



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



2022

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

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前言 PREFACE

關於本報告

報告說明

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」）第二年向社會公開發佈的環境、社會及管治（以下簡稱「ESG」）報告，旨在向利益相關方就其關注事項真實反映瑞科生物2022年度在經濟、環境、社會及管治方面的管理舉措和績效。

報告時間

2022年1月1日至2022年12月31日（簡稱「報告期」），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。

ABOUT THIS REPORT

REPORT DESCRIPTION

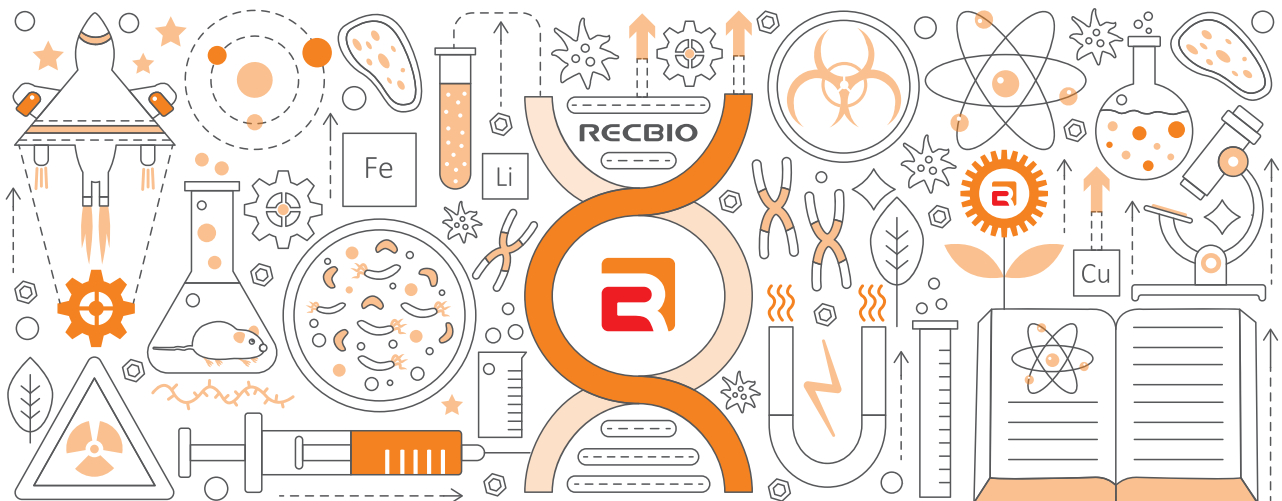
This report is the second Environmental, Social and Governance (“ESG”) Report released to the Public by Jiangsu Recbio Technology Co., Ltd. (“Recbio”, “we”, “us” or the “Company”), which aims to provide stakeholders with Recbio’s management measures and performance in the aspects of economy, environment, society and governance in 2022.

REPORTING PERIOD

This report covers the period from January 1, 2022 to December 31, 2022 (the “Reporting Period”), while 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.



「創製一流疫苗，守護人類健康」

“Protecting human health with best-in-class vaccines”

前言

PREFACE

數據說明

本報告中的財務數據來自2022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2023年3月20日獲董事會審批通過。

DATA DESCRIPTION

The financial data in this report is derived from the 2022 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 on March 20, 2023 upon confirmation by the management.

前言 PREFACE



劉勇博士
瑞科生物董事會主席兼總經理

Dr. LIU Yong
Chairman of the Board and General Manager of Jiangsu
Recbio Technology Co., Ltd.

董事長致辭

尊敬的讀者：

感謝您對瑞科生物在ESG方面的關注，本人謹代表江蘇瑞科生物技術股份有限公司向您致以誠摯的問候！

2022年我們成功於香港聯交所主板上市，成為瑞科生物發展史上的里程碑。展望未來，面對外部環境的不確定性挑戰，全體瑞科人將始終秉承「創製一流疫苗，守護人類健康」的創業初心，牢記疫苗行業的公益性和戰略性屬性，牢牢抓住發展機遇，披荊斬棘，集體奮鬥，用更安全有效的疫苗不斷滿足人民對健康的更高需求，並持續地為股東、客戶、員工和社會創造價值。

合規運營作為公司可持續發展的首要 and 必要條件，已經融入到公司的各項運營活動當中。我們嚴格遵守國家法律法規，不斷完善公司治理架構，努力提高公司治理水平，持續弘揚誠信的企業文化，以高標準的商業道德作為業務開展的準繩，力求為企業實現高質量、可持續發展打好基礎。

CHAIRMAN'S STATEMENT

Dear readers,

Thanks for your attentions on ESG of Jiangsu Recbio Technology Co., Ltd. I, on behalf of the Company, give my sincere regards to you!

In 2022, the Company successfully listed on the Main Board of the Hong Kong Stock Exchange, which marked a milestone in the development of Recbio. Looking ahead, facing the challenges from the uncertain external environment, all the staff of Recbio will uphold, as always, the original aspiration of "protecting human health with best-in-class vaccines" and bear in mind the public welfare and strategic attributes of the vaccine industry. We firmly seize the development opportunities, overcome difficulties and make efforts together to keep meeting the higher health demand from the people with safer and more effective vaccines and to continuously create values for shareholders, clients, employees and society.

Compliance operation, as a primary and essential condition for the Company's sustainable development, has been integrated into operation activities of the Company. We strictly comply with national laws and regulations, continuously improve the Company's governance structure, spare no efforts to improve the Company's governance level, constantly promote the corporate culture of integrity and take high-standard commercial morality as a criterion for operation. Thusly, we strive to lay a solid foundation for our high-quality and sustainable development.

前言 PREFACE

創業十年來，我們堅持做難而正確的事情，建成新型佐劑、蛋白工程和免疫評價三大技術平台，構建了自主產權的重磅品種管線，作為推動企業發展的不竭動力。2022年，工業和信息化部、國家發展和改革委員會等九個部門聯合印發《「十四五」醫藥工業發展規劃》，把自主創新作為推動醫藥工業高質量發展的核心任務，明確把新型佐劑技術和HPV、疱疹疫苗等品種作為國家產業政策的重點支持方向。

我們堅信，質量是企業的生命線。2022年，我們的質量管理團隊能力得到提高，質量管理體系得到升級，質量意識和質量文化更加深入人心。2022年4月，瑞科生物重組蛋白新冠病毒疫苗ReCOV生產基地獲得由歐盟質量授權人(QP)簽發的符合性聲明。

我們努力承擔和履行環境保護責任。2022年，我們積極響應國家節能減排「雙碳」目標，嚴格監控管理公司運營對周邊環境的影響，建立了氣候變化應急預案，制定了用水效益、能耗效益、廢棄物管理及碳排放四個維度的環境目標，以進一步落實綠色運營理念；同時，我們持續優化資源使用效率，力求在運營過程中做到「少排放，多回收，再利用」，持續改善環保策略和措施，多維度踐行企業環境責任，為環境保護做出貢獻。

Since we started our business ten years ago, we have always been adhering to doing difficult but right things. In particular, we have built three major technical platforms including novel adjuvant, protein engineering and immunological evaluation, and developed a key product pipeline with independent property rights. We deem those as inexhaustible driving forces for our Company's development. In 2022, nine ministries including the Ministry of Industry and Information Technology and National Development and Reform Commission jointly issued the "14th Five-Year" Plan for Pharmaceutical Industry Development, which makes independent innovation the core mission in promoting high-quality development of pharmaceutical industry, and clearly emphasizes novel adjuvant technology and vaccines including HPV and shingles as key directions that should be supported by national industrial policies.

We believe that quality is the lifeline of the Company. In 2022, the ability of our quality management team was improved, our quality management system experienced upgrading, and the quality awareness and culture took a deeper root in the Company. In April 2022, the production facility of recombinant protein COVID-19 vaccine ReCOV received the declaration of conformity issued by the European Union Qualified Person (QP).

We are committed to assuming and fulfilling our responsibilities to protect environment. In 2022, we made positive responses to national "carbon peaking and carbon neutrality" goal of energy conservation and emission reduction, strictly monitored and managed the impact of self operation on surrounding environment, established an emergency plan for climate change and formulated 4 dimensional environmental goals of water utilization efficiency, energy consumption efficiency, waste management and carbon emission to further implement the green operation concept; meanwhile, we continued to optimize the resources utilization efficiency and tried to realize "reduced emission, more recycling and reuse" during the operation, continued to improve the environmental protection strategy and measures, and fulfilled the corporate environmental responsibility in multiple dimensions to make contributions to environmental protection.

前言

PREFACE

人才是企業的最寶貴財富。我們努力做到公司發展與員工成長的和諧統一。2022年，我們積極探索與知名高校聯合培養研究生的合作機制，幫助公司員工實現自身價值提升。我們不忘肩負的社會責任，以企業力量回饋社會。自2021年起，瑞科生物累計向武漢大學和瀋陽藥科大學捐贈超過100萬元「瑞科生物獎學金」，為我國醫藥行業培養高端人才提供切實支持。

十年磨劍，厚積薄發。面對未來新的機遇與挑戰，瑞科生物將堅定長期主義信念，努力實現可持續發展，承擔更多社會責任，和各界夥伴一起共築美好未來！

瑞科生物
董事會主席兼總經理
劉勇

Talents are the most valuable wealth of an enterprise. We endeavor to realize the harmony and synchronization between the development of the company and the growth of employees. In 2022, we actively explored the cooperation mechanism with famous universities to cultivate postgraduate students, to help the Company's employees enhance their own value. We never forget our social responsibility and make our contributions to society. Since 2021, Recbio has cumulatively donated more than RMB1 million as "Recbio Scholarship" to students in Wuhan University and Shenyang Pharmaceutical University, providing real support to cultivate high-end talents for Chinese pharmaceutical industry.

As a Chinese saying goes, it takes 10 years to sharpen a sword. We are taking our patience and persistence to gradually build our strength for a successful future. Facing both new opportunities and challenges ahead, Recbio believes in long-termism, strives to pursue sustainable development and assumes greater social responsibilities to build a great future together with partners from all walks of life!

Jiangsu Recbio Technology Co., Ltd.
Chairman of the Board and General Manager
LIU Yong

董事會聲明

董事會責任

Responsibilities of the Board

日常實施

Daily Implementation

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相關策略、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 our 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，為其提供風險分析和決策支持。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, maintaining good communication with stakeholders, determining material annual ESG issues, and reporting to the Board on a regular basis for providing them with risk analysis and decision support. Each functional department is responsible for implementing various ESG matters and regularly feeding back the progress of ESG work.

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2022年ESG重大性分析結果詳見「ESG管治－重大性議題分析」。

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, 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 Recbio 2022 ESG materiality analysis results, please see “ESG Governance – Materiality Analysis”.

前言 PREFACE

走進瑞科

關於我們

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。我們憑藉強大研發引擎，已建立由10餘款高度差異化疫苗組成的高價值創新型疫苗組合，覆蓋宮頸癌、帶狀疱疹、新冠病毒、肺結核等具有重大負擔的疾病領域。此外，我們的核心產品重組HPV九價疫苗REC603，目前正處於III期臨床試驗階段，有望成為首家上市的國產HPV九價疫苗。

企業榮譽



2022年「金格獎」大中華區卓越上市公司評選之「年度最具投資價值IPO」

— 格隆匯

“Most Valuable IPO of the Year” in the 2022 “Ginger Awards (金格)” - Greater China Outstanding Listed Companies Awards

— Gelonghui



2022年卓越影響力榜單「年度最佳技術創新獎」

— ISIG組委會

“Best Technology Innovation Award of the Year” of 2022 Outstanding Influence List

— ISIG Organizing Committee



2022年港股新股榜單最受券商歡迎新股

— 沙利文捷利(深圳)雲科技有限公司

Most Popular IPO by Brokers of 2022 HK IPO List

— Sullivan Jelly (Shenzhen) Cloud Technology Co. Ltd.

ABOUT RECBIO

ABOUT US

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 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, tuberculosis and other serious diseases with significant burden. In addition, our core product, the recombinant HPV 9-valent vaccine REC603, is currently in Phase III clinical trials and is expected to become the first domestic HPV 9-valent vaccine to be marketed.

CORPORATE HONORS

前言

PREFACE

文化價值觀 CULTURAL VALUES



企業使命
Corporate
Mission

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



企業願景
Corporate
Vision

通過持續優化管理，全面提升人才、技術、產品、市場和資本要素競爭力，推動研發驅動的全價值創造循環，成為受人尊敬的國際一流的人類健康守護者。

With continuous efforts in optimizing management and sharpening our competitive edge in talents, technologies, products, markets, and capital, we aim to promote a whole-value creation circulation driven by R&D and become a respectable world-class enterprise for protecting human health.

企業價值觀 Corporate Values



價值創造
Value Creation

價值創造是瑞科存在的唯一理由，我們存在的意義就是為社會、客戶、股東、員工持續創造價值。質量是價值創造的前提，創新是價值創造的源泉。

Value creation is the only reason that Recbio exists. Our value lies in keeping creating value for society, customers, shareholders and employees. Quality is the premise of value creation, and innovation is the source of value creation.



集體奮鬥
Collective
Striving

集體奮鬥是價值創造的根本路徑，將組織內的每個部門、每個員工集成一個相互協同、高效運作的整體。

Collective striving is the fundamental manner to value creation, with which we integrate each department and each employee into a coordinated and efficient organization.



敬業專業
Dedication and
Professionalism

敬業專業是瑞科人的精神特質。敬業是敬畏流程，是利他擔當。專業是立身之本，是持續創新的基石，是價值創造的保障。

Dedication and professionalism are our spiritual characteristics. Dedication is to respect the process and to help others. Professionalism is the foundation of one's career, the cornerstone of continuous innovation, and the guarantee of value creation.



包容進步
Inclusiveness and
Progress

包容進步是瑞科的人才觀。我們包容每一個創造價值的個體，包容多樣性和多元文化。包容的目的是進步，是持續改進、追求卓越，是信任和尊重的基礎。

Inclusiveness and progress are the talent concept adopted by Recbio. We accommodate every individual who creates value, diversity and multiculturalism. The purpose of inclusiveness is making progress, continuous improvement, and pursuit of excellence, and is also the foundation of trust and respect.

前言

PREFACE

瑞科大事記

MILESTONES



- 北京安百勝生物科技有限公司(公司首家運營實體)成立
- Beijing ABZYMO Biosciences Co., Ltd., the Company's first operating entity, was established



- 於泰州中國醫藥城疫苗工程中心成立並開始運營
- 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 was established and commenced operation in the Vaccine Engineering Center of China Medical City in Taizhou
- The Company and Beijing ABZYMO entered into the Cooperation Agreement on HPV Preventive Vaccine (Recombinant H. Polymorpha)



- 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



- 就重組二價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)



- 就重組二價HPV6/11型疫苗(漢遜酵母)取得臨床試驗批准
- 就重組九價HPV疫苗(漢遜酵母)取得臨床試驗批准
- We obtained clinical trial approval for recombinant bivalent HPV-6/11 vaccine (H. polymorpha)
- We obtained clinical trial approval for recombinant HPV 9-valent vaccine (H. polymorpha)

前言 PREFACE

2019

- 啟動重組九價HPV疫苗(漢遜酵母)I期臨床試驗
- 完成A輪融資
- We initiated phase I clinical trial for recombinant HPV 9-valent vaccine (H. polymorpha)
- We completed Series A financing

2020

- 開始瑞科生物HPV疫苗產業化項目生產設施建設
- 完成B輪融資
- 完成重組二價HPV16/18型疫苗(漢遜酵母)I期臨床試驗
- 完成重組九價HPV疫苗(漢遜酵母)I期臨床試驗
- 開始新冠病毒疫苗產業化項目
- We commenced construction of Recbio HPV vaccine industrialization project manufacturing facilities
- We completed Series B financing
- We completed phase I clinical trial for recombinant bivalent HPV-16/18 vaccine (H. polymorpha)
- We completed phase I clinical trial for recombinant HPV 9-valent vaccine (H. polymorpha)
- We commenced COVID-19 vaccine industrialization project

2021

- 完成B+輪融資及C輪融資
- 啟動重組九價HPV疫苗(漢遜酵母)III期臨床試驗
- 就重組新冠病毒疫苗於新西蘭啟動I期臨床試驗
- 獲江蘇省藥監局簽發新冠疫苗《藥品生產許可證》
- We completed Series B+ financing and Series C financing
- We initiated phase III clinical trial for recombinant HPV 9-valent vaccine (H. polymorpha)
- We initiated phase I clinical trial for recombinant COVID-19 vaccines in New Zealand
- We received the *Drug Manufacturing License* for COVID-19 Vaccine from Jiangsu Provincial Drug Administration

2022

- 成功於香港聯交所主板上市，股票代碼：02179.HK
- ReCOV泰州生產基地順利通過歐盟QP審計
- ReCOV國際多中心III期臨床完成首批受試者入組
- We successfully listed on the Main Board of the Hong Kong Stock Exchange, Stock Code: 02179. HK
- ReCOV Taizhou manufacturing facility successfully passed EU QP audit
- ReCov international multicenter phase III clinical completed the first batch of subjects enrolled

ESG 管治 ESG GOVERNANCE

ESG 管治 ESG GOVERNANCE

瑞科生物堅信良好穩健的ESG管治是推動公司可持續發展的重要支撐。我們在工作中確保將可持續發展理念融入企業文化和業務運營中，更加便捷、高效地管理公司環境、社會和管治等方面的風險，從而提高公司管治水平，實現高質量發展。

Recbio firmly believes that good and sound ESG governance is an important support to promote sustainable development of the Company. In our operation, we ensure that the concept of sustainable development is integrated into our corporate culture and business operation, and make our environmental, social and governance risk management easier and more efficient to improve our corporate governance and achieve high-quality development.



ESG 管治

ESG GOVERNANCE

ESG 管治體系

我們積極承擔和履行社會責任，通過建立穩健完善的ESG管治體系，不斷提升成為更負責任的國際一流疫苗企業，攜手各方共建更具韌性的可持續發展未來。

ESG 管治架構

瑞科生物已成立三級ESG管治架構，由董事會作為最高管理機構，ESG工作小組進行風險評估和議題分析，並引領各職能部門ESG工作的進行。自上而下地實現公司可持續發展目標，將ESG理念全方位融入工作中，全面提升公司可持續發展建設。

ESG GOVERNANCE SYSTEM

We actively undertake and fulfill our social responsibilities. By virtue of establishing a robust and sound ESG governance system, we make constant improvement to become a more responsible world-class vaccine enterprise. Joining hands with various parties, we are building a more resilient and sustainable future.

ESG GOVERNANCE STRUCTURE

Recbio has established a three-tier ESG governance structure, with the Board of Directors as the highest management body, and the ESG Working Group conducting risk assessment and issue analysis and leading the ESG work of each functional department. The Company implements sustainable development goals from the top-down level, and integrates ESG concepts into the work in all aspects to comprehensively enhance the Company's sustainable development construction.

