the business needs of the Company. In a hope to implement the Company's strategic plan to build an R&D-driven company oriented to full value creation, we cultivate a talent team with excellent quality and optimal structure through the implementation of a systematic, comprehensive, centrally managed and effectively operated talent training system, so as to achieve the sustainable common growth of the Company and employees. In 2021, Recbio launched the Sailing Scheme for talent training. The scheme was composed of four parts: Embarking Project, Convoying Project, Piloting Project and Voyaging Project, covering different development stages of employees' career. It aimed at matching talents to the corresponding training projects according to their characteristics in different stages so as to boost their growth. In addition, we rolled out the Seedling Scheme for interns of the Company, whereby we cooperated with schools on talent development to reserve sufficient human resources for the steady development of the Company.

INTERNS – SEEDLING SCHEME

Pursuant to the *Implementation Plan for the National Vocational Education Reform*, school-enterprise cooperation should focus on cultivating high-quality talents with application-oriented skills, and make full use of the advantageous industry-based equipment, technologies and skills of enterprises as practical teaching bases. We aim at cultivating application-oriented talents fit for specific posts, and improving students' ability to apply knowledge in a comprehensive manner and to adapt to posts, in a bid to meet the demand of enterprises for versatile and application-oriented talents in the industry, and create good economic and social benefits.

In 2021, Recbio successively established school-enterprise cooperation relations with Kunming University of Science and Technology, Medicine & Technology College of Zunyi Medical University, Taizhou University, Xuzhou Pharmaceutical Vocational College, Taizhou Polytechnic College and Nanjing University of Chinese Medicine Hanlin College. We launched the Seedling Scheme comprising three parts: centralized training, study of industry-related regulations and departmental internship, with a view to strengthening interns' self-management ability with the engagement of the Company, schools and students.

實習生 – 育苗計劃

依據《國家職業教育改革實施方案》，校企合作應圍繞著培養高素質應用技術型人才為目標，充分發揮企業實踐教學基地的產業化設備優勢、科技優勢和技術優勢。使應用型人才培养與具體工作崗位相結合，提升學生的知識綜合運用能力與崗位適應能力；並實現企業對於本行業複合型、應用型人才的需求，創造良好的經濟和社會效益。

瑞科生物在2021年先後與昆明理工大學、遵義醫科大學醫學與科技學院、泰州學院、徐州醫藥高等職業技術學院、泰州職業技術學院、南京中醫藥大學翰林學院建立了校企合作關係，搭建了包括公司集中培訓、行業法規學習、部門實習三大模塊在內的育苗計劃，通過校企、實習生共同參與，幫助實習生加強自我管理能力的。



公司集中培訓現場
Centralized training of the Company



實習生與導師的見面會
Meeting of interns and mentors

NEW EMPLOYEES – EMBARKING PROJECT

The project conveys the Company's corporate culture to the new employees, and helps them be quickly assimilated into the Company's working atmosphere, ease the tension at the initial stage of employment and find a sense of belonging. The project also helps new employees accurately understand the Company's information, rules and regulations, and instils in them the information and discipline necessary for their work. The Embarking Project requires participants to take 12 courses and study by themselves 5 laws and regulations in relation to safety, environmental protection, occupational health, financial system, personnel system, the Company's information system, information about performance, knowledge of vaccine, general procedures related to quality system, etc. In 2021, we carried out a total of 9 sessions for the Embarking Project where trainees can graduate only after passing the examinations of 12 centrally taught courses and 5 laws and regulations studied by themselves.

新員工－「啟航項目」

該項目向新員工傳遞公司企業文化，幫助其快速融入企業工作氛圍，減少入職初期緊張情緒，找到企業歸屬感；幫助新員工準確了解公司信息及規章制度，促使其掌握從事工作所必需的信息與紀律。「啟航項目」主要分為12門課程和5門法律法規的自學，涉及安全環保職業健康、財務相關制度、人事相關制度、公司信息系統、績效相關內容、疫苗相關知識、質量體系相關通用規程等。2021年，我們共計實施開展了9期啟航項目，參訓人員通過12門的集中授課和5門法律法規自學考試，方可結業。



啟航班學員自我介紹
Self introduction of trainees in the Embarking Project



啟航班－考試現場
Examination of the Embarking Project

INCUMBENT EMPLOYEES – CONVOYING PROJECT

We strive to help employees meet the requirements and master the skills for their posts and remain qualified for their posts. Led by the Quality Assurance Department, all departments jointly formulated the *On-The-Job Training Matrix*, *On-the-Job Training List* and *Annual Training Plan* in 2021, and stipulated the training assessment methods, including oral test, written examination and hands-on operation, to verify the training outcome. The project covered training before induction, transferring to another post and getting back to work and continuous study while in service. In 2021, Recbio carried out 346 training sessions, with a total of 405.5 hours and 5,903 attendances.

在職員工 – 「護航項目」

為使員工熟練掌握與其崗位相關的要求和技能，持續達到崗位要求。質量保證部在2021年牽頭各部門制定了《崗位培訓矩陣》《崗位培訓清單》《年度培訓計劃》並規定了培訓考核方式，如現場提問、書面考核、實際操作考核等，通過這些考核方式對培訓效果進行驗證。該項目涵蓋了員工上崗前培訓、轉崗培訓、返崗培訓、崗位持續學習四個方面，在2021年瑞科生物共計開展了346場次的培訓，累計課時達到405.5小時，累計培訓5,903人次。



授課培訓現場
Lecture in progress



實際操作培訓現場
Hands-on operation

MANAGEMENT – PILOTING PROJECT

From top to bottom within the Company, the Piloting Project cooperates with senior executives who serve as mentors, promotes a consistent management language, and consolidates management efficiency, with an aim of helping the management enhance basic management skills and master the management tools and methods of leading teams and developing business, so as to accurately implement the decisions of the senior executives, effectively lead teams and achieve performance objectives. In 2021, the Human Resources Department cooperated with external suppliers to carry out this project, which was mainly divided into three stages: seeing things from a new perspective, breaking through bottlenecks in business and building a high-performance team. Through learning, drilling and perspective shifting under the guidance of both internal and external mentors, the management improved their comprehensive ability. The Piloting Project covered 42 management personnel of Recbio who completed 333 training sessions in total. Participants of the project gained a lot in terms of communication skills, personnel recruitment and management tools, and applied these skills at work. For example, the team bulletin board was used to sort out personnel in quarterly work report.

管理人員－「領航項目」

「領航項目」在組織內自上而下，與高層管理導師聯動，推行一致的管理語言，整合管理效能，旨在幫助管理人員練好管理基本功，掌握帶團隊、抓業務的管理工具和方法，對上能夠準確執行高層管理者的決策，對下能有效地帶領團隊，完成績效目標。2021年人力資源部牽頭外部供應商開展了該項目，主要分為轉角色找感覺、抓業務突破難點、打造高績效團隊三階段，通過「學、習、變」的學習旅途，配備內部導師和外部導師雙重輔導，以此來提高管理人員的綜合能力。「領航項目」涵蓋了瑞科生物42位管理人員，整個項目共計完成了333次的作業練習。參與項目學員在溝通技巧、人員招聘、管理工具等方面均有較高的收獲，並在實際工作中進行了運用，例如季度的述職中運用團隊看板進行人員的梳理。



轉角色找感覺－培訓現場
Training on seeing things from a new perspective



外部導師作業輔導現場
Guidance from external mentors

SENIOR EXECUTIVES – VOYAGING PROJECT

The Voyaging Project aims at improving senior executives' market insight, overall awareness, strategic planning ability, decision-making ability, leadership, etc. IPD was the focus of the year. Through a series of meetings on training and discussion, such as Second Seminar on Recbio's Mission, Vision and Values, Development of Recbio Capabilities, Conference on Job Description, Training on Recbio's Remuneration System and Job Evaluation, and Training on Remuneration Reform, we were able to upgrade the management of Recbio's human resources.