ESG 管治

ESG GOVERNANCE

報告期內，瑞科生物的ESG管治架構及工作職責如下：

During the Reporting Period, Recbio's ESG governance structure and relevant duty division are as follows:



ESG 管治

ESG GOVERNANCE

利益相關方溝通

瑞科生物結合自身ESG發展情況與行業背景，識別出重要的利益相關方，包括公司股東或投資者、員工、政府與監管機構、消費者、社區以及供應商等。我們重視傾聽利益相關方的訴求，保持常態化溝通，充分了解他們的關注點，不斷優化ESG管理水平。

COMMUNICATION WITH STAKEHOLDERS

Based on our ESG development and industry background, Recbio identifies important stakeholders, including the Company's shareholders or investors, employees, government and regulatory agencies, consumers, communities, and suppliers. We attach importance to the appeals of stakeholders, maintain regular communication, and fully understand their concerns to constantly optimize ESG management.

主要利益相關方 Key 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 產品研發與創新 信息安全 負責任營銷 產品質量與安全 企業治理 行業發展與共贏 Anti-corruption and business ethics Product R&D and innovation Information security Responsible marketing Product quality and safety Corporate governance Industry development and win-win	企業公告 股東大會 投資者調研 路演及反路演 股東熱線 投資者關係郵箱 實地考察 官網 企業微信公眾號 Corporate announcement General meeting Investor survey Roadshow and reverse roadshow Shareholder hotline Investor relations email On-the-spot inspection Official website Enterprise WeChat public account
員工 Employees	員工培訓與發展 員工健康與安全 員工福利與關懷 員工權益保護 內部溝通渠道 Employee training and development Employee health and safety Employee welfare and care Employee rights protection Internal communication channels	員工培訓和績效評估 員工代表大會和工會委員會 員工大會、座談會 員工投訴和舉報郵箱 企業微信公眾號 Staff training and performance evaluation Employee congress and trade union committee Staff meeting, symposium Employee complaint and report email Enterprise WeChat public account

ESG 管治

ESG GOVERNANCE

主要利益相關方 Key stakeholders	主要關注議題 Major issues of concern	溝通響應方式 Channels for communication and response
政府與監管機構 Government and Supervisory Institutions	產品質量與安全 信息安全與隱私保護 社區貢獻 商業道德與反貪腐 合規經營 環境管理 氣候變化 能源管理 水資源管理 Product quality and safety Information security and data privacy Community contribution Business ethics and anti-corruption Compliance operation Environmental management Climate Change Energy management Water resource management	政策建議、宣講會、座談會 監管考察 答覆問詢 Policy recommendations, lectures, symposiums Supervision and inspection Answer and inquiry
消費者 Consumers	產品質量與安全 信息安全與隱私保護 優質服務 Product quality and safety Information security and data privacy Excellent service	藥品不良事件反饋 客服熱線 客戶滿意度調查 投訴渠道 Feedback of adverse drug event Customer service hotline Customer satisfaction survey Complaint channel
社區 Community	社區公益 環境保護 Community-based charity Environmental protection	企業微信公眾號 社區公益活動 環保志願活動 Enterprise WeChat public account Community-based charity activities Environmental protection activities
供應商 Suppliers	供應鏈管理 研發與創新 知識產權 環境管理 信息安全 反貪腐與商業道德 行業發展與共贏 Supply chain management R&D and innovation Intellectual property rights Environmental management Information security Anti-corruption and business ethics Industry development and win-win	行業交流活動 供應商行為準則 供應商環境評估 供應商網站平台 供應商日常溝通 績效評估 現場指導和檢查 Industry-wide exchange activities Code of conduct of suppliers Environmental assessment for suppliers Website platform of suppliers Daily communication with suppliers Performance evaluation On-site guidance and inspection

ESG 管治

ESG GOVERNANCE

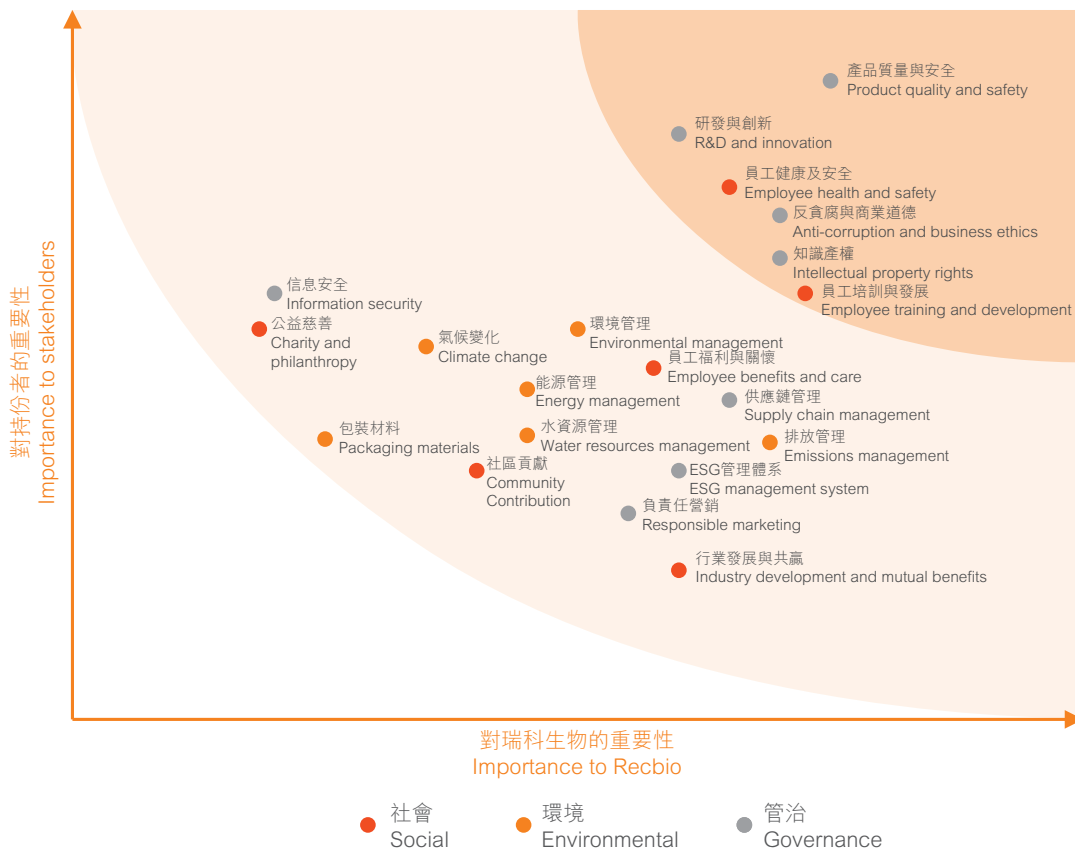
重大性議題分析

報告期內，我們基於與利益相關方的密切溝通，結合行業趨勢和市場研究等內部分析，覆蓋各利益相關方，最終確認了6個議題具有顯著重大性，予以重點披露。

ANALYSIS OF MATERIAL ISSUES

During the Reporting Period, we performed an internal analysis covering all stakeholders based on close communication with stakeholders as well as industry trends and market research, and finally identified six material issues, which were detailed in the report.

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



聯合國可持續發展目標 的響應

瑞科生物致力於把聯合國可持續發展目標 (SDGs) 與我們的業務發展相結合，主動響應並結合已識別出的重大性議題從多維度支持SDGs。

RESPONSE TO SDGs

Recbio is committed to integrating SDGs into our business development, and takes active response to support it based on identified material issues.

聯合國可持續發展目標 SDGs

瑞科響應 Recbio's response



- 秉承「創製一流疫苗，守護人類健康」的宗旨，着力於改善人類健康
- 嚴格落實職業病危害防治責任制，保障員工職業健康
- Upholding the principle of “protecting human health with best-in-class vaccines”, we strive to improve human health
- Strictly implement the responsibility system for prevention and control of occupational hazards to ensure employees' occupational health



- 積極開展人才培養計劃，助力員工提升能力和職業價值
- 積極開展校企合作，為發展和培養人才提供支撐
- Actively implement the talent training plan to help our employees improve their capabilities and career value
- Actively carry out school-enterprise cooperation to provide support for development and cultivation of talents



- 堅持男女員工同工同酬，推進性別平等
- 為女性員工提供哺乳假
- Ensure that male and female staff receive the same remuneration with the same job duties to enhance gender equality
- Offer breastfeeding leave to female employees



- 建立優化水資源管理體系，提高水資源利用率
- 設置廢水處理系統，嚴格把控廢水排放的合規性
- Refine our water resources management system and improve our efficient use of water resources
- Install the wastewater discharge system and strictly control the compliance of the discharge of wastewater

ESG 管治

ESG GOVERNANCE

聯合國可持續發展目標 SDGs

瑞科響應 Recbio's response



AFFORDABLE AND CLEAN ENERGY

- 採取節能減排措施，將低碳節能理念融入運營和產品研發生產的全生命週期
- Adopt measures of energy conservation and emissions reduction and integrate the concept of low-carbon and energy conservation into the Company's operation and the whole life cycle of product R&D and production



DECENT WORK AND ECONOMIC GROWTH

- 建立了規範化的人才庫，竭力為企業員工創造平等、公平、優質的工作機會
- 零容忍僱用童工、強制勞工行為，堅決杜絕違法違規招聘行為發生
- Establish a standard talent pool and strive to create equal, fair and good opportunities for our employees
- Maintain zero tolerance for the employment of child labour and forced labour, and firmly prevent illegal and non-compliant recruitment.



INDUSTRY, INNOVATION AND INFRASTRUCTURE

- 搭建先進技術平台，構建了由多款具有自主知識產權疫苗組成的產品管線
- Set up advanced technology platforms and a product pipeline consisting of multiple vaccines with self-developed intellectual property



REDUCED INEQUALITIES

- 嚴格遵守法律法規，為企業員工創造平等、公平、優質的工作機會
- 公司搭建多元、平等的職場環境，倡導去性別化，提升職業發展機遇的多樣性
- Strictly comply with laws and regulations, and provide equal, fair and good opportunities for our employees
- Create diversified and equal occupational environment, and promote gender-neutral working culture, improving the diversity of career development opportunity



SUSTAINABLE CITIES AND COMMUNITIES

- 舉辦愛心義賣活動，籌集善款並捐至泰州紅十字會
- 積極參與行業交流，推動行業發展
- Hold charity sale and raise money for Taizhou Red Cross
- Actively participate in industry-wide exchange activities to advance the industry development



RESPONSIBLE CONSUMPTION AND PRODUCTION

- 建立明確的質量目標，全方位保障產品及服務質量始終符合最高標準及要求
- 成立質量管理委員會，嚴格落實質量管理程序和流程標準操作規範以提高質量管理效率
- Set clear quality targets, so as to ensure that the quality of products and services always meets the highest standards and requirements
- Set up the Quality Management Commission and strictly implement quality management procedures and standard operating procedures to enhance quality management efficiency

ESG 管治

ESG GOVERNANCE

聯合國可持續發展目標 SDGs



CLIMATE ACTION

瑞科響應 Recbio's response

- 建立氣候變化應急預案，通過各類氣候風險防控措施保證企業正常運作
- Develop climate change contingency plans and adopt climate change risk management approaches to ensure normal business operations



PEACE, JUSTICE AND STRONG INSTITUTIONS

- 提升自身反貪腐和商業道德合規管理，強化供應商廉潔和反腐宣貫
- 優化公司治理制度，提升公司治理水平，提高可持續發展效率
- Improve our own anti-corruption and business ethics compliance management and enhance integrity and anti-corruption awareness among suppliers
- Improve the corporate governance policy and corporate governance to boost the sustainable development efficiency



PARTNERSHIPS FOR THE GOALS

- 建立可靠和負責任的供應鏈，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
- Establish a reliable and responsible supply chain, further strengthen the management of supplier's ethical business practices, so as to lead to a fair and honest supply chain and fewer procurement risk

建立可持續企業 BUILDING A SUSTAINABLE ENTERPRISE

BUILDING A SUSTAINABLE ENTERPRISE 建立可持續企業

瑞科生物高度重視依法合規經營，注重自身業務與經濟、社會、環境的和諧發展。我們不斷完善公司治理架構，建立全面的風險管理體系，營造誠信的企業文化，將可持續發展理念融入到公司的各項運營當中。

Recbio prioritizes its law-based compliant operation, and focuses on the harmonious development between our business and economy, society and environment. We continue to improve the corporate governance structure, establish a comprehensive risk management system, create honest corporate culture, and integrate the principle of sustainable development into all operations of the Company.

建立可持續企業
BUILDING A SUSTAINABLE ENTERPRISE

16 和平、正義與
強大機構



PEACE, JUSTICE
AND STRONG
INSTITUTIONS



建立可持續企業

BUILDING A SUSTAINABLE ENTERPRISE

公司治理

瑞科生物遵守《中華人民共和國公司法》《中華人民共和國刑法》等法律法規，遵循相互制衡、權責明確、規範高效的原則建立了由股東大會、董事會、監事會、管理層組成的法人治理結構，不斷提升企業治理水平。為提高決策效率和專業性，董事會下設了審計委員會、薪酬與考核委員會、提名委員會等三個專業委員會。

報告期內，「三會一層」運作規範，相互協調，相互制衡，推動公司穩健發展。

CORPORATE GOVERNANCE

In compliance with laws and regulations including *Company Law of the People's Republic of China* and the *Criminal Law of the People's Republic of China*, Recbio has established a legal person governance structure consisting of the general meeting, the Board of Directors, the Supervisory Committee and the management in accordance with principles of mutual checks, clearly defined powers and responsibilities, and standardization and high efficiency, continuing to enhance its corporate governance. To improve its decision efficiency and professionalism, the Board has established three committees, namely, the Audit Committee, the Remuneration and Appraisal Committee, and the Nomination Committee.

During the Reporting Period, the standardized operation, coordination, mutual checks, mutual checks among the above three committees and the management contributed to the steady development of the Company.

建立可持續企業

BUILDING A SUSTAINABLE ENTERPRISE

合規經營

瑞科生物始終將合規運營作為公司可持續發展的基本要求。報告期內，為了提升公司對合規事項的工作效率，我們設立了證券與合規中心，下設法務部、內審內控部等相關部門，證券與合規中心統籌負責監督所有合規問題，助力推進合規制度建設、完善公司合規體系，提升公司管理水平，持續打造充滿合規文化的工作氛圍。

為了提高董事、監事和高級管理人員合法合規的持股意識，保障公司運作規範及信息披露合規，報告期內，我們開展了以下相關培訓：

COMPLIANT OPERATION

Recbio regards it a basis for the sustainable development of the Company to conduct compliant operation. During the Reporting Period, for higher corporate efficiency on compliance matters, we set up the Securities and Compliance Center, including the Legal Department, Internal Audit and Internal Control Department and other related departments. This center is responsible for overseeing all compliance issues, helping advance the development of compliance system, and improve the compliance system and management of the Company, so as to create an office environment featuring compliance culture.

In order to raise the awareness of directors, supervisors and senior management members on legal and compliant shareholding, and to ensure standard operation and compliant information disclosure of the Company, we conducted relevant training during the Reporting Period as set out as follow:

2022年4月20日，開展了「董監高持股變動相關法規」專題培訓，該培訓以相關法規為切入點，通過對典型案例進行分析講解，讓董監高了解內幕交易及禁售期等持股規定

On April 20, 2022, we conducted a special training on “Changes in Regulations Related to Shareholding of Directors, Supervisors and Senior Management”, which began with relevant regulations to analyze and explain typical cases, allowing such personnel to understand the regulations on shareholding such as insider trading and lock-up period

2022年8月25日，開展了「香港上市規則培訓：須予公佈的交易」的專題培訓。通過對五項比率和披露義務等內容的詳細解析，使管理人員深入了解「須予公佈的交易」的類型、披露及審批要求

On August 25, 2022, we conducted a special training on “Training on Hong Kong Listing Rules: Notifiable Transactions”. Detailed analysis of the five ratios and disclosure obligations provides additional insight to management personnel as to types of “Notifiable Transactions” and requirements for such disclosure and approval transactions, disclosure and approval Requirements

2022年12月28日，開展了「上市規則項下年度報告的注意事項」的專題培訓，為管理人員講解了年度業績公告及年度報告的準備流程等內容，保障公司年度報告披露的規範性

On December 28, 2022, we conducted a special training on “Considerations for Annual Reports under the Listing Rules”, in which the preparation process and other details regarding the annual results announcement and annual reports were explained to management personnel to ensure standard annual report disclosure of the Company

建立可持續企業

BUILDING A SUSTAINABLE ENTERPRISE

商業道德

瑞科生物高度重視反賄賂與反貪腐等相關商業道德的管理工作，始終對不道德的商業行為採取零容忍政策。董事會審議通過《內幕消息知情人管理辦法》《董事、監事及有關僱員證券交易守則》《利益衝突投資交易管理辦法》《關連交易管理辦法》等制度，建立「員工思想防線、公司制度防線、監督舉報防線」三道防線，規範內幕消息、關連交易方面的管理。

反貪腐

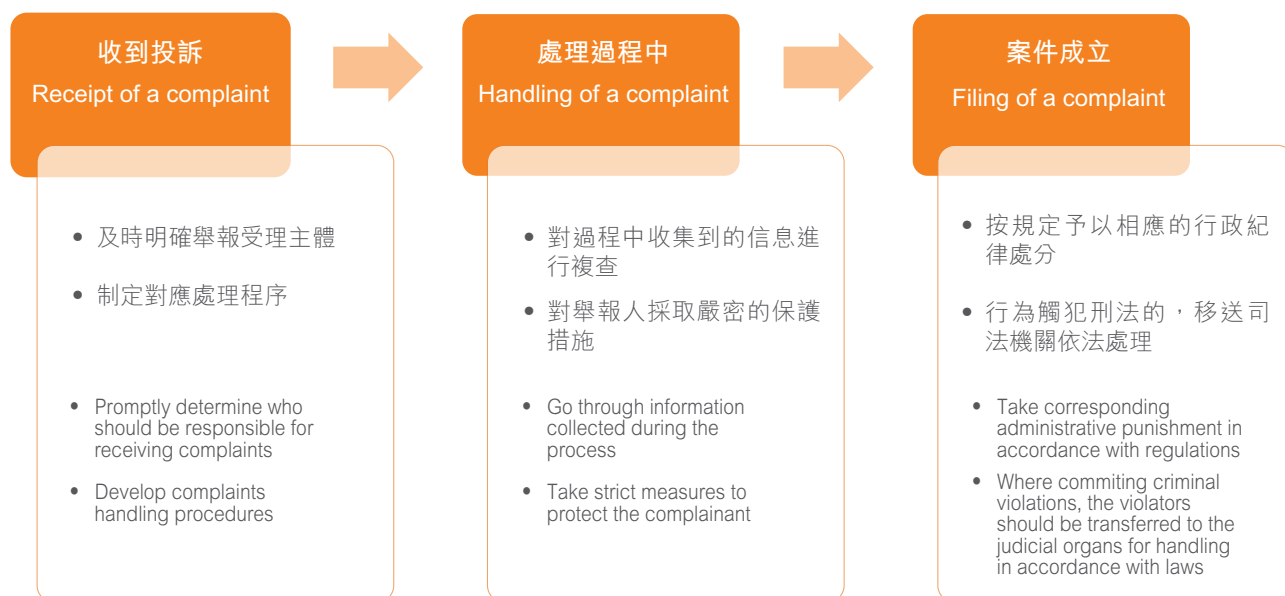
為及時有效地管控商業道德違規風險，公司制定了《反舞弊制度》，明確了員工在日常業務活動中可能涉及的腐敗行為，規範了針對貪污腐敗等違法行為的處理原則與處理流程，明令禁止公司內部人員發生以任何形式利用公司財產或自身職位之便為自己、家人或他人謀取利益等違規行為。報告期內，瑞科生物未發生任何涉及貪污腐敗或不正當競爭的訴訟和案件。

BUSINESS ETHICS

Recbio values the management of business ethics including anti-bribery and anti-corruption and treats unethical business practices with zero tolerance policy. The Board has considered and approved policies such as *Measures for the Administration of Insiders of Inside Information, Code of Conduct for Securities Transactions by Directors, Supervisors and relevant employees, Measures for the Administration of the Investment and Transactions with Conflicts of Interest and Measures for the Administration of Connected Transactions*, and has built three barriers, namely "Employee awareness, corporate policy, supervision and reporting process" to regulate the management of the inside information and connected transactions.

ANTI-CORRUPTION

In order to manage risks in violating business ethics in a timely and effective manner, the Company has established the *Anti-Fraud Policy*, which clearly defines the potential corrupt practices of employees in daily business activities, and regulates the principles and processes in handling corruption and other illegal acts. According to it, corporate insiders are prohibited from taking advantage of corporate property or his/her position to seek benefits for himself/herself, family members or others in any form or committing other violations. During the Reporting Period, Recbio had no litigation or case involving corruption or unfair competition.



建立可持續企業

BUILDING A SUSTAINABLE ENTERPRISE

我們鼓勵員工及利益相關方舉報和投訴企業收受現金、舞弊、採購質次價高的產品等違法違規行為，暢通舉報渠道，發現問題我們會認真盡責處理，營造廉潔的工作環境。

舉報郵箱 fanjy@recbio.cn

舉報熱線 15306821372

公司為築牢防腐思想防線，樹立正確的商業道德價值，定期開展廉潔與反貪腐教育，以防止利益衝突、欺詐、內幕交易等不正當行為的發生。

We encourage employees and stakeholders to report and complain about violations and illegal acts of the Company, such as cash receiving, fraud, and purchases of expensive product with inferior quality. We also make the reporting process smooth, and earnestly address issues identified, so as to create uncorrupted office environment.

Reporting email fanjy@recbio.cn

Reporting hotline 15306821372

To build up anti-corruption awareness and develop correct business ethics value within the Company, we conduct regular education activities regarding integrity and anti-corruption, preventing unfair actions including conflicts of interest, fraud, and insider trading.

瑞科生物開展反貪污培訓

Anti-corruption training of Recbio

2022年12月30日，公司以線上會議的形式開展了關於反腐敗的培訓，各部門負責人及採購全體人員共47人參與，主要講解了常見的職務犯罪概念及刑罰標準，通過詳解法條、以案釋法等通俗易懂的方式讓員工熟悉常見的公司職務犯罪，起到教育警示作用。

On December 30, 2022, the Company carried out training on anti-corruption through video conference, with 47 participants including all department heads and purchase personnel. At the training, common concepts of post-related crimes and punishment threshold were introduced through law article interpretation, interpretation law by case and other plain methods, briefing employees on common post-related crimes as a warning.

風險管理

瑞科生物將風險防控工作與經營管理工作不斷融合，建立並完善了《董事會審計委員會工作細則》《董事會薪酬與考核委員會工作細則》等制度。為了加大風險管控力度，公司成立了審計委員會，專門負責與董事會、高級管理人員及內、外部審計師的及時溝通，優化信息披露及股東溝通政策，避免公司在運營過程中發生重大風險。

RISK MANAGEMENT

Recbio has established and improved the "Working Rules for the Audit Committee of the Board of Directors" and "Working Rules for the Remuneration and Evaluation Committee of the Board of Director" through the integration of the risk prevention and operating management. In order to enhance risk management and control, the Company has set up an audit committee. It is specifically responsible for timely communicating with the Board, senior management and internal and external auditors, and optimizing information disclosure and shareholders' communication policies, so as to avoid the major risks in the course of the Company's operation.

建立可持續企業

BUILDING A SUSTAINABLE ENTERPRISE

報告期內，公司持續優化組織架構、明確部門職責，組建了風險管理三道防線：

During the Reporting Period, the Company continued to optimize the organizational structure and defined the duties of departments, and established three lines of defense for risk management:



風險管理三道防線

Three Lines of Defense of Risk Management:

建立可持續企業

BUILDING A SUSTAINABLE ENTERPRISE

報告期內，各業務和職能部門，持續優化業務流程和管理制度，並做好自查和自糾工作；法務部共審核完成合同4,429份，同時有效支撐了H股上市等融資項目、HPV疫苗產業化基地二期等基建項目、國內外臨床試驗等疫苗研發項目的順利開展；內審內控部開展了多個內控審閱和審計「回頭看」項目，從審計角度督促業務部門持續完善內部控制、做好風險管理工作。三道防線各司其職，共同築牢公司風險管理防火牆。

During the Reporting Period, business and functional department continually optimized business processes and management policies, and conducted self-examination and self-correction work; The Legal Department reviewed a total of 4,429 contracts, and effectively supported the smooth implements of financing projects such as H-share listing, infrastructure projects such as the phase II of HPV vaccine industrialization base and vaccine R&D projects such as domestic and international clinical trials. The Internal Audit and Internal Control Department has carried out a number of internal control reviews and audit "look-back" projects to push the business division to continuously improve internal control and risk management from an audit perspective. Each of the three lines of defense plays its role to build a firm firewall for corporate risk management together.

堅守卓越品質 ADHERING TO EXCELLENT QUALITY

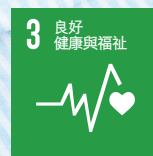
ADHERENT OF COMPLIANT GOVERNANCE

合規治理的奉行者

瑞科生物始終致力於創新研發，遵循嚴格的品控流程，依託可靠的數據安全體系，為客戶提供可靠的產品和服務。同時，以「合作共贏」的態度與供應鏈夥伴共同成長，努力構建更具韌性的可持續供應鏈。

Recbio always focus on the innovative research and development, following a strict quality control process and relying on a reliable data security system to provide customers with reliable products and services. In addition, Recbio strives to build a more resilient and sustainable supply chain by growing together with the supply chain partners with an attitude of "win-win cooperation".

堅守卓越品質
ADHERING TO EXCELLENT QUALITY



GOOD HEALTH AND WELL-BEING



INDUSTRY, INNOVATION AND INFRASTRUCTURE



RESPONSIBLE CONSUMPTION AND PRODUCTION



PARTNERSHIPS FOR THE GOALS

堅守卓越品質

ADHERING TO EXCELLENT QUALITY

產品研發創新

我們秉持「創製一流疫苗，守護人類健康」的使命。在過去十年，瑞科生物已成功搭建多個先進技術平台，包括新型佐劑、蛋白工程、免疫評價等技術平台，涵蓋了從概念到商業製造的整個生物製劑開發範圍。同時，為應對公共衛生需求，公司構建了由多款具有自主知識產權疫苗組成的產品管線。

截至報告期末，已有五種新型佐劑應用於獲FDA批准的人用疫苗，即AS01、AS03、AS04、CpG1018及MF59。通過新型佐劑平台，瑞科生物成為少數幾家能夠開發對標所有獲FDA批准的該等佐劑的公司之一。憑藉該平台，公司無需依賴任何特定佐劑供應商，可獨立研發更加安全有效的創新型疫苗。這為我們的創新打下了良好而堅實的基礎。同時，透過強大的研發能力，公司已建立10餘款高度差異化疫苗組成的創新型疫苗組合，覆蓋宮頸癌、帶狀疱疹、新冠病毒、成人結核病等對患者治療費用具有重大負擔的疾病領域，為國內及國外社會疾病預防做出了更大貢獻。

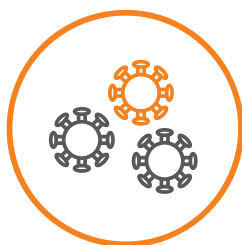
PRODUCT RESEARCH, DEVELOPMENT AND INNOVATION

We uphold the mission of “protecting human health with best-in-class vaccines”. Over the past decade, Recbio has built several advanced technology platforms, including novel adjuvant, protein engineering and immunological evaluation, covering the whole range of bioformulation agent development from concept to commercial manufacturing. Additionally, in response to public health needs, the Company has built a product pipeline consisting of several vaccines with independent intellectual property rights.

As at the end of the Reporting Period, five novel adjuvants have been applied in FDA-approved vaccines for human use, namely AS01, AS03, AS04, CpG1018, and MF59. Through novel adjuvant platform, Recbio has become one of the few companies that is able to develop adjuvant, benchmarking all of these FDA-approved adjuvants. With this platform, the Company does not rely on any particular adjuvant supplier and can independently develop innovative vaccines, which laid a good and solid foundation for our innovation. In addition, 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, adult TB and other diseases field with significant burden on patients’ treatment costs, making greater contributions to the domestic and foreign disease prevention.



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

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ADHERING TO EXCELLENT QUALITY

HPV九價疫苗 REC603

HPV 9-valent vaccine REC603

• 我們致力於通過疫苗消除宮頸癌，以保護更多的生命。截至報告期末，公司重組HPV九價疫苗REC603，目前處於III期臨床試驗階段。報告期內，我們已完成所有受試者招募並進入臨床隨訪。基於嚴謹的試驗設計與樣本量優勢，REC603有望成為首款獲批的國產九價HPV疫苗。

• We are committed to eliminating cervical cancer through vaccines to protect more lives. As of the end of the Reporting Period, our recombinant HPV 9-valent vaccine, REC603, is currently in Phase III clinical trials. During the Reporting Period, we have completed the recruitment of all subjects and entered clinical follow-up. Based on the rigorous trial design and sample size advantage, REC603 is expected to be the first batch of domestic HPV 9-valent vaccines to be approved.

新佐劑新冠病毒疫苗ReCOV

Novel Adjuvant COVID-19 Vaccine ReCOV

• 在新冠病毒疫苗方面，我們不斷探索，以生產出更有效的疫苗對抗疫情。新佐劑新冠病毒疫苗ReCOV是我們研發出的新一代新冠病毒疫苗，採用NTD-RBD-Foldon三聚體蛋白結構，並應用自主開發的BFA03新型佐劑，我們已向國家有關監管部門提交產品上市申請。在與輝瑞mRNA疫苗的頭對頭臨床比對研究中，ReCOV中和抗體產生速度快，呈Th1傾向性細胞免疫，針對當前流行株（BA.5和BF.7等）的中和抗體較輝瑞mRNA疫苗優效。基於BFA03新佐劑與CHO表達系統體系下，公司在第一代疫苗基礎上可快速研發針對變異株的改良型疫苗或新冠與流感等上呼吸道聯合疫苗。

• For COVID-19 Vaccine, we are exploring to produce a more effective vaccine against epidemic. Novel Adjuvant COVID-19 Vaccine ReCOV is a new generation self-developed COVID-19 vaccine that adopted NTD-RBD-Foldon trimer protein structure and applied the novel adjuvant BFA03 self-developed by us, and we have submitted an application for listing to the relevant regulatory authorities in China. In a head-to-head clinical comparative trial with the Pfizer mRNA vaccine, neutralizing antibodies of ReCOV are produced quickly, showing Th1 inclined cellular immunity and superior neutralizing antibody efficacy against current epidemic strains (BA.5 and BF.7, etc.) compared to the Pfizer mRNA vaccine. Based on the novel adjuvant BFA03 and CHO expression system, the Company can rapidly develop the modified vaccine against the variants or the combination vaccine of COVID-19 and influenza upper respiratory tract on the basis of the first-generation vaccine.

重組帶狀疱疹疫苗REC610

Recombinant Shingles vaccine REC610

• 重組帶狀疱疹疫苗REC610是我們搭配自主研發的新型佐劑的又一新款產品。我們發現，根據全球已上市的帶狀疱疹疫苗研究數據，相比減毒活疫苗，新佐劑疫苗能提供更強的細胞免疫和保護效力。因此，我們將重組帶狀疱疹疫苗REC610搭載我們自主研發的新型佐劑BFA01，以促進產生高水平的VZV糖蛋白E(gE)特異性CD4+T細胞和抗體。臨床前研究顯示，REC610具有較好的免疫原性，可誘導產生高水平的gE抗原特異性CD4+T細胞反應和IgG抗體，其免疫反應不劣於對照疫苗Shingrix®。產品已在菲律賓開展臨床研究。

• Recombinant Shingles vaccine REC610 is another new product with a novel adjuvant self-developed by us. Based on the global studies date of the Shingles vaccine on the market, we found that the novel adjuvant vaccine provides stronger cellular immunity and protective efficacy compared to the live attenuated vaccine. Therefore, we produced Recombinant Shingles vaccine REC610 with a novel adjuvant BFA01 self-developed by us to promote the production of high level of VZV glycoprotein E(gE) specific CD4+T cells and antibodies. Preclinical studies have shown that REC610 has good immunogenicity and induces high levels of gE antigen-specific CD4+ T cell responses and IgG antibodies, and its immune response is no worse than the control vaccine Shingrix®. Clinical studies of the products have been started in the Philippines.

另外，我們還有9款處於臨床試驗階段或臨床前研究階段的候選疫苗。未來，公司將持續優化研發管線，加大疫苗新佐劑等前沿新興技術的研發投入，持續不斷推出更加安全有效的創新疫苗以不斷滿足市場的需求。

In addition, we have 9 vaccine candidates in clinical trials or the pre-clinical research. In the future, the Company will continue to optimize its R&D pipeline, increase investment in R&D of leading and emerging technologies, such as vaccine adjuvant, and create more safe and effective innovative vaccines to meet market demands.

堅守卓越品質

ADHERING TO EXCELLENT QUALITY

質量控制管理

瑞科生物承諾為患者提供可靠和有保障的疫苗產品，不斷努力守護人類健康。

我們嚴格遵守《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》等藥品與疫苗質量安全相關的法律法規。同時，公司已制定《批簽發管理流程》《產品發運管理規程》等內部規章制度，以確保質量管理有章可循。

質量管理體系

我們建立了明確的質量目標，以保證全方位保障產品及服務質量始終符合最高標準及要求。

QUALITY CONTROL MANAGEMENT

Recbio promises to provide reliable and guaranteed vaccine products for patients, and strive to protect human health.

We strictly abide by the laws and regulations related to the quality and safety of drugs and vaccines, including *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*. Meanwhile, the Company has formulated internal rules and regulations, such as *Measures for the Administration of Lot Release and Management Procedures for Product Delivery*, to provide regulations for quality management.

QUALITY MANAGEMENT SYSTEM

We have established clear quality objectives to ensure that products and service quality meet the highest standards and requirements.



質量目標 Quality Objectives

持續提高產品質量，確保產品安全有效，保持100%批簽發合格率，不發生重大質量事故和因產品質量引起的群體性不良事件，提高顧客滿意度。

To continuously improve product quality, ensure product safety and effectiveness, maintain a 100% Lot Release, avoid major quality accidents and mass adverse event caused by product quality, and improve customer satisfaction.

提升公司管理水平，持續改進質量體系，以達到WHO PQ標準為目標，在各級監管機構認證檢查／監督檢查中不出現關鍵缺陷。

To promote the Company's management capacities, refine quality system, aim to meet WHO PQ standards and have no critical defects in the validation checking or supervision checking of regulatory agencies at all levels.

持續保持並提升人力資源管理能力、檢定樣品管理能力、驗證管理能力、工程維保管理能力、不良反應和投訴的管理能力、產品生產按計劃完成能力等。

To maintain and enhance human resource management capability, sample test management capability, validation management capability, engineering maintenance management capability, adverse reaction and complaint management capability, and the ability to complete product production as planned.

堅守卓越品質

ADHERING TO EXCELLENT QUALITY

在質量目標的指引下，我們建立了完善的質量管理體系並持續優化質量管理體系。

Under the guidance of quality objectives, we have established a perfect quality management system and constantly optimize the quality management system.



瑞科生物質量管理體系
Recbio Quality Management System

質量管理架構

為提升質量管理水平、提高全員質量意識，實現質量管理工作的標準化與規範化，落實質量問題主體責任，在原有質量管理部門基礎上，我們成立了質量管理委員會。委員會由公司總經理全面負責，主要成員由各模塊分管領導、部門負責人組成。

QUALITY MANAGEMENT STRUCTURE

In order to improve quality management, enhance the quality awareness of staff, realize the standardization and normalization of quality management, and implement the primary responsibility of quality problems, we have established quality management committee based on the original quality management department. The general manager of the Company is fully responsible for the quality management committee, and the main members consist of the sub-leaders and heads of department of each segment.

堅守卓越品質

ADHERING TO EXCELLENT QUALITY



瑞科生物質量管理委員會架構與職責

Structure and Responsibilities of Recbio Quality Management Committee

質量管理程序

為確保和監督質量管理體系的有效運行，實現質量目標，公司建立了一系列質量管理程序。從質量風險管理入手，我們制定了《質量風險管理指南》，明確了質量風險管理的組織架構及職責、基本原則和方針，規範了包括風險識別、分析、評價、控制、溝通、回顧等的質量風險管理流程。在此基礎上，公司層面制定了質量風險管理程序以及糾正和預防措施管理程序，同時各部門層面制定了質量事件報告程序、內部稽查程序等流程標準操作規範(SOP)，以確保各個環節均有正確的操作指引，提高質量管理效率。

QUALITY MANAGEMENT PROCEDURES

The Company has established a series of quality management procedures so as to ensure and supervise the effective operation of the quality management system and achieve the quality objectives. Starting with quality risk management, we have formulated the *Guidance for Quality Risk Management* which clarifies the organizational structure and responsibilities, basic principles and policies of quality risk management, and standardizes the quality risk management procedures including risk identification, analysis, evaluation, control, communication, and review. On this basis, the Company has built the quality risk management procedures and corrective and preventive measures management procedures, while each department has developed the Standard Operating Procedure (SOP), including the quality events reporting procedures and internal auditing procedures to guarantee to furnish a correct operating guidance in each link and improve quality management efficiency.