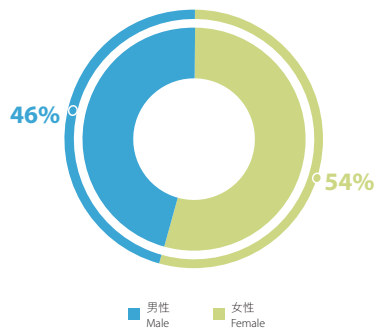
高管 – 「遠航項目」

「遠航項目」旨在提升高層管理人員洞察市場能力、全局意識、戰略規劃能力、決策能力、領導力等。本年度聚焦於IPD中，通過《瑞科生物使命願景價值觀第二次研討》《瑞科生物能力中心建設》《崗位說明培訓會》《瑞科生物薪酬體系與崗位評估培訓》《薪酬改革培訓》等系列的培訓討論會議，推動瑞科生物人力資源管理的升級。

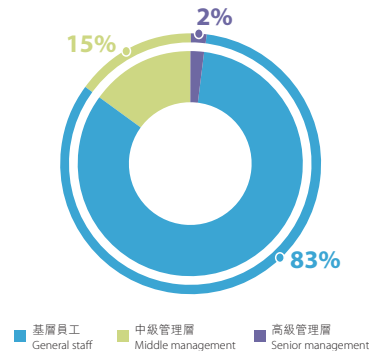
報告期內，瑞科生物受訓人員佔比98.81%，具體受訓人員情況如下：

During the Reporting Period, 98.81% of Recbio's employees received training. Details of the trainees are as follows:

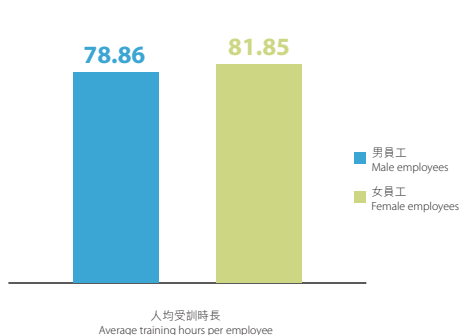
按性別劃分的受訓員工百分比
Percentage of employees trained by gender



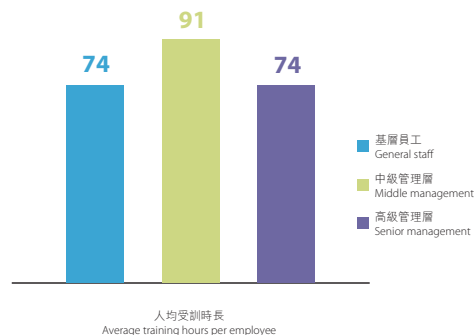
按職級劃分的受訓員工百分比
Percentage of employees trained by level



按性別劃分員工受訓平均時長
Average training hours of employees by gender



按職級劃分員工受訓平均時長
Average training hours of employees by level



守護地球的踐行者 GUARDIAN OF THE EARTH

GUARDIAN OF THE EARTH 守護地球的踐行者

Recbio adheres to the environment friendly business philosophy of green development, and proactively responds to the call of achieving carbon peak and carbon neutrality. We strictly observe national and regional environmental laws and regulations including the *Environmental Protection Law of the People's Republic of China* 《中華人民共和國環境保護法》, *Law of the People's Republic of China on the Prevention and Control of Air Pollution* 《中華人民共和國大氣污染防治法》, and *Law of the People's Republic of China on the Prevention and Control of Water Pollution* 《中華人民共和國水污染防治法》, and promote energy conservation, emissions reduction and green development.

瑞科生物始終秉承著綠色發展的環保經營理念，積極響應「碳達峰」和「碳中和」的號召。我們嚴格遵守《中華人民共和國環境保護法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》等國家和地區環境相關法律法規，推進節能減排和綠色發展。

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氣候變化應對

對於日益嚴峻的氣候變化問題，我們主動識別和分析因氣候變化對運營產生的影響，並採取應對措施，減緩和降低可能的負面影響。

建立氣候變化應急預案、提高氣候復原力是在緊急情況下保證企業核心運營流程正常運作、將企業氣候變化風險與損失控制在可接受範圍內的重要舉措。

為了最大程度地減少對氣候變化的影響，守護我們賴以生存的地球家園，報告期內，瑞科生物積極響應低碳可持續的號召，基於對業務發展情況的分析，分別針對用水效益、能耗效益、廢棄物管理及碳排放四大議題制定了目標，踐行了瑞科生物綠色發展的環保經營理念。

ADDRESSING CLIMATE CHANGE

Facing the increasingly severe challenge of climate change, we take the initiative to identify and analyse the impacts of climate change on our operation, and take countermeasures to mitigate and reduce the possible negative impacts.

Formulating emergency plans on climate change and improving climate resilience are important measures to ensure the normal operation of the Company's core business processes and to control the Company's climate change risk and loss within an acceptable range in case of emergency.

In order to reduce the impact of climate change and protect the earth we rely on for survival, Recbio took active measures to achieve low-carbon sustainability during the Reporting Period. Based on the analysis of business development, Recbio set goals for four major issues: water efficiency, energy efficiency, waste management and carbon emissions, and lived up to its environment friendly business philosophy of green development.

用水效益 Water Efficiency

2030年耗水強度較2021年下降5%
The intensity of water consumption in 2030 is 5% lower than that in 2021

能耗效益 Energy Efficiency

2030年能耗強度較2021年下降8%
The intensity of energy consumption in 2030 is 8% lower than that in 2021

廢棄物管理 Waste Management

2030年危險廢棄物強度較2021年下降5%
The intensity of hazardous waste in 2030 is 5% lower than that in 2021

碳排放 Carbon Emissions

2030年溫室氣體排放強度較2021年下降8%
The intensity of greenhouse gas emissions in 2030 is 8% lower than that in 2021

排放物削減

為進一步提高公司環境治理水平，規避不當排放的潛在風險，規範管控流程，我們制定了《大氣污染管理程序》《固體廢物污染環境防治管理程序》《污水處理使用、清潔、維護保養標準操作規程》和《廢氣處理操作規程》等內部制度，對廢氣、固體廢棄物以及廢水等處理和排放流程做出了明確且科學的規定。