堅守卓越品質

ADHERING TO EXCELLENT QUALITY

質量風險管理程序

Quality Risk Management Procedures

- 建立質量風險管理程序，對可能影響產品質量的風險因素進行識別、評估和控制，保證最終的產品質量
- 指導公司各部門按照本程序進行質量風險評估從而規避質量事故或藥害事件的發生，保護患者的切身利益
- Establishing quality risk management procedures to identify, evaluate and control risk factors that may affect product quality to ensure the final product quality
- Guiding all departments of the Company to assess quality risk in accordance with this procedure so as to avoid quality accidents or adverse drug events and protect the vital interests of patients

糾正和預防措施管理程序

Corrective and Preventive Measures Management Procedures

- 對主動的持續改進進行管理和控制
- 消除實際或潛在的不合格原因，採取措施，防止類似問題的發生或預防問題的再次發生
- 追蹤糾正預防措施要求以確保糾正預防措施的實施
- 不斷地進行改進，提高企業管理水平
- Managing and Controlling the proactive continuous improvement
- Eliminating actual or potential causes of non-conformity and take measures to prohibit similar problems from occurring and prevent the recurrence of problems
- Tracking the requirement of corrective and preventive action to ensure its implement
- Enhancing enterprise management capacity through continuous improvement

質量事件報告程序

Quality Events Reporting Procedures

- 建立質量事件的報告和管理程序，確保臨床試驗流程合法合規及數據的可靠性和完整性
- 規範臨床試驗中嚴重不良事件上報及對嚴重不良事件進行醫學問詢的操作規程，及時獲取不良事件的準確完整信息以便做好全面評估
- Establishing quality event reporting and management procedures to ensure the legitimacy of clinical trial process and the reliability and integrity of data
- Standardizing the operating procedures for reporting and medical inquiry of adverse events in clinical trial, and timely obtaining accurate and complete information about the adverse events so as to make a comprehensive assessment

內部稽查程序

Internal Auditing Procedures

- 規定了臨床研究參與單位稽查工作的計劃、準備、執行和報告全部流程
- 2022年內部稽查2次，發現問題數量9個，已整改4個，其他按計劃整改中
- Specifying the entire process of planning, preparation, execution and reporting of the audit of clinical research participating units
- In 2022, nine problems were found in the two internal audits and four problems had been rectified. Others are being corrected as planned

瑞科生物質量管理程序
Recbio Quality Management Procedures

堅守卓越品質

ADHERING TO EXCELLENT QUALITY

產品召回

公司制定了《產品召回管理規程》，明確規範產品召回流程以及產品退回的評估與處理，並且根據2022年11月1日實施的《藥品召回管理辦法》對此規程進行了法規符合性的對標。

針對可能出現的產品質量安全問題，公司制定了產品召回預案，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。

公司設有專門的藥物警戒部門落實藥物警戒管理，保障患者安全。對於不合格品，我們制定了《不合格品管理規程》，規範了成品不合格品的管理及處置。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。如果發現不合格品，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。

客戶服務

瑞科生物致力於為世界各地的客戶和合作夥伴提供高質量的服務。憑藉我們的技術專長，以靈活性、效率和質量滿足客戶的需求。此外，我們的全面投訴處理、產品改進以及必要時的召回程序使我們能夠持續改進和優化我們的服務。

我們建立了《客戶投訴管理規程》，其中明確規範了公司產品投訴流程。同時，在產品包裝上明確標示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（包括電話、來函、傳真、來訪等）都需按照公司管理規程嚴格處理。我們設有藥物警戒部門，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反饋給客戶，將所有投訴數據均予以記錄和保存，並進行年度回顧與分析，以避免問題重複發生。報告期間，公司未發生過產品及服務投訴事宜。

PRODUCT RECALL

The Company has formulated *Management Procedures for Product Recalls* to clearly regulate the product recall process and the evaluation and handling of product returns, and conducted regulatory compliance benchmarking in accordance with *Management Procedures for Drug Recalls* implemented on November 1, 2022.

For possible product quality and safety issues, the Company has formulated 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.

The Company has a special pharmacovigilance department to implement pharmacovigilance management so as to assure patient safety. For non-conforming products, we have formulated the *Non-conforming Product Management Procedures* to regulate the management and disposal of finished non-conforming 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.

CUSTOMER SERVICE

Recbio is committed to providing high quality services to our customers and partners around the world. With our technical expertise, we meet the needs of our customers with flexibility, efficiency and quality. In addition, our comprehensive complaint handling, product improvement and, if necessary, recall procedures allow us to continuously improve and optimize our services.

We have developed the *Management Procedures for Customer Complaints* to regulate the Company's product complaint process. At the same time, We clearly indicate the channels (including hotline and email) to file complaints about 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. We have established a pharmacovigilance division to make initial assessment of drug complaints and to conduct investigations on quality complaints and adverse reactions. We will timely inform the complainants of the handling results, record and save all complaint data, and conduct annual reviews and analyses to avoid recurrence of problems. During the Reporting Period, the Company did not receive complaints about its products and services.

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質量文化

瑞科生物高度重視質量文化並不斷提高員工的質量意識。公司已制定年度質量培訓計劃並全面實施培訓政策，我們要求所有員工嚴格遵守質量管理相關法律和內部政策、管理程序並營造全體員工參與產品質量保證的文化氛圍。

報告期間，我們參與外部質量相關培訓15場；在公司內部，質量管理中心面向不同部門員工組織內部質量相關培訓517場次，培訓總課時數高達610小時，參訓總人數約7,900人次。培訓內容涵蓋GMP法律法規、公司體系文件、無菌生產知識、微生物基礎知識等。通過質量培訓，我們持續保證產業化生產的合規性和員工質量意識的提升。

QUALITY CULTURE

Recbio attaches great importance to quality culture and constantly raises the quality awareness of employees. The Company has formulated an annual plan for quality training and fully implemented a training policy, in which we require all employees to strictly comply with laws, internal policies and management procedures related to quality management as well as to create a culture of quality assurance involving all employees.

During the Reporting Period, we participated in 15 external quality-related training sessions. Internally, the Quality Management Center organized 517 internal quality-related training sessions for employees in different departments, with a total of 610 hours of training and about 7,900 participants. The training covered GMP laws and regulations, institutional documents of the Company, aseptic production knowledge, basic microbiology knowledge, etc. Through quality training, we continue to ensure the compliance of industrialized production and the improvement of employees' quality awareness.

參與外部質量相關培訓
Participated in external quality-related training sessions



15 場

組織內部質量相關培訓
Organized internal quality-related training sessions



517 場

培訓總課時數高達
Total training hours



610 小時

參訓總人數
Total number of training participants



7,900 人次

藥品記錄與數據要求培訓

藥品記錄與數據要求是質量管理的重要環節。2022年4月25日，我們針對藥品記錄與數據要求舉行了相關培訓。培訓中介紹了藥品記錄與數據要求（試行）的法規背景，詳細解讀了法規條款，以確保員工理解藥品記錄與數據要求，並確保工作中按照法規執行以保證產品的質量。

DRUG RECORD AND DATA MANAGEMENT TRAINING

Drug record and data management are an important part of quality management. On April 25, 2022, we held a training session on drug record and data management. During the training, we introduced the background of the Drug Record and Data Management (Trial) and interpreted the provisions in detail to ensure that employees understand the drug record and data management and work in accordance with regulations to guarantee the quality of products.



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3C¹認證培訓

2022年12月12日，我們聘請外部講師，進行了3C認證培訓。培訓涵蓋3C管理概述、3C報告中常見問題和分析、3C執行中常見問題和分析，以幫助GMP相關部門員工了解3C認證及如何預防、解決3C執行中遇到的問題。

3C¹ CERTIFICATION TRAINING

On December 12, 2022, we hired an external instructor and conducted 3C certification training. The training covers 3C management overview, common problems and analysis in 3C reporting and implement to help GMP relevant departments employees understand 3C certification and how to prevent and solve the issues encountered in 3C implementation.



數據隱私保護

瑞科生物高度重視信息安全及客戶隱私保護，嚴格遵循《中華人民共和國消費者權益保護法》《中華人民共和國個人信息保護法》《中華人民共和國數據安全法》《中華人民共和國網絡安全法》等相關法律法規，並在公司內部制定《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製度》，對員工涉及信息安全和隱私保護的行為做出明確要求。

DATA AND PRIVACY PROTECTION

Recbio attaches great importance to information security and customer privacy protection and strictly complies with relevant laws and regulations including the *Consumer Protection Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China* and the *Cyber security Law of the People's Republic of China*. In addition, 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 make specific requirements on employees' conduct related to information security and privacy protection.

¹ 3C: China Compulsory Certification, 中國強制性產品認證制度，也是國家對強制性產品認證使用的統一標誌。作為國家安全認證(CCEE)、進口安全質量許可制度(CCIB)、中國電磁兼容認證(EMC)三合一的「CCC」權威認證。

¹ 3C: China Compulsory Certification, is the unified logo China used for compulsory product certification. It is the authoritative certification of "CCC", with CCEE, CCIB and EMC three-in-one.

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數據安全 Data Security

- 公司研發以及相關人員計算機均部署了數據加密系統，根據崗位以及文件的重要性進行分級保護，加密文件對外發送時，需要提報審批進行解密
- Data encryption system is installed on the computers of our R&D staff and relevant personnel to perform hierarchical protection according to the importance of the position and document. When an encrypted file is sent to external parties, it needs to be submitted for decryption approval.
- 對研發、實驗、生產等重要數據進行定期與特殊備份，並且建立異地備份方案
- Make regular and special backup of important data such as R&D, experimental and manufacturing data, and establish offsite backup schemes.



網絡安全 Cyber security

- 對訪客網絡、一般辦公網絡、生產網絡、實驗室網絡、核心服務器網絡間進行了隔離，確保各網絡間的物理安全性
- The visitor network, general office network, production network, laboratory network, and core server network are isolated to ensure physical security among the networks.
- 2022年，為提升公司網絡對內對外的防護及對抗能力，我們投資逾百萬元，在核心網絡區域以及對外出口端部署了安全防護系統，大大加強整個網絡安全的抗風險性
- In 2022, in order to improve the internal protection and external confrontation capabilities of the Company's networks, we invested more than RMB1 million to deploy security defense systems in the core network area and the external exit end, greatly strengthening the risk resistance of the general network security.

報告期內，公司未發生隱私數據洩露事件。

During the Reporting Period, there was no leakage of privacy data by the Company.

同時，我們設有信息管理部，負責公司信息安全相關制度的建立與落實，並組織開展信息安全相關培訓，培訓內容包含公司信息安全的總體要求、軟件的合規使用要求、賬號密碼管理要求、數據傳輸的要求等，以加強員工信息安全意識，在工作中合規操作避免信息洩露。報告期內，164人次參加了信息安全相關培訓，新員工信息安全培訓覆蓋率為100%，全公司覆蓋率為31%。

In addition, 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 to strengthen employees' awareness of information security and compliance operation at work to avoid information leakage. The training covers the overall requirements of the Company's information security, compliance requirements of software utilization, management requirements of accounts and passwords, data transmission requirements, etc. During the Reporting Period, training on information security achieved 164 attendances, with a coverage rate of 100% among new employees and a coverage rate of 31% across the whole Company.

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藥物研發倫理

瑞科生物對實驗動物實行科學、合理、人道的管理和治療，並在實驗中遵循最高的福利標準。

我們遵守《實驗動物環境及設施》《實驗室生物安全通用要求》《中華人民共和國生物安全法》等法律法規及強制性國家標準，並且成立了實驗動物管理委員會、福利倫理委員會，根據國家、省、行業實驗動物管理政策法規、質量標準制定了《動物實驗室管理程序》《動物實驗室屏障環境監控管理程序》《實驗動物生物安全應急預案及防控措施管理程序》《實驗動物福利管理程序》等15項內部管理程序，以確保動物實驗的科學、合規管理。並且我們已獲得實驗動物實驗使用許可證。

公司的實驗動物管理委員會、福利倫理委員會為確保內部管理規定的貫徹落實，承擔以下責任：

統籌規劃、統一佈局實驗動物設施建設；審定實驗動物設備採購計劃，指導動物實驗條件平台共享；

Carry out overall planning and integrated arrangement for the facilities construction for experimental animals; review and validate the equipment procurement plan for experimental animals, and guide the sharing of conditions for animal experiments on the platform;

根據最新的動物福利相關規程，至少每半年審核一次實驗動物人性化使用與管理的程序；至少每半年檢查一次實驗動物設施；

Review the procedures for the humane utilization and management of experimental animals at least once every six months according to the latest animal welfare regulations; inspect experimental animal facilities at least once every six months;

審核和調查實驗動物福利問題，確保動物的生活條件，使其能得到與動物種屬相應的健康和舒適度；

Review and investigate the issues of experimental animal welfare to guarantee the living conditions of animals and their health and comfort in line with the characteristics of their species;

負責關於實驗動物管理、設施管理、人員培訓或者福利問題的書面建議和報告；組織動物福利的相關理論和操作技能的培訓；

Take responsibility for preparing written suggestions and reports on experimental animal management, facilities management, personnel training or welfare issues; organize training on theories and operating skill related to animal welfare;

ETHICS IN DRUG RESEARCH AND DEVELOPMENT

Recbio implements scientific, reasonable and humane management and treatment towards experimental animals, and follows the highest welfare standards in experiments.

We abide by the *Laboratory Animal – Requirements of Environment and Housing Facilities*, *Laboratory – General Requirements for Biosafety*, the *Biosafety Law of the People's Republic of China* and other laws and regulations as well as mandatory national standards, and have set up the Experimental Animal Management Committee and Welfare and Ethics Committee. To ensure the scientific and compliant management of animal experiments, we have established 15 internal management procedures including the *Management Procedures for Animal Laboratories*, the *Management procedures for the Monitoring of Animal Laboratory Barrier Environment*, the *Management Procedures for Emergency Plan and Prevention and Control Measures for the Biosafety of Experimental Animal* as well as the *Management Procedures for Experimental Animal Welfare* in accordance with national, provincial and industrial policies, regulations and quality standards regarding the management of experimental animals. And we have obtained a license for the experimental use of experimental animals.

To ensure the implementation of internal management requirements, our Experimental Animal Management Committee and Welfare and Ethics Committee assume the following responsibilities:

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審核、評估、批准和暫停動物實驗，有權停止任何使用動物的程序，例如暫停與動物實驗設計內容不符的動物實驗；

Review, evaluate, approve and suspend animal experiments, and have the right to stop any procedure using animals, such as suspending animal experiments that are inconsistent with the experimental design;

負責建立有效機制鼓勵舉報動物管理和使用中出現的問題並進行調查評估。

Assume responsibility for establishing an effective mechanism to encourage reporting of problems arising from animal management and utilization, and for conducting investigation and evaluation.

在《實驗動物福利管理程序》指導下，我們盡可能地提升實驗動物的福利。例如：小鼠飼養，我們採用5隻／籠的方式，既保障了群居的方式，也保證了足夠的空間。同時，我們會選擇有墊料的IVC籠盒以保持隔離環境，並在籠盒內給動物提供管狀物，以豐富其飼養環境，並有利於動物保持愉快的心情和打磨牙齒。飼養間內的動物照明燈的晝夜明暗交替時間為12/12小時，盡量模仿動物的自然生存環境，確保實驗動物也能夠按照自然規律生活。

Under the guidance of the *Management Procedures for Experimental Animal Welfare*, we endeavor to promote the welfare of experimental animals whenever possible. For example, we rear 5 mice in each cage, which guarantees both a group living style and enough living space. In addition, we choose individually ventilated cages (IVC) with bedding to maintain an insulated environment. Also, we provide animals with tubes in their cages to enrich the feeding environment and help them maintain a good mood and polish their teeth. The lights for animals in feeding rooms alternate between light (day) and darkness (night) every 12 hours to imitate the natural living environment of animals, thereby ensuring that experimental animals can live according to natural laws.

知識產權保護

知識產權是人類智力勞動成果的專有權利，它築起創新之巢，為新發展格局保駕護航；它凝聚創新雨露，鼓勵研發核心技術。我們十分注重知識產權保護，建立知識產權保護相關制度，並實施知識產權保護相關措施。

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。

INTELLECTUAL PROPERTY PROTECTION

Intellectual property is the exclusive right of the fruits of human intellectual labor, which lays the foundation of innovation and promotes the new development pattern; it gathers the power of innovation and encourages the core R&D technologies. We attach great importance to intellectual property protection, and therefore establish a system and implement measures related 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 the management, protection and application of intellectual property rights.

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報告期內，我們在研發、合作的過程中所做的主要知識產權保護工作如下：

During the Reporting Period, the main intellectual property protection work we did in the process of research, development and cooperation is as follows:

- 完成新型佐劑原料脂質項目相關技術的合作開發合同的制定和合規文件簽署；
- complete the formulation of cooperative development contracts for technologies related to novel adjuvant raw material lipid projects and signing of compliance documents;
- 完成HPV二價、九價疫苗在不同國家或地區的專利侵權分析等，為HPV疫苗的上市排除侵權隱患；
- complete patent infringement analysis of HPV bivalent and 9-valent vaccines in different countries or regions to eliminate potential infringement risks for the marketing of HPV vaccines;
- 完成與研發重點技術路線相關的專利檢索、競品專利保護情況及競爭公司專利佈局情況分析報告；
- complete patent searches related to key technology lines of R&D, patent protection of competing products and analysis reports on patent layout of competing companies;
- 配合REC604a、REC610和REC611項目的IND²申報，完成科技查新工作。
- Cooperate with the IND² filing of REC604a, REC610 and REC611 to complete the scientific and technological novelty search.

報告期內，瑞科生物提交發明專利申請共計43件，包括1件PCT³申請，均獲國家知識產權局專利局受理。1件涉及<重組人乳頭瘤病毒疫苗－漢遜酵母>的外觀設計專利已獲授權，從產品、方法、用途這三個方面，較為全面地輻射到了公司的12個項目，並加大了對REC611等重點項目的IP保護。另提交與公司核心產品相關的國內商標註冊申請共計4件，均已獲商標註冊證，為樹立公司品牌形象、打造品牌效應、提高產品知名度，起到了很好的作用。

During the Reporting Period, Recbio filed a total of 43 invention patent applications, including one PCT³ application, which were all accepted by China National Intellectual Property Administration. One external appearance design patent involving <Recombinant HPV Vaccine – hansenula> was granted, which comprehensively covered 12 projects of the Company in three aspects of product, method and use, and strengthened the IP protection for key projects such as REC611. In addition, a total of 4 domestic trademark registration applications related to our core products we submitted had been granted trademark registration certificates, which had played an important role in establishing the Company's brand image, creating brand effect and improving product awareness.

供應商管理

瑞科生物高度關注供應鏈的穩定性，嚴格規範供應鏈管理體系，加強與供應商的緊密合作，旨在保障我們的產品質量，為用戶提供更好的產品和服務。

SUPPLIER MANAGEMENT

Recbio pays great attention to the stability of our supply chain, stringently standardizes the supply chain management system and strengthens close cooperation with our suppliers, aiming at safeguarding the quality of our products and providing users with better products and services.

² IND: Investigational new drug, 一般是指尚未經過上市審批，正在進行各階段臨床試驗的新藥。IND申請，即新藥研究申請，目的在於向藥監部門提供數據證明藥物具備開展臨床試驗的安全性和合理性，獲准後方可開展臨床試驗。

² IND: Investigational new drug, generally refers to a new drug that has not yet been approved by market is in various stages of clinical trials. IND Application, Investigational new drug application is designed to provide data proof to the regulatory authorities that the drug has safety and reasonableness in clinical trial and is approved before starting a clinical trial.

³ PCT:(Patent Cooperation Treaty)《專利合作條約》，是有關專利的國際條約。根據PCT的規定，專利申請人可以通過PCT途徑遞交國際專利申請，向多個國家申請專利。

³ PCT: Patent Cooperation Treaty (《專利合作條約》) is an international treaty on patent. A patent applicant may file an international patent application through a PCT process and apply for a patent from multiple countries under the PCT.

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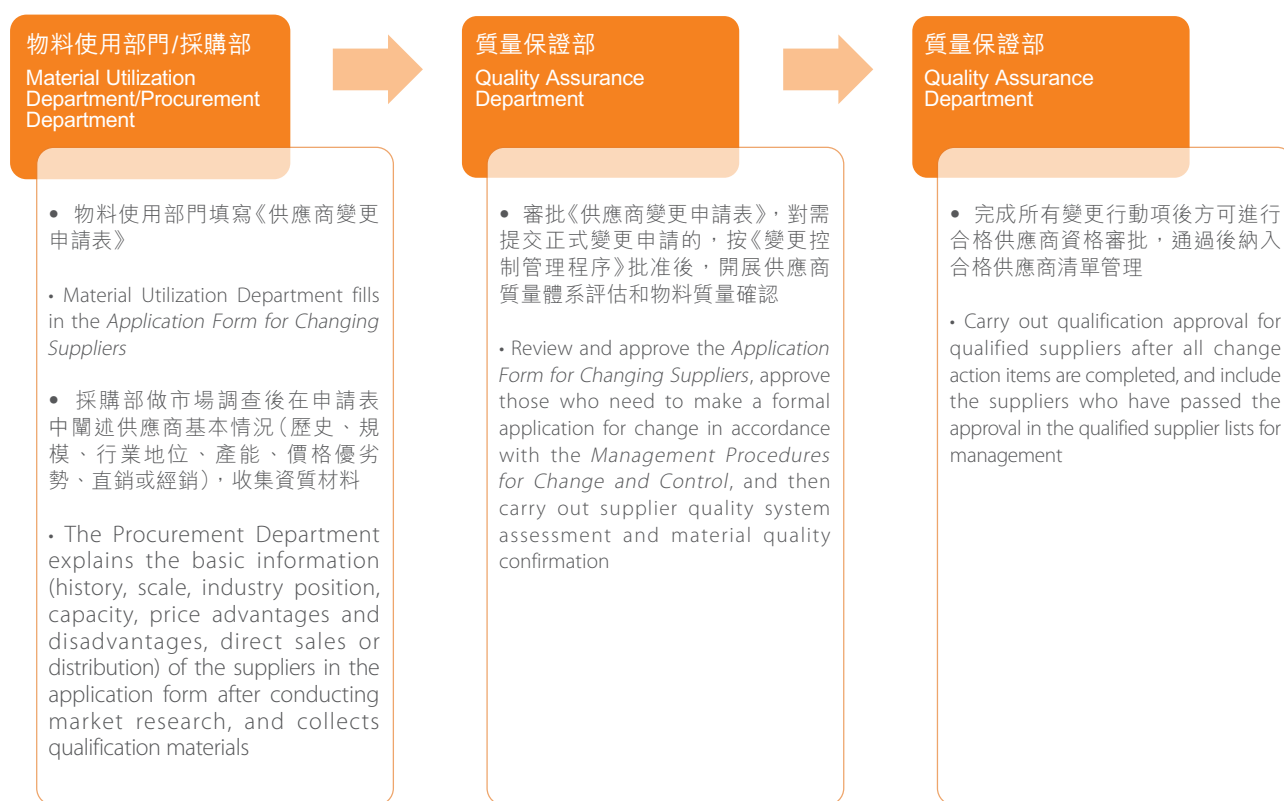
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供應商准入和評價

瑞科生物秉持公平公正的原則選擇供應商，同時我們擁有標準的供應商准入門檻，並且申請部門與評估部門分開以確保評估審查的公平性，保證提供產品的質量。我們內部制定了《供應商變更申請表》和《變更控制管理程序》，對供應商的新增和變更進行嚴格的控制和審查。供應商准入／變更流程如下：

SUPPLIER ACCESS AND EVALUATION

Recbio selects suppliers in a fair and open manner with a standard supplier access threshold. In addition, the application department is separated from the evaluation department to ensure the fairness of the evaluation and review and to guarantee the quality of the products provided. We established the *Application Form for Changing Suppliers* and *Management Procedures for Change and Control* to strictly control and review the addition and change of suppliers. The supplier access/change process is as follows:



瑞科供應商准入／變更流程
Supplier Access/Change Process of Recbio

為打造穩定、合規的供應鏈，瑞科生物嚴格執行供應商管理，定期評估供應商的績效表現。從資質材料、採購質量、驗收質量、檢驗質量、用戶投訴、質量體系評估等幾個方面，將供應商評定劃分為ABCD四個等級，A級為優質供應商，B級為定點採購供應商，C級為備選供應商，D級為不合格供應商。對於A級供應商應優先採購，對於C級供應商下發整改建議函並監督整改，對於D級供應商直接取消其供應資格。

For the purpose of creating a stable and compliant supply chain, Recbio strictly implements supplier management and regularly evaluates supplier performance. Suppliers are divided into level A, B, C and D after being evaluated from several aspects including qualification materials, procurement quality, acceptance quality, inspection quality, user complaints and quality system. Level A, B, C and D represent high-quality suppliers, designated procurement suppliers, alternative suppliers and unqualified suppliers, respectively. For suppliers at level A, we will give them priority in terms of procurement. For suppliers at level C, we will issue rectification suggestion letters to them and supervise the subsequent rectification. For suppliers at level D, we will directly cancel their supply qualification.

堅守卓越品質

ADHERING TO EXCELLENT QUALITY

供應商審計

基於供應商管理規定，我們對供應商開展有效的管理和支持，嚴格落實供應商審計機制，確保產品質量及供應商履約能力。公司內部制定了《年度供應商審計計劃》，每年按照計劃對供應商進行審計，審計的範圍涵蓋生產和檢驗用受控物料，具體如下：

SUPPLIER AUDIT

Based on supplier management regulations, we manage and support suppliers effectively and implement the supplier audit mechanism strictly to ensure product quality and supplier performance capability. We have established the *Annual Supplier Audit Plan* and audit our suppliers according to this plan every year. The scope of audit covers the controlled materials for production and inspection, as follows:



原料、輔料、內包材、外包材、介質
Raw materials, auxiliary materials, internal packaging materials, external packaging materials, media



培養基、特殊試劑、動物飼料
Culture media, special reagents, animal feeds



消毒劑、水系統試劑、潔淨着裝、受控耗材、生物指示劑
Disinfectant, water system reagents, clean clothing, controlled consumables, biological indicators

瑞科供應商審計範圍

The Audit Scope of Supplier of Recbio

同時，我們的審核重點包含但不限於文件管理體系、質量管理、生產管理、實驗室管理、物料管理、儀器設備驗證、廠房設施設備的維護保養等方面的內容；對於審計過程中發現的問題，通過《供應商審計缺陷通報記錄》告知供應商並經供應商簽字蓋章確認，目前已全部完成整改。

In addition, our audit focus includes but is not limited to document management system, quality management, production management, laboratory management, material management, instrument and equipment verification, maintenance of plant facilities and equipment, etc. For the problems found during the audit process, the supplier will be informed through the *Notification Record of Suppliers' Deficiencies in Audit* and then will sign and stamp to confirm. All rectification has been completed.

報告期內，共計完成41家供應商審計工作，其中7家進行了現場審計，16家進行了書面審計，41家供應商均完成了資質收集，與19家供應商簽訂了質量協議。嚴格的供應商審計可以幫助我們從源頭有效地防範供應商供貨的質量風險，為我們的產品質量提供有力保障。

During the Reporting Period, a total of 41 supplier audits were completed, of which 7 are on-site audits and 16 are written audits. All of the 41 suppliers completed qualification collection. And quality agreements were signed with 19 suppliers. Strict supplier audits can help us effectively prevent the quality risk of suppliers' supply from the source and provide a strong guarantee for our product quality.

堅守卓越品質

ADHERING TO EXCELLENT QUALITY

可持續供應鏈

瑞科生物注重供應鏈的環境和社會影響，並嚴格遵從國家及地方法律法規，以確保建立可靠和負責任的供應鏈。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《廉政承諾書》和《質量保證協議》，對合作方的商務行為和商務道德做出相關規範，也在合同中明確列示了反商業賄賂條款，目前未發現不良反饋。我們持續優化和嚴格執行《採購物流部招標流程》，以確保採購活動的公平公正公開。

SUSTAINABLE SUPPLY CHAIN

Recbio lays emphasis on the environmental and social impacts of the supply chain and strictly complies with national and local laws and regulations to ensure the establishment of a reliable and responsible supply chain. In order to further strengthen the management of suppliers' ethical business conduct, promote fairness and integrity in the supply chain and continuously reduce procurement risks, we have signed the *Integrity Commitment* and *Quality Assurance Agreement* with our suppliers to make relevant regulations on business conduct and business ethics of our partners, and have also clearly listed the anti-bribery clauses in the contracts. And no adverse feedback has been found. We continue to optimize and strictly implement the *Bidding Process of Procurement and Logistics Department* to ensure fair, just and open procurement activities.

守護綠色環境 PRESERVING THE ENVIRONMENT

PRESERVING THE ENVIRONMENT

守護綠色環境

面對地球資源日益緊縮的現狀，瑞科生物積極響應國家節能減排和綠色發展號召，持續改善環保策略和措施，多維度踐行企業環境責任。我們嚴格監控與管理公司自身運營過程中對周邊環境帶來的影響，以實際行動兌現可持續發展的承諾。

As the earth resources is becoming increasingly tight, Recbio continuously improves environmental protection strategies and measures, and practices corporate environmental responsibility in multiple dimensions, actively in responds to the national call for energy conservation emission reduction and green development. To fulfil the commitment of sustainable development with practical actions, we strictly monitor and manage the impact from the Company's operation on the surrounding environment.

守護綠色環境
PRESERVING THE ENVIRONMENT



6 清潔飲水和衛生設施

CLEAN WATER AND SANITATION



7 經濟通用的清潔能源

AFFORDABLE AND CLEAN ENERGY



11 可持續城市和社區

SUSTAINABLE CITIES AND COMMUNITIES



13 氣候行動

CLIMATE ACTION

守護綠色環境

PRESERVING THE ENVIRONMENT

氣候變化應對

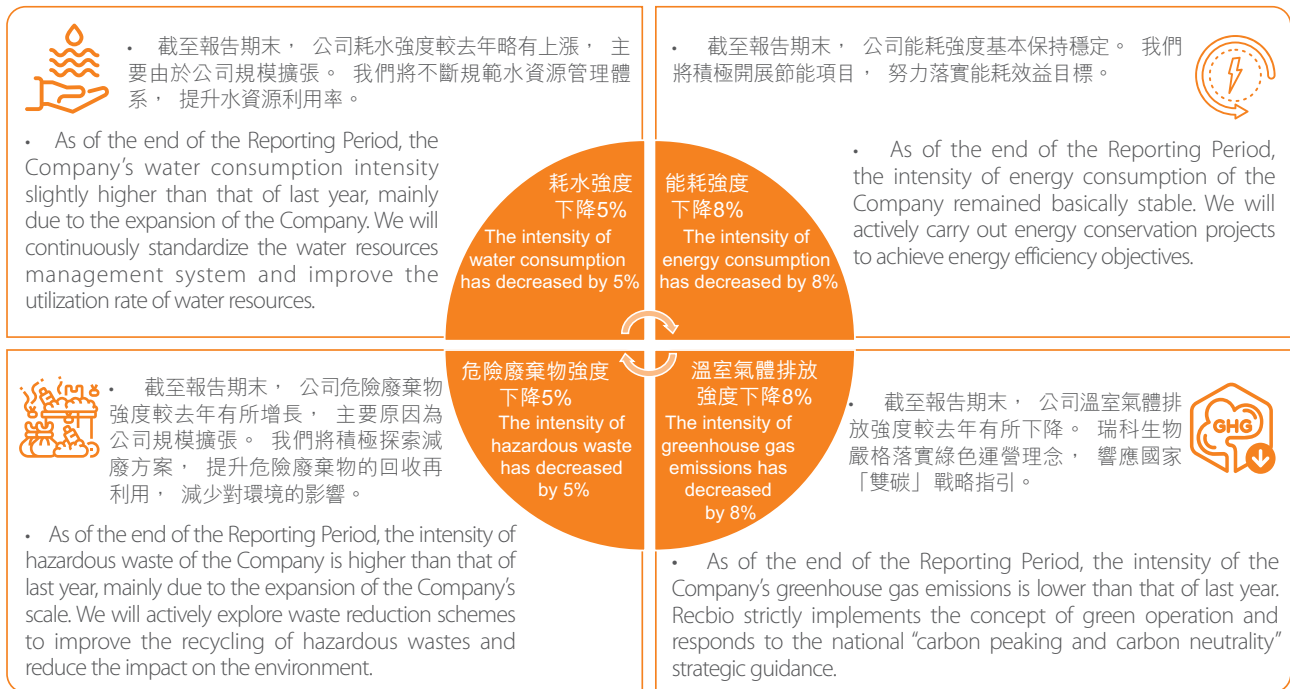
瑞科生物在「雙碳」戰略的指引下更加重視氣候變化帶來的風險和機遇，密切關注全球氣候變化趨勢對業務所帶來的影響。公司建立了氣候變化應急預案，通過各類氣候風險防控措施保證企業正常運作，盡可能降低氣候變化帶來的負面影響。

為了響應國家低碳可持續發展的號召，我們制定了行之有效的「用水效益、能耗效益、廢棄物管理、碳排放」四個環境目標⁴，呼籲各利益相關方共同踐行綠色發展的環保經營理念。公司定期對目標達成情況進行追蹤與回顧：

ADDRESSING CLIMATE CHANGES

Under the guidance of the “carbon peaking and carbon neutrality” strategy, Recbio attaches more importance to the risks and opportunities brought by climate change, and pays close attention to the impact of global climate change trends on our business. The Company has formulated climate change emergency plans through various climate risk prevention and control measures to minimize the negative impact of climate change while ensuring our normal operation.

In response to the national call for low-carbon sustainable development, we have formulated four effective environmental objectives⁴ of “water efficiency, energy efficiency, waste management and carbon emissions”, and called on all stakeholders to jointly implement the concept of green development. The Company regularly tracks and reviews the achievement of objectives:



⁴ 環境目標以2021年為基準年，2030年為目標年進行設立。

⁴ The environmental goals are established by making 2021 the base year and 2030 the goal year.

守護綠色環境

PRESERVING THE ENVIRONMENT

資源使用優化

瑞科生物嚴格遵守《中華人民共和國節約能源法》《中華人民共和國環境影響評價法》等法律法規，建立了《環境因素識別與評價管理程序》等公司內部規章制度。公司始終關注各類資源能源的利用效率，踐行節能降耗的可持續發展理念，在開發、生產、運輸的運營過程中做到「多回收、再利用」，減少不必要的浪費。

能源及碳排放管理

公司積極採取節能減排措施，將低碳節能理念融入到運營和產品研發生產的全生命週期，實現經濟效益和環境效益的雙贏。公司設立了「提高能源使用效率，不斷降低能耗強度」的目標，通過完善管理方法、優化能源結構、監控能耗數據等措施，使能源管理機制應用到實處。

能源績效表現

類別 Category	單位 Unit	2022年 2022
外購蒸汽 Purchased steam	千瓦時 kWh	9,991,875
外購電力 Purchased electricity	千瓦時 kWh	10,341,969
能耗總量 Total energy consumption	千瓦時 kWh	20,333,844
綜合能耗強度 Total energy consumption intensity	千瓦時／平方米 kWh/m ²	393.73

RESOURCE USAGE OPTIMIZATION

Recbio strictly abides by the *Energy Conservation Law of the People's Republic of China*, *Environmental Impact Assessment Law of the People's Republic of China* and other laws and regulations, and has established internal rules and regulations such as the *Environmental Factor Identification and Evaluation Management Procedures*. The Company is always committed to the utilization efficiency of various resources and energy, implements the sustainable development concept of energy saving and consumption reduction and achieves "more recycling and reuse" in the operation process of development, production and transportation to reduce unnecessary waste.

MANAGEMENT OF ENERGY AND CARBON EMISSIONS

The Company actively takes energy conservation and emission reduction measures, and integrates the concept of low-carbon energy conservation into operation and the entire life cycle of product research and development and production, to realize a win-win situation of economic and environmental benefits. The Company has established the goal of "improving the efficiency of energy use and continuously reducing the intensity of energy consumption" and applied the energy management mechanism in practice through measures such as improving management methods, optimizing energy structure and monitoring energy consumption data.

Energy Performance



守護綠色環境

PRESERVING THE ENVIRONMENT

溫室氣體績效表現

Greenhouse Gas Performance

類別 Category	單位 Unit	2022年 2022
範圍二溫室氣體排放 Greenhouse gas emissions	噸二氧化碳當量 tCO ₂ e	8,727
溫室氣體排放總量 Total greenhouse gas emissions	噸二氧化碳當量 tCO ₂ e	8,727
溫室氣體排放總量強度 Greenhouse gas emissions intensity	噸二氧化碳當量／平方米 tCO ₂ e/m ²	0.17

水資源管理

WATER RESOURCES MANAGEMENT

瑞科生物嚴格遵守《中華人民共和國環境保護法》《中華人民共和國水法》等法律法規，深刻理解水資源對於企業持續發展的重要性。公司通過節約用水、循環用水、革新設備與工藝等措施，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，以便更好地降低水資源短缺風險。

Recbio strictly abides by the *Environmental Protection Law of the People's Republic of China*, *Water Law of the People's Republic of China* and other laws and regulations, and deeply understands the importance of water resources to the sustainable development of enterprises. The Company achieves the water efficiency goal of "establishing and refining our water resources management system and improving our efficient use of water resources" by saving water, circulating water, innovating equipment and processes, so as to reduce the risk of water resource shortage.

報告期內，公司調整了水處理系統預處理反洗間的時間，將返洗一次的週期由24小時調整為36小時，預估調整後的系統每年節水量達2,798噸。

During the Reporting Period, the Company adjusted the time of the pre-treatment backwashing room of the water treatment system, and adjusted the cycle of backwashing from 24h to 36h. The estimated annual water saving of the adjusted system reached 2,798 tonnes.