廢棄物管理

本公司的固體廢棄物分為危險廢棄物和一般工業固體廢物。其中，危險廢物包括醫藥廢物、廢藥物和藥品、廢有機溶劑、廢礦物油和其他廢物。一般工業固體廢物根據其是否能回收利用，分為可回收工業固體廢物、不可回收工業固體廢物。紙類、金屬類、塑料類、玻璃類和其他可回收一般固體廢物為可回收工業固體廢物。生活垃圾、建築垃圾和工業固體廢物等不可回收工業固體廢物。

為進一步明確減排方向，我們設定了「改進廢棄物管理水平，完善廢棄物回收再利用能力，2030年危險廢棄物強度較2021年下降5%」的廢棄物管理目標，力求通過設施改造升級和制度引導，達成減排規模效益以應對更嚴格的環保標準。我們制定了《固體廢物污染環境防治管理程序》規範生產、生活和其他活動中產生的固體廢物的管理與控制，在預防和減少安全事故、環境污染事故的同時，最大程度地實施資源再生利用。此外，根據環保部門的要求、按國家有關法律、法規、標準的要求，我們採取措施妥善處置各類危險廢棄物：

- 按照國家《危險廢物貯存污染控制標準》及《蘇環辦[2019]327號》要求，對各類廢棄物的產生、收集、分類、貯存、標誌管理、運送及處置等環節，以及危險廢物貯存庫設計、警示標識和安全管理等進行嚴格監督與管理，嚴格防治流失產生污染

EMISSIONS REDUCTION

To further improve the Company's environmental governance, avoid the potential risks of improper discharge and regulate the management and control processes, we have formulated internal policies including the *Management Procedures for Air Pollution*, *Management Procedures for the Prevention and Control of Environmental Pollution Caused by Solid Waste*, *Standard Operating Procedures for the Use, Cleaning and Maintenance of Sewage Treatment Systems* and *Operating Procedures for Waste Gas Treatment*, stipulating the treatment and discharge processes of waste gas, solid waste and wastewater in a clear and scientific manner.

WASTE MANAGEMENT

The solid wastes of the Company are divided into hazardous wastes and general industrial solid wastes. Specifically, hazardous wastes include medical wastes, waste drugs and medicines, waste organic solvents, waste mineral oil and other wastes. General industrial solid wastes are classified into recyclable industrial solid wastes and non-recyclable industrial solid wastes based on their recyclability. Paper, metal, plastic, glass and other recyclable general solid wastes are recyclable industrial solid wastes. Household wastes, construction wastes and industrial solid wastes are non-recyclable industrial solid wastes.

To further clarify the direction of emissions reduction, we set a waste management goal which is to improve our waste management and the ability to recycle and reuse waste, and reduce the intensity of hazardous wastes by 5% before 2030 compared with that in 2021. Through facility transformation and upgrading and guided by rules and regulations, we strive to achieve economies of scale in respect of emissions reduction, so as to meet more stringent standards on environmental protection. We have formulated the *Management Procedures for the Prevention and Control of Environmental Pollution Caused by Solid Wastes* to regulate the management and control of solid wastes generated in production, living and other activities, and to maximize recycling of resources while preventing and reducing accidents related to safety and environmental pollution. In addition, according to the requirements of environmental protection authorities and relevant laws, regulations and standards in China, we have taken measures to properly dispose of various hazardous wastes:

- Closely supervise and manage the generation, collection, classification, storage, labelling management, transportation and disposal of various wastes, as well as the design, warning signs and safety management of hazardous waste storage in accordance with the requirements of the state's *Standards for Storage of Hazardous Wastes and Control of Pollution* and *Jiangsu Environment Bureau [2019] No. 327*, so as to strictly prevent and control the pollution caused by improper storage

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- 對所有產生的危險廢物進行環境影響評價，並與有資質的機構合作進行合規處置
- 委託有資質單位編製環境事件應急預案，嚴格執行每三年更新應急預案的工作，並向生態環境主管部門備案
- 建立了內部危險廢物處置規程，並針對各部門、車間危險廢物管理人員進行了培訓
- Assess the environmental impact of all hazardous wastes generated, and cooperate with qualified institutions for compliant disposal
- Delegate qualified units to prepare emergency plans for environmental events, strictly update the emergency plans every three years, and file with the competent ecological and environmental authorities
- Establish internal procedures for the disposal of hazardous wastes, and held training for management personnel in various departments and workshops in charge of hazardous wastes

我們於報告期內為相關人員提供關於廢棄物分類、存放以及轉移合規處置的培訓，提升廢棄物的合規管理。

During the Reporting Period, we provided relevant personnel with training on waste classification, storage, transfer and compliant disposal to improve compliant management of wastes.



TRAINING ON REGULATED MANAGEMENT OF SOLID WASTES

On October 30, 2021, EHS arranged for all departments to participate in the training on Regulated Management of Solid Wastes with emphasis on how to manage hazardous wastes, and regulated the implementation procedures. During the Reporting Period, the Company had no violations and penalties in relation to waste disposal.

《固體廢物規範化管理》培訓

2021年10月30日，EHS組織各部門參加《固體廢物規範化管理》培訓，特別強調了如何開展危廢管理工作，規範了執行規程。報告期內，本公司未發生廢棄物處理違規行為與相關處罰。

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報告期內，瑞科生物廢棄物排放具體數據如下：

The specific data of Recbio's waste discharge during the Reporting Period is as follows:

廢棄物排放

Discharge of Waste

| 廢棄物類別 Type of Waste | 單位 Unit | 2021年 2021 |
|---|-------------------------------|---------------|
| 危險廢棄物總量 Total hazardous wastes | 噸 tonne | 14.95 |
| 危險廢棄物強度 Intensity of hazardous wastes | 噸／平方米 tonne/m ² | 0.00057 |
| 一般工業固體廢棄物總量 Total general industrial solid wastes | 噸 tonne | 22.90 |
| 一般工業固體廢棄物強度 Intensity of general industrial solid wastes | 噸／平方米 tonne/m ² | 0.00088 |

廢水排放

DISCHARGE OF WASTEWATER

我們嚴格遵守《中華人民共和國水污染防治法》等所在運營地的法律法規，積極落實《污水處理使用、清潔、維護保養標準操作規程》等內部管理制度，確保合規排放。

We strictly follow laws and regulations of the place where we operate, including the *Law of the People's Republic of China on the Prevention and Control of Water Pollution* (《中華人民共和國水污染防治法》), and actively implement internal management policies including the *Standard Operating Procedures for the Use, Cleaning and Maintenance of Sewage Treatment Systems* to ensure compliant discharge.

為了減少廢水排放對環境的影響，最大化地利用水資源，我們設置了化學處理系統、綜合生化處理系統、污泥處理系統，通過生物法對廢水進行淨化措施，並對處理系統的操作、清潔和維護保養工作做出了明確的指引。此外，我們也制定了內部出水標準，嚴格控制排放的廢水實現「三無一達標」(無浮渣、無泡沫、無異味，排水達標)。

To reduce the impacts of wastewater discharge on the environment and make the best use of water resources, we have set up a chemical treatment system, an integrated biochemical treatment system and a sludge treatment systems to purify wastewater using biological methods, and formulated clear guidelines for the operation, cleaning and maintenance of such treatment systems. In addition, we have also formulated internal effluent standards to strictly control the discharged wastewater, with a view to achieving "three noes and one up-to-standard" (no scum, no foam, no odour, and up-to-standard discharge).