水資源績效表現

Water Resources Performance

類別 Category	單位 Unit	2022年 2022
耗水總量 Total water consumption	噸 tonne	107,630
耗水總量強度 Total water consumption intensity	噸／平方米 tonne/m ²	2.08

守護綠色環境

PRESERVING THE ENVIRONMENT

包裝材料管理

我們一直致力於通過優化、替代和循環的方式減少包裝材料的使用，瑞科生物在生產運營中使用到的包裝材料包括紙箱、小盒、中盒、說明書、PET/PE/EVA覆膜、PVC藥用硬片等，我們嚴格控制其使用數量，避免損失和浪費。在採購包裝材料過程中，公司會優先選取環保再生的產品，保障購買到的產品合規無污染。

包裝材料績效表現

類別 Category	單位 Unit	2022年 2022
PET/PE/EVA覆膜 PET/PE/EVA membrane	千克 kg	161
PVC藥用硬片 Pharmaceutical rigid PVC film	千克 kg	1,430
包材使用總量 Total consumption of packaging materials	千克 kg	1,591
包裝材料使用強度 Packaging materials consumption intensity	千克/平方米 Kg/m ²	0.03

PACKAGING MATERIAL MANAGEMENT

We are committed to reducing the use of packaging materials through optimization, substitution and recycling. The packaging materials used by Recbio in production and operation include cartons, small boxes, medium boxes, instruction manuals, PET/PE/EVA membrane, and pharmaceutical rigid PVC film, etc. We strictly control the amount of use to avoid losses and waste. In the process of purchasing packaging materials, the Company will give priority to selecting environmentally friendly recycled products to ensure that the purchased products are compliant and pollution-free.

Packaging Materials Performance

排放物控制

瑞科生物始終遵守《中華人民共和國水污染防治法》《中華人民共和國大氣污染防治法》等法律法規，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》《廢氣處理操作規程》等內部制度，通過不斷規範管控流程來規避不當排放存在的潛在風險。

EMISSIONS CONTROL

Recbio always observes the laws and regulations including *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 *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 we have formulated internal policies including the *Management Procedures for Air Pollution* (《大氣污染管理程序》), *Management Procedures for the Prevention and Control of Environmental Pollution Caused by Solid Waste* (《固體廢物污染環境防治管理程序》), *Standard Operating Procedures for the Use, Cleaning and Maintenance of Sewage Treatment Systems* (《污水處理使用、清潔、維護保養標準操作規程》) and *Operating Procedures for Waste Gas Treatment* (《廢氣處理操作規程》) to avoid the potential risks of improper discharge by continuously standardizing the control process.

守護綠色環境

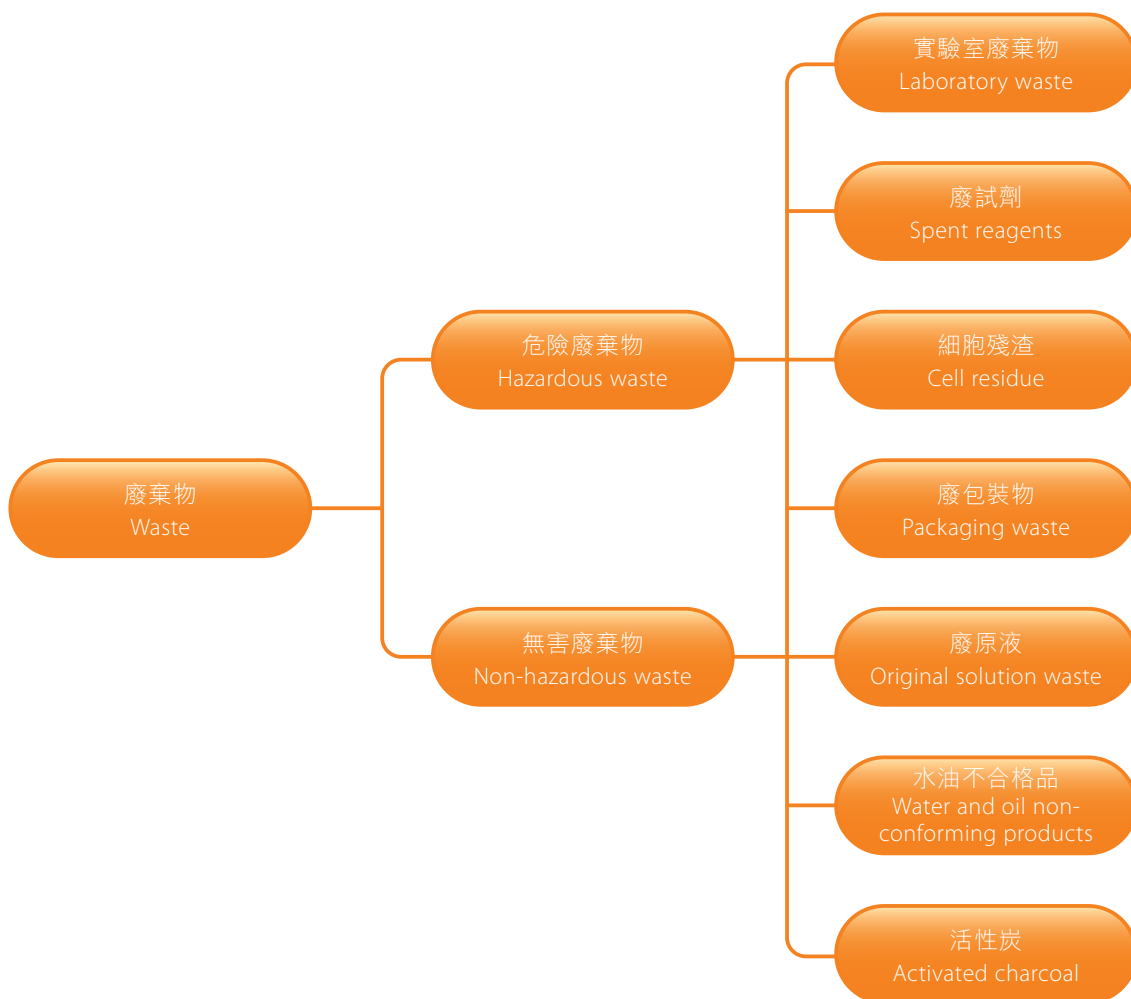
PRESERVING THE ENVIRONMENT

廢棄物管理

瑞科生物不斷規範生產運營和其他活動中產生的廢棄物的管理，通過設施改造升級和制度引導，預防和減少環境污染事故，最大程度地實施資源再生利用。公司在運營過程中產生的廢棄物類型主要包括危險廢棄物和無害廢棄物，對於已產出的廢棄物，我們將在分類後進行合理存放和回收利用，其餘廢棄物會在確保其達到合格標準後再排放。報告期內，本公司未發生廢棄物處理違規行為與相關處罰。

WASTE MANAGEMENT

Recbio continuously standardizes the management of waste generated in production operations and other activities. The Company prevents and reduces environmental pollution accidents through facility renovation and system guidance to implement resource recycling to the greatest extent. The types of waste generated by the Company during the operation mainly include hazardous waste and non-hazardous waste. For the generated waste, we will reasonably store and recycle it after sorting, and the rest of the waste will be discharged after ensuring that it meets the qualified standards. During the Reporting Period, the Company had no violations and penalties in relation to waste disposal.



廢棄物排放種類
Waste Emission Category

守護綠色環境

PRESERVING THE ENVIRONMENT

為進一步明確減排方向，不斷增強廢棄物回收再利用能力，我們為妥善處置各類危險廢棄物所採取的措施如下：

In order to further clarify the direction of emission reduction and continuously enhance the recycling capacity of waste, the measures we have taken to properly dispose of various hazardous wastes are as follows:

按照國家《危險廢物貯存污染控制標準》及江蘇省生態環境廳《省生態環境廳關於進一步加強危險廢物污染防治工作的實施意見》（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。

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* (《危險廢物貯存污染控制標準》) and the *Implementation Opinions of the Provincial Department of Ecology and Environment on Further Strengthening the Prevention of Hazardous Waste Pollution* (*Su Huan Ban (2019) No. 327*) issued by Jiangsu Province Department of Ecology and Environment (《省生態環境廳關於進一步加強危險廢物污染防治工作的實施意見》(蘇環辦[2019]327號)), so as to strictly prevent and control the pollution caused by improper storage.

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。

Assess the environmental impact of all hazardous wastes generated, and cooperate with qualified institutions for compliant disposal.

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。

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.

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。

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.

守護綠色環境

PRESERVING THE ENVIRONMENT

報告期內，公司開展了關於廢棄物合規處置的培訓和危險廢棄物應急演練，提升相關人員對廢棄物的合規管理意識和水平。

During the Reporting Period, the Company carried out training on the compliant disposal of waste and emergency drills for hazardous waste to improve the awareness and level of compliance management of waste by relevant personnel.

瑞科生物開展危險廢物管理培訓

2022年4月，公司開展危險廢物管理培訓，培訓覆蓋了生產運營部、質量控制部及採購物流部的人員。本次培訓規範了處理危險廢物的執行標準，加強員工合規處置廢物的意識。

RECBIO CONDUCTS TRAINING ON HAZARDOUS WASTE MANAGEMENT

In April 2022, the Company carried out training on hazardous waste management, covering the personnel of the Manufacturing Operations Department, the Quality Control Department and the Procurement and Logistics Department. This training regulates the implementation standards for the disposal of hazardous waste and strengthens the awareness of employees to dispose of waste in compliance with regulations.



守護綠色環境

PRESERVING THE ENVIRONMENT

危險廢棄物應急演練

報告期內，我們針對危險廢棄物洩露進行了專題應急演練，包括危化品庫洩露應急演練以及危廢庫洩露應急演練。通過增加实操經驗，提升應急處置能力。

EMERGENCY DRILLS FOR HAZARDOUS WASTE

During the Reporting Period, we conducted special emergency drills for hazardous waste leakage, including emergency drills for hazardous chemical warehouse leakage and emergency drills for hazardous waste warehouse leakage. We improve emergency response ability by increasing practical operation experience.



廢棄物績效表現

Waste Performance

類別 Category	單位 Unit	2022年 2022
危險廢棄物總量 Total hazardous wastes	噸 tonne	35.17
危險廢棄物總量強度 Intensity of total hazardous wastes	噸／平方米 tonne/m ²	0.00068
無害廢棄物總量 Total non-hazardous wastes	噸 tonne	20.38
無害廢棄物強度 Intensity of non-hazardous wastes	噸／平方米 tonne/m ²	0.00039

守護綠色環境

PRESERVING THE ENVIRONMENT

廢水排放

為了降低廢水排放對環境的影響，瑞科生物嚴格把控廢水排放的合規性，設立了「無浮渣、無泡沫、無異味，排水達標」的三無一達標出水標準。公司還設置了相關處理系統，包括化學處理系統、綜合生化處理系統以及污泥處理系統，我們通過生物法對廢水進行淨化，並對處理系統的操作、清潔和維護保養工作做了明確的指引。

廢水績效表現

類別 Category	單位 Unit	2022年 2022
工業污水綜合排放量 Total industrial sewage discharged	噸 tonne	32,247.91
生活污水排放量 Urban sewage discharged	噸 tonne	279.00
化學需氧量COD排放量 Chemical oxygen demand (COD) discharged	噸 tonne	1.18
氨氮排放量 Ammonia nitrogen discharged	千克 kg	3.30

DISCHARGE OF WASTEWATER

To reduce the impact of wastewater discharge on the environment, Recbio strictly controls the compliance of wastewater discharge, and has established three noes and one up-to-standard of “no scum, no foam, no odour, and up-to-standard discharge”. The Company has also set up related treatment systems, including a chemical treatment system, an integrated biochemical treatment system and a sludge treatment system to purify wastewater using biological methods and formulated clear guidelines on the operation, cleaning and maintenance of such treatment systems.

Wastewater Performance

守護綠色環境

PRESERVING THE ENVIRONMENT

廢氣排放

為了降低日常運營過程中所排放廢氣中污染物對運營所在地的空氣質量的影響，保證廢氣排放濃度符合國家標準，瑞科生物規範了排放廢氣、粉塵的管理體系，採取了以下措施來規範廢氣、粉塵的控制效果和達標排放：

WASTE GAS EMISSIONS

In order to reduce the impact of pollutants in the waste gas emissions in the daily operation process on the air quality of the location where the operation is located and ensure that the emission intensity of waste gas meets the national standards, Recbio has standardized the management system of emissions of waste gas and dust, and has taken the following measures to regulate the effective control and up-to-standard emissions of waste gas and dust:

利用廢氣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

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

每年編製廢氣年度檢測計劃，嚴格落實內外部廢氣檢測

We prepare annual plans for testing waste gas and strictly carry out internal and external testing of waste gas

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

We track the waste gas emissions with abnormal test results, and make improvements according to the requirements and recommended measures of the testing institution

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

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

廢氣績效表現

Waste Gas Performance

類別 Category	單位 Unit	2022年 2022
氯化氫排放量 Hydrogen chloride emissions	千克 kg	44.81
非甲烷總烴排放量 Total non-methane hydrocarbon emissions	千克 kg	96.06
氨氣排放量 Ammonia emissions	千克 kg	50.36

共建美好家園 CREATING A GOOD COMMUNITY TOGETHER

CREATING A GOOD COMMUNITY TOGETHER

共建美好家園

瑞科生物秉持「為員工創造幸福，為社會創造價值」的企業社會責任理念，將員工與公司成長深度融合，秉持五湖四海、任人唯賢的原則，不拘一格、廣泛招納各界優秀人才並着重加以培養，在保障公司競爭力的基礎上，繼續發揮自身優勢，以「傳遞溫暖，共享價值」為準則，回饋社會。

Recbio holds the corporate social responsibility concept of "making employees happy and create value for society", deeply integrates employees with the growth of the Company, upholds the principle of recruiting talents from all walks of life and based on their merits and focuses on training them, and continues to leverage our own advantages while maintaining competitiveness. Adhering to "spreading positivity and sharing value", we are committed to giving back to society.

共建美好家園
CREATING A GOOD COMMUNITY TOGETHER



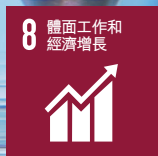
GOOD HEALTH AND WELL-BEING



QUALITY EDUCATION



GENDER EQUALITY



DECENT WORK AND ECONOMIC GROWTH



REDUCED INEQUALITIES



SUSTAINABLE CITIES AND COMMUNITIES

推動多元平等

創造公平機會

瑞科生物秉持人崗匹配原則，依據公司內部《招聘管理制度》，通過大型招聘網站和專業獵頭機構廣泛招聘吸納人才，不斷優化招聘流程，堅決做到公平、公正、公開。公司建立了規範化的人才庫，明確各個部門不同崗位工作職責，通過劃分年齡、工作經驗、年限等，高效匹配出最優人選，為企業持續輸送優秀高端人才，真正做到事得其才、才盡其用，凝聚人才力量。

促進多樣包容

瑞科生物注重為企業員工創造多樣包容的就業環境。公司嚴格遵守《中華人民共和國勞動法》等相關法律規定，明確企業員工不因民族、種族、性別、宗教信仰、年齡、身體殘疾等因素而受歧視，竭力為企業員工創造平等、公平、優質的工作機會。公司嚴令禁止歧視與騷擾等行為，培訓所有員工熟知反歧視和反騷擾相關規定，鼓勵員工決不容忍、積極舉報歧視或騷擾行為，公司核實情況屬實，將對違法者採取嚴厲處罰措施。公司通過營造多元、平等的職場氛圍，倡導「去性別化」，提升職業發展機遇的多樣性。

PROMOTING DIVERSITY AND EQUALITY

CREATING FAIR OPPORTUNITIES

Upholding the principle of “person-job match”, the Company has recruited a wide range of talents based on internal *Recruitment Management Policy* (《招聘管理制度》) through large recruitment websites and professional headhunting agencies. We continuously optimize the recruitment process, and determinedly ensure fairness, impartiality and openness. The Company has established a standardized talent pool, defined clear job responsibilities of different positions in each department, ensured efficient matching of the best candidates based on age, work experience, years of experience, etc. In doing so, we continue to deliver excellent high-end talents for the enterprise, managing to truly ensure the perfect matching of work and talents and build strength through cohering talents.

PROMOTING DIVERSITY AND INCLUSION

Recbio focuses on creating a diverse and inclusive employment environment for our employees. The Company strictly abides by the *Labour Law of the People's Republic of China* (《中華人民共和國勞動法》) and other relevant laws and regulations. We make it clear that employees are not discriminated against due to ethnicity, race, gender, religious beliefs, age, physical disability and other factors. The Company endeavors to create equal, fair and quality work opportunities for employees, including strictly prohibiting discrimination and harassment, training all employees to be familiar with anti-discrimination and anti-harassment regulations, encouraging employees to never tolerate and actively report discrimination or harassment. Severe punitive measures will be taken against violators by the Company if the reported violation is verified true. The Company advocates “de-gendering” by creating a diverse and equal workplace atmosphere to enhance the diversity of career development opportunities.

共建美好家園

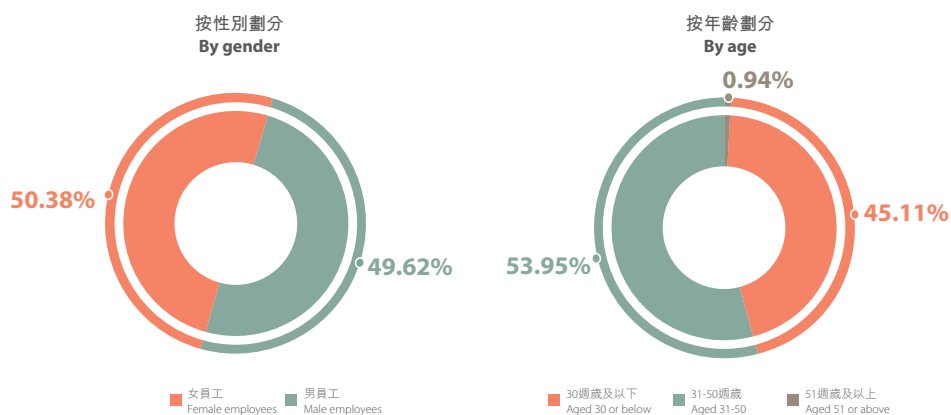
CREATING A GOOD COMMUNITY TOGETHER

報告期內，瑞科生物未發生任何歧視和騷擾的案件。

During the Reporting Period, there were no cases of discrimination and harassment at Recbio.

報告期內，瑞科生物擁有全職員工532人，無兼職員工及勞務派遣員工，均為中國內地員工。其中，女性員工人數佔比由2021年的49.41%提高至50.38%，員工總流失率由2021年的23%下降至14%，公司在員工多元化以及穩定性方面表現優秀。

During the Reporting Period, Recbio had 532 full-time employees and no part-time employees and dispatched workers, all of whom were employees from Mainland China. Among them, the proportion of female employees increased to 50.38% from 49.41% in 2021, and the total employee turnover rate decreased to 14% from 23% in 2021. The Company has achieved excellent performance in ensuring employee diversity and stability.



員工流失情況	單位	2022年	2021年	變動比例(%)
Employee turnover	Unit	2022	2021	Change in percentage (%)
按性別劃分的員工流失比率				
Turnover rate of employees by gender				
男員工	%	17	25	31.27 ↓
Male employees	%			
女員工	%	10	20	50.11 ↓
Female employees	%			
按年齡劃分的員工流失比率				
Turnover rate of employees by age				
30周歲及以下	%	19	25	23.78 ↓
Aged 30 or below	%			
31-50周歲	%	10	21	50.11 ↓
Aged 31-50	%			
51周歲及以上	%	0	25	100.00 ↓
Aged 51 or above	%			

員工權益保障

堅持合法僱傭

瑞科生物嚴格遵守《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，將員工權益保障作為企業發展的生命線，以合法僱傭為宗旨，採取多項務實有力的舉措，保障企業員工合法權益，促進人才培養與保障員工權益各方面工作規範有序開展。

PROTECTION OF EMPLOYEES' RIGHTS AND INTERESTS

LAWFUL EMPLOYMENT

Recbio strictly abides by the *Labour Law of the People's Republic of China* (《中華人民共和國勞動法》), the *Labour Contract Law of the People's Republic of China* (《中華人民共和國勞動合同法》), the *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)》), the *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 the *Provisions on the Prohibition of the Use of Child Labour* (《禁止使用童工規定》) and other laws and regulations to protect the rights and interests of employees which we deemed as a lifeline for the enterprise development. To ensure legal employment, we take a number of practical and powerful initiatives to protect the legitimate rights and interests of employees, and promote the talent training and protection of employees' rights and interests in a standardized and orderly manner.

共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

公司承諾零容忍僱用童工、強制勞工行為，堅決杜絕違法違規招聘行為發生。在員工入職以後，我們通過建立人員花名冊的方式，對員工信息進行雙重審核，一旦發現僱用童工、強制勞工行為，我們將依據相關法律法規，向公司有關部門或工會報告、檢舉，及時搜集、提交相關事實證據資料。同時，我們也要求工會部門對舉報人信息進行保護，做好相關保密工作。

報告期內，瑞科生物暫未發現童工僱用或強制勞工等事件發生。

規範薪酬管理

瑞科生物特設立了董事會薪酬與考核委員會，制定了《江蘇瑞科生物技術股份有限公司董事會薪酬與考核委員會工作細則》，建立科學、規範的激勵機制和約束機制，進一步完善公司法人治理結構。公司制定了《薪酬管理制度》《績效管理制度》《福利管理規定》等福利薪酬保障制度，建立了激勵導向滿足員工個性需求的薪酬福利管理體系，以鞏固集體奮鬥的經濟基礎，讓公司發展成果惠及更多企業員工。同時，公司採取寬帶薪酬模式，科學合理分配薪酬，為員工提供一份有幸福感、價值感的生活保障，鼓勵員工在工作中不斷開拓創新，創造一流業績，與企業建立生存發展共同體，在激烈的市場競爭中披荊斬棘。

The Company undertakes to maintain zero tolerance for the employment of child labour and forced labour, and we are determined to prevent illegal and non-compliant recruitment. After the employees are hired, we will double-check the information of the employees by establishing the personnel roster. Once child labour and forced labour are found, we will report to the relevant departments of the Company or the trade union according to the relevant laws and regulations, and timely collect and submit the relevant factual evidence. In addition, we also require the trade union department to protect the information of the whistleblower and ensure relevant confidentiality.

During the Reporting Period, no incidents such as child labour employment or forced labour were found at Recbio.

STANDARD REMUNERATION MANAGEMENT

Recbio has established the Remuneration and Appraisal Committee of the Board of Directors and formulated the *Working Rules of the Remuneration and Appraisal Committee of the Board of Directors of Jiangsu Recbio Technology Co., Ltd.*, and established a scientific and standardized incentive and restraint mechanism to further improve the corporate governance structure of the Company. The Company has formulated the *Remuneration Management Policy*, the *Performance Management Policy*, the *Benefits Management Regulations*, and other welfare and salary policies, established a compensation and welfare management system that is incentive-oriented to meet the individual needs of employees. This aims to strengthen the economic foundation with joint efforts and make our development fruits benefit more corporate employees. In addition, the Company adopts broadbanding salary model, scientifically and reasonably distributes salaries, provides guarantee for employees' life and brings a sense of well-being and value, encourages employees to continuously develop and innovate in their work, creates first-class performance, establishes a community of survival and development with the enterprise, and cuts our way through the thorns in the fierce market competition.

員工溝通關懷

提升福利關愛

為建立滿足員工需求的多層次福利管理體系，公司制定了《福利管理規定》，主要包括法定性福利、通用性福利、職務性福利、激勵性福利等四大類10餘個福利項目，為全員提供多維度福利保障，切實保障員工權益，提升員工對生活的滿足感和對企業的認同度。

EMPLOYEE COMMUNICATION AND CARE

INCREASING BENEFITS AND CARE

In order to establish a multi-level welfare management system that meets the needs of employees, the Company has formulated the *Benefits Management Regulations*, which mainly includes more than 10 welfare items in four categories, such as statutory benefits, general benefits, job-related benefits and incentive benefits, to provide multi-dimensional welfare protection for all employees, effectively protect the rights and interests of employees and enhance their satisfaction with life and their identification with the Company.

<p>法定性福利 Legal Benefits</p>
<ul style="list-style-type: none"> 員工帶薪年假（按社保累計繳費時間計算年假）、婚假、產假、哺乳假、育兒假、父母護理假等帶薪假期 Paid annual leave for employees (annual leave is calculated based on accumulated social security contributions), paid leave for marriage, maternity leave, breast feeding leave, parental leave, carer's leave, etc.
<p>通用性福利 General Benefits</p>
<ul style="list-style-type: none"> 周五早下班、員工宿舍（外地員工）、年度體檢、過節福利、生日禮物、員工子女培訓班 Early dismissal on Fridays, staff dormitory (for non-local employees), annual physical examination, holiday benefits, birthday gifts, training classes for employees' children
<p>職務性福利 Occupational Benefits</p>
<ul style="list-style-type: none"> 員工及子女補充醫療險、用餐補貼 Supplemental medical insurance for employees and their children, meal allowance
<p>激勵性福利 Incentive Benefits</p>
<ul style="list-style-type: none"> 激勵性福利各類團建、培訓進修 Various kinds of incentive benefits including team building, training and further education activities

共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

加強正向溝通

為了把員工合法權益保障工作落實落細，公司組建了工會委員會，設立了較為完整的工會組織，制定了相關管理制度，充分發揮工會保障員工權益的積極作用，維護好每一位員工的合法權益。為了暢通溝通渠道，公司以部門為單位，定期與企業員工開展談心談話，深入了解企業員工工作生活，為員工解決實際困難，吸取改進員工福利的合理建議，增強員工對企業的認同度和歸屬感。

豐富員工活動

為了強化團隊建設，展現員工多元風采，公司開展了一系列豐富多彩的員工活動。例如，借傳統節假日之機，為員工精心策劃開展了各類節日慶祝活動；為豐富員工業餘生活，結合員工愛好和需要，開展了趣味運動會等活動；為讓每一位員工感受到公司對其重視和關愛，公司設計開展了頗具特色的員工生日會活動，為員工送上生日祝福和生日禮物。通過開展各類員工活動，旨在活躍團隊氛圍，增強凝聚力，展現員工積極風貌和健康向上的活力，沉澱公司企業文化和價值底蘊。

ENHANCING POSITIVE COMMUNICATION

In order to implement the protection of the legitimate rights and interests of employees, the Company has formed a trade union committee, set up a comparatively comprehensive trade union organization, developed relevant management policies, give full play to the active role of the trade union to protect the rights and interests of employees, and safeguard the legitimate rights and interests of every employee. In order to smooth the communication channel, the Company makes each department as a unit to regularly carry out the "heart-to-heart talk" with the enterprise staff. We make efforts to better understand the work and life our staff, solve their real difficulties, absorb the rational suggestions to improve the benefits of the staff, and enhance the staff's identity and sense of belonging to the enterprise.

DIVERSIFYING EMPLOYEE ACTIVITIES

To strengthen team building and showcase the diversified employee culture, the Company has carried out a series of employee activities. For instance, at traditional holidays, various festive celebrations are carefully planned and carried out for employees; to enrich employees' spare time, fun games and other activities are carried out in consideration of employees' hobbies and needs; to let each employee feel the Company's attention and care, the Company designs and carries out characterized employee birthday parties to send birthday wishes and gifts to employees. With various staff activities, we aim to create a dynamic team atmosphere, enhance cohesion, showcase the positivity and vitality of our employees, and build our corporate culture and value heritage.

歡天喜地鬧元宵活動

元宵節是中國傳統節日之一，為豐富員工的文化生活，活躍節日氣氛，公司開展了「歡天喜地鬧元宵」趣味性員工活動，讓員工在溫馨、愉悅、寬鬆的環境下加強溝通協作，歡度元宵佳節。

HAPPY LANTERN FESTIVAL

The Lantern Festival is one of the traditional Chinese festivals. To enrich the cultural life of the employees and enliven the festive atmosphere, the Company carried out the fun staff activities of "Happy Lantern Festival", increasing our staff communication and collaboration in a warm, pleasant and relaxed environment while celebrating the Lantern Festival.



女神節真情告白活動

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代表為女性職工分發了節日鮮花和禮品。

BEST WISHES ON WOMEN'S DAY

On Women's Day, adhering to the value based on humanistic care, we invited male staff representatives from various departments to distribute holiday flowers and gifts to female staff.



生日派對慶祝活動

為體現公司對員工的人文關懷，增進員工對公司的認同度和歸屬感，營造「快樂工作，認真生活」的良好氛圍，為員工開展集體生日會，推進公司企業文化建設積極健康發展。

BIRTHDAY PARTY CELEBRATIONS

To showcase our humanistic care for our staff, enhance their degree of identity and sense of belonging, create a good atmosphere of "happy work, serious life", the Company held collective birthday parties for staff to promote the development of our corporate culture towards a positive and healthy direction.



第一屆趣味運動會活動

為了弘揚體育精神，提升團隊協作能力，開展了豐富多彩的趣味運動會活動，員工向心力、凝聚力、戰鬥力進一步增強。

THE FIRST FUN GAMES

To promote sportsmanship and improve teamwork, a variety of fun game activities were carried out. Accordingly, our employees' centripetal force, cohesion, combat effectiveness have been further enhanced.



造就人才發展

注重人才培養

為了適應戰略發展需要，提升組織和人力資源體系的運營效率和質量，公司成立了組織與人力資源體系優化項目管理委員會，下設組織與人力資源體系優化項目組，負責具體項目推進工作，構建適應高強度、全要素的組織競爭能力。

PROMOTING TALENT DEVELOPMENT

FOCUSING ON TALENT CULTIVATION

To meet the strategic development requirements and improve the operational efficiency and quality of the organization and human resource system, the Company has established the Project Management Committee for Organization and Human Resource System Optimization, including the Organization and Human Resource System Optimization Project Team. This team is responsible for implementing specific project work to build the organization's competitive ability which adapts to high intensity and full elements.

組織與人力資源體系
優化項目管理委員會

*The Project Management
Committee for Organization
and Human Resource
System Optimization*

負責把握項目總體方向並提供重要決策以及方向性的支持，確保項目推進過程中擬實施的管理、業務體系變革得到相關支持並付諸實施，對項目組內不能明確的重大事項進行決策

Responsible for the overall direction of the project and providing important decisions and direction support, ensuring that the management and business system changes to be implemented during the proceeding process of the project are supported and implemented, and making decisions on major matters that are not determined by the project team

組織與人力資源
體系優化項目組

*The Organization and
Human Resource System
Optimization Project Team*

負責項目實施全過程的管理、組織、協調，制定項目計劃，按既定項目計劃管理項目進度，進行階段性目標控制以及項目資源調配和運行過程監督，確保項目目標實現

Responsible for the management, organization and coordination of the entire project implementation process, developing project plans, managing the project schedule according to the established project plans, controlling the milestones as well as the deployment of project resources and monitoring the operation process to ensure the achievement of project goals

共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

培訓發展體系

瑞科生物持續開展人才培養計劃，包括新員工啟航項目、在職員工護航項目、高級管理人員遠航項目（湖畔大學），旨在加強人才全面系統管理，完善人才綜合培養機制，加大員工優秀品格、能力開發培育力度，培養造就一流人才隊伍，為企業發展提供堅實人才後盾。

TRAINING AND DEVELOPMENT SYSTEM

Recbio continues to execute talent training projects, including the New Employee Embarking Project, the Incumbent Employee Convoing Project, the Senior Executive Voyaging Project (Lakeside University), which aims to strengthen the overall system management of talents, improve the comprehensive training mechanism for talents, increase the development and cultivation of excellent staff in terms of morality and ability, cultivate and develop our first-class talent team, and provide solid talent pool for our enterprise development.



新員工啟航項目 New Employee Embarking Project

- 向新員工傳遞企業文化，使其快速掌握公司規章制度及工作要求，幫助其融入企業工作氛圍並找到歸屬感
- Convey the Company's corporate culture to new employees, enabling them to quickly grasp the Company's rules and regulations and work requirements, helping them to integrate into the corporate working atmosphere and have a sense of belonging



在職員工護航項目 Incumbent Employee Convoing Project

- 為讓員工熟練掌握與其崗位相關的規範要求和工作技能，公司制定了《崗位培訓清單》《年度培訓計劃》，並通過現場提問、書面考核、實際操作等考核方式對培訓效果進行驗證
- We strive to help employees meet the requirements and master the work skills for their posts, the Company has developed On-the-Job Training List and the Annual Training Plan, and stipulated the training assessment methods, including oral test, written examination and hands-on operation



高級管理人員遠航項目 Senior Executive Voyaging Project

- 瑞科生物與湖畔教育科技有限公司合作，為公司高級管理人員定制了《決勝力》訓練營項目，有針對性地提升高級管理人員履職能力，不斷適應新形勢下公司發展需要
- Recbio has cooperated with Lakeside Education Technology Co., Ltd. (湖畔教育科技有限公司) to provide customized "Decisive Power" training camp project for our senior management staff, which is targeted to enhance their duty-performing capability and enable the adapting to the Company's development need under new trends

新員工－啟航項目

啟航項目主要分為13門課程和5門法律法規的自學，涉及企業文化、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。報告期內，公司共計實施開展了6期，覆蓋了瑞科生物試用期內的正式員工。參訓人員通過13門的集中授課和5門法律自學考試，方可結業。

NEW EMPLOYEES – EMBARKING PROJECT

The Embarking Project requires participants to take 13 courses and study by themselves 5 laws and regulations in relation to corporate culture, safety, environmental protection, financial system, personnel system, the Company's information system, information about performance, knowledge of vaccine, general procedures related to quality system, etc. During the Reporting Period, we carried out a total of 6 sessions for the



啟航班－授課現場

New Employee Embarking Project in Progress

Embarking Project, covering the employees in the probationary period of Recbio. Trainees can graduate only after passing the examinations of 13 centrally taught courses and 5 laws and regulations studied by themselves.

在職員工－護航項目

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，報告期內，瑞科生物共計開展了506場次的培訓，累計課時達到585小時，累計培訓7,870人次。

INCUMBENT EMPLOYEES – CONVOYING PROJECT

The project covered training before induction, transferring to another post and getting back to work and continuous study while in service. During the reporting period, Recbio carried out 506 training sessions, with a total of 585 hours and 7,870 attendances.

共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

高級管理人員－遠航項目（湖畔大學）

該訓練營通過《核心高管團隊打造》《策略共創》《績效與激勵》三階段的學習，使公司高級管理人員在團隊管理、戰略目標拆解、績效和激勵管理上均得到了較大的啟發，現已形成具有瑞科企業特色的管理模式。

SENIOR EXECUTIVE VOYAGING PROJECT (LAKESIDE UNIVERSITY)

With three learning stages of “Core Executive Team Building”, “Strategy Co-developing” and “Performance and Incentive”, this training camp saw the Company’s executives found more inspiration for team management, strategic goal decomposition, performance and incentive management. The Company has formed a management model with Recbio’s characteristics.



遠航項目－授課現場
Voyaging Project – the Course

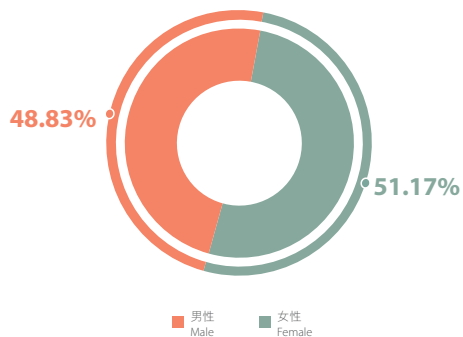
共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

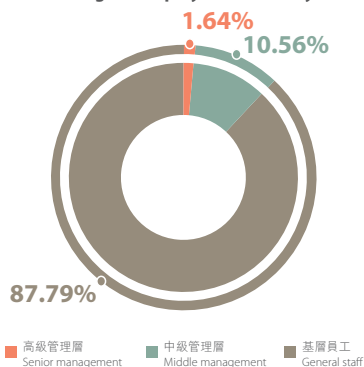
報告期內，瑞科生物受訓員工佔比達80.08%，員工培訓相關具體數據如下：

During the Reporting Period, the percentage of trained employees of Recbio reached 80.08%, and the specific data related to employee training are as follows:

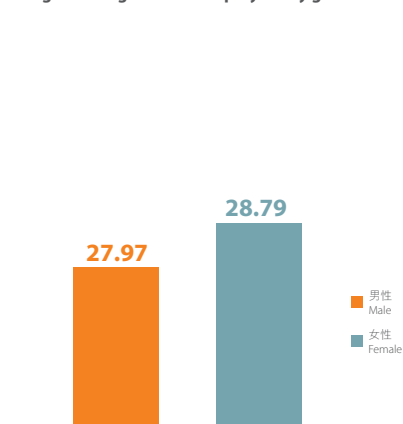
按性別劃分的受訓員工百分比
Percentage of employees trained by gender



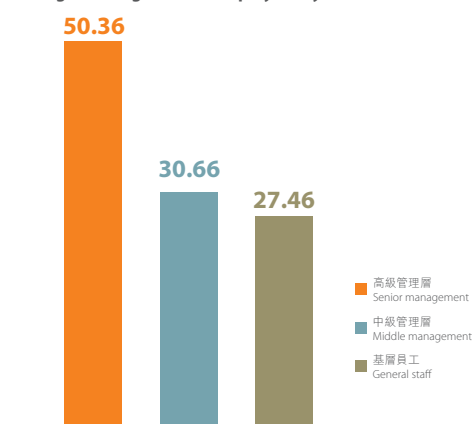
按級別劃分的受訓員工百分比
Percentage of employees trained by level



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



按級別劃分員工受訓平均時長
Average training hours of employees by level



職業健康與安全

瑞科生物高度重視企業員工的健康安全，立足企業健康發展長遠目標，採取有力措施，紮實做好員工的職業健康安全風險保障工作。公司嚴格遵守《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第47號》等國家法律法規，並制定了《職業健康管理規程》《勞動防護用品管理規程》《職業衛生管理制度》等公司內部制度，通過建立合規的職業衛生程序、做好職業健康監護防護、加強現場職業健康管理、積極開展職業健康相關培訓等，保障員工職業健康。

OCCUPATIONAL HEALTH AND SAFETY

Recbio attaches great importance to the health and safety of our employees. Based on the long-term goal of healthy development of the enterprise, we take strong measures to safeguard the employees against the risks of occupation health and safety. The Company strictly complies with national 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》). In addition, the Company has formulated internal policies, including the *Management Procedures for Occupational Health* (《職業健康管理規程》), *Management Procedures for Work-Related Protective Gear* (《勞動防護用品管理規程》) and *Management Policy on Occupational Health* (《職業衛生管理制度》). As such, the Company protects the occupational health of employees by establishing a compliant occupational health process, improving occupational health guardianship and protection, strengthening on-site occupational health management, and actively launching occupational health-related training.