廢水排放

Discharge of Wastewater

| 廢水類別 Type of Wastewater | 單位 Unit | 2021年 2021 |
|--|------------|---------------|
| 工業污水綜合排放量 Total industrial sewage discharged | 噸 tonne | 8,387 |
| 生活污水排放量 Urban sewage discharged | 噸 tonne | 304 |
| 化學需氧量COD排放量 Chemical oxygen demand (COD) discharged | 噸 tonne | 0.39 |
| 氨氮排放量 Ammonia nitrogen discharged | 千克 kg | 2.50 |

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廢氣排放

瑞科生物嚴格遵守《中華人民共和國大氣污染防治法》等相關法律法規，制定《大氣污染管理程序》，規範廢氣、粉塵的有效控制和達標排放，預防和減少大氣污染。為保證廢氣排放濃度符合國家標準，嚴格控制廢氣的合規排放，我們採取了以下措施：

- 利用廢棄處理系統處理生產過程中產生的有組織廢氣和無組織廢氣，利用粉塵處理裝置處理生產過程中產生的粉塵，並定期維護處理設施
- 每年編製廢氣年度檢測計劃，嚴格落實內外部廢氣檢測
- 追溯監測結果異常的廢氣排放，並按監測單位要求及建議措施進行改善
- 設立廢氣排放的應急預案，並在異常情況及其他事宜下嚴格按照應急預案處理

此外，我們在新冠項目中運用了水噴淋塔作為廢氣治理設施，運用水洗工藝技術，通過回收或去除減少排放尾氣的有害成份，達到保護環境、淨化空氣的效果。我們對其運行操作、維護保養和清潔等環節均實行了嚴格的規範和管理。

WASTE GAS EMISSIONS

Recbio strictly observes relevant laws and regulations including the Law of the People's Republic of China on the Prevention and Control of Air Pollution (《中華人民共和國大氣污染防治法》), and has formulated the Management Procedures for Air Pollution to regulate the effective control and up-to-standard emission of waste gas and dust, and to prevent and reduce air pollution. To ensure that the emission intensity of waste gas meets the national standards and to strictly control the compliant emission of waste gas, we have taken the following measures:

- We treat the waste gas, whether emitted under control or otherwise, generated in the production process using the waste gas treatment system, and the dust generated in the production process using dust treatment devices. The treatment facilities are maintained on a regular basis
- We prepare annual plans for testing waste gas and strictly carry out internal and external testing of waste gas
- We track the waste gas emissions with abnormal test results, and make improvements according to the requirements and recommended measures of the testing institution
- We set up an emergency plan for waste gas emissions and treat waste gas in strict accordance with the emergency plan under abnormal or other circumstances

In addition, by using water spray towers as waste gas treatment facilities in the COVID-19 project, and leveraging water washing technology to recover or remove harmful components of waste gas emissions, and strictly regulating and managing their operation, maintenance and cleaning, we can protect the environment and purify the air.

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廢氣排放

廢氣類別
Waste gas category

Waste Gas Emissions

單位
Unit

2021年
2021

| | | |
|---|----------|-------|
| 氯化氫排放量 Hydrogen chloride emissions | 千克 kg | 19.43 |
| 非甲烷總烴排放量 Total non-methane hydrocarbon emissions | 千克 kg | 49.92 |
| 氨氣排放量 Ammonia emissions | 千克 kg | 19.92 |

資源使用效率

我們關注各類資源能源的使用效率，踐行節能降耗的可持續發展運營理念，在減少環境負荷的同時降低成本。

我們嚴格遵守《中華人民共和國水法》《中華人民共和國節約能源法》等法律法規，並以環境管理體系要求為基礎，建立了《環境因素識別與評價管理程序》，推動企業低碳化轉型，提高資源使用效、減少不必要的浪費。

能源管理及碳排放

我們設立了「提高能源使用效率，不斷降低能耗強度」的能耗目標。希望通過優化能源結構、監控能耗數據、完善管理方法等措施，構建起高效的能源管理機制，在公司運營和產品研發生產的全生命週期融入低碳節能的理念，減少對環境的影響。

EFFICIENCY IN USE OF RESOURCES

We pay attention to the efficiency of various resources and energy and adopt the sustainable development and operation philosophy of energy conservation and consumption reduction to lower costs while reducing environmental impact.

We strictly abide by laws and regulations including the *Water Law of the People's Republic of China*, *Energy Conservation Law of the People's Republic of China*, and have established the *Management Procedures for Environmental Factor Identification and Evaluation* based on the requirements of the environmental management system to promote the low-carbon transformation of the Company, improve the efficiency in use of resources and reduce unnecessary waste.

ENERGY MANAGEMENT AND CARBON EMISSIONS

We have established the energy consumption target of improving energy efficiency and continuously reducing energy consumption intensity. We aim at building an efficient energy management mechanism through measures such as enhancing our energy structure, monitoring energy consumption data and improving management methods. We integrate the concept of low-carbon and energy conservation into the Company's operation and the whole life cycle of product development and production to reduce the impact on the environment.

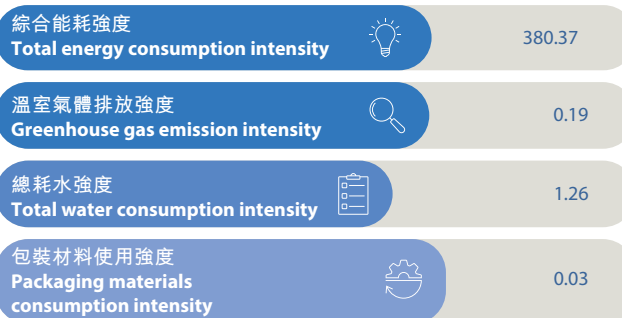
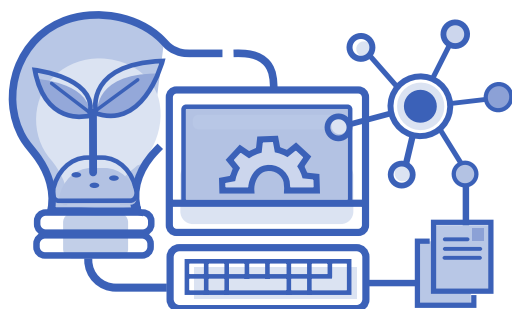
守護地球的踐行者

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能源績效表現

Energy Performance

| 類別 Category | 單位 Unit | 2021年 2021 |
|--|--|---------------|
| 能源消耗 | | |
| Energy consumption | | |
| 外購蒸汽 Purchased steam | 千瓦時 kWh | 4,785,092 |
| 外購電力－華北地區 Purchased electricity – North China | 千瓦時 kWh | 487,437 |
| 外購電力－華東地區 Purchased electricity – East China | 千瓦時 kWh | 4,663,820 |
| 外購電力－華中地區 Purchased electricity – Central China | 千瓦時 kWh | 372 |
| 綜合能耗 ⁵ Total energy consumption ⁵ | 千瓦時 kWh | 9,936,721 |
| 綜合能耗強度 Total energy consumption intensity | 千瓦時／平方米 kWh/m ² | 380.37 |
| 溫室氣體排放⁶ | | |
| Greenhouse gas emissions⁶ | | |
| 範圍二溫室氣體排放 Scope 2 greenhouse gas emissions | 噸二氧化碳當量 tCO ₂ e | 5,067.02 |
| 溫室氣體排放總量 Total greenhouse gas emissions | 噸二氧化碳當量 tCO ₂ e | 5,067.02 |
| 溫室氣體排放強度 Greenhouse gas emission intensity | 噸二氧化碳當量／平方米 tCO ₂ e/m ² | 0.19 |



⁵ 綜合能耗的計算參考國家市場監督管理總局和國家標準化管理委員會頒佈的標準《GB/T 2589-2020綜合能耗計算通則》。

⁶ 溫室氣體的排放係數參考國家發改委2015年公佈的《工業其他行業企業溫室氣體排放核算方法與報告指南（試行）》，用電量的排放參考了各個地區的排放因子。本公司僅涉及範圍二溫室氣體排放。

⁵ The calculation of total energy consumption is prepared with reference to the standard GB/T 2589-2020 General rules for Calculation of the “Comprehensive Energy Consumption” promulgated by the State Administration for Market Regulation and the Standardization Administration of the People’s Republic of China.

⁶ The emission factors of greenhouse gases are prepared with reference to the “Greenhouse Gas Emission Accounting Methods Reporting Guidelines for Enterprises in Other Industries (Trial)” issued by the National Development and Reform Commission in 2015, and the emissions of electricity consumption are prepared with reference to the emission factors of each region. The Company is only involved in Scope 2 greenhouse gas emissions.

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水資源管理

瑞科生物深刻認識到水資源對於企業持續發展的重要性。我們希望通過持續推行節水和循環用水、改造升級生產設備、優化生產工藝等措施，實現「建立優化水資源管理體系，提高水資源利用率」的用水效益目標，以更好地降低水資源短缺風險。我們在新冠項目中使用水噴淋塔作為廢氣治理設施，根據現場運行及廢氣監測數據，將工藝採用的換水方式由長流水調整為間斷性換水，有效減少了新鮮水的使用量。

水資源績效表現

| 類別 Category | 單位 Unit | 2021年 2021 |
|--|-------------------------------|---------------|
| 總耗水量 Total water consumption | 噸 tonne | 32,997.76 |
| 總耗水強度 Total water consumption intensity | 噸／平方米 tonne/m ² | 1.26 |

包裝材料管理

瑞科生物在生產運營中的包裝材料包括紙箱、小盒、中盒、說明書、PET/PE/EVA覆膜、PVC藥用硬片、打包帶等。

包裝材料績效表現

| 類別 Category | 單位 Unit | 2021年 2021 |
|---|-----------------------------|---------------|
| PET/PE/EVA覆膜 PET/PE/EVA membrane | 千克 kg | 74.20 |
| PVC藥用硬片 Pharmaceutical rigid PVC film | 千克 kg | 720.00 |
| 包裝材料總耗量 Total consumption of packaging materials | 千克 kg | 794.20 |
| 包裝材料使用強度 Packaging materials consumption intensity | 千克／平方米 kg/m ² | 0.03 |

WATER RESOURCES MANAGEMENT

Recbio deeply understands the importance of water resources for the sustainable development of enterprises. We aim at achieving the water efficiency target of establishing and refining our water resources management system and improving our efficient use of water resources by continuously implementing measures such as water conservation and recycling, production equipment upgrade, and production process enhancement, so as to reduce the risk of water shortages. We used water spray towers as waste gas treatment facilities in the COVID-19 project. Based on on-site operation and waste gas monitoring data, we switched the water changing method used in the process from long-running water to intermittent water changing, which effectively reduced the consumption of fresh water.

Water Resources Performance

PACKAGING MATERIAL MANAGEMENT

The packaging materials used by Recbio in production and operation include cartons, small boxes, medium boxes, instruction manuals, PET/PE/EVA membrane, pharmaceutical rigid PVC film and packing tapes, etc.

Packaging Materials Performance

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CREATOR OF A GOOD COMMUNITY 美好社區的建設者

Participating in charity activities is an effective way to improve the conditions of the disadvantaged and enable the general public to enjoy the fruits of economic development. As a corporate citizen, we proactively participate in charity and philanthropy activities and promote community development to give back to society.

As an innovative vaccine company, Recbio always upholds the principle of “protecting human health with best-in-class vaccines”, the noble mission of “bringing health to everyone” and the core values of “setting health needs as the focus and collective efforts as the basis”, and aspires to build a company that contributes to human health and is comparable to international giants through systematic efforts, so as to create a better society.

公益活動是改善弱勢群體狀況，讓經濟發展的果實普惠大眾的有效途徑。作為企業公民，我們積極參與公益慈善、推動社區發展，盡力回饋社會。

瑞科生物作為一家創新型疫苗公司，將始終秉持「創製一流疫苗，守護人類健康」的宗旨、「讓人人享有健康」的崇高使命、「以健康需求為中心，以集體奮鬥者為根本」的核心價值觀，通過系統性的工作，立志打造一家比肩國際巨頭的真正對人類健康有貢獻的企業，為更美好的社會而行動。



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美好社區的建設者

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社會公益，獻心獻力

瑞科生物將基於與外界共同認可的信念，以保障民生，服務社會為主要目標，主動承擔社會責任，堅持把社會效益放在首位；將持續提供效率、增強企業活力，不斷提高自身的服務質量和水平。從醫療、科學、文化、衛生等幾方面，促進其自身的發展，對人類醫學貢獻自己的一份力量。

DEDICATION TO SOCIAL CHARITY

Based on the common beliefs of society, Recbio takes the initiative to assume social responsibility and accord priority to social benefits with the primary goal of ensuring people's livelihood and serving society. We will continue to enhance efficiency and corporate vitality, and improve our service quality. We promote our development from the aspects of healthcare, science, culture and health to make a contribution to human medicine.

瑞科生物獎學金

Recbio Scholarship

我們重視回饋社區，鏈接企業各方資源，致力於教育事業等領域為社區提供更多的關懷和幫助，讓社會的弱勢群體都能被善待。公司在武漢大學設立「瑞科生物獎學金」，捐贈一百萬元人民幣幫助有志學子堅定科學理想，助力培養服務國家生命大健康戰略需求的拔尖人才，共同守護人類健康。

We put emphasis on giving back to the community. To this end, we channel resources to render more care and assistance to the community by supporting education and other sectors, so that the disadvantaged groups in society can be treated kindly. The Company has set up the Recbio Scholarship at Wuhan University and donated RMB1 million to help aspiring students pursue scientific ideals and help cultivate top-notch talents who serve the needs of China's big health strategy, in an effort to jointly safeguard human health.



捐贈儀式現場
Donation ceremony

助力社會，共享健康

瑞科生物加速優質疫苗的研發進程，通過技術創新為社會解決不同疾病疫苗研發難題，打造專業、多樣化的疫苗研發渠道。同時我們積極參加行業論壇與醫藥科普活動，與同行企業分享研發生產經驗，攜手各界夥伴共同推動疫苗產品可及性及多樣化的提升。

產品助力

PROMOTING HEALTH FOR A BETTER SOCIETY

Recbio accelerates the research and development of quality vaccines, solves problems for vaccine R&D of different diseases for society through technological innovation, and creates professional and diverse vaccine R&D channels. In addition, we actively participate in industry forums and medical science publicity activities to share R&D and production experience with peers, and work with partners from all sectors to promote the accessibility and diversification of vaccine products.

PRODUCTS

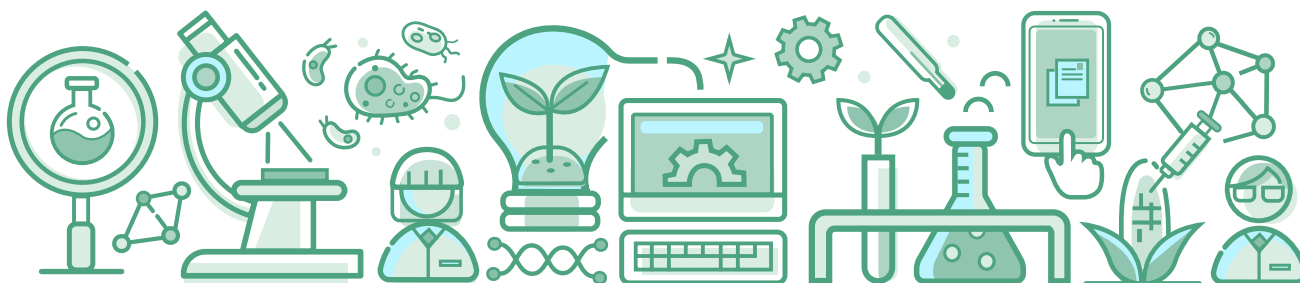
HPV系列疫苗 HPV Vaccines Series

人乳頭瘤病毒（「HPV」）是最常見的生殖道病原體。儘管大部份HPV感染可能在數月內毋須進行任何干預便可解決，但若干感染仍可持續影響人體健康並發展為宮頸癌。目前，世界範圍內宮頸癌治療後五年總存活率為百分之55.5，2020年，宮頸癌導致美國4,290人死亡及中國59,060人死亡。

Human papillomavirus (“HPV”) is the most common reproductive tract pathogen. Though most HPV infections may be resolved without any intervention within a few months, some infections will continuously affect human health and develop into cervical cancer. Currently, the five-year overall survival rate after treatment for cervical cancer worldwide is 55.5%. In 2020, cervical cancer caused 4,290 deaths in the United States and 59,060 deaths in China.

瑞科生物始終踐行醫藥疫苗企業的社會使命，研發核心產品重組HPV九價疫苗REC603，該疫苗有望成為首款獲批上市的國產HPV九價疫苗。預計在投放市場後，將會有效填補HPV疫苗的空缺。公司關注到人民的需求，以最高的效率投身研發，助力呵護女性健康。公司利用新佐劑技術開發的HPV四價疫苗(REC604a)／九價疫苗(REC604b)，對標國際巨頭產品，極大提升免疫原性將減少免疫次數，具有交叉中和的潛力。

In an effort to perform its social mission as a pharmaceutical and vaccine company, Recbio is developing core product REC603, a recombinant HPV 9-valent vaccine. The vaccine is expected to become one of the first batch of domestic HPV 9-valent vaccine approved for marketing. It is expected that the vaccine will fill the gap in the HPV vaccine market after hitting the market. The Company pays attention to the needs of the people and devotes itself to vaccine R&D with the highest efficiency to help safeguard women’s health. The HPV quadrivalent vaccine REC604a and HPV 9-valent vaccine REC604b developed by the Company using new adjuvant technology are comparable to the products of international giants, and can greatly improve immunogenicity and reduce the number of inoculations required with the potential for cross-neutralisation.



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新冠肺炎疫苗家族

COVID-19 Vaccine Series

自2019年新冠疫情發生以來，瑞科生物時刻關注疫情發展動態，在做好自身疫情防控工作的同時，有序推進疫苗研發與生產，全心全力踐行企業社會責任。新型冠狀病毒(COVID-19)在2020年至2021年期間直接或間接相關的死亡病例已達1330萬例，且由於新型冠狀病毒的全球範圍內流行期間，全球諸多地區衛生系統的不堪重負，也讓人們無法獲得相應的預防和治療。而接種新型冠狀病毒疫苗作為最有效的預防措施，可以為接種人提供高水平的保護能力。報告期內，公司自主研發的新冠肺炎疫苗ReCOV已於2021年6月在新西蘭啟動I期臨床試驗，並在多個國家繼續推進II/III期臨床試驗。同時，我們開發了針對奧密克戎序列設計的mRNA新冠疫苗R520A，可及性得到極大提升。隨著我們的重組新冠疫苗投放市場後，能夠讓更多的人群接種到安全性良好，免疫原性強的疫苗。我們也相信，更加低廉的價格將為更多發展中國家提供可以負擔的安全疫苗。瑞科生物將著力為全球抗擊疫情事業做出力所能及的貢獻，助力全球構築免疫防線。

Since the COVID-19 outbreak in 2019, Recbio has been keeping abreast of the developments of the pandemic. While carrying out epidemic prevention and control, we promote vaccine R&D and production in an orderly manner to fully undertake our corporate social responsibility. The number of deaths directly or indirectly related to COVID-19 in 2020 and 2021 reached 13.3 million. During the global COVID-19 pandemic, the health systems in many regions of the world were overwhelmed, making it very hard for people to access appropriate prevention and treatment services. As the most effective preventive measure, vaccination against COVID-19 can provide strong protection for vaccinated people. During the Reporting Period, the Company started the Phase I clinical trial for its self-developed COVID-19 vaccine ReCOV in New Zealand in June 2021, and continued to promote Phase II/III clinical trials in many countries. In the meantime, we developed the mRNA COVID-19 vaccine R520A designed for the Omicron variant, greatly improving the accessibility of COVID-19 vaccines. After our recombinant COVID-19 vaccine hits the market, more people can receive vaccines with good safety and strong immunogenicity. In addition, we believe that lower vaccine prices will enable more developing countries to access affordable and safe vaccines. Recbio will make its best contribution to the global fight against COVID-19 by helping the world build an immunity barrier.

帶狀疱疹疫苗

Shingles Vaccine

帶狀疱疹是由背側感覺神經節或顱神經節的水痘－帶狀疱疹病毒(VZV)重新激活引起的疾病。帶狀疱疹可發生於任何年齡段，但最常見於老年人群，國內每年約250萬成人罹患帶狀疱疹，且幾乎所有50歲以上的成人均攜帶休眠狀態的帶狀疱疹病毒。瑞科生物所研發的重組帶狀疱疹疫苗REC610在動物研究中顯示出不劣於Shingrix®的免疫原性，同時，我們有望將ReCOV生產技術應用於帶狀疱疹疫苗，這將有助於在商業階段實現協同生產，全面提升疫苗供給，加強市場投放，以便更好地保障國人健康。

Shingles is a disease caused by reactivation of the varicella-zoster virus (VZV) in the dorsal sensory or cranial ganglia. Shingles may occur in any age group, but is most common in the elderly. Approximately 2.5 million adults in China suffer from shingles every year, and almost all adults over the age of 50 carry dormant VZV. Compared with Shingrix®, the recombinant shingles vaccine REC610 developed by Recbio has non-inferior immunogenicity in animal studies. In addition, we expect to apply ReCOV production technology to shingles vaccine, which will help achieve coordinated production in the commercial stage and comprehensively improve vaccine supply to the market, so as to better protect the health of Chinese people.

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流感疫苗

Influenza Vaccine

流行性感冒是一種由甲、乙、丙三型流感病毒分別引起的一種急性呼吸道疾病，其病症由輕微到嚴重不等，對於65歲以上的老人、5歲以下的兒童及患有某些慢性疾病的人群，感染後出現嚴重併發症的風險相對較高並可能導致死亡。且流感病毒容易發生變異、傳染性強，人群普遍易感，歷史上在全世界引起多次暴發性流行，是全球關注的重要公共衛生問題。根據弗若斯特沙利文報告顯示，接種流感疫苗為預防流感的最佳方式。

Influenza is an acute respiratory disease caused by influenza A, B and C viruses. Its symptoms range from mild to severe. For the elderly citizens aged over 65, children aged under 5 and people with certain chronic diseases, influenza infection has a high risk of serious complications and may lead to death. Moreover, influenza virus is highly mutable and contagious, and people are generally susceptible to influenza virus infection. Having caused many global outbreaks in history, it is an important public health problem of global concern. According to a report by Frost & Sullivan, influenza vaccination is the best way to prevent influenza.

REC617 (一種早期的重組流感四價疫苗) 為瑞科生物正在重點研發的疫苗之一，該疫苗計劃於2023年向國家藥監局提交REC617的IND申請，並預計將於2025年向國家藥監局提交BLA申請，全力滿足各地需求，保障和鞏固公共醫療系統高效運行。

REC617 (an early recombinant influenza quadrivalent vaccine) is one of the key vaccines being developed by Recbio. We plan to submit an IND application for REC617 to the NMPA in 2023, and expect to submit a BLA to the NMPA in 2025. We will make every effort to meet the needs of various places and ensure and consolidate the efficient operation of the public healthcare system.

行業助力

瑞科生物積極與醫藥行業其他同行公司交流、合作。我們積極參加醫藥領域頂尖研討會，並與江蘇省泰州市醫藥高新區其他企業達成協作共識，積極促進運營所在地區的高質量發展。瑞科生物永遠保持開放的眼光，友善的胸懷，與外部企業共同進步，促進生物醫藥行業蓬勃發展。

CONTRIBUTING TO THE INDUSTRY

Recbio proactively communicates and collaborates with its peers in the pharmaceutical industry. We participate in top-notch seminars in the pharmaceutical field, and have reached agreement with other enterprises in Taizhou Pharmaceutical High-Tech Zone in Jiangsu Province to actively promote the high-quality development of the region where we operate. Recbio always keeps an open mind and a kind attitude to make progress together with industry players, so as to drive the vigorous development of the biopharmaceutical industry.

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江蘇省疫情之後生物醫藥領域發展趨勢及技術產業前景高級研修班

Advanced Seminar on the Post-COVID Development Trends and Technology Prospects of the Biopharmaceutical Industry in Jiangsu Province

2021年10月，瑞科生物受邀與江蘇省知名醫藥企業的80多位技術代表共同參加了由江蘇省人力資源和社會保障廳主辦，泰州市人力資源和社會保障局與中國醫藥城共同承辦的江蘇省疫情之後生物醫藥領域發展趨勢及技術產業前景高級研修班。瑞科生物創始人、董事會主席兼總經理劉勇先生，針對疫情影響下關於疫苗行業未來的思考做了主題分享。在新冠疫情對全球造成了深遠影響的今天，瑞科生物願意與行業領域的佼佼者共同探討行業新機遇、新挑戰，為未知的未來做好準備，為實現良好的健康與福祉的可持續目標不斷努力。

In October 2021, together with over 80 technical representatives of well-known pharmaceutical companies in Jiangsu Province, Recbio was invited to attend an advanced seminar on the post-COVID development trends and technology prospects of the biopharmaceutical industry in Jiangsu Province, which was hosted by the Department of Human Resources and Social Security of Jiangsu Province and jointly held by Taizhou Human Resources and Social Security Bureau and China Medical City. Mr. Liu Yong, Founder, Chairman and General Manager of Recbio, shared his thoughts on the future of the vaccine industry under the impact of COVID-19. Currently, when the COVID-19 pandemic has had a far-reaching impact on the world, Recbio is willing to work with other industry leaders to explore new opportunities and challenges, prepare for the unknown future and make continuous efforts to achieve the sustainable goals of good health and well-being.



瑞科生物創始人、董事會主席兼總經理劉勇先生
Mr. Liu Yong, Founder, Chairman and General Manager of Recbio

美好社區的建設者 CREATOR OF A GOOD COMMUNITY

泰州市醫藥高新區(高港區)「活力政協·『三薈』英才同心攜手共促發展」聯誼建言會

Taizhou Pharmaceutical High-Tech Zone (Gaogang District) Gathering and Advisory Meeting of Vibrant CPPCC's Three Talent Pools on Jointly Promoting Development

2021年12月28日，瑞科生物董事長兼總經理劉勇先生作為泰州市知名企業家被聘為泰州市醫藥高新區政協「三薈一庫」首批經濟發展諮詢專家，在會上與其他專家、企業代表及創業園區負責人共同探討醫藥高新區的發展目標，為打造「中國第一、世界有名」的中國醫藥城群策群力，聚才聚力。瑞科生物作為扎根泰州市醫藥高新區的企業，將成為推動「兩高」創新突破、跨越發展的生力軍，在高新高港區融合的進程中銳意進取、追求卓越，不斷取得新突破、創造新業績。

On December 28, 2021, as a well-known entrepreneur in Taizhou, Mr. Liu Yong, Chairman and General Manager of Recbio, was engaged as one of the first batch of expert consultants in economic development under Taizhou Pharmaceutical High-Tech Zone CPPCC's three talent pools and one database. At the meeting, he discussed the development objectives of the Pharmaceutical High-Tech Zone with other experts, company representatives and the person in charge of the industrial park, with a view to making concerted efforts to build a pharmaceutical city that is world-renowned and the best in China. As a company rooted in Taizhou Pharmaceutical High-Tech Zone, Recbio will become a new force to promote the innovation, breakthroughs and leapfrog development of the High-Tech Zone and Gaogang District. We will forge ahead, pursue excellence, and make new breakthroughs and business achievements in the integration of the High-Tech Zone and Gaogang District.



活力政協·『三薈』英才同心攜手共促發展」聯誼建言會

Gathering and Advisory meeting of Vibrant CPPCC's Three Talent Pools on Jointly Promoting Development

附錄：香港聯交所 ESG 指引索引

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|---|---|---|
| A. 環境 A. Environmental | | |
| 層面 A1 Aspect A1 | 排放物 Emissions | |
| 一般披露 General Disclosure | 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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. | 排放物削減 Emissions Reduction |
| 關鍵績效指標 A1.1 KPI A1.1 | 排放物種類及相關排放數據。 The types of emissions and respective emissions data. | 排放物削減 Emissions Reduction |
| 關鍵績效指標 A1.2 KPI A1.2 | 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 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). | 資源使用效率 Efficiency in Use of Resources |
| 關鍵績效指標 A1.3 KPI A1.3 | 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | 排放物削減 Emissions Reduction |
| 關鍵績效指標 A1.4 KPI A1.4 | 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | 排放物削減 Emissions Reduction |
| 關鍵績效指標 A1.5 KPI A1.5 | 描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emissions target(s) set and steps taken to achieve them. | 氣候變化應對 排放物削減 Addressing Climate Change Emissions Reduction |
| 關鍵績效指標 A1.6 KPI A1.6 | 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. | 氣候變化應對 排放物削減 Addressing Climate Change Emissions Reduction |

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|---|--|---|
| 層面 A2 Aspect A2 | 資源使用 Use of Resources | |
| 一般披露 General Disclosure | 有效使用資源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials. 資源可用於生產、儲存、運輸、樓宇、電子設備等。 Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. | 資源使用效率 Efficiency in Use of Resources |
| 關鍵績效指標 A2.1 KPI A2.1 | 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。 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). | 資源使用效率 Efficiency in Use of Resources |
| 關鍵績效指標 A2.2 KPI A2.2 | 總耗水量及密度(如以每產量單位、每項設施計算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility). | 資源使用效率 Efficiency in Use of Resources |
| 關鍵績效指標 A2.3 KPI A2.3 | 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them. | 氣候變化應對 資源使用效率 Addressing Climate Change Efficiency in Use of Resources |
| 關鍵績效指標 A2.4 KPI A2.4 | 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 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. | 氣候變化應對 資源使用效率 Addressing Climate Change Efficiency in Use of Resources |
| 關鍵績效指標 A2.5 KPI A2.5 | 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. | 資源使用效率 Efficiency in Use of Resources |
| 層面 A3 Aspect A3 | 環境及天然資源 The Environment and Natural Resources | |
| 一般披露 General Disclosure | 減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources. | 守護地球的踐行者 Guardian of the Earth |
| 關鍵績效指標 A3.1 KPI A3.1 | 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. | 守護地球的踐行者 Guardian of the Earth |

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|---|---|--|
| 層面 A4 Aspect A4 | 氣候變化 Climate Change | |
| 一般披露 General Disclosure | 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. | 氣候變化應對 Addressing Climate Change |
| 關鍵績效指標 A4.1 KPI A4.1 | 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. | 氣候變化應對 Addressing Climate Change |
| 層面 B1 Aspect B1 | 僱傭 Employment | |
| 一般披露 General Disclosure | 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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. | 員工權益保障 員工關懷 Protection of Employees' Rights and Interests Employee Care |
| 關鍵績效指標 B1.1 KPI B1.1 | 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type, age group and geographical region. | 員工權益保障 Protection of Employees' Rights and Interests |
| 關鍵績效指標 B1.2 KPI B1.2 | 按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region. | 員工權益保障 Protection of Employees' Rights and Interests |
| 層面 B2 Aspect B2 | 健康與安全 Health and Safety | |
| 一般披露 General Disclosure | 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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. | 職業健康與安全 Occupational Health and Safety |

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|---|---|---|
| 關鍵績效指標B2.1 KPI B2.1 | 過去三年(包括匯報年度)每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. | 職業健康與安全 Occupational Health and Safety |
| 關鍵績效指標B2.2 KPI B2.2 | 因工傷損失工作日數。 Lost days due to work injury. | 職業健康與安全 Occupational Health and Safety |
| 關鍵績效指標B2.3 KPI B2.3 | 描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored. | 職業健康與安全 Occupational Health and Safety |
| 層面B3 Aspect B3 | 發展及培訓 Development and Training | |
| 一般披露 General Disclosure | 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 培訓指職業培訓，可包括由僱主付費的內外部課程。 Training refers to vocational training. It may include internal and external courses paid by the employer. | 員工發展與培訓 Employee Development and Training |
| 關鍵績效指標B3.1 KPI B3.1 | 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management). | 員工發展與培訓 Employee Development and Training |
| 關鍵績效指標B3.2 KPI B3.2 | 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category. | 員工發展與培訓 Employee Development and Training |
| 層面B4 Aspect B4 | 勞工準則 Labour Standards | |
| 一般披露 General Disclosure | 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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. | 員工權益保障 Protection of Employees' Rights and Interests |
| 關鍵績效指標B4.1 KPI B4.1 | 描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour. | 員工權益保障 Protection of Employees' Rights and Interests |

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|---|---|--|
| 關鍵績效指標B4.2 KPI B4.2 | 描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered. | 員工權益保障 Protection of Employees' Rights and Interests |
| 層面B5 Aspect B5 | 供應鏈管理 Supply Chain Management | |
| 一般披露 General Disclosure | 管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain. | 供應商管理 Supplier Management |
| 關鍵績效指標B5.1 KPI B5.1 | 按地區劃分的供應商數目。 Number of suppliers by geographical region. | 供應商管理 Supplier Management |
| 關鍵績效指標B5.2 KPI B5.2 | 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. | 供應商管理 Supplier Management |
| 關鍵績效指標B5.3 KPI B5.3 | 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. | 供應商管理 Supplier Management |
| 關鍵績效指標B5.4 KPI B5.4 | 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. | 供應商管理 Supplier Management |
| 層面B6 Aspect B6 | 產品責任 Product Responsibility | |
| 一般披露 General Disclosure | 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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. | 產品服務質量 患者隱私保護 知識產權保護 Quality of Products and Services Patient Privacy Protection Intellectual Property Protection |

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|---|---|--|
| 關鍵績效指標B6.1 KPI B6.1 | 已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons. | 產品服務質量 Quality of Products and Services |
| 關鍵績效指標B6.2 KPI B6.2 | 接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with. | 產品服務質量 Quality of Products and Services |
| 關鍵績效指標B6.3 KPI B6.3 | 描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights. | 知識產權保護 Intellectual Property Protection |
| 關鍵績效指標B6.4 KPI B6.4 | 描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures. | 產品服務質量 Quality of Products and Services |
| 關鍵績效指標B6.5 KPI B6.5 | 描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored. | 患者隱私保護 Patient Privacy Protection |
| 層面B7 Aspect B7 | 反貪污 Anti-corruption | |
| 一般披露 General Disclosure | 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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. | 合規治理 Compliant Governance |
| 關鍵績效指標B7.1 KPI B7.1 | 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 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. | 合規治理 Compliant Governance |
| 關鍵績效指標B7.2 KPI B7.2 | 描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. | 合規治理 Compliant Governance |
| 關鍵績效指標B7.3 KPI B7.3 | 描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff. | 合規治理 Compliant Governance |

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|---|---|---|
| 層面 B8 Aspect B8 | 社區投資 Community Investment | |
| 一般披露 General Disclosure | 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 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. | 美好社區的建設者 Creator of a Good Community |
| 關鍵績效指標 B8.1 KPI B8.1 | 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). | 美好社區的建設者 Creator of a Good Community |
| 關鍵績效指標 B8.2 KPI B8.2 | 在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus area. | 美好社區的建設者 Creator of a Good Community |