共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

公司嚴格落實職業病危害防治責任制制度，明確總經理、各部門負責人、人力資源部、員工等工作職責，突出人力資源部牽頭抓總作用，層層傳導壓力，壓緊壓實工作責任。

We strictly implement the responsibility system for prevention and control of occupational hazards, and set the respective responsibilities of general managers, heads of departments, the Human Resources Department and employees, emphasizing the leading role of the Human Resources Department, transfers pressure at all levels, and fulfill work responsibilities.



負責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等

When signing labour contracts, the Human Resources Department should inform employees of the potential occupational hazards at work, the consequences thereof, and the protective measures in the workplace.



組織對新進人員進行職業衛生宣傳教育培訓及考核工作

Arrange occupational health publicity, education, training and assessment for new employees



組織對從業人員上崗前、在崗期間、離崗時進行職業健康檢查，並將檢查結果告知相關人員

Arrange occupational health examinations for employees before induction, in service and at resignation, and inform them of the examination results



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

Establish occupational health monitoring files in accordance with the *Management Measures for the Supervision and Monitoring of Occupational Health by Employers* (《用人單位職業健康監護監督管理辦法》)



依法為公司員工辦理工傷保險，繳納保險費等措施

Provide the Company's employees with work-related injury insurance and pay insurance premiums for them in accordance with the law

人力資源部相關工作

Relevant work of Human Resources Department

共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

瑞科生物注重員工的身體健康狀況，定期安排企業員工進行職業健康檢查，並結合職業健康檢查報告情況對身體健康異常的員工進行分類處置，妥善調整工作崗位。公司將員工健康與組織安全生產緊密結合，充分保障特殊員工身體健康權益，促進和諧發展。

RecBio focuses on the physical health of employees, arranges regular occupational health checkups for the employees of the Company, and makes classification and relevant arrangement for employees with abnormal physical health based on their occupational health examination reports, and properly adjusts their work posts. The Company closely integrates employee health with organizational safety production, fully protects the rights and interests of special employees' physical health to promote harmonious development.



對有職業禁忌的人員，調離或者暫時脫離原工作崗位

Transfer or temporarily remove staff susceptible to occupational hazards from their original posts



對健康損害可能與所從事職業相關的人員，進行妥善安置

Make proper arrangements for staff whose health damage may be related to their occupation



對需要複查的人員，按照職業健康檢查機構要求的時間安排複查和醫學觀察

Arrange re-examination and medical observation for those in need within the time required by the occupational health examination institution



對疑似職業病人員，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

Arrange medical observation or occupational disease diagnosis for those suspected of having occupational diseases according to the recommendations of the occupational health examination institution

分類處置保障措施

Classified disposal safeguarding measures

共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

報告期內，公司未發生職業病危害事故。

During the Reporting Period, no occupational disease hazards occurred at the Company.

邀請紅十字會對公司人員進行急救知識培訓

公司聘請專業救護人員，定期為企業員工開展突發狀況應急救治培訓，幫助每一位員工掌握緊急救治知識和技能，提高員工在突發狀況下的緊急救治能力，保證生命安全。

INVITED THE RED CROSS TO TRAIN THE COMPANY'S PERSONNEL ON FIRST AID

The Company engages professional ambulance personnel to carry out regular emergency treatment training for the employees of the Company, which aims to help each employee master the knowledge and skills of emergency treatment, and improve their emergency treatment ability and ensure life safety.



開展涉及職業危害崗位人員崗中體檢

公司定期為涉及職業危害的特殊崗位員工進行崗中體檢，發現存在與崗位相關的身體健康問題，及時妥善安排救治，調整工作崗位，保障員工身體健康。

CONDUCTING MEDICAL EXAMINATION FOR ON-JOB PERSONNEL INVOLVED OCCUPATIONAL HAZARDS

The Company regularly conducts on-job physical examinations for employees in special posts involving occupational hazards. If physical health problems related to the posts are found, timely and proper arrangements will be made for medical treatment and post adjustment will be arranged to protect employees' health.



共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

推動行業發展

瑞科生物堅守「創製一流疫苗，守護人類健康」的初衷，不斷加快候選疫苗前期研發和臨床試驗進程，實現高端疫苗商業化和國產化。同時瑞科生物積極與政府、協會、高校、醫藥行業同行公司等開展交流、合作，深入交流和探討疫苗行業發展趨勢、生物醫藥科技發展態勢、疫苗產業化等內容，不斷助力行業創新和高質量發展，推動「政、產、學、研、醫、用」多方合作。瑞科生物始終保持開放的胸懷、友善的眼光，與外部企業共同進步，促進生物醫藥行業蓬勃發展。

PROMOTING THE DEVELOPMENT OF THE INDUSTRY

Adhering to the original aspiration of “protecting human health with best-in-class vaccines”, Recbio continues to accelerate the process of pre-development and clinical trials of vaccine candidates to realize the commercialization and localization of high-end vaccines. In addition, Recbio actively communicate and cooperate with governments, associations, universities and pharmaceutical industry peer companies to discuss the development trend of vaccine industry, biomedical science and technology development, vaccine industrialization, etc. Recbio continuously empower the industry innovation and high-quality development, and promote “government, industry, academy, research, medicine, application” multi-party cooperation. 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.

瑞科生物亮相泰州醫博會，劉勇博士出席論壇共話疫苗新業態

2022年11月，第十三屆中國（泰州）國際醫藥博覽會於泰州中國醫藥城盛大開幕。瑞科生物攜多款重磅核心產品再度亮相，向世界展示瑞科生物創新技術的「硬實力」，受到了眾多參展人員的關注。同時在醫博會系列專題活動之「2022中國醫藥城疫苗創新論壇」上，瑞科生物創始人、董事會主席兼總經理劉勇博士受邀做了以《新型佐劑—疫苗之「芯」》為主題的主旨演講，圍繞「新型佐劑技術如何加速疫苗產業升級」為大家做了精彩分享。

RECBIO APPEARED AT TAIZHOU MEDICAL EXPO, AND DR. LIU YONG ATTENDED THE FORUM TO DISCUSS THE NEW VACCINE INDUSTRY

In November 2022, a grand opening of the 13th China (Taizhou) International Pharmaceutical Expo was held at China Medical City in Taizhou. Recbio reappeared with a number of core products, showing the world the “real strengths” in Recbio’s innovative technology, which attracted the attention of many exhibitors. Meanwhile, at the “2022 China Medical City Vaccine Innovation Forum”, a series of special activities of the Medical Expo, Dr. Liu Yong, Founder, Chairman and General Manager of Recbio, was invited to give a speech on the theme of “New Adjuvant – the Core of Vaccine”, and shared his marvelous thoughts on “How New Adjuvant Technology Accelerates the Upgrading of Vaccine Industry”.



劉勇博士向與會領導介紹企業情況
Dr. Liu Yong introducing the enterprise to leaders



劉勇博士做主題演講分享
Dr. Liu Yong giving a speech

共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

支持公益事業

瑞科生物作為一家創新型疫苗公司，在推動行業發展的同時，積極組織公司員工奉獻愛心回饋社會，為高校醫藥專業捐贈高額獎學金助力教育事業發展，採取多種方式支持公益事業，用實際行動踐行社會責任，為共同創造人類美好生活而不懈努力。

傳遞愛心

公司努力投身公益事業，倡導互助互愛、無私奉獻，凝聚社會溫暖，積極鼓勵公司員工響應國家號召，為災區和困難地區捐贈錢款和物資，激發職工強烈的社會責任感，在堅守主業本源的同時，用一點一滴的行動傾情回饋社會，增進社會福祉。

SUPPORTING PUBLIC WELFARE

As an innovative vaccine company, while promoting the development of the industry, Recbio actively organizes its employees to contribute love to the community. We donate high scholarships for medical majors in colleges and universities to promote the development of education. Meanwhile, we take various measures to support public welfare, practice social responsibilities with practical actions, and contribute to create a better life for mankind with our tireless efforts.

SPREADING LOVE

The Company strives to devote itself to public welfare, advocates mutual help and love, invaluable contributions and social warmth. We actively encourage employees to respond to the national call for donating money and materials to disaster areas and difficult regions. To promote strong social responsibility among employees, we encourage them acting to give back to society and improve welfare while adhering to our business.

報告期內籌集
During The Reporting Period

人民幣RMB
more than **3000** 余元yuan

衣物Clothes
more than **200** 余件pieces

「積小善、成大愛」愛心義賣活動

2022年6月，為倡導互助互愛的精神，我們舉辦了愛心義賣活動，向泰州紅十字會籌集並捐助了3,000餘元的資金。除了捐款外，我們還向西藏自治區捐贈了200餘件衣服，希望能將這份溫暖傳遞給有需要的家庭。

“SMALL GOOD DEEDS SHOW GREAT LOVE” CHARITY SALE EVENT

In June 2022, in order to promote the spirit of mutual help and love, we organized a charity sale event and raised and donated more than RMB3,000 to the Red Cross Society of Taizhou. In addition to the donation, we also donated more than 200 pieces of clothes to the Tibet Autonomous Region, intending to spread this warmth to families in need.



共建美好家園

CREATING A GOOD COMMUNITY TOGETHER

支持教育

瑞科生物積極支持公益教育事業發展，為高校醫藥專業人才提供專項獎學金，鼓勵學習優異的醫藥專業大學生砥礪奮進，在學習、科研的道路上勇攀高峰，助力其實現人理想。自2021年起，公司累計向武漢大學和瀋陽藥科大學捐贈超過100萬元「瑞科生物獎學金」，鼓勵兩所高校繼續發揮科研優勢，推動校企合作共贏，為我國醫藥行業發展培養專業人才，匯聚人才力量。

SUPPORTING EDUCATION

Recbio actively supports the development of public education and provides special scholarships for pharmaceutical professionals in universities to encourage outstanding medical students to forge ahead and climb the peak of their studies and scientific research to help them achieve their life aspirations. Since 2021, the Company has donated a total of over RMB1 million "Recbio Scholarship" for Wuhan University and Shenyang Pharmaceutical University to encourage the two universities to continue to play the advantages of scientific research and promote win-win cooperation between schools and enterprises. With such efforts, we can cultivate professional talents for the development of China's pharmaceutical industry and gather the strength of talents.

「瑞科生物」啟航獎學金

2022年，瑞科生物連續第二年向瀋陽藥科大學生命科學與生物製藥學院捐贈10萬元作為「瑞科生物啟航獎學金」，學院代表向瑞科生物企業代表頒發了捐贈證書，宣讀了「瑞科生物啟航獎學金」獲獎名單，並為獲得獎學金的本碩博同學們頒發了榮譽證書。

RECBIO EMBARKING SCHOLARSHIP

In 2022, for the second consecutive year, Recbio donated RMB100,000 to the College of Life Sciences and Biopharmaceuticals of Shenyang Pharmaceutical University as the "Recbio Embarking Scholarship". Representatives of the College granted donation certificates to the enterprise representatives of Recbio, announced the list of winners of the "Recbio Embarking Scholarship", and awarded honorary certificates to the students who won the scholarships.



瑞科生物啟航獎學金頒獎
Recbio Embarking Scholarship Award

香港聯交所指標索引

INDEX REGARDING REPORTING
GUIDE OF HKEX

ESG 指標編號 Esg KPI No.	指標說明 KPI Description	披露段落 Disclosure Section
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.	能源及碳排放管理 廢棄物管理 廢水排放 廢氣排放 Management of Energy and Carbon Emissions Waste Management Discharge of Wastewater Waste Gas Emissions
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.	廢氣排放 Waste Gas Emissions
關鍵績效指標 A1.2 KPI A1.2	直接（範圍 1）及能源間接（範圍 2）溫室氣體總排放量（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).	能源及碳排放管理 Management of Energy and Carbon Emissions
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).	廢棄物管理 Waste Management
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).	廢棄物管理 Waste Management
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 能源及碳排放管理 Addressing Climate changes Management of Energy and Carbon Emissions

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ESG指標編號 Esg KPI No.	指標說明 KPI Description	披露段落 Disclosure Section
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 廢棄物管理 Addressing Climate Changes Waste Management
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。資源可用於生產、儲存、運輸、樓宇、電子設備等。 Policies on the efficient use of resources, including energy, water and other raw materials. Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	能源及碳排放管理 水資源管理 包裝材料管理 Management of Energy and Carbon Emissions Water resources management Packaging Material Management
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).	能源及碳排放管理 Management of Energy and Carbon Emissions
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).	水資源管理 Water Resources management
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 能源及碳排放管理 Addressing Climate changes Management of Energy and Carbon Emissions
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 水資源管理 Addressing Climate changes Water Resources Management
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）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	包裝材料管理 Packaging Material Management

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ESG指標編號 Esg KPI No.	指標說明 KPI Description	披露段落 Disclosure Section
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.	能源及碳排放管理 水資源管理 包裝材料管理 Management of Energy and Carbon Emissions Water Resources Management Packaging Material Management
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.	能源及碳排放管理 水資源管理 包裝材料管理 Management of Energy and Carbon Emissions Water Resources management Packaging Material Management
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 Changes
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 Changes

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ESG指標編號 Esg KPI No.	指標說明 KPI Description	披露段落 Disclosure Section
B. 社會 B. Social		
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) 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.	推動多元平等 員工權益保障 員工溝通關懷 Promoting Diversity and Equality Protection of Employees' Rights and Interests Employee Communication and 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 (for example, full – or parttime), age group and geographical region.	推動多元平等 Promoting Diversity and Equality
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.	推動多元平等 Promoting Diversity and Equality
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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ESG指標編號 Esg KPI No.	指標說明 KPI Description	披露段落 Disclosure Section
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。 培訓指職業培訓，可包括由僱主付費的內外部課程。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	造就人才發展 Promoting Talent Development
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、中級管理層等）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).	造就人才發展 Promoting Talent Development
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.	造就人才發展 Promoting Talent Development
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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ESG指標編號 Esg KPI No.	指標說明 KPI Description	披露段落 Disclosure Section
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、以及有關慣例的執行及監察方法。 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	描述在挑選供貨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、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.	質量控制管理 Quality Control Management

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ESG指標編號 Esg KPI No.	指標說明 KPI Description	披露段落 Disclosure Section
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.	質量控制管理 Quality Control Management
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.	質量控制管理 Quality Control Management
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.	質量控制管理 Quality Control Management
關鍵績效指標B6.5 KPI B6.5	描述消費者數據保障及私隱政策，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.	數據隱私保護 Data and Privacy Protection
層面B7 Aspect B7	反貪污 Anticorruption	
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.	商業道德 Business Ethics
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.	商業道德 Business Ethics
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.	商業道德 Business Ethics

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ESG指標編號 Esg KPI No.	指標說明 KPI Description	披露段落 Disclosure Section
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.	商業道德 Business Ethics
層面B8 Aspect B8	社區投資 Community Investment	
一般披露 General Disclosure	有關以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.	支持公益事業 Supporting Public Welfare
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).	支持公益事業 Supporting Public Welfare
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.	支持公益事業 Supporting Public Welfare

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報告評價及建議

本報告是瑞科生物面向社會公開發佈的2022年環境、社會及管治(ESG)報告。為了持續完善ESG管理工作，不斷提高履行社會責任的能力和水平，我們非常希望傾聽您的意見和建議。懇請您協助完成反饋意見表中提出的相關問題，您可以通過電子郵件、郵寄以及線上回覆的方式反饋給我們。

電子郵件：ir@recbio.cn

郵寄地址：江蘇省泰州市海陵區醫藥城杏林路28號

收件人：瑞科生物ESG工作組

郵編：225300

1、您對瑞科生物ESG報告的總體評價是？

好 較好 一般 差

2、您希望瑞科生物披露ESG報告的頻率是？

每年度 每半年度 每季度

3、您最關心報告里的哪些議題？

產品質量與安全 研發與創新
員工健康及安全 反貪腐與商業道德
知識產權 員工培訓與發展 其他

4、您認為本報告是否能反映瑞科生物對經濟、社會、環境和企業治理的重大影響？

能 一般 不能 不了解

5、您認為本報告所披露信息的準確度、完整度如何？

高 較高 一般 較低 低

6、您認為報告的哪些方面需要改進？

版面設計 數據類型 議題覆蓋
參考標準

REPORT EVALUATION AND RECOMMENDATIONS

This report is Recbio's 2022 ESG Report released to the public. In order to keep enhancing our management on ESG and improving our ability and level on fulfilling social responsibilities, we are looking forward to your opinions and suggestions. We earnestly ask you to complete the questions in the feedback form and send it back by email, mail or online replies:

E-mail: ir@recbio.cn

Mailing address: No. 28 Xinglin Road, Medical City, Hailing District, Taizhou City, Jiangsu Province

Addressee: ESG Working Group of Recbio

Postcode: 225300

1. Your general evaluation on Recbio's ESG report is?

Good Relatively good Average Bad

2. What is your expected releasing frequency of Recbio's ESG report?

Annual semiannually Quarterly

3. What topics in the report are most concerned by you?

Product quality and safety Research and innovation
Staff health and safety Anti-corruption and business ethics
Intellectual property Staff training and development Others

4. Do you think if this report can reflect Recbio's influences on the economy, society and environment?

Yes Average No No idea

5. What's your opinion on the clearness, accuracy and completeness of the information disclosed in this report?

High Relatively high Average Relatively low Low

6. What should be improved in this report?

Page layout Data type Topic coverage
Reference standard

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歡迎您在此提出對瑞科生物ESG工作和本報告的意見和建議：

You are appreciated to give opinions and suggestions on Recbio's efforts on ESG work and this report:



