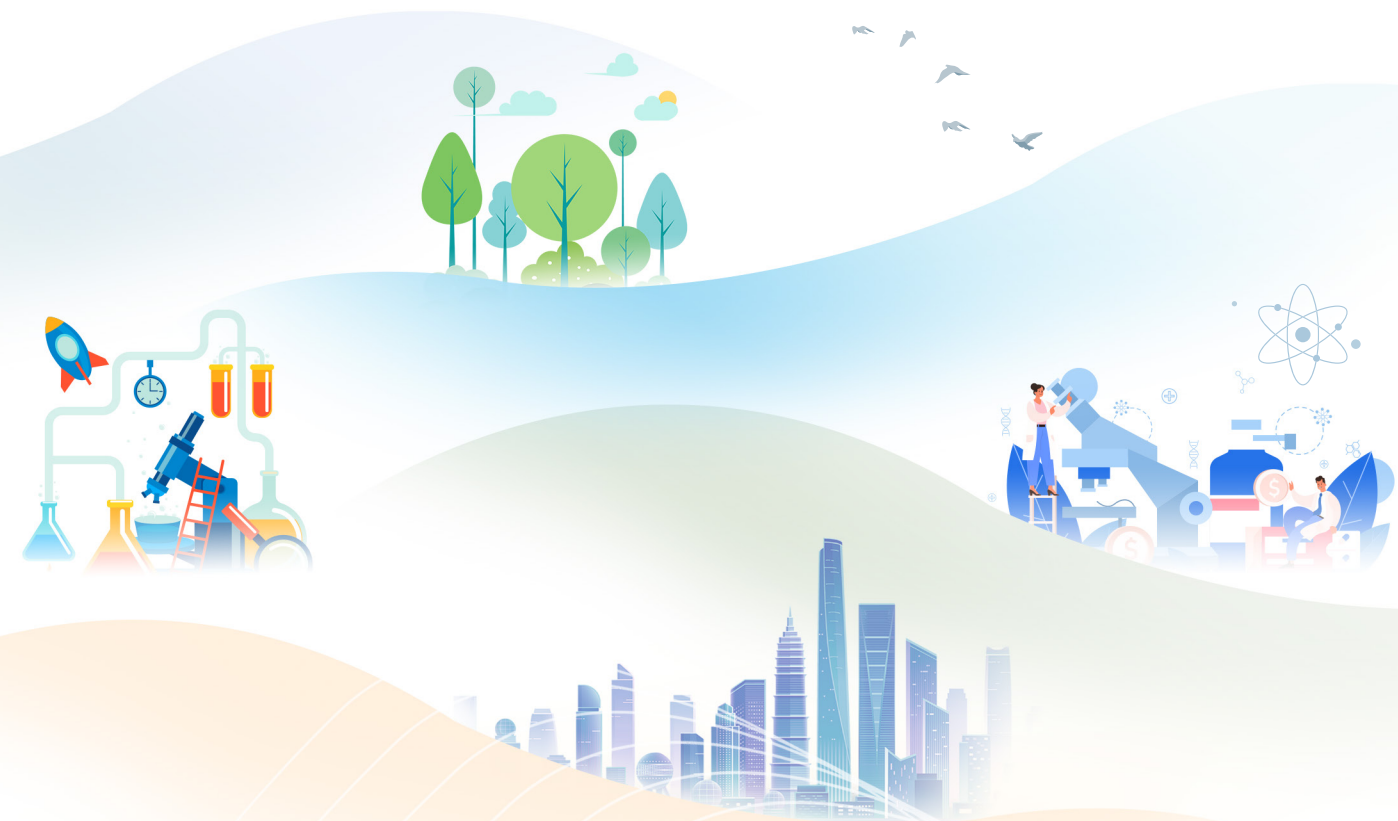


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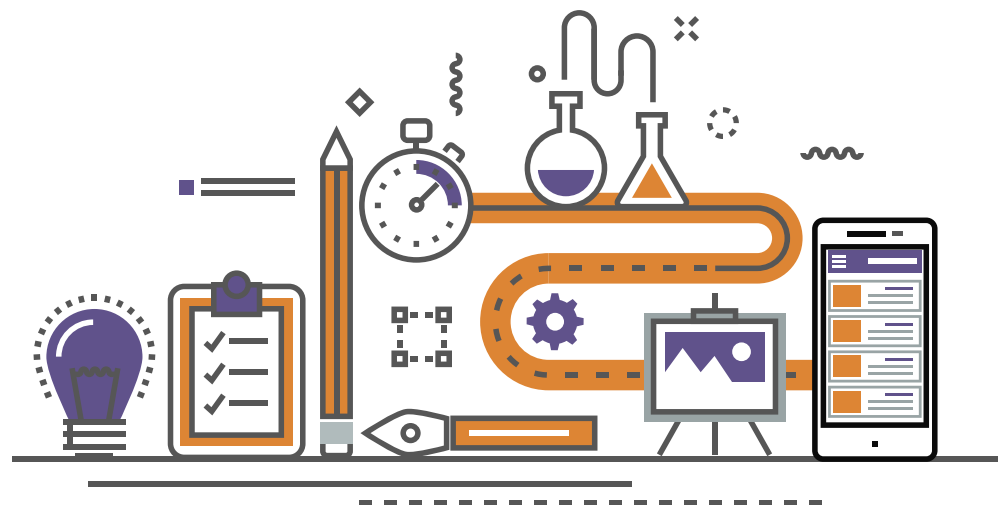
江蘇瑞科生物技術股份有限公司
環境、社會和管治報告
JIANGSU RECBIO TECHNOLOGY CO., LTD.
2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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關於本報告

ABOUT THE REPORT



報告概覽

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」）發佈的第四份環境、社會和管治（ESG）報告（以下簡稱「ESG報告」），旨在真實反映瑞科生物2024年度在ESG方面的理念、實踐和成果。

報告範圍

本報告覆蓋瑞科生物及其全部子公司，報告範圍與年報一致。相較於2024年4月發佈的2023年ESG報告，本報告披露範圍無重大調整。

本報告的時間範圍為2024年1月1日至2024年12月31日（以下簡稱「報告期」），部分信息案例可能涉及報告期外。

REPORT OVERVIEW

The report is the fourth 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 on ESG issues in 2024, and the Company's fulfillment of its responsibilities to shareholders, consumers, employees, communities and other key stakeholders.

REPORTING SCOPE

The report covers Jiangsu Recbio Technology Co., Ltd. and all of its subsidiaries, and the reporting scope is consistent with that of the annual report. Compared with the 2023 ESG Report issued in April 2024, there is no significant adjustment in the scope of the report.

The report covers the period from January 1, 2024 to December 31, 2024 (the "Reporting Period"), while some information and cases may fall beyond the Reporting Period.

報告準則

本報告依照《香港聯合交易所有限公司證券上市規則》附錄C2《環境、社會及管治報告指引》（以下簡稱「《ESG報告指引》」）編制。

公司根據《ESG報告指引》對相關層面和關鍵績效指標（KPIs）進行了適用性及實質性評估。本報告符合「強制披露」及「不遵守就解釋」披露要求，報告中對不適用於公司的披露規則進行了解釋，遵循《ESG報告指引》的匯報原則：

- 「重要性」原則：公司通過利益相關方參與及重要性評估，確定重要ESG議題；
- 「量化」原則：本報告定量匯報公司環境和社會方面的重要關鍵績效指標，附帶量化數據說明，闡述其目的和影響，並提供適當的比較數據；
- 「平衡」原則：本報告不偏不倚地呈報公司環境和社會方面的表現；
- 「一致性」原則：本報告相關披露統計方法與2023年ESG報告保持一致，沒有發生重大變化。

數據說明

本報告中的財務數據來自2024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。

確認及批准

本報告經管理層確認後，於2025年3月28日獲董事會審批通過。

REPORTING PRINCIPLES

The report is prepared with reference to the *Environmental, Social and Governance Reporting Guide* (the "ESG Reporting Guide") in Appendix C2 of the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*.

The Company has conducted an applicability and materiality assessment of the relevant aspects and KPIs in accordance with the *ESG Reporting Guide*. The report has complied with the "mandatory disclosure" and "comply or explain" provisions and has included explanations for disclosure provisions that are not applicable to the Company in accordance with the reporting principles in the *ESG Reporting Guide*.

- "Materiality" principle: The Company identifies material ESG issues through stakeholder engagement and materiality assessment;
- "Quantitative" principle: The report adopts quantitative data to disclose the environmental and social KPIs accompanied by a narrative to explain their purposes and impacts, with comparative data provided as well;
- "Balance" principle: The report presents the Company's environmental and social performance in an unbiased manner;
- "Consistency" principle: The statistical methodology of the relevant disclosures in the report is consistent with that used in the 2023 ESG Report and has not been substantially changed.

DATA DESCRIPTION

The financial data in the report is derived from the 2024 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.

CONFIRMATION AND APPROVAL

The report was approved by the Board of Directors on March 28, 2025 upon confirmation by the management.



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ESG工作的關注，本人謹代表瑞科生物向您致以誠摯的問候！

過去一年，瑞科生物在探索中穩步前行，在變革中加速奔跑，書寫了屬於我們的輝煌篇章。依託自主研發的新型佐劑技術平台，我們已成功開發多款臨床表現優異、極具競爭力和市場潛力的新型佐劑創新型疫苗。尤為值得一提的是，公司特有的BFA01和BFA03佐劑被納入了國際權威組織流行病防範創新聯盟（CEPI）佐劑供應庫，成為了該技術領域的全球領跑者之一。此外，在產業化方面，我們也取得了令人矚目的進展。公司建成了擁有年產能2,000萬劑的九價HPV疫苗和帶疱疫苗的產業化基地，彰顯了我們在疫苗研發領域的深厚底蘊與創新能力，更為全球疫苗供應可及性貢獻重要力量。

CHAIRMAN'S STATEMENT

Dear readers:

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

Over the past year, Recbio steadily advanced in exploration, and accelerated its pace in transformation, crafting its own brilliant chapter. Relying on our independently developed novel adjuvant platform, we have successfully developed multiple innovative vaccines with excellent clinical performance, strong competitiveness, and significant market potential. Particularly noteworthy is that our proprietary adjuvants, BFA01 and BFA03, were included in the adjuvant supply library of the international authoritative organization, the Coalition for Epidemic Preparedness Innovations (CEPI), making us one of the global leaders in this field. Additionally, we achieved remarkable progress in industrialization. The Company built a manufacturing facility for HPV 9-valent vaccines and shingles vaccines, with an annual production capacity of 20 million doses. This has demonstrated our profound foundation and innovation ability in vaccine R&D, contributing great efforts to improving the accessibility of global vaccine supply.

一年來，我們的ESG工作持續進步。公司大力實施綠色低碳發展戰略，治理效能持續釋放，科技創新活力不斷迸發，綠色轉型和產業升級步伐全面加快，安全環保管理持續加強，企業與社會發展互融共促。

我們堅持責任治理。瑞科生物深知合規經營是企業發展的底線和基石。為築牢公司高效運作基礎，我們依據「相互制衡、權責明確、規範高效」的原則不斷加強公司管治結構的建設，並制訂系列內部相關制度支持治理體系的建立健全，確保公司各項決策的科學性、合理性和透明度。2024年，我們也逐步在企業風險管理體系嵌入ESG風險，以制訂更加清晰有效的ESG風險管理方案，提升企業可持續管治水平。

我們堅持創新引領。瑞科生物秉持著精益求精的研發理念，發佈全新的研發體系，並積極投身於行業合作研發領域，多次攜手多方力量共謀創新。我們始終致力於在創新中遵循嚴格的品控流程，持續優化每一環節，致力於成為行業引領者。2024年，我們建立了與供應商之間的投訴與反饋機制，極大程度地優化了現場監督所發現質量問題的反饋和改進流程，並通過加強供應商管理、嘗試年度質量回顧、提升質量驗證能力等，為戰略品種的成功商業化奠定堅實基礎。

我們堅持低碳發展。在環境保護、節能排放方面，在國家「雙碳」目標引領和綠色轉型趨勢下，瑞科生物逐步打造自身綠色可持續發展道路，強化氣候變化風險管理，加強節能減碳措施的實施力度，並積極構建更加完善的環境和資源管理體系，為實現綠色「零碳」未來貢獻自身的智慧和力量。2024年，在直面氣候變化等全球挑戰和社會風險的過程中，我們加快可持續發展理念與日常運營的融合，始終踐行綠色高質量發展道路，探索低碳戰略轉型。

Throughout this year, persistent efforts were made to progress the ESG work. The Company vigorously implemented a green and low-carbon development strategy, with governance efficiency continuously improved, and technological innovation vitality constantly erupted. The pace of green transition and industrial upgrading has accelerated comprehensively, while safety and environmental protection management has been continuously strengthened. This has facilitated a mutually beneficial integration between the enterprise and social development.

We adhere to responsible governance. Recbio is fully aware that compliant operation is the bottom line and foundation of corporate development. To solidify the foundation of the Company's efficient operation, we have continuously strengthened our corporate governance structure based on the principles of "mutual checks, clearly defined powers and responsibilities, and standardization and high efficiency". We have formulated a series of internal systems to support the establishment and improvement of the governance system, ensuring that all corporate decisions are made in a scientific, rational, and transparent manner. In 2024, we also systematically embedded ESG risks into our enterprise risk management system. This move was aimed at developing clearer and more effective ESG risk management plans, thereby improving sustainable corporate governance.

We adhere to innovation as a leading force. Recbio, adhering to the philosophy of pursuing excellence in R&D, has launched a new R&D system. We also actively participate in industry cooperative R&D initiatives, and join forces with various parties to seek innovation on numerous occasions. We are always committed to following strict quality control processes in innovation, continuously optimizing every link, and striving to become an industry leader. In 2024, we established a complaint and feedback mechanism with suppliers, which greatly optimized the process for reporting quality issues discovered during on-site supervision and facilitating the implementation of corrective actions. By strengthening supplier management, introducing annual quality reviews, and enhancing quality verification capabilities, we have laid a solid foundation for the successful commercialization of strategic products.

We adhere to low-carbon development. Guided by the national "dual carbon" goal and the trend of green transition in environmental protection and energy conservation and emission reduction, Recbio is gradually building its own path towards green and sustainable development. By strengthening the management of climate change risks, intensifying the implementation of energy-saving and carbon-reduction measures, and actively constructing a more robust environmental and resource management system, Recbio is contributing wisdom and efforts to achieving a green and "zero carbon" future. In 2024, in the face of global challenges such as climate change and social risks, we accelerated the integration of sustainable development concepts with daily operations. We steadfastly pursued a path of green and high-quality development, while exploring strategic transition toward a low-carbon future.

我們堅持以人為本。瑞科秉持“人是目的，人的發展”核心理念，持續構建高效支撐業務的人力資源體系，通過多樣的人才培養策略以及培養項目，打通人才在各個生命週期的內部流動，為公司業務發展穩定持續地輸送有效人才及資源，支持員工實現自我價值，賦能員工成長。2024年，我們成立瑞科學院，將“成為瑞科人才的培養平台、成為技術交流和發展的促進中心、成為人才培養發展的資源中心”作為己任，持續推動人才的成長和發展。

我們堅持回饋社會。瑞科生物以“創制一流疫苗，守護人類健康”為初心，致力於疫苗研發的國產化與商業化。公司通過與國內外政府、協會、高校及行業夥伴合作，推動生物醫藥行業高質量發展，並搭建校企合作育苗計劃，培養專業人才，提供專項獎學金支持醫藥學子。2024年，瑞科生物與南京醫科大學聯合共建的“江蘇省研究生工作站”獲江蘇省教育廳認定，為江蘇省疫苗產業創新發展提供強有力人才支撐。

展望未來，公司的主要戰略品種進入關鍵階段，處於至關重要的挑戰時刻。為了打造瑞科的核心競爭力，順利邁向產業化，並如期實現預設的各個關鍵里程碑，我們需要從人才、技術、資源等多個維度全面發力。我們堅信，通過持續的努力，必將收穫階段性的成果，並開啟更加輝煌的征程。

We adhere to the people-oriented principle. Recbio, guided by the core concept that "people are the purpose, and their development is the core", continuously develops an efficient human resource system to support business operations. Through diverse talent cultivation strategies and initiatives, we facilitate internal mobility throughout the talent lifecycle stages. This provides a steady pipeline of capable talents and resources for sustainable business growth. By doing so, we support employees in realizing their self-fulfillment, and empower their career growth. In 2024, we established the Recbio Academy and consistently promoted the cultivation and development of talents. Our mission is to build a training platform for Recbio talents, a center for promoting technical exchange and development, and a resource center for talent development and growth.

We are committed to giving back to society. Recbio, with the initial aspiration of "protecting human health with best-in-class vaccines", is dedicated to advancing localized vaccine research, development and commercialization. Through collaborations with governments, associations, universities, and industry partners at home and abroad, the Company promotes high-quality development in the biopharmaceutical industry. We also establish school-enterprise programs to cultivate professional talents and provide special scholarships to support medical students. In 2024, "Jiangsu Provincial Graduate Workstation" jointly established by Recbio and Nanjing Medical University was recognized by Jiangsu Provincial Department of Education, providing strong talent support for the innovation and development of the vaccine industry in Jiangsu Province.

Looking ahead, the Company's main strategic products will enter a critical stage with crucial challenges. To build Recbio's core competitiveness, smoothly move towards industrialization, and achieve all the preset key milestones on time, we need to make comprehensive efforts from multiple dimensions such as talents, technologies, and resources. We firmly believe that continuous efforts will surely yield phase-based achievements and pave the way for an even more glorious journey.



董事會聲明

> 董事會責任

董事會是瑞科生物ESG事宜最高決策機構，對ESG管治承擔監督責任，負責開展ESG重大事項的審議，制訂ESG相關戰略規劃、政策、目標等。董事會通過定期會議審議監督ESG重點事項，如公司ESG相關風險與機遇等，同時對ESG目標進度和工作執行結果進行檢討和評價。

> ESG事務執行

由證券合規中心牽頭組成ESG工作小組，主要負責了解ESG發展最新趨勢與要求、評估與厘定ESG相關風險與機遇、與利益相關方保持良好溝通、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事宜落地執行，並定期向ESG工作小組反饋ESG工作的進度。

> 重要性分析

瑞科生物與內外部利益相關方保持緊密溝通，及時識別利益相關方的期望與要求。我們通過開展重要性評估和排序工作，就利益相關方重點關注的ESG議題展開溝通，以確認ESG目標與戰略方針，並對相關工作進行管理和回顧，以持續提升響應水平。瑞科生物2024年ESG重要性議題分析結果詳見「可持續治理 - 實質性議題評估」。

BOARD STATEMENT

> RESPONSIBILITIES OF THE BOARD

As the highest body responsible for the ESG affairs of Recbio, the Board assumes the supervisory responsibility for ESG governance, reviewing material ESG issues and formulating 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.

> IMPLEMENTATION OF ESG AFFAIRS

The ESG Working Group led by the Securities and Compliance Center is primarily responsible for following up on the latest ESG trends and requirements, 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 to the ESG Working Group.

> MATERIALITY ANALYSIS

Recbio maintains close communication with internal and external stakeholders, and identifies their expectations and demands in time. We conduct materiality assessment and prioritization based on the ESG issues that are of major concern to our stakeholders. During the Reporting Period, we discussed and approved the identified ESG materiality issues, finalized the ESG objectives and strategies based on the issues, and managed and reviewed the relevant work. For details of Recbio's 2024 ESG materiality analysis results, please see "ESG Governance - Materiality Analysis".

走近瑞科生物

關於瑞科生物

瑞科生物成立於2012年，並於2022年在香港交易所上市，是一家以自主研發技術為核心驅動力的創新型疫苗公司。公司已搭建新型佐劑、蛋白工程、免疫評價及工藝開發四大創新平台。作為全球少數幾家有能力的研製及生產全系列新型佐劑的公司之一，公司四大平台密切協同，持續開發性能領先的重磅疫苗品種。

截至2024年末，瑞科生物已構建包含10餘款高價值創新疫苗管線組合，覆蓋宮頸癌、帶狀疱疹、呼吸道合胞病毒感染等重大疾病領域，其中核心產品「REC603—III期九價HPV疫苗」處於III期臨床試驗階段，預期將成為國內首批獲批的國產九價HPV疫苗之一。

經過多年的技術沉澱，瑞科生物即將邁入產品商業化的新發展階段。我們已建成年產能2,000萬劑的九價HPV疫苗和創新疫苗（CHO細胞）的產業化基地。未來我們將繼續全面推進產業化產品的上市以及後續新產品的研發，不斷推出更安全、更有效的創新型疫苗，以滿足市場需求的不斷變化。

公司文化

瑞科生物秉承使命，始終保持開放共贏的態度，以研發為驅動、以技術為先導、以企業價值觀為引領，積極運用自己的核心技術和產業化能力促進全行業發展，實現企業最終願景。

GET TO KNOW RECBIO



ABOUT RECBIO

Founded in 2012 and listed on the Hong Kong Stock Exchange in 2022, Recbio is an innovative vaccine company propelled by internally developed technologies. The Company has established four innovation platforms, namely a novel adjuvant platform, a protein engineering platform, an immunological evaluation platform and a process development platform. As one of the few companies in the world capable of both developing and manufacturing a complete range of novel adjuvants, we are able to consistently create promising vaccine candidates by virtue of the synergy of our four platforms.

By the end of 2024, Recbio had developed high-value innovative vaccine portfolios consisting of ten-odd vaccines, covering major diseases such as cervical cancer, shingles and respiratory syncytial virus ("RSV"). Among them, our core product REC603, the Recombinant HPV 9-valent vaccine has completed Phase III clinical trial, and is expected to be one of the first marketed domestic 9-valent HPV vaccine.

After years of technology accumulation, Recbio is about to start a new development phase of product commercialization. We have established an industrial production base with an annual production capacity of 20 million doses for both the HPV 9-valent vaccine and innovative vaccines (CHO cells). In the future, we will continue to comprehensively promote the launch of industrialized products and the research and development of subsequent new products, and keep introducing safer and more effective innovative vaccines to meet the ever-changing market demands.

COMPANY CULTURE

Recbio adheres to its mission and always maintains an open and win-win perspective. Motivated by R&D, technologies, and corporate values, we actively apply our core technologies and industrialization capabilities to contribute to the development of the whole industry and to fulfill our ultimate vision.



企業使命 Corporate Mission

創制一流疫苗，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：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
- 集體奮鬥：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
- 敬業專業：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
- 包容進步：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願景
- Value creation: Value creation is the only reason Recbio exists. Our value lies in constantly creating value for society, customers, shareholders and employees. Quality is the premise of value creation, and innovation is the source of value creation.
- Collective striving: Collective striving is the fundamental manner to value creation, with which we integrate each department and each employee into a coordinated and efficient organization.
- Dedication and professionalism: 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.
- Inclusiveness and progress: 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.

公司榮譽

CORPORATE HONORS



2024中國醫藥上市公司ESG競爭力TOP10

Top 10 Chinese Pharmaceutical Listed Companies in ESG Competitiveness in 2024



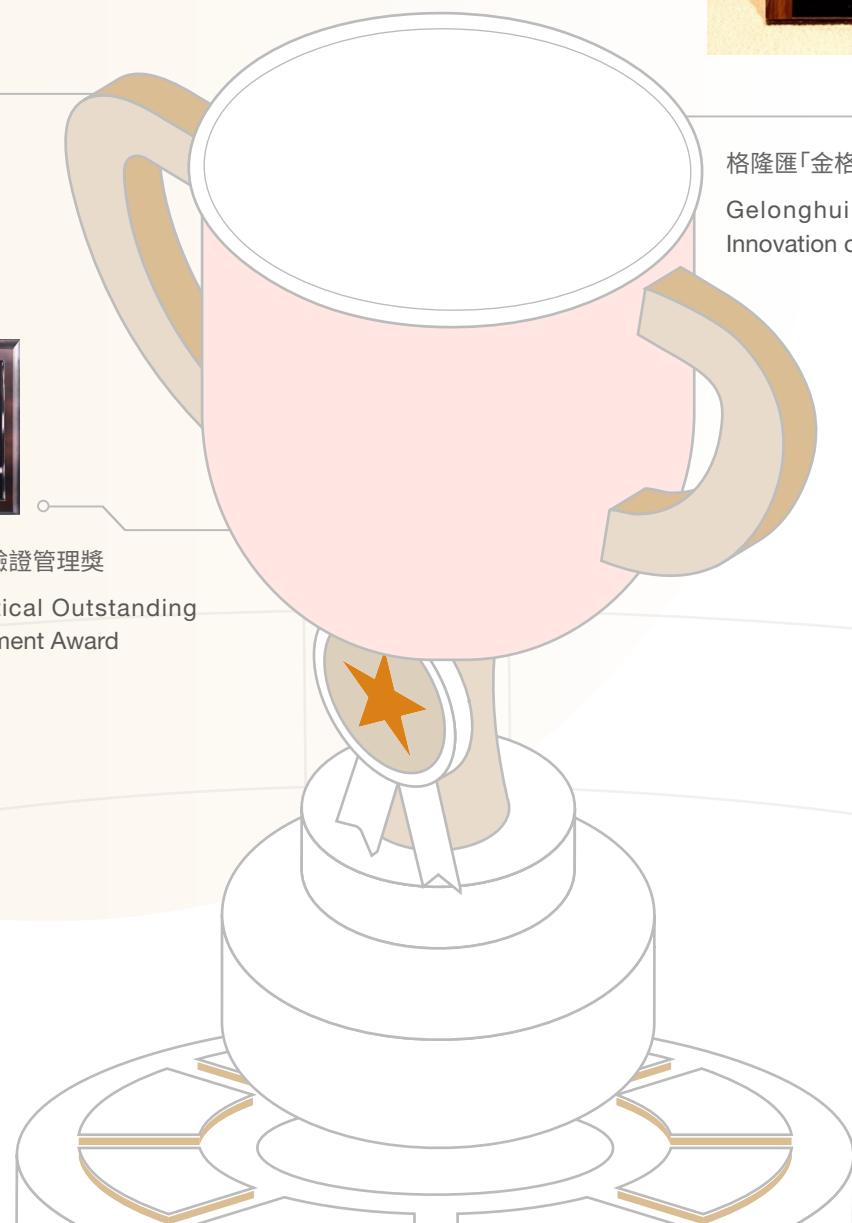
格隆匯「金格獎」—年度創新力獎

Gelonghui "Jinge Award" - Innovation of the Year Award



2023年度製藥傑出驗證管理獎

2023 Pharmaceutical Outstanding Validation Management Award



01

可持續管理體系

Sustainable Management System

瑞科生物高度重視可持續發展，致力於成為創新型疫苗行業賦能者，並將可持續發展理念融入公司戰略、日常管理和工作中，以實現長期、高質量的可持續發展。

Recbio attaches great importance to sustainable development and is committed to becoming an empowering force in the innovative vaccine industry. We integrate the concept of sustainable development into the Company's strategy, daily management, and work to achieve long-term and high-quality sustainable development.



ESG治理

瑞科生物圍繞責任治理、創新引領、低碳發展、以人為本、回饋社會等關鍵領域，不斷加強ESG理念與公司業務的融合，為公司的可持續發展奠定堅實的基礎。同時，我們逐步將ESG風險嵌入企業風險管理體系，制訂更加清晰有效的ESG風險管理體系，推動可持續發展戰略目標的全方位落地與實施。

為推動可持續發展策略的實施，我們持續完善ESG治理頂層設計，自上而下專門建立了三級ESG治理架構，包含董事會、ESG工作小組和各職能部門，致力於將ESG理念和管理策略在公司運營的各個環節落實。各層級分別承擔ESG相關的決策、協調及執行職責，其中ESG工作小組承上啟下，在與職能部門協同開展ESG行動的同時，負責統籌ESG工作，並將工作進度總結定期匯報至董事會。

ESG GOVERNANCE

Recbio, focusing on key areas such as responsible governance, innovation-driven development, low-carbon development, people-oriented principle, and social contribution, continuously strengthens the integration of ESG concepts with corporate business, laying a solid foundation for the Company's sustainable development. At the same time, we systematically embed ESG risks into the corporate risk management system, formulate a clearer and more effective ESG risk management system, and promote the comprehensive implementation of sustainable development strategies and goals.

To enforce our sustainability strategy, we continue to improve the top-level design of ESG governance and have established a three-tier ESG governance structure from the top down. The structure consists of the Board of Directors, the ESG Working Group and each functional department, which is committed to implementing ESG concepts and management strategies in all aspects of our operations. The three tiers are responsible for ESG-related decision-making, coordination and execution, respectively. Among them, the tier-2 ESG Working Group is responsible for coordinating the ESG work and reporting the work progress to the Board regularly, while collaborating with functional departments to carry out ESG-related work.



瑞科生物ESG治理架構

Recbio ESG Governance Structure



利益相關方溝通

瑞科生物重視與利益相關方的溝通與合作，致力於與利益相關方建立密切良好的關係。我們採用多種有效的溝通方式，積極響應他們在ESG方面的需求和意見，以促進公司的ESG績效改進。在與利益相關方的交流中，我們也持續傳遞自身ESG理念，進一步提升價值鏈中的可持續發展。

COMMUNICATION WITH STAKEHOLDER

Recbio attaches great importance to communication and cooperation with stakeholders and is committed to establishing close and good relationships with them. We adopt a variety of effective communication methods to actively respond to stakeholders' needs and opinions on ESG, so as to further improve our ESG performance. We also continue to communicate our ESG philosophy in our interactions with stakeholders to further enhance sustainability across the value chain.

主要利益相關方 Key Stakeholders	利益相關方期望 Stakeholder Expectations	溝通響應方式 Channels for Communication and Response
股東/投資者 Shareholders/ Investors	風險管理 Risk management 行業發展與共贏 Industry development and win-win 合理穩定收益 Reasonable and stable returns 信息披露 Information disclosure	公司公告 Corporate announcement 股東大會 General meeting 投資者調研 Investor survey 路演活動 Roadshow 股東熱線 Shareholder hotline 投資者關係郵箱 Investor relations email 實地考察 On-the-spot inspection 官網 Official website 微信公眾號 Enterprise WeChat public account
員工 Employees	員工培訓與發展 Employee training and development 員工健康與安全 Employee health and safety 員工福利與關懷 Employee welfare and care 員工權益維護 Employee rights protection 民主溝通 Democratic communication	員工培訓和績效評估 Staff training and performance evaluation 員工代表大會和工會委員會 Employee congress and trade union committee 員工大會、座談會 Staff meeting, symposium 員工投訴和舉報郵箱 Employee complaint and report email 微信公眾號 Enterprise WeChat public account

政府與監管機構 Government and regulators	信息安全與隱私保護 Information security and data privacy 反貪腐與商業道德 Anti-corruption and business ethics 公益慈善 Charity and philanthropy 醫療保健可及性 Accessibility to health care 應對氣候變化 Response to climate change 能源管理 Energy management 資源管理 Resource management	政策諮詢 Policy consultation 會議交流 Meetings and exchanges 監管考察 Supervision and inspection 新聞稿 Press releases
客戶 Customers	產品質量與安全 Product quality and safety 信息安全與隱私保護 Information security and data privacy 研發與創新 R&D and innovation 負責任營銷 Responsible marketing 客戶服務保障 Customer services and guarantees	藥品不良事件反饋 Feedback of adverse drug event 客服熱線 Customer service hotline 客戶調研 Customer satisfaction survey 投訴渠道 Complaint channel
社區 Community	公益慈善 Charity and philanthropy 環境管理 Environmental management 醫療保健可及性 Accessibility to health care	微信公眾號 Enterprise WeChat public account 社區活動 Community activities 環保宣傳 Environmental protection campaigns 健康支持 Health support
供應商 Supplier	供應鏈管理 Supply chain management 反貪腐與商業道德 Anti-corruption and business ethics 行業發展與共贏 Industry development and win-win	行業交流活動 Industry-wide exchange activities 供應商行為準則 Code of conduct of suppliers 供應商評估 Supplier assessment 供應商網站平台 Website platform of suppliers 供應商日常溝通 Daily communication with suppliers 現場指導和檢查 On-site guidance and inspection

實質性議題評估

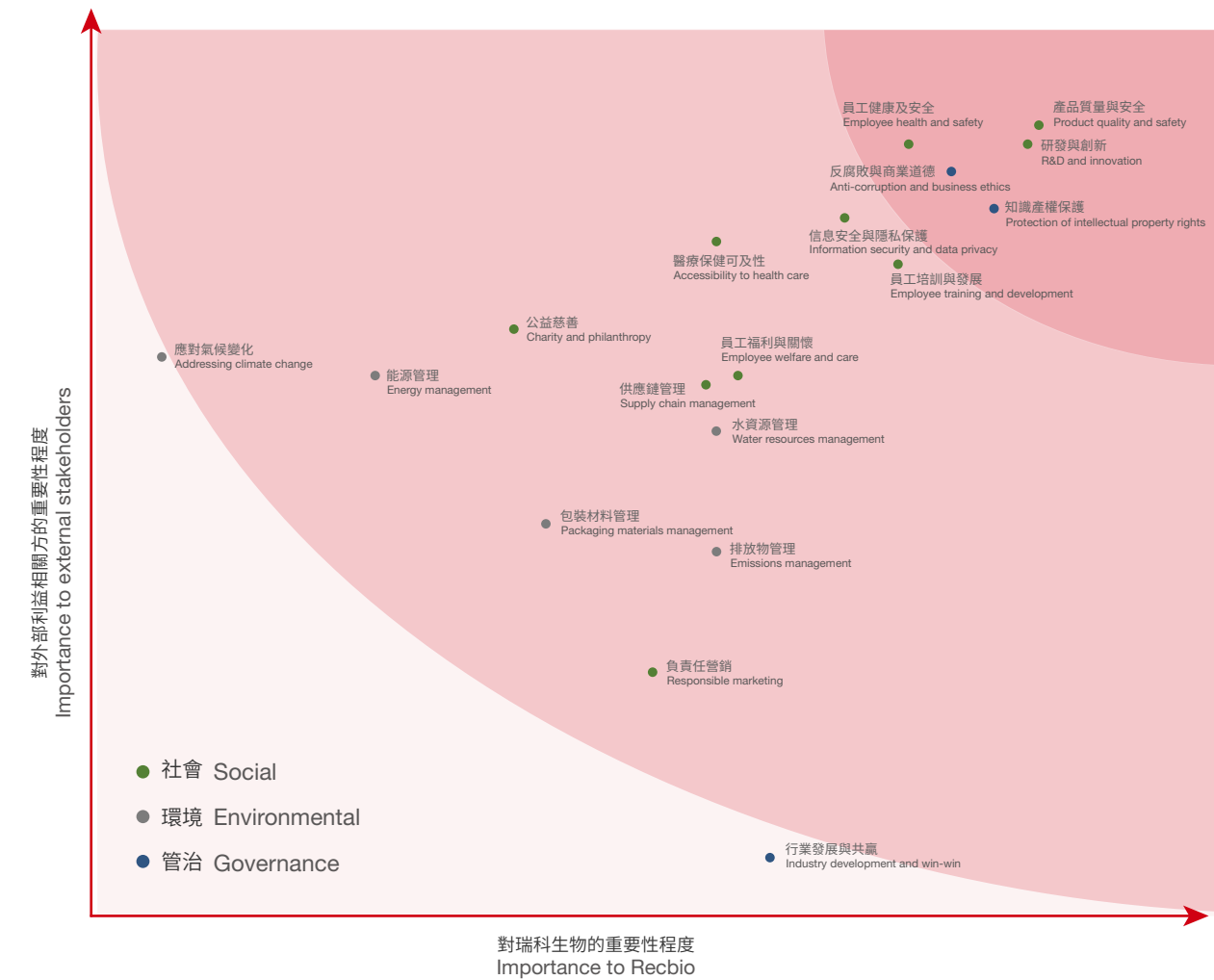
瑞科生物開展實質性議題調研，綜合利益相關方期望、行業熱點議題及自身業務運營情況識別重要性ESG議題，並面向員工開展議題重要性評估調研，最終將識別出的各項ESG議題按照對內外部利益相關方的重要程度進行排序，形成實質性議題矩陣，為瑞科生物制訂ESG戰略奠定堅實的基礎。

本集團定期分析實質性評估結果，將分析結果作為ESG管理的重要考慮因素。匯報期內，本集團回顧上一年度的實質性評估結果，並基於管理層建議對部分議題進行適當調整形成2024年瑞科生物實質性議題矩陣。

ASSESSMENT OF MATERIAL ISSUES

Based on stakeholder expectations, industry concerns and our business operations, Recbio has conducted research to identify material ESG issues and initiated a survey facing all employees to assess the materiality of the issues. We have prioritized the identified ESG issues according to their importance to internal and external stakeholders and formed a materiality matrix accordingly, which lays a solid foundation for us to develop ESG strategies.

The Group regularly analyzes the results of the materiality assessment and takes the analysis results as an important consideration in ESG management. During the Reporting Period, the Group reviewed the materiality assessment results of the previous year and, based on the recommendations of the management, made appropriate adjustments to some of the issues to form the 2024 Recbio Materiality Matrix.



2024年瑞科生物實質性議題矩陣
2024 RecBio Materiality Matrix

聯合國可持續發展目標響應

瑞科生物積極響應SDGs，致力於將SDGs融入核心業務和重要性議題考慮，並與各方凝聚可持續發展共識，用實際行動支持SDGs涵蓋的內容，以實現在經濟、社會及環境發展方面創造長期價值。

RESPONSE TO SDGS

Recbio actively responds to SDGs and is committed to integrating SDGs into its core business and consideration of material issues. We are working with all parties to build a consensus on sustainability and support the SDGs with practical actions, in an endeavor to create long-term values in economic, social and environmental development.

SDGs	對應報告章節 Chapter	瑞科生物回應 Recbio's Response
 良好健康與福祉	<ul style="list-style-type: none">· 創新引領 驅動品質飛躍· 以人為本 成就員工成長· 回饋社會 共繪繁榮願景 <p>Innovation Driving Quality Excellence</p> <p>People-Oriented, Achieving Employee Growth</p> <p>Giving Back to the Community and Jointly Building a Prosperous Vision</p>	<ul style="list-style-type: none">· 構建覆蓋宮頸癌、帶狀疱疹、呼吸道合胞病毒感染等重大疾病領域的高價值創新疫苗管線組合，守護人類健康· 落實安全風險分級管控和隱患排查治理雙重預防工作機制，保障員工職業健康安全· 定期開展員工職業健康體檢· 與行業夥伴和高校開展醫藥技術交流 <p>Develop high-value innovative vaccine portfolios covering cervical cancer, shingles, RSV infections and other major diseases to protect human health</p> <p>Implement a dual prevention mechanism of graded safety risk management and hidden hazard investigation and control to safeguard employees' occupational health and safety.</p> <p>Arrange regular occupational health examinations for employees</p> <p>Conduct pharmaceutical technology exchanges with industry partners and universities</p>
 優質教育	<ul style="list-style-type: none">· 以人為本 成就員工成長 <p>People-Oriented, Achieving Employee Growth</p>	<ul style="list-style-type: none">· 完善員工培訓體系，鼓勵員工參與再教育· 支持教育事業，積極開展校企合作教學 <p>Improve employee training system, establish an internal trainer system, and encourage employees to further education</p> <p>Support education and engage in school-enterprise collaborative teaching</p>
 性別平等	<ul style="list-style-type: none">· 以人為本 成就員工成長 <p>People-Oriented, Achieving Employee Growth</p>	<ul style="list-style-type: none">· 性別平等，同工同酬· 對因性別產生的歧視與騷擾行為採取零容忍態度 <p>Enforce equal pay for equal work for male and female staff</p> <p>Adopt a zero-tolerance attitude to gender discrimination and harassment</p>
 清潔飲水和衛生設施	<ul style="list-style-type: none">· 低碳發展 共築生態未來 <p>Low-Carbon Development towards an Eco-Friendly Future</p>	<ul style="list-style-type: none">· 制訂節水目標，對水資源進行綜合管理，落實節約用水各項措施· 執行嚴格的廢水排放標準，確保廢水排放合規 <p>Establish water conservation targets, conduct integrated management of water resources, and implement water conservation measures</p> <p>Enforce strict wastewater discharge standards and ensure the compliance of the discharge of wastewater</p>
 體面工作和經濟增長	<ul style="list-style-type: none">· 以人為本 成就員工成長 <p>People-Oriented, Achieving Employee Growth</p>	<ul style="list-style-type: none">· 採用合理的薪酬模式，保障員工福利· 嚴禁任何形式的童工和強制勞工 <p>Adopt a reasonable remuneration model to guarantee employees' benefits</p> <p>Prohibit any form of child labour and forced labour in the recruitment process</p>

SDGs	對應報告章節 Chapter	瑞科生物回應 Recbio's Response
 <p>產業、創新和基礎設施</p>	<ul style="list-style-type: none"> · 創新引領 驅動品質飛躍 · Innovation Driving Quality Excellence 	<ul style="list-style-type: none"> · 搭建核心技術平台，不斷提升創新能力 · 推進疫苗試驗和研發進展，優化研發管線 · 建造產業化基地，推進產業化產品 · Set up core technology platforms to continuously improve innovation capability · Advance vaccine trials and R&D progress and optimize R&D pipelines · Build industrial production bases and promote the commercialization of industrial products
 <p>減少不平等</p>	<ul style="list-style-type: none"> · 以人為本 成就員工成長 · People-Oriented, Achieving Employee Growth 	<ul style="list-style-type: none"> · 營造多元平等的職場氛圍，杜絕各類形式的歧視 · 提倡支持女性員工的職業發展 · Create diversified and equal occupational environment and eliminate all forms of discrimination · Advocate and support female staff in their career development
 <p>可持續城市和社區</p>	<ul style="list-style-type: none"> · 回饋社會 共繪繁榮願景 · Giving Back to the Community and Jointly Building a Prosperous Vision 	<ul style="list-style-type: none"> · 鼓勵員工參與慈善項目 · Encourage employees to participate in charity programs
 <p>負責任消費和生產</p>	<ul style="list-style-type: none"> · 創新引領 驅動品質飛躍 · Innovation Driving Quality Excellence 	<ul style="list-style-type: none"> · 建立質量管理體系，明確質量目標 · 建立質量管理流程、質量風險管理程序、偏差管理和糾正預防措施管理程序，保證質量管理可靠性 · 開展質量審計，確保產品質量標準符合監管要求 · Establish quality management system and clarify quality objectives · Establish quality management processes, quality risk management procedures, deviation management and management procedures of correction and prevention measures, to ensure the reliability of quality management · Conduct quality audits to ensure that product quality standards comply with regulatory requirements
 <p>氣候行動</p>	<ul style="list-style-type: none"> · 低碳發展 共築生態未來 · Low-Carbon Development towards an Eco-Friendly Future 	<ul style="list-style-type: none"> · 制訂減排目標，識別氣候變化對運營產生的風險，並制訂風險應急管理程序，預防和減輕相關風險 · Set carbon reduction targets, identify climate change risks to operations, and develop risk contingency management procedures to prevent and mitigate associated risks
 <p>和平、正義與強大機構</p>	<ul style="list-style-type: none"> · 責任治理 護航永續發展 · Responsibility Governance Safeguarding Sustainable Development 	<ul style="list-style-type: none"> · 建立腐敗和違反商業道德防線，加強自身運營和供應鏈上的廉政督察與宣貫 · 加強企業合規治理水平，打造合規文化 · Create a line of defense against corruption and violation of business ethics, and strengthen integrity inspection and promotion in operations and supply chains · Enhance corporate compliance governance and build a culture of compliance
 <p>促進目標實現的夥伴關係</p>	<ul style="list-style-type: none"> · 回饋社會 共繪繁榮願景 · Giving Back to the Community and Jointly Building a Prosperous Vision 	<ul style="list-style-type: none"> · 與南京醫科大學合作的疫苗創新產教融合平台 · The Platform for Vaccine Innovation through Industry-Education Integration in Collaboration with Nanjing Medical University

02

責任治理 護航永續發展

合規經營與高效治理是企業穩健發展的基石。瑞科生物始終致力於完善企業治理體系，積極追求董事會的多元化構成。公司通過構建清晰的風險管理架構與全面的風險控制流程，確保企業中能夠有效識別、評估和應對各類潛在風險。瑞科生物堅守廉潔底線，秉持商業道德的高標準，努力營造風清氣正的商業環境。

Compliant operation and efficient governance are the foundations for the stable development of enterprises. Recbio has always been committed to improving the corporate governance system and actively pursuing a diversified board composition. The Company ensures effective identification, assessment, and response to various potential risks by building a clear risk management framework and a comprehensive risk control process. Recbio adheres to the bottom line of integrity and upholds high standards of business ethics, striving to create a clean and upright business environment.



完善公司治理

瑞科生物嚴格遵守《中華人民共和國公司法》《香港聯合交易所有限公司證券上市規則》附錄C1《企業管治守則》等相關法律法規，並依據「相互制衡、權責明確、規範高效」的原則，不斷完善公司治理機制，確保合規經營，為公司長遠發展奠定堅實基礎。

治理架構

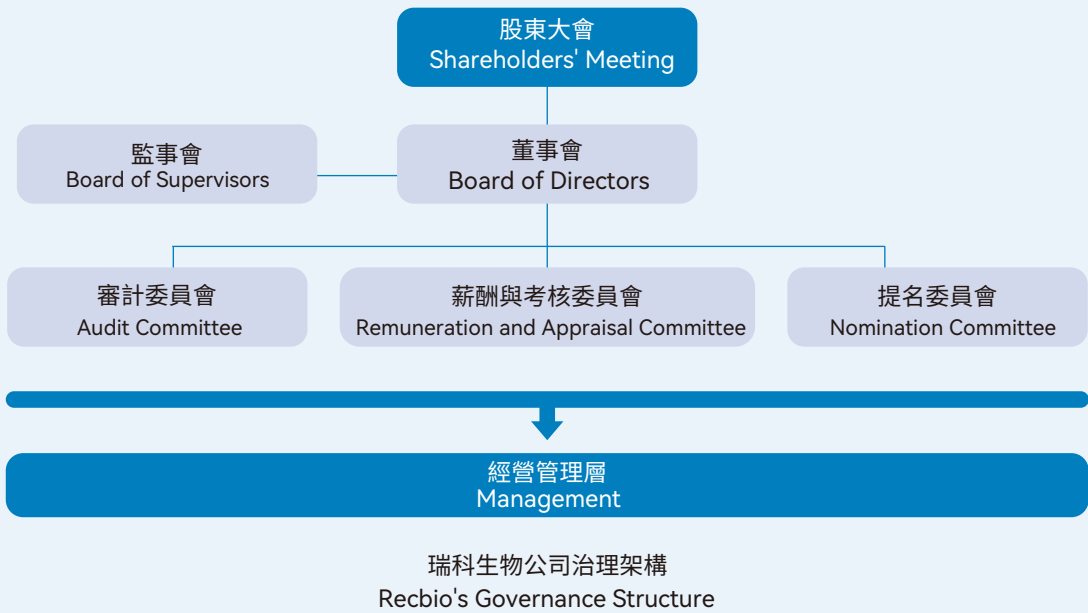
公司建立了由股東大會、董事會、監事會、經營管理層組成的「三會一層」治理模式，並遵循《公司章程》定期對董事會及監事會成員進行選舉與更換。董事會下設審計委員會、薪酬與考核委員會、提名委員會，各委員會按照委員會章程履行職責，發揮專門的輔助決策作用，保障董事會的科學性和前瞻性，並不斷優化與完善公司治理機制。

IMPROVING CORPORATE GOVERNANCE

Recbio strictly complies with relevant laws and regulations such as the *Company Law of the People's Republic of China*, and the *Appendix C1 Corporate Governance Code of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited*. Based on the principles of "mutual checks, clearly defined powers and responsibilities, and standardization and high efficiency", the Company continuously improves its corporate governance mechanisms to ensure compliance in its operations and to lay a solid foundation for its long-term development.

GOVERNANCE STRUCTURE

The Company has established a "three committees and the management" governance model consisting of the General Meeting of Shareholders, the Board of Directors, the Supervisory Committee and the management, and follows the *Articles of Association* in the regular election and replacement of the members of the Board and the Supervisory Committee. There is an Audit Committee, a Remuneration and Appraisal Committee and a Nomination Committee under the Board. Each of them plays a special role in assisting decision-making, safeguarding the scientific and forward-looking nature of the Board and facilitating excellent corporate governance.



董事會專業度和多元化是幫助企業實現穩健有序發展的重要條件。瑞科生物在建立職責明確、高效的公司治理機制的同時，重視提升董事會決策水平，通過多元化董事會構成，為公司可持續發展賦予更多新視角。提名委員至少每年檢討一次董事會的架構、人數及成員技能、知識和經驗等方面的組成情況，針對因配合公司策略而準備對董事會做出的變動向董事會提出建議，並負責在適當情況下審核並執行董事會多元化政策，以確保董事會成員構成的多樣性和專業性，包括但不限於董事的性別、背景、技能、行業經驗等。截至2024年12月31日，瑞科生物共有12名董事，其中女性董事1名，9名博士學位董事，4名獨立非執行董事分別具備病毒研究、會計、醫學研究及工程相關的專業知識。

合規經營

瑞科生物不斷完善合規體系建設，將架構、制度和機制作為核心支柱，全面覆蓋人力資源管理、財務管理、市場營銷、供應鏈管理等關鍵環節，以實現公司合規管理水平的持續提升。

為有效落實日常合規管理工作，我們特設證券合規中心為合規管理核心責任部門，統籌監督所有合規事宜，下設法務模塊、內審內控模塊等相關部門深度參與並執行各項合規舉措，力爭上下聯通優化合規體系。

在制度建設方面，瑞科生物經董事會審議頒佈並實施一系列重要合規管理制度，包括《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》《關聯交易管理辦法》等，規範流程及標準，保障公司運營的公正性與透明度。為進一步強化領導層的自律觀念與合規意識，我們每年開展不同主題的董監高合規培訓，進一步明確規範運作注意事項。報告期內，我們共組織2次有關證券交易合規的董監高專題培訓。

Board professionalism and diversity are essential for stable and orderly corporate development. Recbio, while establishing an efficient corporate governance mechanism featuring well-defined duties, attaches importance to improving decision-making capabilities of the Board of Directors. By fostering a diversified board composition, the Company integrates more fresh perspectives to drive sustainable development. To optimize the composition of the Board, the Nomination Committee reviews, at least once a year, its structure and size, and the members' skills, knowledge and experience, advises the Board on potential changes of the Board in line with the Company's strategy, and is also responsible for reviewing and enforcing the Board's diversity policy where appropriate to ensure multidimensional considerations of Board membership. As of December 31, 2024, Recbio had 12 directors, including 1 female director, 9 directors with doctoral degrees, and 4 independent non-executive directors with expertise in virus research, accounting, medical research and engineering, respectively.

COMPLIANT OPERATIONS

Recbio continuously improves its compliance system development, with architecture, systems, and mechanisms as the core pillars. This comprehensive framework covers key areas such as human resource management, financial management, marketing, and supply chain management, ensuring continuous improvement in the Company's compliance management standards.

To effectively implement daily compliance management work, we have appointed the Securities and Compliance Center as the responsible department for compliance management, which coordinates and supervises all compliance matters. Below it, the Legal Module, Internal Audit and Internal Control Module and other related departments are deeply involved in the execution of relevant initiatives, striving to optimize the compliance system across the Company.

In terms of system building, Recbio has formulated and implemented a series of important compliance management systems through the deliberation and approval of the board of directors, such as the *Measures for the Administration of Insiders of Inside Information*, the *Code of Conduct for Securities Transactions by Directors, Supervisors and relevant Employees*, the *Measures for the Administration of the Investment and Transactions with Conflicts of Interest* and the *Measures for the Administration of Connected Transactions*. The company has standardized processes and criteria to ensure the fairness and transparency of its operations. To strengthen the management's awareness of personal self-discipline and compliance, we conduct compliance training for directors, supervisors and senior managers on different topics every year to further clarify the precautions for standardized operation. During the Reporting Period, we organized a total of two training sessions for directors, supervisors and senior managers on securities trading compliance.

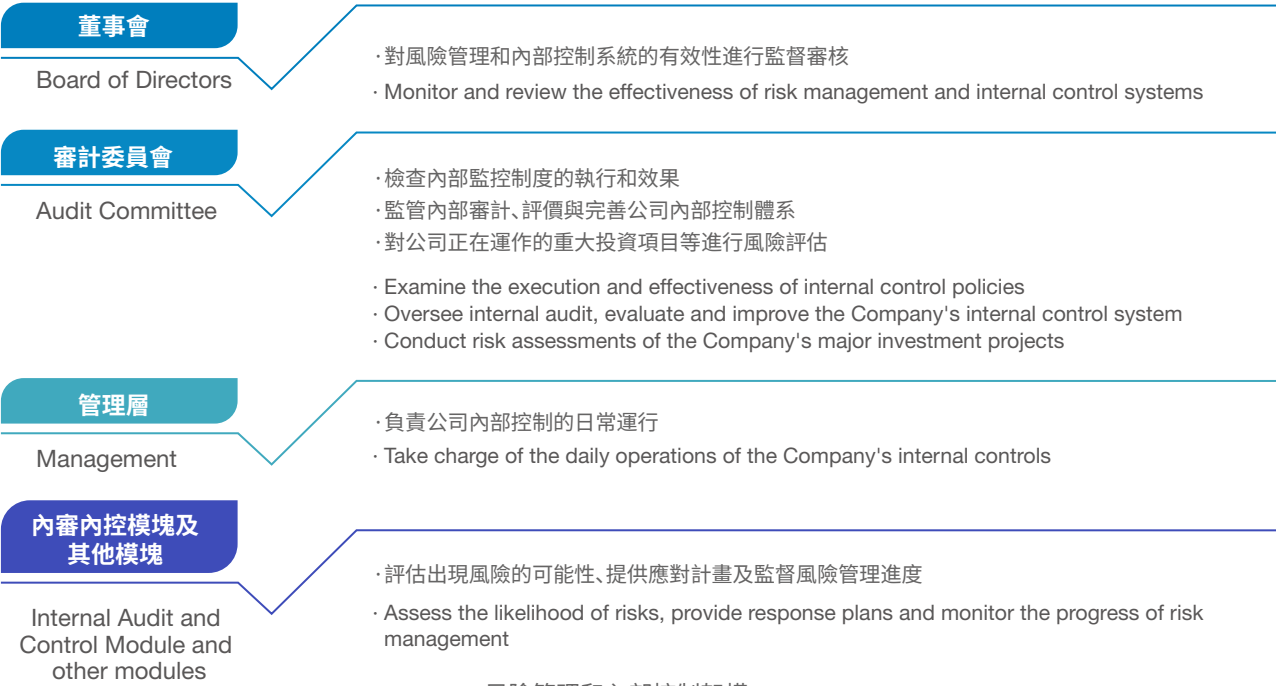
強化風險管理

瑞科生物建立了完善健全的風險管理體系，依託風險管理架構及風險管理機制，規範化常態化推進風險識別、評估和管控工作。此外，我們持續開展風險監督工作，及時排查運營風險，識別並改進提升項，維護公司安全與穩定運營。

風險管理架構

建立明確且穩定的風險管理架構是支持有效風險管理實踐的關鍵。瑞科生物設立董事會、審計委員會、管理層、內審內控模塊及其他模塊自上而下四個層級，構成風險管理架構的重要組成部分，通過高效協作的工作機制，嚴格執行公司常態化和專項風控工作的開展。

我們不僅重視組織架構的完善，也注重內部管理制度的修訂與升級。2024年，為了不斷鞏固風險管理架構穩定性並提升風險管理效能，我們修訂《印章管理制度》等制度，旨在強化現有規定的同時，針對性引入新的管理要求，進一步細化工作流程，實現風險管理體系的持續改進。



風險管理和內部控制架構
Risk Management and Internal Control Structure

STRENGTHENING RISK MANAGEMENT

Recbio has established a sound and comprehensive risk management system, supported by the risk management framework and mechanisms. This system enables the Company to regularly identify, assess, and control risks in a standardized manner. In addition, we continuously implement risk oversight measures, promptly identify and investigate operational risks, address areas for improvement, and ensure the Company's safe and stable operations.

RISK MANAGEMENT FRAMEWORK

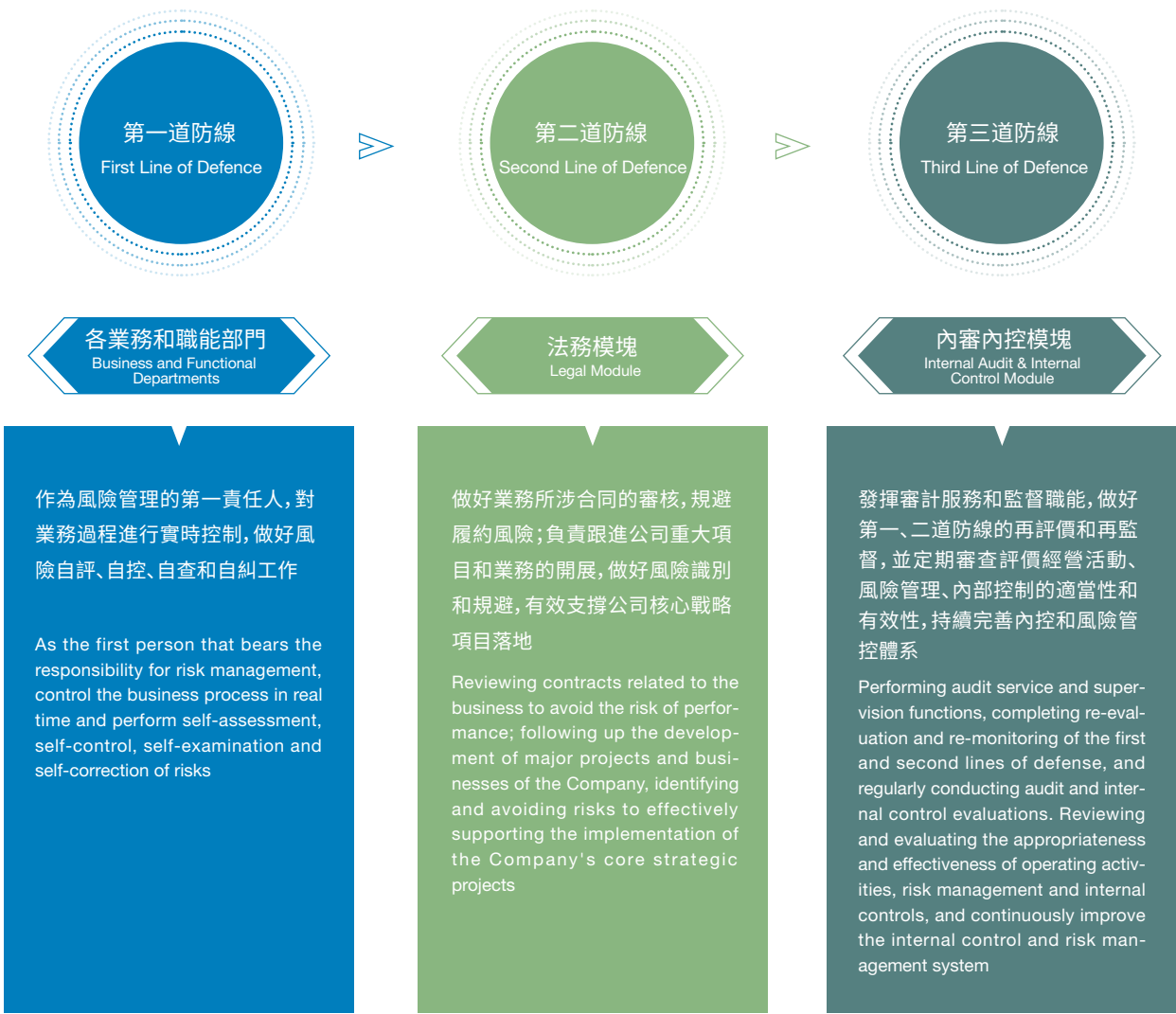
Establishing a clear and stable risk management framework is crucial for effective risk management practices. Recbio has set up a four-tier hierarchy from top to bottom, comprising the Board of Directors, the Audit Committee, the management, the Internal Audit and Control Module, and other modules, which constitutes an important part of the risk management framework. Leveraging an efficient and collaborative working mechanism, we strictly implement the Company's routine and special risk control initiatives.

We not only attach importance to the improvement of the organizational structure but also pay attention to the revision and upgrade of internal management systems. In 2024, in order to continuously consolidate the stability of the risk management framework and enhance its effectiveness, we revised some policies including the *Seal Management Policy*. By enhancing existing regulations while introducing targeted new management requirements, we aim to further refine workflows, and achieve continuous improvement in our risk management system.

風險管理機制

公司建立了常態化的風險管理機制，並定期開展風險摸排與梳理，同時將ESG風險管控融入日常風險管理工作中，提升公司對於ESG的風險管理意識，以有效支撐ESG戰略的落地實施。

此外，公司各部門聯合構建風險管理「三道防線」，其中業務和職能部門作為第一條防線，負責在業務運營過程中實施實時監控與控制；法務模塊則作為第二道防線專注於風險的識別與審核；第三道防線由內審內控模塊負責定期對風險管理進行全面審查與評價，確保風險管理機制的有效性與持續改進。



風險管理三道防線
Three Lines of Defense of Risk Management

RISK MANAGEMENT MECHANISM

The Company has established an ongoing risk management mechanism and regularly carries out risk assessments and reviews. At the same time, the Company integrates ESG risk control into daily risk management to enhance awareness of ESG-related risks across the Company and effectively support the implementation of the ESG strategy.

In addition, all departments of the Company jointly build the "Three Lines of Defense" risk management framework. Among them, the business and functional departments are the first line of defense, tasked with implementing real-time monitoring and control during business operations; the Legal Module is the second line of defense to identify and review risks; and the Internal Audit and Control Module acts as the third line of defense to conduct a comprehensive review and evaluation of risk management on a regular basis to ensure the effectiveness and continuous improvement of the risk management mechanism.

風險監督管理

瑞科生物有效利用內部控制以系統性進行風險監督管理，通過開展內部審計和內控評價工作，強化公司風險監督管理水平。為完善內部控制流程，內審內控模塊通過訪談、穿行測試等方式，對公司採購等重要業務部門的內部控制設計和執行有效性開展評價，並根據評價結果編制缺陷整改計劃，監督整改業務內部控制，進一步幫助增強風險管理過程的充分性和有效性。在評價工作開展過程中，內審內控模塊抽取重點項目進行審計，確保對關鍵環節的精準把控，有助於公司及時發現並解決潛在的風險問題。

此外，各業務部門和職能部門通過自查自審工作，糾正業務中產生的問題，提高對風險管理的認知並實施整改，加強三道防線對公司風險管理的賦能與監督。報告期內，內審內控模塊在採購招標中共監標40場，法務模塊共完成3,813份合同的審核。

恪守商業道德

瑞科生物恪守商業道德準則，堅信保持良好的商業秩序、秉持誠實公平的價值觀是企業可持續發展的基石。我們嚴格遵守《中華人民共和國反不當競爭法》《關於禁止商業賄賂行為的暫行規定》等規章制度和法律法規，並制訂《反舞弊制度》，嚴格規範公司各業務活動中的商業道德行為，並對任何貪污腐敗及違反商業道德的行為採取「零容忍」態度。

公司明確各部門的反腐職責，形成上下聯動、齊抓共管的工作格局。公司董事會承擔督促建立廉潔文化環境的責任，並審議批准反腐敗相關制度；證券合規中心負責制訂具體的制度、流程和政策，並確保其有效執行。我們明確要求員工嚴格遵守相關法律法規、職業道德及公司的規章制度，規範自身職業行為，建立「公司制度防線、員工思想防線、監督舉報防線」三道防線，加強在內部員工和外部合作夥伴中的反腐力度。

RISK SUPERVISION AND MANAGEMENT

Recbio effectively utilizes internal controls for systematic risk supervision and management. By carrying out internal audits and internal control evaluations, the Company has strengthened the capabilities of risk supervision and management. To improve the internal control process, the Internal Audit and Internal Control Module evaluates the effectiveness of the design and implementation of internal controls for the Company's procurement and other critical business departments through interviews and walk-through tests. The module also prepares rectification plans based on the evaluation results and supervises the rectification of internal controls over businesses to further enhance the adequacy and effectiveness of the risk management process. During the evaluation process, the Internal Audit and Control Module selects key projects for audits to ensure accurate oversight of key processes. This approach enables the Company to discover and solve potential risk issues in a timely manner.

In addition, each business department and functional department corrects problems arising from its operations, raises awareness of risk management and implements corrections through self-inspection and self-audit. In this way, the Three Lines of Defense can be strengthened to empower and supervise the Company's risk management. During the Reporting Period, the Internal Audit and Control Module supervised 40 bidding events in procurement, and the Legal Module completed a review of a total of 3,813 contracts.

UPHOLDING BUSINESS ETHICS

Recbio upholds the code of business ethics and conduct, and firmly believes that integrity, fairness and a sound business environment are the foundation for sustainable business development. We strictly abide by regulations and laws such as the *Anti-Unfair Competition Law of the People's Republic of China* and the *Interim Provisions on Banning Commercial Bribery*. We have also formulated the *Anti-Corruption Policy* to strictly regulate commercial ethics behaviors in all business activities of the Company and adopt a "zero tolerance" attitude towards any acts of corruption and violations of business ethics.

The Company clearly defines the anti-corruption responsibilities of each department, forming a work pattern that promotes concerted and coordinated efforts across all levels. The Board of the Company is responsible for supervising the establishment of an integrity culture and deliberating and approving anti-corruption related policies. The Securities and Compliance Center is responsible for formulating specific systems, processes and policies and ensuring their effective execution. We explicitly demand our employees to strictly abide by relevant laws and regulations, professional ethics, and the Company's rules and policies, and to standardize their professional conduct. In this regard, we have also established three lines of defense, namely, "corporate policy, employee awareness, and supervision and reporting process", in an attempt to strengthen the anti-corruption efforts among internal employees and external partners.

瑞科生物已設立舉報郵箱作為舉報渠道，鼓勵員工及社會各方舉報和投訴舞弊的行為，並嚴密保護舉報人員和調查人員。若員工違規洩露舉報人信息或打擊報復舉報人，我們將予以撤職、解除勞動合同，若已觸犯法律則移送司法機關處理。

在報告期內，瑞科生物未發生任何涉及貪污腐敗或不正當競爭的訴訟及案件。



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瑞科生物致力於加強內外部利益相關方協作，積極貫徹落實反腐要求，通過多種措施提高各方群體的反腐意識與警惕性。我們要求全體員工和供應商參與商業道德培訓與宣傳教育，針對商業行為規範、員工道德規範、監督與舉報制度、腐敗案例警示等，定期開展線上線下的培訓、多形式的宣傳教育，以此確保各相關方了解並遵守本集團對商業道德行為的要求和規定。

我們持續加強供應鏈廉潔建設，在與供應商簽訂的合同中明確納入反商業賄賂條款。通過標準的採購招標流程及嚴格的反貪腐監管體系，我們嚴格規範採購相關員工行為，並要求所有與公司有業務、經濟往來的客戶、供應商等外部合作夥伴簽訂《廉政承諾書》，以確保雙方在商業活動中的誠信和廉潔行為，全面防控採購環節的貪腐風險。

Recbio has set up a reporting email address as a channel for reporting to encourage employees and all external parties to report and complain about fraudulent behaviors. Also, we will rigorously protect whistleblowers and investigators. If any employee violates the rules by leaking the information of the whistleblower or retaliating against the whistleblower, we will remove him/her from office or terminate the labour contract; if the offender has violated the law, we will hand him/her over to the judicial authorities.

During the Reporting Period, Recbio did not have any lawsuits or cases involving corruption or unfair competition.

Recbio is committed to strengthening collaboration among internal and external stakeholders, actively implementing anti-corruption requirements, and enhancing the anti-corruption awareness and vigilance of all parties through various measures. We require all employees and suppliers to participate in business ethics training sessions and awareness programs. These initiatives encompass areas such as codes of conduct for business practices, employee ethics, supervision and reporting systems, and case studies on corruption. By conducting regular training sessions, both online and offline, along with diverse forms of awareness campaigns, we ensure that all relevant parties understand and comply with the requirements and regulations of the Group regarding business ethics.

We continue to strengthen the integrity of our supply chain by clearly incorporating anti-bribery clauses into the contracts signed with suppliers. We strictly regulate the conduct of employees involved in procurement activities by implementing standardized bidding procedures and a robust anti-corruption monitoring system. Furthermore, we require all clients, suppliers, and other external partners with business or economic relationships with the Company to sign the Integrity Commitment Letter, to ensure honesty and integrity in commercial activities and comprehensively prevent and control corruption risks in the procurement process.

保障信息安全

瑞科生物持續加強信息安全管理，有序推進信息安全體系建設。我們嚴格遵循《中華人民共和國數據安全法》《中華人民共和國網絡安全法》《中華人民共和國個人信息保護法》等相關法律法規，制訂並實施《江蘇瑞科生物技術股份有限公司信息管理制度》《江蘇瑞科生物技術股份有限公司網絡安全管理制度》《信息系統日常支持管理辦法》等內部管理制度，以規範公司信息資源的使用和管理，規避信息安全風險，構建安全有序的網絡運營環境。

我們通過實施各項信息安全舉措，致力於各個環節全力保障公司信息安全。2024年，公司在生產數據的信息安全保護方面採取了全面而細緻的防護策略。

- > 在核心出口前端，我們啟用實時更新的預警平台，以有效預警並增強防護能力。
- > 在服務器層面，我們部署終端防護中心，進一步強化界面安全。
- > 在網絡架構上，我們實施嚴格的物理隔離措施，將生產網絡、實驗室網絡、辦公網絡與外部網絡分離，並通過存取控制清單管理內部設備的存取權限，臨時外部人員僅允許通過手機號、驗證碼確認後，接入外部網絡。
- > 在終端設備層面，我們採用一次性封條封鎖USB端口，確保設備安全，並對研發人員的電腦部署防洩露加密系統，要求對外發送業務數據和文件必須使用不可更改或已對修改許可權加密的格式並經過審批流程。

PROTECTING INFORMATION SECURITY

Recbio continues to strengthen information security management and systematically promotes the development of the information security system. The Company strictly abides by the *Data Security Law of the People's Republic of China*, the *Cybersecurity Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China* and other relevant laws and regulations. In addition, the Company has formulated the *Information Management Measures of Jiangsu Recbio Technology Co., Ltd.*, the *Network Security Management Measures of Jiangsu Recbio Technology Co., Ltd.*, and the *Management Method for Daily Support of Information Systems* to standardize the use and management of the Company's information resources, mitigate information security risks, and establish a secure and orderly network operation environment.

We are committed to fully protecting our information security by implementing various information security measures. In 2024, the Company adopted a comprehensive and detailed protection strategy for the information security of production data.

- > At the core egress points, we activate a real-time updated early warning platform to effectively alert potential threats while enhancing defensive capabilities.
- > At the server level, we deploy a terminal protection center to further strengthen interface security.
- > In terms of network architecture, we implement strict physical isolation measures, separating the production network, laboratory network, and office network from the external network. Access to internal devices is managed through access control lists, and temporary external personnel are only allowed to access the external network after verification via mobile phone number and verification code.
- > At the terminal device level, USB ports are secured with disposable anti-tamper seals. Anti-leakage encryption system is configured on the computers of R&D personnel. Externally transmitted business data and files must be in unalterable formats or have modification permissions encrypted, and they must go through an approval process before transmission.

為加強信息安全威脅預警和安全保護，公司主動開展內部和外部信息安全巡檢。我們邀請外部平台定期為系統部署展開巡檢和滲透測試，包括對設備的例行檢查、對軟硬件系統的運行狀態檢查以及對安全防護平台數據的定性分析等，並對過程中發現的疑似威脅問題進行針對性分析與修復，保障系統的高可用性。同時，信息管理部負責對設備進行日常巡檢，保留巡檢記錄，確保設備安全平穩運行。

此外，為提升全員的信息安全和隱私保護意識，公司將信息安全條款加入《員工手冊》中，禁止員工私自安裝和刪除軟體、攻擊內外部服務器等危害信息網絡安全的舉動，並定期為員工開展信息安全與隱私合規培訓，內容涵蓋相關法律法規或行業標準、內部政策制度、日常工作規範等。2024年，我們共組織5場信息安全和隱私保護相關培訓，覆蓋約130名員工，新員工信息安全培訓覆蓋率為100%。

報告期內，公司未發生重大信息安全事故和重大數據洩露事件。

To strengthen early detection and protection against information security threats, the Company proactively conducts internal and external information security inspections. We engage external platforms to regularly carry out inspections and penetration tests for system deployment, including routine device checks, operational status checks on hardware and software systems, and qualitative analysis of data from security protection platforms. We also carry out targeted analysis and remediation of suspected threat issues discovered during the process, ensuring high availability of the system. At the same time, the information management department is responsible for daily inspections of devices, retaining inspection records, and ensuring the safe and stable operation of the devices.

In addition, we continue to strengthen employees' awareness of information security and privacy protection by including provisions of information security in the Employee Handbook. We prohibit employees from installing and deleting software without permission, attacking internal and external servers and other actions that jeopardize the security of the information network. The company also regularly provides employees with training on information security and privacy compliance. The training content covers relevant laws and regulations or industry standards, internal policies and systems, and daily work norms. In 2024, we organized 5 training sessions related to information security and privacy protection, covering approximately 130 employees, with 100% coverage of information security training for new employees.

During the Reporting Period, the Company did not experience major information security incidents or major data leakage events.



關注動物福利

瑞科生物高度重視社會對動物福利的關注，我們積極響應動物倫理政策和動物福利保護要求，科學飼養和使用實驗動物，積極改善動物飼養的環境，保障實驗動物的權益。

我們嚴格遵守《中華人民共和國生物安全法》《實驗動物環境及設施》(GB 14925-2023)《實驗室生物安全通用要求》(GB 19489-2008)等法律法規及強制性國家標準，制訂並實施《動物實驗室管理程序》《實驗動物福利管理程序》等一系列程序規範實驗動物福利的管理，確保實驗環境、設備和流程等滿足實驗動物福利要求。

公司成立了實驗動物管理委員會及福利倫理委員會，負責制訂內部實驗動物管理制度、規劃和檢查實驗動物設施建設、審核和調查動物實驗合規性及動物福利，並至少每半年審核一次實驗動物人性化使用與管理的程序。此外，我們還負責對任何與動物福利有關的問題進行調查。報告期內，瑞科生物未發生任何重大動物福利或倫理爭議問題。

公司的研發活動涉及的動物實驗均委託具有實驗動物資質的機構進行，並嚴格審查受委託機構符合國家相關管理要求並具有實驗動物使用許可證，動物實驗人員均取得實驗動物上崗證。報告期內，我們的實驗動物使用許可證年檢報告書已通過審查。

此外，公司不定期開展動物使用相關的法規培訓，提高員工在動物福利方面的整體合規意識。

ANIMAL WELFARE CONCERNS

Recbio attaches great importance to the society's concern for animal welfare. We actively respond to ethical policies and requirements for animal welfare protection, scientifically breed and use experimental animals, and actively improve the living environment to ensure the rights of experimental animals.

We strictly abide by the laws and regulations such as the *Biosafety Law of the People's Republic of China*, *Laboratory Animal - Requirements of Environment and Housing Facilities (GB 14925-2023)*, and *Laboratory - General Requirements for Biosafety (GB 19489-2008)*. We have also formulated a series of procedures, such as the *Management Procedures for Animal Laboratories* and the *Management Procedures for Experimental Animal Welfare* to regulate the management of laboratory animal welfare and ensure that the experimental environment, equipment and processes meet relevant requirements.

Animal welfare matters are coordinated and managed by our Experimental Animal Management Committee and Welfare and Ethics Committee. They are mainly responsible for formulating the management policies for internal experimental animals, planning and inspecting the facilities for experimental animals, auditing and investigating the compliance of animal experiments and animal welfare, and reviewing the procedures for the humane utilization and management of experimental animals at least once every six months. Additionally, we are dedicated to investigating any issues related to animal welfare. During the Reporting Period, Recbio encountered no significant issues or controversies related to animal welfare or ethics.

All animal experiments in Recbio's R&D activities are entrusted to qualified institutions. These institutions are subject to strict review to ensure their compliance with national regulatory requirements and possession of valid licenses for experimental animal use. All personnel involved in animal experiments are certified. During the Reporting Period, we passed the review of the Annual Inspection Report of Laboratory Animal License.

Furthermore, the Company carries out training sessions on animal related regulations from time to time to enhance the overall compliance awareness of employees in terms of animal welfare.

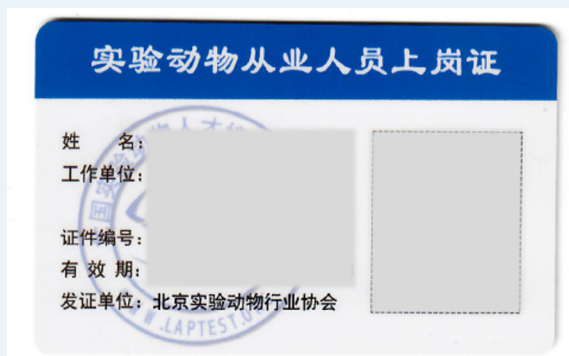
03

創新引領 驅動品質飛躍

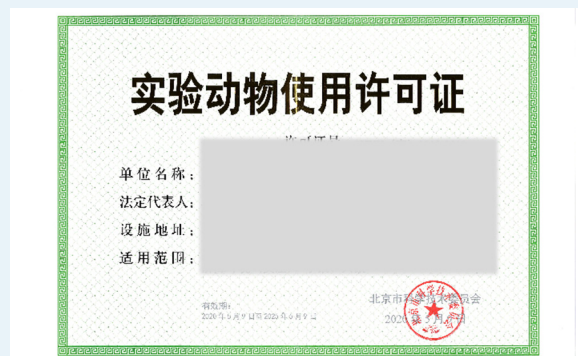
Innovation Driving Quality Excellence

瑞科生物以創新為引領，通過強大的創新能力、完善的質量生命週期管理、優質的服務體系，積極打造可持續供應鏈，持續優化每一環節，致力於成為行業引領者。

Recbio, fueled by innovation, actively builds sustainable supply chains through strong innovation capabilities, comprehensive quality lifecycle management, and high-quality service systems. By continuously optimizing every aspect of our operations, we stay committed to becoming an industry leader.



實驗動物從業人員上崗證
Qualification Certificate for Laboratory
Animal Practitioner



實驗動物使用許可證
Experimental Animal Use Permit

激發創新活力

瑞科生物秉持「創制一流疫苗，守護人類健康」的使命，將創新研發視為其發展的核心動力，通過採用先進的管理模式，持續增強創新投入，不斷取得突破性成果，展現出強大的科研實力與創新能力。

管理模式

公司始終秉持著精益求精的研發理念，嚴格遵循《研發項目立項規程》，並持續優化預研管理和產品開發管理流程。2024年，我們完善《預研項目管理辦法》和《規劃項目管理辦法》，旨在進一步提升產品設計及開發的有效性，通過精細化管理，為項目的科學決策與高效執行提供了有力保障。

產品預研流程以解決項目相關的科學問題和前置工程問題為主要目標。預研完成後，產品將進入開發管理流程，通過概念、計劃、開發、驗證四個階段實現最終產品的交付，其中開發階段包含小試工藝開發、小試工藝確認、中試工藝開發、中試工藝確認、臨床試驗申請等五個里程碑任務。在各階段和各里程碑任務結束時，我們分別設置決策評審點和技術評審點，確保項目符合預定的目標和計劃，以及產品的質量和安全性滿足市場需求。

2024年，公司發佈全新的研發體系，以價值創造和公司戰略為導向，融入集成產品開發（IPD）的核心理念，構建了一套以項目為主線，貫穿規劃、預研、開發、臨床、產業化直至營銷的全產業鏈管理體系，打破傳統部門壁壘，實現跨條線、跨部門的資源高效協同與集成，確保研發項目從源頭到市場的無縫銜接，大大提升研發效率與成功率。

STIMULATING INNOVATION

Guided by our mission of "protecting human health with best-in-class vaccines", we regard innovation and R&D as our core growth engine. By adopting advanced management models and continuously increasing investment in innovation, we continuously achieve breakthroughs that demonstrate our capabilities of strong scientific research and innovation.

MANAGEMENT MODEL

Adhering to the R&D philosophy of pursuing excellence, the Company strictly follows the *R&D Project Approval Procedure*, and continuously optimizes the processes for pre-research management and product development management. In 2024, we improved the *Pre-research Project Management Measures* and the *Planning Project Management Measures* to further enhance the effectiveness of product design and development. Through refined management, we provide a strong guarantee for scientific decision-making and efficient implementation of projects.

The process for product pre-research has the primary objective of solving project-related scientific and front-end engineering problems. After pre-research, products will enter the development management process, during which products will undergo the four phases of conception, planning, development, and validation before final delivery. The development phase contains five milestone tasks, including small-scale process development, small-scale process validation, pilot-scale process development, pilot-scale process confirmation, and clinical trial application. At the end of each phase and milestone task, we set up a Decision Check Point and Technical Check Point to ensure that the project meets the pre-determined objectives and plans and that the quality and safety of products meet market demands.

In 2024, the Company launched a new R&D system, guided by value creation and corporate strategy. By integrating the core concept of Integrated Product Development (IPD), we built a project-driven, end-to-end management system that spans the entire industry chain from planning and pre-research to development, clinical trials, industrialization, and marketing. This system breaks down traditional departmental barriers, and achieves efficient collaboration and resource integration across business lines and departments. By ensuring a smooth transition from concept to market, the system greatly improves R&D efficiency and boosts the likelihood of project success.

創新能力

瑞科生物以創新為驅動力始終走在行業前沿，憑藉強大的創新能力搭建了新型佐劑、蛋白工程、免疫評價及工藝開發四大創新平台，疫苗管線組合覆蓋宮頸癌、帶狀疱疹、呼吸道合胞病毒感染等重大疾病領域，致力於讓高價值創新疫苗產品惠及更多國內外人群。

INNOVATION ABILITY

Recbio, driven by innovation, has always been at the forefront of the industry. With its strong innovative capabilities, the company has established four innovation platforms, namely novel adjuvant, protein engineering, immunological evaluation and process development, with a vaccine portfolio covering cervical cancer, shingles, RSV infections and other major diseases. We are committed to making high-value and innovative vaccines available to more domestic and overseas populations.

四大創新平台

Introduction to the Four Major Innovation Platforms



新型佐劑平台 Novel Adjuvant Platform

- 通過該平台，瑞科生物成為少數幾家能夠研發對標FDA批准的主要新型佐劑的公司之一；
- 助力加快佐劑技術創新，依據病原體的致病機制和疫苗的保護機理匹配最合適的佐劑種類。
- Through this platform, Recbio has become one of the few companies that are able to develop novel adjuvants, benchmarking FDA-approved adjuvants;
- Help accelerate innovation in adjuvant technology and match the most appropriate adjuvant types to the pathogen's mechanism of pathogenesis and the vaccine's mechanism of protection.



蛋白工程平台 Protein Engineering Platform

- 基於結構的免疫原設計方式，為創新型疫苗開發提供抗原優化解決方案；
- 採用多種表達系統，能夠在疫苗開發中選擇及應用其中最合適的系統。
- A structure-based approach to immunogen design provides antigen optimization solutions for the development of innovative vaccines;
- Adopt multiple expression systems to select and apply the most appropriate system for vaccine development.



免疫評價平台 Immunological Evaluation Platform

- 瑞科生物可以通過該平台選擇優勢抗原及佐劑組合，進而提高免疫原性；
- 借助該平台，瑞科生物成為中國首批能夠開展假病毒中和、ELISPOT及ICS檢測的公司之一。
- The platform allows Recbio to select appropriate dominant antigen-adjuvant combinations, thereby enhancing immunogenicity;
- With this platform, Recbio has become one of the first companies in China to be able to perform pseudovirus neutralization, ELISPOT and ICS testing.



工藝開發平台 Process Development Platform

- 基於QbD理念的工藝設計、開發、放大、轉移，為創新型疫苗開發輸出成熟的生產工藝；
- 為產品商業化規模製造提供工藝技術指導。
- Process design, development, scale-up and transfer based on QbD concepts to export mature production processes for innovative vaccine development;
- Provide process technology guidance for commercial scale manufacturing of products.

2024年，我們在研發道路中持續開展更為深遠的探索，共投入4.76億元用於臨床試驗。另外，瑞科生物深知人才是企業創新發展的根本。我們致力於打造一支高素質、專業化的創新人才隊伍。截止2024年底，瑞科生物碩士研究生及以上學歷的員工佔總數的18.2%，包含博士研究生16人。

瑞科生物的創新能力也獲得外界的高度認可。2024年，公司獲首批泰州市企業離岸創新中心認定。

In 2024, we undertook a more far-reaching exploration along our R&D path with a total investment of RMB 476 million in clinical trials. In addition, Recbio recognizes that talent is the cornerstone of corporate innovation and development. We are committed to building a high-quality and professional team of innovative talents. By the end of 2024, 18.2% of Recbio's employees had a master's degree or above, including 16 employees with a doctoral degree.

Recbio's innovation ability is also highly recognized. In 2024, the Company was recognized as one of the first batch of Taizhou City Enterprise Offshore Innovation Center.



泰州市企業離岸創新中心
Taizhou City Enterprise Offshore Innovation Center

研發成果

瑞科生物深耕疫苗領域多年，已建立由10餘款高度差異化組成的高價值创新型疫苗組合。2024年，我們的研發成果也得到了業界廣泛認可，公司特有的BFA01和BFA03佐劑被納入了國際權威組織流行病防範創新聯盟（CEPI）佐劑供應庫，成為了該技術領域的全球領跑者之一。報告期內，公司建成了擁有年產能2,000萬劑的九價HPV疫苗和帶疱疹疫苗的產業化基地。未來我們將繼續全面推進產業化產品的上市以及後續新產品的研發，不斷推出更安全、更有效的創新疫苗，以滿足市場需求的不斷變化。

R&D ACHIEVEMENTS

With years of expertise in the vaccine field, Recbio has established a high-value innovative vaccine portfolio consisting of over 10 highly differentiated vaccines. In 2024, our R&D achievements were widely recognized by the industry. Our proprietary adjuvants, BFA01 and BFA03, were included in the adjuvant supply library of the international authority, the CEPI, making us one of the global leaders in this technology field. During the Reporting Period, we built a manufacturing facility for HPV 9-valent vaccines and shingles vaccines, with an annual production capacity of 20 million doses. In the future, we will continue to promote the commercialization of our products and the development of new products, continuously delivering safer and more efficacious innovative vaccines to meet the ever-changing market demand.

重組九價HPV疫苗REC603

Recombinant HPV 9-valent vaccine REC603

- ▶ 截至報告期末，該項目正處於III期臨床試驗階段。我們已完成所有受試者免疫接種程序、階段性婦科隨訪及採血，正在按照臨床方案開啟第42個月定期隨訪工作。

As of the end of the Reporting Period, the project was in Phase III clinical trial. We have completed the immunization procedures for all subjects, as well as the phased gynecological follow-ups and blood sampling, and are now initiating the 42-month regular follow-up work in accordance with the clinical protocol.

新佐劑重組帶狀疱疹疫苗REC610

Novel Adjuvanted Recombinant Shingles Vaccine REC610

- ▶ 完成III期臨床試驗啟動和全部受試者入組及全程接種工作，該III期臨床研究採用隨機、雙盲、安慰劑對照設計，旨在評估REC610疫苗對40歲及以上健康受試者的保護效力、安全性及免疫原性。

The program has completed the initiation of the Phase III trial and enrollment of all subjects and full vaccination. The Phase III clinical study is designed as a randomized, double-blind, placebo-controlled trial to evaluate the protective efficacy, safety, and immunogenicity of the REC610 vaccine in healthy subjects aged 40 and above.

雙價重組呼吸道合胞病毒疫苗REC625

Bivalent Recombinant Respiratory Syncytial Virus Vaccine REC625

- ▶ 該疫苗採用公司自主設計的疫苗抗原，已提交相關發明專利申請。臨床前研究顯示，相較國外已上市品種，REC625具有較好的免疫原性，可誘導產生高水平的特異性中和抗體，且針對B亞型的中和抗體顯著改善。

The vaccine uses our self-developed antigens, for which we have submitted patent applications. Preclinical studies have shown that, compared to the varieties that have been launched abroad, REC625 has better immunogenicity, can induce high levels of specific neutralizing antibodies, and provides much better neutralizing antibodies against B subtypes.

截至2024年末重點疫苗產品進展

Progress of Key Vaccine Products by 2024

瑞科生物積極投身於行業合作研發領域，多次攜手多方力量共謀創新。瑞科生物聯合南京醫科大學等多家企事業單位，成功申報並獲批“國家醫學公關產教融合疫苗研發創新平台”，以此為依託，在重大疫苗項目的聯合研發上取得了顯著進展。同時，瑞科生物與中國科學院過程工程研究所的疫苗新型佐劑聯合研發項目，以及與中科院生物物理研究所的新型疫苗合作研發工作，均在積極推進中。

Recbio actively participates in cooperative research and development projects, frequently joining forces with multiple parties to pursue innovation. Recbio, in collaboration with Nanjing Medical University and other institutions, successfully applied and obtained the approval to establish the "National Medical Tackle Industrial-educational Integration Vaccine Research and Development Innovation Platform". Relying on this, we have made significant progress in joint research and development of major vaccine projects. In addition, our joint research and development project of novel adjuvants for vaccines with the Institute of Process Engineering, Chinese Academy of Sciences, and the cooperative research and development work on new vaccines with the Institute of Biophysics, Chinese Academy of Sciences are being actively promoted.

瑞科生物聯合研發的創新佐劑取得重要進展

Significant Progress was made in Recbio's Joint Research and Development of a Novel Adjuvant

瑞科生物與蘇州大學、蘇州百邁生物有限公司合作，聯合設計開發了一種新型錳修飾的鋁佐劑(Mn-Al)（簡稱“新型佐劑”）。該新型佐劑利用了cGAS-STING通路在抗病毒等免疫反應中的優勢，在傳統鋁佐劑的製備過程中引入錳，通過錳激活cGAS-STING通路以增強機體的免疫反應。該新型佐劑的研發與應用，不僅代表了中國疫苗行業技術創新方向，更是中國“新質生產力”在生物醫藥領域的重要體現。

Recbio, in collaboration with Soochow University and InnoBM Pharmaceuticals Co., Ltd., has developed a new type of manganese-modified aluminum adjuvant (Mn-Al) (abbreviated as "novel adjuvant"). Utilizing the advantages of the cGAS-STING pathway in antiviral and other immune responses, and introducing manganese into the preparation process of traditional aluminum adjuvants, the novel adjuvant enhances the body's immune response by activating the cGAS-STING pathway through manganese. It not only represents the direction of technological innovation in the Chinese vaccine industry but also embodies China's "new quality productive forces" in biomedicine.

瑞科生物與SPIMACO就重組九價HPV疫苗達成授權與戰略合作

Recbio entered into an Authorization and Strategic Cooperation Agreement with SPIMACO on the Recombinant Nine-Valent HPV Vaccine

2024年1月，瑞科生物與沙特阿拉伯製藥公司SPIMACO就重組九價HPV疫苗REC603簽署框架協議並達成授權與戰略合作。根據協議，瑞科生物獨家授權SPIMACO在含沙特阿拉伯等15個中東及北非國家對重組九價HPV疫苗REC603進行開發、註冊與商業化。本次戰略合作覆蓋了中東及北非國家約3.8億總人口，將有助於開拓中東北非及更多市場，加速創新疫苗商業化進程。

In January 2024, Recbio and SPIMACO, a Saudi pharmaceutical company, signed a framework agreement on the Recombinant HPV 9-valent vaccine REC603, reaching an authorization and strategic cooperation. According to the agreement, Recbio exclusively authorizes SPIMACO to develop, register, and commercialize the Recombinant HPV 9-valent vaccine REC603 in 15 countries in the Middle East and North Africa, including Saudi Arabia. The strategic cooperation covers approximately 380 million people in the Middle East and North Africa, which will help expand the market in the Middle East, North Africa, and more regions, and accelerate the commercialization process of the innovative vaccine.

瑞科生物與榮盛生物就新型佐劑疫苗項目簽署戰略合作協議

Recbio and Rongsheng Bio signed a Strategic Cooperation Agreement for a Novel Adjuvant Vaccine Project

2024年3月，瑞科生物與上海榮盛生物藥業股份有限公司在上海成功舉辦新型佐劑疫苗研發項目簽約暨項目啟動會議。會上，雙方就新型佐劑疫苗項目簽署戰略合作協議並深入探討項目推進細節。此次戰略合作瞄準疫苗前沿創新和市場需求，充分利用雙方科研優勢和創新成果，持續深入合作共同推進新型佐劑疫苗研發和商業化進程。

In March 2024, Recbio and Shanghai Rongsheng Biopharmaceutical Co., Ltd. successfully held the signing and kick-off meeting for the research and development project of a new adjuvanted vaccine in Shanghai. At the meeting, both parties signed a strategic cooperation agreement for the project and deeply discussed the details of project implementation. With the goal of targeting the cutting-edge innovation of vaccines and market demand, the strategic cooperation enables both parties to fully utilize the scientific research advantages and innovative achievements of both parties, to continuously advance the research and commercialization process of novel adjuvanted vaccines.



新型佐劑疫苗研發項目簽約暨項目啟動會議

Novel Adjuvant Vaccine R&D Project Signing and Project Launching Meeting



保護知識產權

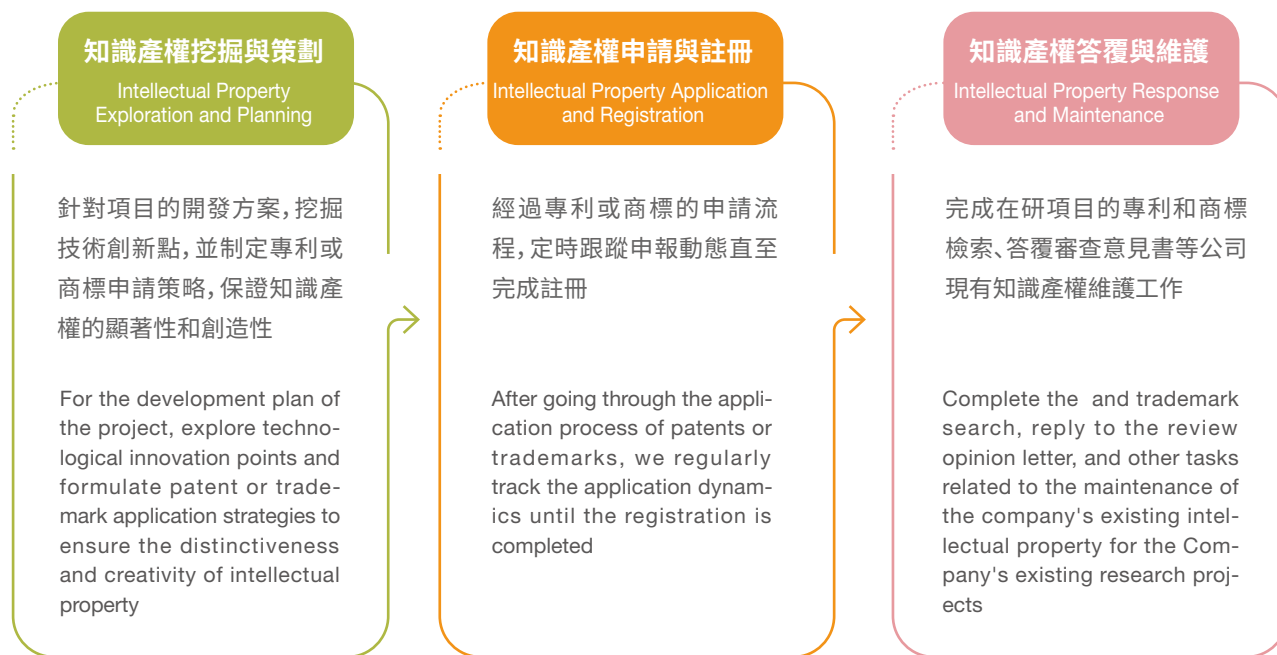
保護知識產權是企業維護自身對創新研發成果享有權利的關鍵。瑞科生物嚴格遵循《中華人民共和國專利法》《中華人民共和國商標法》等知識產權法律法規要求，並制訂《江蘇瑞科生物技術股份有限公司專利管理制度（試行）》推動知識產權的管理、保護和應用，將專利成果指標與專利管理水平納入公司經營管理水平及技術創新工作業績評價標準，持續健全公司知識產權保護體系，激發員工創新潛能，激勵優質創新創造。

公司積極落實自身知識產權保護流程，將專利與商標作為產品知識產權保護的核心。根據項目需要、戰略發展、產品宣傳及上市策略等，我們在產品概念階段、計劃階段、開發階段及驗證階段，進行專利與商標申請、公佈及維護全流程管理，確保獲得全面的知識產權保障。

PROTECTING INTELLECTUAL PROPERTY

Protecting intellectual property is the key to maintaining an enterprise's exclusive rights to its innovative research and development achievements. Recbio strictly abides by the laws and regulations related to intellectual property (IP) such as the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*. To promote the management, protection and application of intellectual property rights, we have developed the *Patent Management Measures of Jiangsu Recbio Technology Co., Ltd. (Trial)* to regulate the Company's patent activities. We include patent achievement indicators and patent management in the performance evaluation criteria for business management and technical innovation.

Recbio continues to improve the Company's intellectual property protection system, stimulating the innovative potential of employees, and encouraging high-quality innovation and creation. The Company implements its intellectual property protection process, treating patents and trademarks as the core of product intellectual property protection. According to project needs, strategic development, product promotion, and launch strategies, we conduct end-to-end management of patent and trademark applications, disclosures, and maintenance in the stages of concept design, planning, development, and verification, ensuring comprehensive intellectual property protection.



知識產權保護流程
Intellectual Property Protection Process

我們不僅注重保護自身知識產權，也高度重視避免侵犯他人知識產權。我們定期實施知識產權分析，深入檢索競爭對手專利進展和重點佈局，判斷競爭對手的研究方向和重點技術，並針對不同專利情況分層制訂應對策略，基於專業技術和法律分析，提出直接否決或暫時規避等合理化建議。同時，公司建立工作流程，開展專利自由實施分析（FTO），細化專利侵權預警工作並形成專利侵權預警報告，為產品上市排除侵權隱患。

We not only focus on protecting our own intellectual property but also take avoiding infringement of others' intellectual property rights seriously. We regularly carry out intellectual property analysis to figure out competitors' patent progress and key layouts, and judge competitors' research directions and key technologies. Furthermore, we develop targeted strategies for different patent situations. Based on professional technology and legal analysis, we propose reasonable suggestions such as direct rejection or temporary avoidance. In addition, the Company has established work procedures for conducting the Freedom to Operate (FTO) of patents, optimizing patent infringement early warning and forming a report thereon, so as to eliminate infringement risks for product launch.

瑞科生物委託外部專業機構進行FTO工作

Recbio Entrusted an External Professional Institution to Conduct FTO-related Work

2024年，應公司發展的盡調所需，瑞科生物委託君合律師事務所上海分所針對公司疫苗產品的特定配方組合開展中國大陸範圍內的FTO調查工作，以評估是否有可能覆蓋相應產品的中國大陸發明專利及專利申請，提供專業報告排除侵權風險。

In 2024, in response to the due diligence requirements, Recbio entrusted Shanghai Branch of JunHe Law Firm to conduct FTO investigations within the mainland of China for the specific formula combinations of the Company's vaccine products. By doing so, we aimed to assess the possibility of covering the mainland Chinese invention patents and patent applications for the corresponding products, and get a professional report on how to exclude infringement risks.



外部專業機構FTO報告
FTO Report from External Professional Institutions

我們主動開展各類知識產權培訓，不斷提升公司內部知識產權保護意識。報告期內，公司在線上、線下同步開展了兩場關於基礎知識產權知識普及的員工培訓，培訓主題分別為《專利法基礎解讀》和《專利文件解讀》，通過培訓讓員工更好地理解和掌握《中華人民共和國專利法》及專利文件的相關知識，以便在日常工作中精準地運用和保護專利權益。

We carry out various training programs to continuously enhance the awareness of intellectual property protection within the Company. During the Reporting Period, two employee training programs on the popularization of basic intellectual property knowledge - *Interpretation of Patent Law Basics* and *Interpretation of Patent Documents* - were conducted both online and offline. Through the trainings, employees better understand and master the relevant knowledge of the *Patent Law of the People's Republic of China* and patent documents, enabling them to accurately apply and protect patent rights in their daily work.

報告期內，瑞科生物提交發明專利申請共計25件，新獲得18件授權專利；申請商標數5件（含中國及境外），獲得2件註冊商標（含中國及境外）。

During the Reporting Period, Recbio applied for a total of 25 invention patents with 18 patents newly authorized; applied for 5 registered trademarks (including those applied in China and abroad), and obtained 2 registered trademarks (including those filed in China and abroad).

嚴守質量責任

瑞科生物視質量為企業生命線，通過構建全面的質量管理體系、實施嚴格的質量風險控制、採用先進的質量驗證手段、進行定期的質量審計與質量改善活動，保障產品質量持續提升，為患者預防疾病，守護希望。

質量體系

瑞科生物致力於持續完善質量管理體系，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》等藥品與疫苗質量安全相關的法律法規，制訂瑞科生物質量管理相關制度，以確保質量管理有章可循。

為了進一步提升質量管理水平，公司將ISO 9001質量管理理念融入日常管理之中，圍繞機構、人員、廠房與設施設備、物料及產品維度，開展對產品生產的全生命週期管理並建立相應的管理程序，涵蓋生產管理、質量控制與保證、追溯系統建立、警戒監測和不良反應報告、產品發運與召回等項等多個關鍵環節，例如《偏差管理程序》《變更控制管理程序》《糾正和預防措施管理程序》《物料管理指南》《生產計劃管理程序》等，實現了質量管理體系的精細化、規範化和高效化。

瑞科生物成立質量管理委員會，並制訂《質量管理委員會管理程序》，明確委員會的組成人員、職責要求及更新機制。該委員會由公司總經理擔任主任委員，生產負責人、質量負責人以及首席人力官擔任副主任委員，各生產、質量等關鍵業務部門負責人作為委員，對質量相關事宜進行全面綜合考慮和決策。

DEFENDING QUALITY

Recbio regards quality as the lifeline of the Company. By constructing a comprehensive quality management system, implementing strict quality risk control, adopting advanced quality verification methods, conducting regular quality audits and improvement activities, the Company keeps improving product quality. With superior quality, our vaccines provide hope for patients.

QUALITY SYSTEM

Recbio is committed to continuously improving the quality management system. We strictly abide by the laws and regulations related to the quality and safety of drugs and vaccines, including the *Drug Administration Law of the People's Republic of China*, the *Vaccine Administration Law of the People's Republic of China*, the *Biosecurity Law of the People's Republic of China*, the *Measures for the Administration of Drug Registration*, the *Measures for the Supervision and Administration of Drug Production*, the *Good Manufacturing Practice for Drugs*. Based on these laws and regulations, we formulate our own policies related to quality management to ensure standardized quality management.

To further enhance the quality management, the Company integrates the ISO 9001 quality management philosophy into daily management. Focusing on the dimensions of organization, personnel, factory and facilities, materials and products, the Company conducts end-to-end management of product production. Moreover, the Company has established corresponding management procedures, covering multiple key aspects such as production management, quality control and assurance, establishment of traceability systems, warning monitoring, and adverse reaction reporting, product shipment, and recall. For example, we have developed the *Deviation Management Procedure*, *Change Control Management Procedure*, *Corrective and Preventive Action Management Procedure*, *Material Management Guidelines*, and *Production Planning Management Procedure*. Those efforts enable a refined, standardized, and efficient quality management system.

Recbio has established a Quality Management Committee and formulated the *Quality Management Committee Management Procedure*, specifying the composition of committee members, responsibilities, and update mechanisms. The committee is chaired by the Company's general manager, with the production and quality leads and the Chief Human Resources Officer serving as vice chairpersons, the heads of all production and quality-related key business departments serving as committee members. The body is responsible for making comprehensive considerations and decisions on quality-related matters.



瑞科生物在構建其質量管理體系的過程中，設立明確的質量目標，旨在全方位確保產品及服務質量，提升客戶滿意度，增強市場競爭力。

Recbio, in the process of constructing its quality management system, sets clear quality objectives, aiming to comprehensively ensure the quality of products and services, enhance customer satisfaction, and strengthen market competitiveness.

瑞科生物質量目標
Recbio's 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。

加強管理，持續優化質量體系，提升公司管理水平以符合世界衛生組織預認證 (WHO PQ) 標準為目標，各級監管機構認證檢查/監督檢查中不出現關鍵缺陷。

持續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、各產品生產按計劃完成能力等。

To continuously improve product quality, ensure product safety and effectiveness, maintain a 100% lot release pass-rate, avoid major quality accidents and mass adverse events caused by product quality, and improve customer satisfaction.

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

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

以質量目標為核心，瑞科生物建立規範的物料質量管理、產品質量管理和設備質量管理要求，保障質量體系按照規範有效運行，維護產品的安全性和可靠性。

With quality objectives as the core, Recbio formulates standardized requirements for material quality management, product quality management and equipment quality management to ensure an effective operation of the quality system under relevant requirements as well as the safety and reliability of products.

瑞科生物質量管理要求
Quality Management Requirements of Recbio

物料質量管理：所有物料進入公司後按批檢查，通過倉庫管理系統收貨入庫並儲存，經檢測合格後使用。

產品質量管理：所有產品按批檢查，核對信息後系統入庫，經過檢測並符合質量要求的產品，在完成相應的批記錄後、獲得國家批簽發後，上市銷售。

設備質量管理：所有設備由使用部門登記、確認、校準和標識，記錄設備使用維護以追溯。設備運維部負責週期性校準工作。

Material quality management: All materials are checked in batches upon arrival and are accepted into the warehouse through the warehouse management system for storage. Materials are used after passing tests.

Product quality management: All products are checked in batches for information verification before being accepted into the warehouse through the system. Products deemed qualified for quality requirements through testing are launched into the market after relevant batch records are completed and the lot release is approved.

Equipment quality management: All pieces of equipment are registered, confirmed, calibrated and labeled by the user department, and the maintenance and use of equipment are recorded for traceability. The Equipment O&M Department is responsible for periodical equipment calibration.



質量風險

當質量管理過程出現問題或初步識別到質量風險時，我們需要對風險進行及時評估並制訂措施，以降低對生產運營的影響，確保產品質量和安全性。2024年，公司完善《質量風險管理程序》，增加風險評估流程時限要求、風險管理項目終止流程及《風險管理工具決策表》，以便於更有效的管理質量風險並指導合理選擇風險評估工具，規避質量事故的發生和保障最終產品的質量。

為提高質量管理水平，並防止類似事件發生或預防此類事件的再次發生，瑞科生物完善《偏差管理程序》和《糾正和預防措施管理程序》，優化偏差控制流程和糾正措施和預防措施（CAPA）實施流程，以便更有效地識別出糾正和預防措施的有效性，可確保質量管理體系持續有效地運行。

此外，我們基於質量風險將質量偏差劃分不同級別，建立申請、評估、調查到關閉的全流程管控，將處理偏差的過程中產生的糾正和預防措施轉至CAPA管理程序中進行跟蹤管控。

質量驗證

瑞科生物重視產品研發和生產質量的穩定性，針對公司生產和實驗用的各類系統，建立了一系列質量驗證管理指南文件，包括《工藝驗證指南》《廠房、設備、儀器驗證指南》《再驗證週期指南》等。公司質量保證部下屬驗證管理組負責統籌組織開展質量驗證工作。同時，我們在公司層面設立質量驗證管理委員會和驗證評審委員會，分別負責驗證方案的制訂和驗證評價的審核。

QUALITY RISK

When issues arise in the quality management process or quality risks are initially identified, we need to assess the risks in a timely manner and develop measures to mitigate the impact on production and operations, ensuring product quality and safety. In 2024, the Company improved the *Quality Risk Management Procedure*, which incorporated time limit requirements for risk assessment processes, termination procedures for risk management projects, and the Risk Management Tool Decision Sheet. By doing so, we can manage quality risks more effectively and select risk assessment tools more reasonably, so as to prevent quality accidents and ensure the quality of finished products.

To improve the quality management level and prevent the occurrence or recurrence of similar incidents, Recbio has improved the *Deviation Management Procedure* and the *Management Procedure for Corrective and Preventive Actions* to regulate the process for controlling deviations and implementing corrective and preventive actions (CAPAs).

Based on quality risks, we classify quality deviations into different levels, develop a full-process control over procedures from application, assessment, and investigation to closure, and transfer the corrective and preventive actions arising from deviation handling to the CAPA management process for tracking and control.

QUALITY VERIFICATION

Recbio attaches importance to the stability of product research, development and production quality. For all kinds of systems used in the Company's production and experiments, a series of quality verification management guidelines have been established, including the *Process Validation Guidelines*, *Facility, Equipment and Instrument Verification Guidelines*, and *Revalidation Cycle Guidelines*. The Verification Management Group under the Quality Assurance Department is responsible for organizing quality verification. Additionally, we set up a Quality Verification Management Committee and a Verification Review Committee at the Company level, responsible for formulating verification plans and reviewing verification evaluations respectively.



質量驗證管理架構
Quality Verification Management Architecture

我們依據年度質量驗證計劃，定期對廠房、設備、清潔方法、工藝、檢驗方法、冷鏈運輸等開展驗證工作，維護產品在各環節的質量保障。此外，針對生產區域與微生物實驗室等重點場所，我們持續進行日常環境監測和分析工作，採用環境監測系統（EMS）智能實時監控潔淨區的溫濕度和壓差，以保障生產質量。

We also carry out validations on plants, equipment, cleaning methods, processes, inspection methods, cold chain transportation, etc. according to the annual quality verification plan every year to ensure product quality in all aspects. We continuously monitor and analyze the daily environment of key places such as production sites and microbiology laboratories, and intelligently monitor the temperature, humidity and differential pressure of clean areas in real time through an Environmental Monitoring System (EMS) to safeguard production quality.

質量審計

瑞科生物每年組織內外部質量審計，考量維度覆蓋了質量體系、生產、文件、物料、實驗室控制及設備設施等以全面梳理和評估全生命週期的質量管理體系，確保在符合國際和國內GMP的條件下，生產符合高標準要求的藥品。2024年，公司接受質量與合規國外審計2次，並順利通過第二次歐盟質量受權人(QP)符合性聲明檢查。

QUALITY AUDIT

Recbio organizes internal and external quality audits annually, covering dimensions such as quality systems, production, documents, materials, laboratory controls, and equipment and facilities. Comprehensively reviewing and evaluating the quality management system throughout the lifecycle, we can ensure that our drugs reach high standards in compliance with international and domestic Good Manufacturing Practice (GMP). In 2024, the Company underwent 2 foreign quality and compliance audits successfully passed the second EU QP (Qualified Person) compliance declaration inspection.

歐盟質量受權人(QP)審計 EU Qualified Person (QP) Audit

2024年5月，瑞科生物接受基於第二次QP現場審計的再次現場審計跟進，涵蓋了HPV疫苗、帶狀疱疹疫苗和新型佐劑BFA01的生產場地及檢測場地，以及關鍵人員訪談和文件檢查。本次審計未輸出缺陷項。

In May 2024, Recbio underwent a follow-up on-site audit based on the second QP on-site audit, covering the production and testing sites of HPV vaccine, shingles vaccine, and the novel adjuvant BFA01, as well as key personnel interviews and document checks. This audit did not identify any non-conformities.



第二次QP現場審計
The Second QP On-site Audit

瑞科生物制訂《自檢管理程序》規範自檢實施過程。2024年，公司根據自檢計劃落實工作，開展「帶痘確證性臨床批次生產後自檢」「HPV一代九價橋接批次生產前自檢」「HPV和帶痘項目工程批生產前自檢」「動物房自檢」並輸出CAPA，共制訂整改措施62項。

Recbio has formulated the *Self-inspection Management Procedure* to standardize the implementation of self-inspection. In 2024, the Company strictly followed the self-inspection plan. We carried out "self-inspection after the production of clinical confirmation batches for herpes zoster vaccine", "self-inspection before the production of the bridging batch of the HPV 9-valent vaccine of the first-generation", "self-inspection before the production of the engineering batches for HPV and herpes zoster projects", and "animal room self-inspection", and output CAPA. In total, 62 corrective measures were formulated.

自檢計劃

Self-Inspection Plan

依據《自檢管理程序》要求和公司的整體戰略部署和項目進展，瑞科生物制訂2024年度自檢計劃，針對我司重組帶狀疱疹疫苗(CHO細胞)三期臨床樣品生產後、工藝驗證生產前開展自檢工作。針對自檢發現的缺陷項，我們制訂有效的整改措施並持續跟進整改情況，確保各項目的生產、檢定活動順利開展，並持續滿足GMP要求。

In accordance with the requirements of the *Self-inspection Management Procedure* and the overall strategic deployment and project progress of the Company, Recbio has formulated the 2024 annual self-inspection plan. The self-inspection work is carried out before the process validation production and after the production of phase III clinical samples for our Company's recombinant herpes zoster vaccine (CHO cells). For the defects found in the self-inspection, we have formulated effective corrective measures and continuously followed up on the rectification status to ensure the smooth implementation of production and inspection activities for all projects and to continuously meet GMP requirements.

產品處置

當出現成品不合格品時，我們按照《不合格品管理規程》中的處置規範，設立不合格品專區並設置清晰標識，對其進行有效物理隔離與妥善管控，並由質量保證部評估和確定後續處理方式，在得到質量負責人批准後監督相關部門處理不合格品，並做好相應記錄。

瑞科生物制訂了《產品召回管理程序》和《產品召回預案》，建立產品召回分級處理的詳細規定，對可能具有健康與安全隱患的產品進行調查和評估，保障公眾用藥安全。質量管理部門定期組織開展仿真召回的演練，確保對產品質量問題的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。

PRODUCT DISPOSAL

For non-conforming products, we have, in accordance with the disposal specifications in the *Non-conforming Product Management Procedures*, set up a special zone and set clear signs to physically isolate them and ensure that they are properly controlled. The Quality Assurance Department conducts an evaluation to determine how to dispose of the non-conforming products. With the approval of the Head of Quality, relevant departments must dispose of the non-conforming products under the supervision of the Quality Assurance Department and make records accordingly.

Recbio has formulated the *Management Procedures for Product Recalls and Product Recall Contingency Plan* to clarify detailed requirements for the hierarchical handling of product recalls. For products that may carry potential safety hazards, we will conduct investigation and evaluation to safeguard the safety and health of the public. The Quality Management Department regularly organizes product recall simulations to ensure effective handling of quality issues and risk control. During the Reporting Period, the Company had no product recalls for health and safety reasons.

質量數字化

為了提升質量管理體系管理效率，我們建立符合GMP等法規的數字信息化系統，應用於製造、倉儲、實驗室等各個環節，實時監控實驗和生產工作，確保相關操作的準確性，實現以數字化賦能高質量的產品開發。

報告期內，公司已完成實驗室信息管理系統（LIMS）、倉庫管理系統（WMS）的項目建設工作，實現了實驗室管理、物料倉儲管理的全過程信息化追溯。此外，部分產業化項目正在部署啟動製造執行系統（MES）與數據採集與監視控制系統（SCADA）的建設工作。

在推進信息化系統建設的過程中，我們還完成了系統的對接集成，實現了系統間的數據交互。未來，我們將全面實現生產、檢定、質量管理的信息化追溯，進一步提升公司的生產質量管理水平。

質量改善

瑞科生物在質量管理領域持續開展質量改善行動，通過年度質量回顧、業務模塊專項對標、加強供應商質量保障等舉措共同構成了質量管理的堅實基石，不僅鞏固現有質量管理體系，更為未來的高質量發展奠定了堅實基礎。

QUALITY DIGITIZATION

To enhance the efficiency of the quality management system, we have established automated systems that comply with GMP and other regulations. Such systems are applied to production, warehousing, laboratories and other processes or scenarios to monitor experiments and production in real time and ensure accurate operations, thus realizing high-quality product R&D empowered by digitalization.

During the Reporting Period, the Company has completed the development of Laboratory Information Management System (LIMS) and Warehouse Management System (WMS), achieving the end-to-end traceability of laboratory management and material storage management. In addition, for some industrialization projects, Manufacturing Execution System (MES) and Supervisory Control and Data Acquisition (SCADA) are under way.

In the process of promoting the construction of information systems, we have also completed the integration of systems, realizing data interaction between systems. In the future, we will fully realize the traceability of production, inspection, and quality management, further enhancing the Company's production quality management level.

QUALITY IMPROVEMENT

Recbio has been carrying out quality improvement actions. We have built a solid foundation of quality management through annual quality reviews, special benchmarking of business modules, and supplier quality assurance measures. This not only consolidates the existing quality management system but also lays a solid foundation for high-quality development in the future.

業務模塊專項對標項目

Specialized Benchmarking Projects for Business Modules

2024年，瑞科生物開展各業務板塊程序的專項對標法律、法規、規範、指南工作，涵蓋驗證管理、信息化系統、物料管理、現場監管、合規管理、文件與記錄管理、研發管理等，輸出各業務模塊專項對標文件，識別出各業務板塊當下的不足之處，並制訂完善措施，以持續不斷地完善質量管理的各板塊管理程序。

In 2024, Recbio conducted specialized benchmarking for legal, regulatory, specification and guideline issues in each business segment, covering validation management, information systems, material management, on-site supervision, compliance management, document and record management, and research and development management. Through this initiative, we produced specialized benchmarking documents for each business module, identified the current shortcomings in each business segment, and formulated improvement measures to continuously improve the management procedures for each quality management section.

瑞科生物致力於從物料採購的源頭進行深度的質量改善，與供應商簽訂質量協議，明確界定公司與供應商在物料質量方面所應承擔的職責，確保合作框架內的責權分明，滿足GMP及相關法規的嚴格要求。此外，我們計劃增加對受控耗材及培養基的現場審計，通過實地核查來確保供應物料的質量水平。2024年，我們完善了與供應商的投訴與反饋機制，確保質量問題能夠及時溝通並得到有效解決，從而從源頭上牢牢把控質量水平，為產品卓越質量奠定堅實基礎。

Recbio is committed to in-depth quality improvement from the source of material procurement. We sign quality agreements with suppliers that clearly define the responsibilities of the Company and suppliers in terms of material quality, ensuring that rights and responsibilities are clearly defined within the cooperative framework and that the requirements of GMP and related regulations are complied with. In addition, we plan to increase on-site audits of controlled consumables and culture media to ensure the quality of the supplied materials. In 2024, we improved the complaint and feedback mechanism with suppliers to ensure that quality issues can be communicated and resolved in a timely and effective manner, thus firmly controlling the quality from the source and laying a solid foundation for the excellent quality of products.

年度質量回顧項目

Annual Quality Review Project

2024年，瑞科生物首次開展質量回顧項目，基於《產品質量回顧分析程序》，並結合公司研發、產品現狀和已建立運行的各GMP相關業務模塊制訂回顧範圍，分別為產品生產檢驗情況、公用系統運維情況、驗證管理、物料供應商管理、人員培訓與委託服務管理、合規管理六大模塊。

In 2024, Recbio launched its first quality review project. Based on the *Product Quality Review Analysis Procedure* and taking into account the Company's research and development, product status, and GMP-related business modules in place, the review scope was determined. It covers six major modules: product production inspection, utility system operation, validation management, material supplier management, personnel training and outsourcing service management, and compliance management.



質量文化

瑞科生物始終堅持質量文化的培育與推廣，為公司生產質量體系全體員工培訓全過程的控制和管理提供依據。我們通過制訂年度質量培訓計劃開展質量培訓工作，並根據需求開展臨時培訓，確保全員深入學習質量法律法規，不斷強化全員質量風險意識，營造出積極向上的質量文化氛圍。報告期內，公司共組織290場內部質量培訓，內容涵蓋GMP相關法律法規、公司QMS質量管理體系文件等，總課時數達到336小時，參訓總人次數6,569人。此外，我們參與省藥監局等外部質量相關培訓共計24場。

瑞科生物積極參與行業質量提升，致力於推動疫苗行業的高質量發展。2024年，我們擔任中國食品藥品企業質量安全促進會副會長單位，並積極開展對外交流，與國內外夥伴在生物技術領域深化合作，共同提升疫苗研發與生產水平。

QUALITY CULTURE

Recbio is dedicated to the cultivation and promotion of quality culture. To this end, we provide training in full-process control and management for all employees in the Company's production quality system. We proceed with quality training by formulating annual quality training plans and conducting ad-hoc trainings according to needs. By doing so, we aim to ensure that all employees deeply study quality laws and regulations and continuously strengthen their awareness of quality risks, creating a positive and upward quality culture atmosphere. During the Reporting Period, the Company organized 290 internal quality-related training sessions that covered GMP-related laws and regulations and the Company's QMS documents, with a total of 336 hours of training and 6,569 participants. In addition, we participated in a total of 24 external quality-related training sessions organized by the provincial Medical Products Administration and other relevant institutions.

Recbio actively participates in the quality improvement of the industry and is committed to promoting the high-quality development of the vaccine industry. In 2024, we serve as the vice president of the China Association for the Promotion of Quality and Safety of Food and Drug Enterprises, and actively engage in external exchanges to deepen cooperation with domestic and international partners in the field of biotechnology, and to jointly improve vaccine research and development and production levels.



中國食品藥品企業質量安全促進會副會長單位
The Vice President of the China Association for the Promotion of Quality and Safety of Food and Drug Enterprises

瑞科生物內部質量相關培訓

Recbio Internal Quality-Related Training

2024年7月，公司質量高級總監開展《基於質量源於設計（QbD）方法的藥品生命週期管理》培訓講座，深入解析QbD方法在藥品研發、生產等全生命週期管理中的應用，幫助員工更好地理解和掌握質量管理的核心理念和方法。

In July 2024, the Company's senior quality director conducted a training lecture on *Pharmaceutical Life Cycle Management Based on Quality by Design (QbD)*. By analyzing the application of QbD methods in the life cycle management of drug research and development, production and other phases, the senior quality director helped employees better understand and master the core concepts and methods of quality management.



瑞科生物內部質量相關培訓
Recbio Internal Quality-Related Training

泰州市藥品生產企業專題培訓班暨第四次藥品生產質量例會

Taizhou City Pharmaceutical Enterprise Special Training Class and the Fourth Pharmaceutical Production Quality Meeting

2024年12月，瑞科生物生產、質量相關人員參加泰州市藥品生產企業專題培訓班暨第四次藥品生產質量例會。此次培訓共4個專題內容包括：無菌製劑生產的設計要點及國內外法規分析，消毒劑效力驗證要求及核查要點，藥品GMP變更管理及案例分享，清潔驗證實施要點及常見問題。

In December 2024, Recbio's production and quality personnel participated in the Taizhou City Pharmaceutical Enterprise Special Training Class and the Fourth Pharmaceutical Production Quality Meeting. This training covered 4 topics: key design points for sterile preparation production and analysis of domestic and foreign regulations, requirements and key points for efficacy verification of disinfectants, pharmaceutical GMP change management and case sharing, and key points and common problems in cleaning validation implementation.

提升客戶服務

瑞科生物重視客戶體驗，提供多種溝通渠道，盡可能快速響應客戶問題、投訴或建議，及時解決客戶問題，並將定期評估和改進服務質量。瑞科生物制訂《客戶投訴管理程序》，建立藥品上市後的投訴管理標準，規範投訴登記、分類、評價、調查和處理程序，確保與藥品有關的投訴都詳細記錄並進行調查。

根據《客戶投訴管理程序》，公司各部接收到客戶投訴後，由專員負責將投訴信息記錄在《客戶投訴處理單》上，並向客戶提供初步反饋。對於嚴重質量投訴，我們成立緊急處理小組，調查相關產品的生產記錄、檢驗記錄，並按照質量標準對產品進行全項檢驗，對同批次或受影響的其他批次產品隔離存放待調查。經確認屬公司產品質量問題，須按照《產品召回管理程序》對產品進行緊急召回。如果接到客戶嚴重不良反應投訴或已經發現有證據表明產品有可能危及或嚴重傷害客戶時，我們將按照《上市後產品個例安全性報告處理程序》記錄和報告。對於每一個合理投訴，我們制訂針對性的CAPA，並對CAPA的執行情況進行進度跟蹤與有效性評估。調查結束後，我們將已確認的調查結果將反饋給客戶，並定期對投訴記錄進行回顧和趨勢分析。

報告期內，公司未發生過產品及服務投訴事宜。

打造責任採購

瑞科生物以供應商全流程管理機制为抓手，持續加強供應鏈的風險管理，並協同合作夥伴積極踐行責任採購實踐，在落實供應鏈可持續發展要求的同時，賦能供應商發展，攜手共建合作共贏的責任生態鏈。

ENHANCING CUSTOMER SERVICE

Recbio values customer experience and provides multiple communication channels to promptly respond to customers' questions, complaints or suggestions. We also undertake regular evaluations to improve the service quality. Recbio has developed the *Management Procedures for Customer Complaints*, specifying the standards for complaint management of launched medicines. The procedures for complaint registration, classification, evaluation, investigation, and handling are also clarified to ensure that all complaints related to pharmaceutical products are recorded in detail and investigated.

According to the *Management Procedures for Customer Complaints*, upon receipt of a customer complaint by any department of the Company, the responsible personnel will accurately record the complaint information and provide initial feedback to the customer. For serious quality complaints, we will set up an Emergency Response Team to investigate the production and inspection records of the products concerned and conduct a comprehensive inspection in accordance with the quality standards. Products from the same batch and other affected batches will be stored separately for investigation. After confirming that there is indeed a quality problem, the products should be urgently recalled in accordance with the *Management Procedures for Product Recalls*. If we receive a complaint of a serious adverse reaction from a customer or if we have found evidence that the product may endanger or cause serious harm to customers, we will document and report it in accordance with the *Procedure for Handling Individual Case Safety Reports of Post-Marketing Products*. For justified complaints, we develop a targeted CAPA and track its progress and evaluate its implementation effectiveness. Upon the completion of investigations, the confirmed investigation results will be sent to customers. Beyond that, we will conduct regular retrospective analysis and trend analysis of complaint records to prevent the recurrence of similar incidents.

During the Reporting Period, the Company did not receive complaints about its products and services.

BUILDING RESPONSIBLE PROCUREMENT

Recbio uses the full-process management mechanism of suppliers as the starting point to continuously strengthen supply chain risk management and actively practice responsible procurement activities in collaboration with partners. Moreover, while implementing the requirements for sustainable supply chain development, we empower supplier development and jointly build a responsible ecological chain for win-win cooperation.

全流程管理

我們嚴格遵守《藥品生產質量管理規範》《藥品GMP指南：質量管理體系》《疫苗儲存和運輸管理規範》等管理規定，制訂並落實《供應商管理程序》《變更控制管理程序》等內部管理制度，不斷完善供應商管理體系，針對供應商開發准入、日常審計、淘汰退出等實行全流程管理，以持續提升供應商管理效率。

開發准入 Development and Admission



出現新增採購需求時，採購部將首先調查供應商資質、質量、規模、供貨能力、服務等，填寫《供應商資質評價表》並提交質量保證部審核，待質量保證部審核通過後，相關供應商將被列為待審計供應商進行管理。

我們採用書面審計與現場審計兩種模式對供應商進行准入評估。根據WHO GMP、中國GMP、歐盟GMP、國際藥品認證合作組織(PIC/S) GMP的要求，專業審計小組將對供應商質量管理體系、生產、物料管理、驗證、環境衛生及職業健康安全進行審計評估。我們按需對供應商進行樣品檢驗與試生產，以確認物料質量。

當准入評估流程及合格供應商資格審批全部完成後，質量保證部與主要物料供應商須簽訂質量協議，並更新合格供應商目錄。報告期內，我們完成22家供應商的資質收集，並與9家供應商簽訂質量協議。

When there is a need for new suppliers, the Procurement Department will first investigate the supplier's qualification, quality, scale, supply capability, service, etc. Then the department summarizes the investigation results in the *Supplier Qualification Evaluation Form* and submits it to the Quality Assurance Department for review. Suppliers who pass the review of the Quality Assurance Department will be listed as suppliers to be audited.

We conduct admission evaluations of potential suppliers through written audits and on-site audits. According to the requirements of WHO GMP, China GMP, EU GMP, Pharmaceutical Inspection Convention and Pharmaceutical Inspection Co-operation Scheme (PIC/S) GMP, the professional audit team will audit and evaluate the supplier's quality management system, production, materials management, validation, environmental hygiene, and occupational health and safety management. We carry out sampling inspections and trial production of suppliers' products as needed to confirm the quality of materials.

Upon the completion of admission assessments and the approval of qualified supplier review, the Quality Assurance Department shall sign a quality agreement with major material suppliers and update the qualified supplier catalog. During the Reporting Period, we collected qualifications from 22 suppliers and signed quality agreements with 9 suppliers.

日常審計
Routine Audit



我們制訂《年度供應商審計計劃》，對合格供應商的資質材料、採購質量、驗收質量、檢驗質量、使用投訴、質量體系評估等方面進行再評估，並依據評估結果對供應商進行等級評定，實施分級分類管理措施。

審計結束後，我們將針對發現的缺陷進行風險評估，根據風險程度採取加強對其原材料質量的監控或取消供應資格的措施。針對審計缺陷整改情況，我們也會委派專人進行持續追蹤。

We formulate the *Annual Supplier Audit Plan* to reassess qualified suppliers in terms of qualification materials, purchasing quality, acceptance quality, inspection quality, usage complaints, and quality system assessment. Based on the assessment results, the suppliers will be graded and managed by levels and categories.

Once the auditing period is over, we will conduct risk assessments of the deficiencies identified and, based on the risk level, take measures to strengthen the monitoring of the quality of suppliers' raw materials or disqualify them from qualified suppliers. We will also assign dedicated personnel to follow up on the rectification of audit deficiencies on an ongoing basis.

淘汰退出
Elimination and Exit



當供應商出現質量嚴重偏差、質量投訴數量達到規定上限等情況時，將被暫停供應資格，待質量事故調查清楚、關鍵缺陷整改完成後，將允許被重新納入合格供應商目錄。針對無力或無意整改缺陷的供應商，在經過分析評估後考慮將其退出合格供應商目錄。

Suppliers will be suspended from supplying if there are serious deviations in quality or the number of quality complaints exceeds the specified limit. Such suppliers will be re-included in the qualified supplier catalog after the investigation of quality incidents provides reliable conclusions and the rectification of critical defects has been completed. For suppliers who are unable to or do not intend to rectify deficiencies, we will consider removing them from the qualified supplier catalog after analysis and evaluation.

供應商管理績效 Supplier Management Performance	2024
境內供應商數目 Number of domestic suppliers	2,552
境外供應商數目 Number of overseas suppliers	43
已接受審計的供應商數目 Number of audited suppliers	44
已接受年度現場審計的供應商數目 Number of suppliers that have undergone annual on-site audits	5
已接受年度書面審計的供應商數目 Number of suppliers that have undergone annual written audits	39

可持續供應鏈

瑞科生物攜手供應商持續打造可持續供應鏈，堅持在日常運營中將可持續發展理念與採購實踐融合，以環保綠色、廉潔誠信的方式與供應商開展合作。我們依據《供應商現場審計管理程序》中明確針對供應商環境衛生及職業健康安全管理等方面的要求，通過嚴格的供應商准入門評估機制，把控供應商資質。我們也會綜合評估供應商環境與社會表現，偏好選擇在ESG方面表現優異的供應商。

供應商交流

我們在推動自身創新發展的同時，不斷加強與供應商的交流合作，並定期開展供應商培訓，全方位賦能供應商發展。

SUSTAINABLE SUPPLY CHAIN

Recbio works with suppliers to continuously build a sustainable supply chain, adhering to the integration of sustainable development concepts with procurement practices in daily operations in an environmentally friendly and honest manner. We clearly define our requirements for supplier environmental hygiene and occupational health and safety management, among others, in the *Supplier On-site Audit Management Procedure*, and control supplier qualifications through a strict supplier qualification entry assessment mechanism. We also comprehensively evaluate the environmental and social performance of suppliers and prefer to choose suppliers with excellent ESG performance.

SUPPLIER COMMUNICATION

While promoting our own innovation and development, we continuously strengthen communication and cooperation with suppliers and regularly conduct supplier training to empower suppliers in all aspects.

瑞科生物內部供應商相關培訓
Recbio Internal Supplier-Related Training

2024年，瑞科生物組織供應商開展相關培訓，培訓內容包括GMP第六章（物料與產品）、GMP第十二章（發運與召回）及公司對應相關QMS文件（涵蓋供應商相關），受訓人員覆蓋部分供應商代表，公司所有產業化相關部門全員也參加了培訓，並經過書面考核方式對此次培訓進行檢驗，結果均考核合格，培訓效果達到預期要求。

In 2024, Recbio organized supplier training sessions, which covered GMP Chapter 6 (Materials and Products), GMP Chapter 12 (Distribution and Recall), and the corresponding QMS documents of the Company (covering supplier-related aspects). The trainees included some supplier representatives and all employees from the Company's industrialization departments. The effectiveness was evaluated through written exams, which all participants passed, producing the expected training outcomes.

04

低碳發展 共築生態未來

Low-Carbon Development towards an Eco-Friendly Future

遵循國家"雙碳"戰略和綠色發展進程,瑞科生物正穩步推進綠色可持續發展的路徑。公司著力強化氣候變化風險管理,持續加大節能減排措施的執行力度,積極完善環境與資源管理體系。以智慧驅動發展,以行動踐行責任,瑞科生物致力於在實現綠色"零碳"目標的征途上貢獻自己的力量。

Adhering to the national goal of "carbon peaking and carbon neutrality" and the green development process, Recbio is steadily advancing on its own path of green and sustainable development by strengthening climate change risk management, intensifying efforts to save energy and reduce carbon emissions, and actively improving the environmental and resource management system. Driven by intelligence and proven by practice, Recbio is committed to achieving the green and "zero carbon" goal.



應對氣候變化

氣候風險管理

我國在應對氣候變化方面採取了堅定的行動,在這一宏觀背景下,瑞科生物緊跟國家的步伐,積極識別和評估氣候變化可能給企業帶來的各種風險和機遇。公司通過深入分析這些風險和機遇對運營的潛在影響,制訂出有效的應對策略。

ADDRESSING CLIMATE CHANGE

CLIMATE CHANGE RISK MANAGEMENT

China has taken firm actions in addressing climate change. In this context, Recbio responds to national strategic deployment and policies, actively identifying and assessing various climate change-related risks and opportunities. The Company develops effective response strategies by deeply analyzing the potential impacts of these risks and opportunities on operations.

風險類別 Risk Category	風險因子 Risk Factor	風險描述 Description of Risk	風險應對 Response to Risk
轉型風險 Transition Risk	監管政策收緊 Tightened Regulatory Policies	政府出臺系列重要氣候政策舉措,這些政策可能會對尚未做好準備控制碳轉型風險敞口的企業增加其運營負擔和成本。 The government has introduced a series of important climate policies and measures. These policies may increase the operational burden and costs for enterprises that are not prepared to control their exposure to carbon transition risks.	密切關注政策法規動向,及時制訂、修訂和落實相關內部制度。 Keep abreast of the trends of relevant policies and regulations. Formulate, revise, and implement relevant internal systems in a timely manner.
	技術風險 Technological Risk	低碳轉型新技術研發面臨諸多不確定性,低碳轉型所需技術高度依賴專業人才,人才短缺會制約技術發展和設備升級。 The research and development of new technologies for the low-carbon transition face numerous uncertainties. The technologies required for the low-carbon transition are highly dependent on professional talents. The shortage of talents will restrict technological development and equipment upgrades.	從運營環節降低碳排放,緩解因人才短缺對技術升級的制約。優化現有生產工藝和設備。營造低碳企業文化,提升員工低碳意識。 Reduce carbon emissions in the operational links and alleviate the constraints on technological upgrading caused by the shortage of talents. Optimize existing production processes and equipment. Foster a low-carbon corporate culture and enhance employees' awareness of low-carbon living.
	市場風險 Market Risk	氣候變化易致稀有原材料供應鏈中斷,需尋替代或改配方,原材料供應緊張推高價格,利潤空間受限。 Climate change is likely to cause disruptions in the supply chain of rare raw materials. It is necessary to seek alternatives or modify the formula. The tight supply of raw materials will drive up prices, limiting the profit margin.	增強供應鏈對氣候變化的適應能力,積極拓展多渠道採購來源,並建立合理庫存,以應對潛在的供應風險。 Enhance the adaptability of the supply chain to climate change. Actively expand multi-channel procurement sources and establish a reasonable inventory to address potential supply risks.

風險類別 Risk Category	風險因子 Risk Factor	風險描述 Description of Risk	風險應對 Response to Risk
轉型風險 Transition Risk	聲譽風險 Reputational Risk	<p>監管機構、投資者對企業應對氣候變化的監管趨嚴，披露不足或不及時可能帶來不良聲譽風險，影響公司融資與資本市場表現。</p> <p>Regulatory authorities and investors have tightened supervision over enterprises' responses to climate change. Inadequate or untimely disclosure may bring adverse reputational risks, affecting the Company's financing and performance in the capital market.</p>	<p>強化氣候風險管理與信息披露，積極與利益相關方溝通，提升透明度與可持續性表現，同時構建穩健的監管機制與投資者關係管理體系。</p> <p>Strengthen climate risk management and information disclosure. Actively communicate with stakeholders to improve transparency and sustainability performance. Meanwhile, build a robust regulatory mechanism and investor relations management system.</p>
物理風險 Physical Risk	平均氣溫升高 The Rising of Average Temperature	<p>在高溫天氣下，對溫度控制要求較高的生產車間需要增加能源消耗來調節溫度，以確保生產流程的正常進行。</p> <p>In high-temperature weather, production workshops with high requirements for temperature control need to increase energy consumption to regulate the temperature, ensuring the normal progress of the production process.</p>	<p>進一步升級車間的能源智能控制系統，以實現精準、高效的能源管理。</p> <p>Further upgrade the energy intelligent control system in the workshop to achieve accurate and efficient energy management.</p>
	極端天氣頻繁 Frequent Extreme Weather	<p>極端天氣可能破壞廠房，干擾精密儀器的穩定運行。同時，極端天氣會阻礙運輸，延遲關鍵原料交付。</p> <p>Extreme weather may damage factory buildings and interfere with the stable operation of precision instruments. At the same time, extreme weather will impede transportation and delay the delivery of key raw materials.</p>	<p>制訂自然災害專項應急預案，成立應急小組，明確疏散警戒、搶險救援和後勤保障等職責。</p> <p>Formulate a special emergency plan for natural disasters. Set up an emergency response team and clarify responsibilities such as evacuation, rescue, and logistical support.</p>
	水資源短缺 Water Shortage	<p>枯水期會導致水中雜質濃度上升，從而增加水處理流程的實施難度，影響企業的合規運營。</p> <p>The dry season will lead to an increase in the concentration of impurities in water, thus increasing the difficulty of implementing water treatment processes and affecting the compliant operation of enterprises.</p>	<p>優化制水設備的運行機制，實施蒸汽冷凝水回收再利用等循環用水措施，以實現水資源的節約。</p> <p>Optimize the operation mechanism of water treatment equipment. Implement water recycling measures such as the recovery and reuse of steam condensate to achieve water conservation.</p>

2024年，公司新制訂《自然災害專項應急預案》，旨在應對可能影響公司正常運營和員工安全的氣象災害。公司設立應急小組，明確疏散警戒、搶險救援和後勤保障等職責，以及預警和報警的具體流程。在預防與預警方面，公司通過監控危險源和收集天氣信息來預防災害，並根據預測結果採取相應行動。處置措施包括關閉切斷受損設施、加強防凍防滑、檢查排水系統、佩戴個人防護用品等。此外，預案還規定了應急物資與裝備的保障措施。通過這些措施，瑞科生物致力於最大限度地減輕或避免氣象災害造成的損失，並保障應急救援人員的安全。

2024年，瑞科生物制訂EHS審計計劃，我們重點實施了應對氣候變化的管理措施，包括防雷暴、防颱風以及防暑降溫等，同時聚焦於配電系統管理，通過監控能源使用情況，優化能源分配，提升能源利用效率。

氣候相關目標與成效


我們積極履行應對氣候變化的企業責任，以2021年為基準年，科學地設定了溫室氣體減排目標。瑞科生物每年對目標的達成情況進行嚴謹監督與細緻審查，穩步推進未來的綠色轉型之路。與此同時，我們不斷優化企業溫室氣體排放數據的收集與核算體系，以提高公司評估應對氣候變化績效的準確性和可靠性。

In 2024, the Company newly formulated the *Special Emergency Plan for Natural Disasters*, aiming to deal with meteorological disasters that may affect its normal operations and employee safety. The Company has established an emergency team, defining the responsibilities for evacuation, rescue, and logistical support, as well as the specific procedures for early warning and alarm. In terms of prevention and early warning, the Company prevents disasters by monitoring hazard sources and collecting weather information and it takes corresponding actions based on predictive results. The response measures include shutting off damaged facilities, strengthening anti-freezing and anti-slip efforts, inspecting drainage systems, wearing personal protective equipment, and so on. In addition, the Plan also stipulates the guarantee measures for emergency supplies and equipment. Recbio is dedicated to minimizing or avoiding the losses caused by meteorological disasters and ensuring the safety of emergency rescue personnel through these measures.

In 2024, Recbio formulated an Environment, Health and Safety (EHS) audit plan, focusing on implementing management measures to address climate change, including lightning protection, typhoon prevention, and heat prevention and cooling. At the same time, we focused on the management of the power distribution system, optimizing energy distribution and improving energy utilization efficiency through monitoring energy usage.

CLIMATE-RELATED GOALS AND ACHIEVEMENTS

We are actively committed to fulfilling our corporate responsibility to address climate change. We set scientific greenhouse gas (GHS) emission reduction targets with the year of 2021 as the baseline, and strictly supervise and review the progress of these goals annually, steadily advancing the green transformation pathways in the future. At the same time, we continuously optimize our corporate GHG emission data collection and accounting systems to enhance the accuracy and reliability of the evaluation on our climate change response performance.



溫室氣體減排目標

到2030年，溫室氣體排放強度下降8%

GHG Emission Reduction Target

By 2030, the intensity of GHG emissions will decrease by 8%

溫室氣體排放績效表現
Greenhouse Gas Emissions Performance

指標 Indicator	單位 Unit	2024	2023	2022
範圍一溫室氣體排放 Scope 1 greenhouse gas emissions	噸二氧化碳當量 tCO ₂ e	15.44	26.37	/
範圍二溫室氣體排放 Scope 2 greenhouse gas emissions	噸二氧化碳當量 tCO ₂ e	19,501.99	8,471.50	8,727.00
溫室氣體排放總量 Total greenhouse gas emissions	噸二氧化碳當量 tCO ₂ e	19,517.43	8,497.87	8,727.00
溫室氣體排放強度 Greenhouse gas emission intensity	噸二氧化碳當量/平方米 tCO ₂ e/m ²	0.31	0.14	0.17

註：
1. 瑞科生物的溫室氣體排放包括範圍一：直接排放，包括公務車消耗的汽油；範圍二：間接排放，包括使用的外購電和外購蒸汽。溫室氣體排放按二氧化碳當量核算呈列，並依據國家發展改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南》進行核算。
2. 2024 年泰州 HPV 產業基地已成功竣工並轉入設備調試的關鍵階段，導致用電量及蒸汽消耗量呈現顯著上升趨勢，進而導致溫室氣體排放總量大幅上升。
Note:
1. The GHG emissions of Recbio include Scope 1: direct emissions, including gasoline consumed by official vehicles; and Scope 2: indirect emissions, including purchased electricity and purchased steam. GHG emissions are presented as CO₂e and accounted for in accordance with *the Guideline of the Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises in Other Industries* issued by the National Development and Reform Commission.
2. The Taizhou HPV industrial base was successfully completed in 2024 and entered the critical stage of equipment debugging, resulting in a significant increase in electricity consumption and steam consumption, which in turn led to a substantial increase in total GHG emissions.

推行綠色運營


能源管理

在推進綠色經營與可持續發展的過程中，我們深知能耗管理對企業運營效率和環境責任的重要性。因此，我們以2021年為基準年，制訂了明確的能耗強度目標，旨在通過科學規劃與系統管理，持續優化能源使用效率，降低單位產出的能源消耗。

PROMOTING GREEN OPERATIONS

ENERGY MANAGEMENT

In the process of promoting green operations and sustainable development, we fully understand the importance of energy consumption management for an enterprise's operational efficiency and environmental responsibility. Therefore, we set clear energy consumption intensity targets with the year of 2021 as the baseline, aiming to continuously optimize energy use efficiency through scientific planning and systematic management, and reduce energy consumption per unit of output.



能耗強度目標

到2030年，能耗強度下降8%

Energy Consumption Intensity Target

By 2030, energy consumption intensity will decrease by 8%

針對廠區恆溫恆濕需求，我們實施了能源管理策略，根據生產和非生產期間的不同能源負荷，靈活調整設備運行數量，優化運行策略，以減少浪費並提高能效。報告期內，我們優化了滅菌櫃裝載驗證流程，從而有效減少了蒸汽和電力的消耗。此外，作為製藥企業，我們關注公共系統的能源消耗，包括空壓、空調和冷凍設備。

公司召開節能降耗管理會議，確定了綠色辦公的標準，要求夏季辦公室空調溫度不低於26攝氏度，冬季不高於20攝氏度，並優化了照明系統的節能使用策略。同時，我們鼓勵減少使用高能耗電器，以進一步降低能源消耗。我們在辦公區域張貼了節能標識，提升員工的節能意識並促進環保行為。

In response to the demand for constant temperature and humidity in the factory area, we have implemented energy management strategies. According to different energy loads during production and non-production periods, we flexibly adjust the number of equipment in operation and optimize operational strategies, to reduce waste and improve energy efficiency. During the Reporting Period, we have optimized the verification process for loading sterilizers, effectively reducing steam and electricity consumption. In addition, as a pharmaceutical company, we are concerned about the energy consumption of public systems, including air compressors, air conditioners, and refrigeration equipment.

The Company organized energy-saving and consumption-reduction management meetings to determine the standards for green offices, stipulating that office air conditioning temperature should not be lower than 26 degrees Celsius in summer and higher than 20 degrees Celsius in winter. We also optimize the energy-saving plans for lighting systems. Additionally, we encourage employees to reduce the use of high-power appliances to further reduce energy consumption. We put up energy-saving signs in the office to enhance employees' awareness of energy conservation and promote environmental protection behavior.

能源管理績效表現
Energy Consumption Performance

指標 Indicator	單位 Unit	2024	2023	2022
直接能源消耗總量 Total direct energy consumption	兆瓦時 MWh	60.76	103.75	/
汽油 Petrol	兆瓦時 MWh	60.76	103.75	/
間接能源消耗總量 Total indirect energy consumption	兆瓦時 MWh	51,380.05	20,891.70	20,333.84
外購蒸汽 Purchased steam	兆瓦時 MWh	31,718.89	11,989.41	9,991.87
外購電力 Purchased electricity	兆瓦時 MWh	19,661.16	8,902.28	10,341.97
能源消耗總量 Total energy consumption	兆瓦時 MWh	51,440.81	20,995.45	20,333.84
能源消耗強度 Energy consumption intensity	兆瓦時 / 平方米 MWh/m ²	0.81	0.35	0.39

註：
1. 瑞科生物的能耗核算依據國家市場監督管理總局和國家標準化管理委員會發佈的《綜合能耗計算通則》(GB 2589-2020)進行核算。
2. 2024年泰州HPV產業基地已成功竣工並轉入設備調試的關鍵階段，導致用電量及蒸汽消耗量呈現顯著上升趨勢，進而導致間接能源消耗總量大幅上升。
Note:
1. The energy consumption of Recbio is calculated by reference to the *General Rules for Calculation of the Comprehensive Energy Consumption (GB 2589-2020)* issued by the State Administration for Market Regulation and the Standardization Administration.
2. The Taizhou HPV industrial base was successfully completed in 2024 and entered the critical stage of equipment debugging, resulting in a significant increase in electricity consumption and steam consumption, which in turn led to a substantial increase in total indirect energy consumption.

基於瑞科生物的業務特性，我們在經營過程中不涉及大量使用不可再生能源、森林資源等，故於本報告中對《ESG指引》中關鍵績效指標A3環境天然資源的相關內容不予披露。

用水管理

瑞科生物始終恪守《中華人民共和國環境保護法》《中華人民共和國水法》等相關法律法規，通過不斷改進生產工藝、升級設備以及優化用水管理體系等措施，致力於提升水資源的使用效率。同時，公司積極推進水資源回用技術，減少對新鮮水資源的依賴，並通過定期培訓提升員工的意識，確保水資源管理工作的科學性與可持續性。

以2021年作為基準，我們制訂了耗水強度目標，並持續開展年度審查以確保目標的順利實施和進度的跟蹤。報告期內，我們將車間蒸汽產生的冷凝水進行回收利用，將其回流至冷卻塔以實現水資源的循環置換，提升水資源利用效率。

Given the business characteristics of Recbio, we do not involve the extensive use of non-renewable energy or forest resources in the operation. Hence we will not disclose the relevant content of KPI A3–The Environment and Natural Resources in accordance with the *ESG Reporting Guide* in this report.

WATER MANAGEMENT

Adhering to the *Environmental Protection Law of the People's Republic of China*, the *Water Law of the People's Republic of China* and other relevant laws and regulations, Recbio is committed to improving water resource utilization efficiency through continuously improving production processes, upgrading equipment, and optimizing the water use management system. At the same time, the Company actively promotes water reuse technology to reduce dependence on freshwater resources and raises employees' awareness through regular training to ensure the scientificity and sustainability of water resource management.

With the year of 2021 as the baseline, we have set water consumption intensity targets and continuously conducted annual reviews to ensure the smooth progress and track the implementation of the targets. During the Reporting Period, we recycled the condensate generated from the steam in the workshop and returned it to the cooling tower to achieve a circular replacement of water resources, thus improving water resource utilization efficiency.



耗水強度目標

到2030年，耗水強度下降5%

Water Consumption Intensity Target

By 2030, water consumption intensity will decrease by 5%

水資源績效表現

Water Resource Performance

指標 Indicator	單位 Unit	2024	2023	2022
耗水總量 Total water consumption	噸 tonne	262,070	92,477	107,630
耗水總量強度 Water consumption intensity	噸/平方米 tonne/m ²	4.15	1.55	2.08

註：2024年泰州HPV產業基地已成功竣工並轉入設備調試的關鍵階段，導致耗水量呈現顯著上升趨勢。

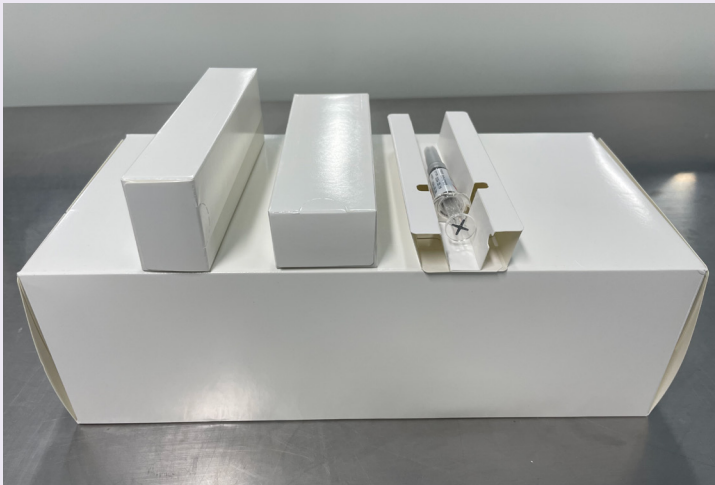
Note: In 2024, the Taizhou HPV industrial base has been successfully completed and has entered a critical phase of equipment commissioning, leading to a significant upward trend in water consumption.

包裝材料優化

瑞科生物致力於通過減少包裝使用量，選擇可持續材料，提升回收利用率，並與供應商合作創新等措施以有效實現包材的優化，降低包材使用的環境影響。2024年，我們已將原有的PVC塑膠包裝替換為全紙質材料。鑒於國際市場對塑膠使用的要求，我們特別注重採用紙質包裝材料，以適應海外市場的需求。我們新建了HPV產業化包裝線，確保包裝過程的環保性。我們對帶疱疫苗和HPV疫苗均實施了統一的環保包裝方案，包括採用紙質內托、紙質小盒、紙質中盒以及紙質大箱進行包裝，提升產品環保性能。

PACKAGING MATERIAL OPTIMIZATION

Recbio is committed to optimizing packaging material and reducing packaging material's environmental impact by reducing the amount of packaging materials used, selecting sustainable materials, increasing the recycling rate and cooperating with suppliers for innovation. In 2024, we have changed the support material for medicines from PVC to paper. In view of the requirements of the international market for plastic use, we pay special attention to the use of paper packaging materials to meet the needs of overseas markets. We have newly constructed HPV industrial packaging lines to ensure the environmental friendliness of the packaging process. We have adopted a unified environmentally friendly packaging scheme for both herpes zoster virus vaccine and HPV vaccine, including the use of paper packaging materials for inner support, small boxes, medium boxes, and large boxes, to enhance the environmental performance of the products.



紙質內托、紙質小盒和紙質中盒
Paper Inner Trays, Small Paper Boxes, and Medium Paper Boxes

包裝材料績效表現

Packaging Materials Performance

指標 Indicator	單位 Unit	2024	2023	2022
包裝使用總量 Total consumption of packaging materials	千克 kg	0.00	1,704.80	1,591
包裝材料使用強度 Packaging materials consumption intensity	千克/平方米 kg/m ²	0.00	0.03	0.03

註：2023年在設備調試和MES系統PQ驗證階段產生包裝消耗，後續產品沒有上市，故2024年不產生包裝消耗。

Note: In 2023, packaging consumption occurred during the equipment commissioning and PQ validation of the MES system. Since the product did not go to market, there was no packaging consumption in 2024.

加強環境管理

我們嚴格遵守《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》《中華人民共和國大氣污染防治法》《中華人民共和國固體廢物污染環境防治法》《中華人民共和國水污染防治法》等法律法規，持續完善環境管理體系，通過嚴格的內部監督與創新的環保措施，不斷提升環境管理水平，確保各項環保要求落到實處，為可持續發展貢獻力量。

環境管理體系

公司依託環境、健康與安全（Environment, Health and Safety, EHS）管理體系框架，構建了高效的環境管理體系，在《EHS責任制》中詳細規定了對環保設施的管理職責，包括確保污染物的排放和處理符合標準。此外，在EHS審計過程中，我們也將環境相關因素納入評估範圍，以促進環境管理水平的持續提升。與此同時，我們制訂了EHS年度培訓計劃，針對全體員工開展危險廢物管理培訓，提升員工的環保意識和操作規範性。

環境因素評估

瑞科生物始終致力於通過系統化的方法識別和評估環境因素，以確保可持續發展的目標得以有效實現。根據公司內部的《環境因素識別與評價管理程序》，我們運用“三因子評價法”對關鍵環境因素進行系統的識別、評估及更新，覆蓋了大氣污染、水體污染、能源使用和資源消耗等關鍵領域。針對評估出的重要環境因素，我們進一步制訂了針對性的控制措施，以確保環境管理的有效性。

STRENGTHENING ENVIRONMENTAL MANAGEMENT

We strictly comply with laws and regulations such as the *Environmental Protection Law of the People's Republic of China*, the *Environmental Impact Assessment Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Air Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, and the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*. We continuously improve our environmental management system, and enhance environmental management levels through strict internal supervision and innovative environmental protection measures, to ensure that all environmental protection requirements are effectively implemented and contribute to sustainable development.

ENVIRONMENTAL MANAGEMENT SYSTEM

The Company has established an efficient environmental management system based on the framework of the EHS management system. In the *EHS Responsibility Policy*, we clearly define the responsibilities for environmental protection facilities management, including compliance with pollutant emission and disposal standards. Moreover, during EHS audits, we also consider environmental factors to continuously enhance environmental management. At the same time, we have formulated an annual EHS training plan, conducting training on hazardous waste management for all employees to enhance their environmental awareness and operational standardization.

ENVIRONMENTAL FACTOR ASSESSMENT

Recbio is always committed to identifying and assessing environmental factors through a systematic approach to ensure the effective realization of sustainable development. Based on the Company's internal Environmental Factor Identification and Evaluation Management Procedure, we adopt the "three-factor assessment method" to systematically identify, evaluate, and update significant environmental factors, such as air pollution, water pollution, energy use, and resource consumption. For the most identified environmental factors, we further develop targeted control measures to ensure the effectiveness of environmental management.

環境應急管理

瑞科生物致力於提升對環境風險和突發事件的應對能力。我們依託《突發環境事件應急預案》，確立應急響應機制和具體措施，力求將財產損失和環境破壞降至最低，同時確保公眾健康和環境安全得到有效保障。2024年，公司進一步強化環境應急管理能力，針對性地編制了專項的《HPV產業突發環境事件應急預案》，以確保該項目在建設及運營過程中能夠有效預防和應對可能的環境風險。

確保合規排放

達標排放

我們嚴格按照法律法規及《大氣污染物綜合排放標準》（GB 16297-1996）《製藥工業大氣污染物排放標準》（GB 37823-2019）《生物製藥行業水和大氣污染物排放限值》（DB32/ 3560-2019）《中華人民共和國固體廢物污染環境防治法》等國家和行業標準，制訂《大氣污染管理程序》《污水處理標準操作規程》《固體廢物污染環境防治管理程序》等內部制度，管理廢水、廢氣及廢棄物（以下簡稱“三廢”）排放，確保達標排放。

在2024年初，瑞科生物成功獲得HPV產業化項目（以下簡稱“該項目”）的排污許可證，並已完成《2024年HPV職業病危害因素檢測與評價報告》的編制，順利完成了環境安全相關的合規手續。根據項目環評批復文件，主要涉及的環境因素包括廢水、廢氣、固體廢棄物及噪聲。

該項目的生產廢水經過污水處理站的預處理，確保達標排放。同時，按照排污許可證的要求，我們委託具備資質的第三方機構進行廢水檢測，以確保環境管理的合規性和有效性。在廢氣管理方面，項目實施了有組織和無組織廢氣的排放控制。HPV項目的廢氣經城液噴淋塔、活性炭吸附以及酸性溶液噴淋等設備處理後再進行排放。此外，我們在HPV項目的自行監測採樣計劃中，針對噪聲污染進行了季度性監測，以廠界為排口。同時，委託專業的第三方機構對HPV產業化基地建設項目進行了噪聲檢測，並據此編制了相關報告。

ENVIRONMENTAL EMERGENCY MANAGEMENT

Recbio is also committed to strengthening its ability to respond to environmental risks and emergencies. In accordance with the *Contingency Plan for Environmental Emergencies*, we have established emergency response mechanisms and specific measures to minimize property loss and environmental destruction while safeguarding public health and environmental safety. In 2024, the Company further strengthened its environmental emergency management capabilities, and specifically compiled the Contingency Plan for Environmental Emergencies of the HPV Industry to ensure that the Company can effectively prevent and respond to potential environmental risks during the project's construction and operation.

ENSURING EMISSION COMPLIANCE

EMISSION COMPLIANCE

In strict accordance with laws and regulations as well as national and industrial standards such as the *Integrated Emission Standard of Air Pollutants (GB 16297-1996)*, the *Emission Standard of Air Pollutants for Pharmaceutical Industry (GB 37823-2019)*, the *Emission Limits of Water and Air Pollutants for Bio-pharmaceutical Industry (DB32/ 3560-2019)*, and the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, we have formulated our own management policies to ensure the compliant discharge of wastewater, waste gas and solid waste (hereinafter referred to as "three wastes"). Our policies include but are not limited to the *Management Procedures for Air Pollution*, the *Standard Operating Procedures for Sewage Treatment*, and the *Management Procedures for the Prevention and Control of Environmental Pollution Caused by Solid Waste*.

At the beginning of 2024, Recbio successfully obtained the pollutant discharge permit for the HPV Industrialization Project (hereinafter referred to as the "Project") and has compiled the 2024 HPV Occupational Hazardous Factor Detection and Evaluation Report, completing the compliance procedures related to environmental safety. According to the Environmental Impact Assessment (EIA) approval documents for the Project, the main environmental factors involved include wastewater, waste gas, solid waste, and noise.

The production wastewater of this Project is subjected to pre-treatment at the sewage treatment station to ensure compliant discharge. At the same time, in accordance with the requirements of the pollutant discharge permit, we have entrusted a qualified third-party institution to conduct wastewater testing to ensure the compliance and effectiveness of environmental management. In terms of waste gas management, the Project has implemented organized and unorganized emission control. The waste gas of the Project is treated through processes such as alkali solution spray, activated carbon adsorption, and acidic solution spray before emission. In addition, we have conducted quarterly noise pollution monitoring in the Project's self-monitoring and sampling plan, with the factory boundary as the emission outlet. At the same time, we have entrusted a professional third-party institution to conduct noise testing for the Project and prepared relevant reports accordingly.

| 廢水管理

在廢水管理方面，瑞科生物專注於監控關鍵指標，包括化學需氧量（COD）、氨氮（NH₃-N）和總磷。我們遵循嚴格的“三無一達標”原則，即確保廢水處理後無浮渣、無泡沫、無異味，並達到排放標準。為此，我們建立了自用的污水處理站，通過應用生物處理技術，並配備化學處理設施、綜合生化處理設施及污泥處理系統，對廢水進行多階段處理。2024年，瑞科生物完善了《排污許可證運行管理程序》，確保取證後的運行管理更加科學、高效。

WASTE WATER MANAGEMENT

In terms of wastewater management, Recbio mainly needs to monitor key metrics, including Chemical Oxygen Demand (COD), Ammonia Nitrogen (NH₃-N), and total phosphorus (TP). We strictly adhere to the principle of "three noes and one up-to-standard", namely "no scum, no foam, no odor, and up-to-standard discharge" after treatment, and then the waste-water can be discharged after meeting the relevant criteria. To this end, we have established our own wastewater treatment station which conducts multi-stage treatment by applying biological treatment technology with chemical treatment facilities, integrated biochemical treatment facilities, and a sludge treatment system. In 2024, Recbio improved the *Operation and Management Procedures for the Pollutant Discharge Permit*, ensuring the operation and management after obtaining the permit is more scientific and efficient.

廢水排放績效表現 Wastewater Discharge Performance				
指標 Indicator	單位 Unit	2024	2023	2022
工業污水綜合排放量 Industrial wastewater discharged	噸 tonne	19,421.27	46,885.24	32,247.91
生活污水排放量 Domestic wastewater discharged	噸 tonne	264.00	389.00	279.00
COD排放量 Chemical oxygen demand (COD)	噸 tonne	0.74	0.38	1.18
NH ₃ -N排放量 NH ₃ -N discharged	千克 kg	9.57	3.20	3.30

註：2024年由於業務調整，RSV項目轉移至泰州做小試和中試，同時泰州、北京部分車間停產停用，導致工業污水綜合排放量下降。
Note: Due to business adjustments in 2024, the RSV project was transferred to Taizhou base for small-scale and pilot-scale tests. At the same time, some workshops in Taizhou base and Beijing base were shut down or put out of use, resulting in a decrease in the comprehensive discharge of industrial wastewater.

| 廢氣管理

為實現廢氣的有效管控與減排目標，公司對各項目廢氣來源進行了全面梳理與精準識別。瑞科生物廢氣的主要來源包括危廢庫、污水站、提取濃縮工序、質檢環節、疫苗樓工藝、質檢研發樓、動物房以及危廢暫存環節。在污染物種類方面，主要涉及氨氮、非甲烷總烴和氨氣等。為了有效控制和降低廢氣排放，減輕生產活動對大氣環境的影響，我們對不同污染物種類採取差異化的排氣口處理措施，並確保每個排氣口都有相應的監測設備。我們開發針對性廢氣管理體系，用以管理廢氣排放，並監測及預防可能出現的異常情況。該體系特別監測氯化氫、硫化氫等污染物的濃度，確保它們符合規定的標準。

WASTE GAS MANAGEMENT

To effectively control and reduce waste gas emissions, the Company has conducted a comprehensive and accurate review and identification of the sources of waste gas in various projects. The main sources of waste gas include the hazardous waste repositories, the sewage station, extraction and concentration process, quality control stage, the vaccine processing building, the quality control and R&D building, animal rooms, and temporary storage of hazardous waste. The pollutants mainly involve ammonia nitrogen, total non-methane hydrocarbon, and ammonia. In order to effectively control and reduce waste gas emissions and mitigate air pollution caused by our production activities, we adopt differentiated treatment measures for waste gas outlets per pollutant type and ensure that each outlet is equipped with corresponding monitoring equipment. We have developed a targeted waste gas management system for managing emissions and monitoring and preventing potential abnormal situations. This system particularly monitors the concentrations of hydrogen chloride, hydrogen sulfide and other substances to ensure compliant emission.

廢氣排放
Emissions

有組織廢氣和無組織廢氣通過廢氣處理系統處理後排放
粉塵通過粉塵處理裝置後排放
Both organized and fugitive waste gas emissions are treated through our waste gas treatment system before being discharged
We treat dust using the dust treatment system before discharging it

廢氣監測
Monitoring

外部監測：由環保局等政府部門不定期在公司廢氣排放口取樣進行監測
內部監測：編制廢氣年度檢測計畫，並委託有環境監測資質的單位按計劃進行廢氣排放監測
External monitoring: The environmental protection bureau or other governmental organizations carry out sample tests at the Company's waste gas outlets from time to time
Internal monitoring: The Company maps out an annual waste gas testing plan and engages qualified units to monitor waste gas emissions based on the plan

異常情況
Abnormality

當廢氣監測結果超標時，組織相關部門追根溯源，並按監測單位的要求和建議措施進行改善
In the event of any abnormality identified, we will organise relevant departments to investigate the cause, and make improvements according to the requirements and recommended measures of the testing institution

預防措施
Preventative Measures

制定廢氣排放應急預案，依據預案流程處理異常情況及其他緊急事宜
We set up an emergency plan for waste gas emissions and deal with abnormalities and other urgent issues according to the plan

廢氣排放績效表現				
Waste Gas Emission Performance				
指標 Indicator	單位 Unit	2024	2023	2022
氯化氫排放量 Hydrogen chloride emissions	千克 kg	0.00	0.01	44.81
非甲烷總烴排放量 Non-methane hydrocarbon emissions	千克 kg	35.04	123.25	96.06
氨氣排放量 Ammonia emissions	千克 kg	8.64	28.15	50.36

註：2024年由於業務調整，泰州、北京部分車間停產停用，導致排放量下降。
Note: In 2024, due to business adjustments, some workshops in Taizhou and Beijing were suspended, resulting in a decrease in emissions.

廢棄物管理

WASTE MANAGEMENT

以2021年作為基準，我們制訂了危險廢棄物強度的減排目標，並定期進行年度評估以監控目標的實現進度。

Taking the year of 2021 as the baseline, we have set a reduction target for the intensity of hazardous waste and conducted annual evaluations on a regular basis to monitor the progress towards the target.



危險廢棄物強度目標

到2030年，危險廢棄物強度下降5%

Hazardous Waste Intensity Target

By 2030, hazardous waste intensity will decrease by 5%



在公司運營過程中產生的廢棄物分為無害廢棄物和危險廢棄物（簡稱“危廢”）兩類，其中無害廢棄物則主要為廢離子交換樹脂、廢紙盒、紙箱、生活垃圾、建築垃圾等，危廢主要包括廢原液、水油不合格品、廢有機溶劑等實驗室廢棄物。

我們遵循“促進固體廢物循環利用和無害化處理”的原則，並開展減量化和再利用活動，對廢棄物進行全流程管控。可回收的一般廢棄物進行委外回收利用，例如金屬設備配件及廢樹脂，對於不可回收的無害廢棄物如生活垃圾、建築垃圾等臨時存放在固定的容器中或特定位置。瑞科生物設置危廢貯存庫，將不同的危廢按照特性妥善分隔存放，並委託持有《危險廢物經營許可證》的單位處置。2024年，公司積極推進廢棄物管理的優化升級，通過更新《固體廢物污染環境防治管理程序》，進一步規範了危險廢物的收集與入庫流程。公司嚴格遵循相關法律法規，保障環境安全。報告期內，瑞科生物未發生廢棄物處理相關違規事件或接受相關處罰。

The wastes generated by the Company during operation are classified into non-hazardous waste and hazardous waste. Non-hazardous waste mainly includes ion exchange resin waste, waste cardboard boxes, cartons, and household wastes, while hazardous waste includes laboratory wastes such as original solution waste, non-conforming water and oil products, and organic solvent waste.

We carry out whole-process management and reduce waste emissions and reuse waste in line with the principle of "maximizing the recycling and the harmless disposal of solid waste". We engage third parties to recycle general waste such as metal equipment parts and resin waste. We temporarily store non-recyclable, non-hazardous waste, such as household garbage and construction garbage, in fixed containers or designated places. We have hazardous waste repositories where different hazardous wastes are properly isolated based on their properties. We entrust the disposal of hazardous waste to organizations with *Hazardous Waste Operation License*. In 2024, the Company actively promoted the optimization and upgrade of waste management, and further regulated the hazardous waste collection and inbound process by updating the *Management Procedures for the Prevention and Control of Environmental Pollution Caused by Solid Waste*. The Company complies with relevant laws and regulations to ensure environmental safety. During the Reporting Period, Recbio had no violations and penalties in relation to waste disposal.

廢棄物排放績效表現				
Waste Emission Performance				
指標 Indicator	單位 Unit	2024	2023	2022
危險廢棄物總量 Total hazardous wastes	噸 tonne	55.45	42.93	35.17
危險廢棄物總量強度 Intensity of total hazardous wastes	噸/平方米 tonne/m²	0.00088	0.00072	0.00068
無害廢棄物總量 Total non-hazardous wastes	噸 tonne	23.20	21.19	20.38
無害廢棄物總量強度 Intensity of total non-hazardous wastes	噸/平方米 tonne/m²	0.00037	0.00035	0.00039

環保培訓

為提升員工的環保意識與專業能力，瑞科生物開展各類環保培訓。通過系統化的培訓課程，公司旨在強化員工對環保法規的理解和對環境相關內部制度的執行能力，確保環境管理工作的科學性與合規性。

ENVIRONMENTAL PROTECTION TRAINING

To enhance employees' environmental awareness and professional skills, Recbio conducts various training sessions on environmental protection. Through systematic training courses, the Company aims to strengthen employees' understanding of environmental regulations and their ability to execute internal environmental-related policies, ensuring the scientificity and compliance of environmental management.

《排污許可證管理程序》升級培訓

Upgraded Training on the Operation and Management Procedures for the Pollutant Discharge Permit

2024年6月，瑞科生物開展了《排污許可證管理程序》升級培訓。此次培訓以線下形式進行，旨在加強公司內部相關人員對最新排污管理要求的理解與執行能力。培訓對象包括各廢氣物產生部門的經理和主管，確保關鍵崗位人員能夠準確掌握排污許可證管理的最新動態和操作規範。

In June 2024, Recbio organized an upgraded training session on the *Operation and Management Procedures for the Pollutant Discharge Permit*. This offline training was conducted to enhance the understanding and execution capabilities of relevant personnel regarding the latest waste management requirements. The trainees included managers and supervisors from departments that generate waste gas and solid waste, ensuring that personnel in key positions could accurately grasp the updates and operational specifications of the pollutant discharge permit management.



《排污許可證管理程序》培訓
Training on the Operation and Management Procedures for the Pollutant Discharge Permit

危險廢棄物培訓

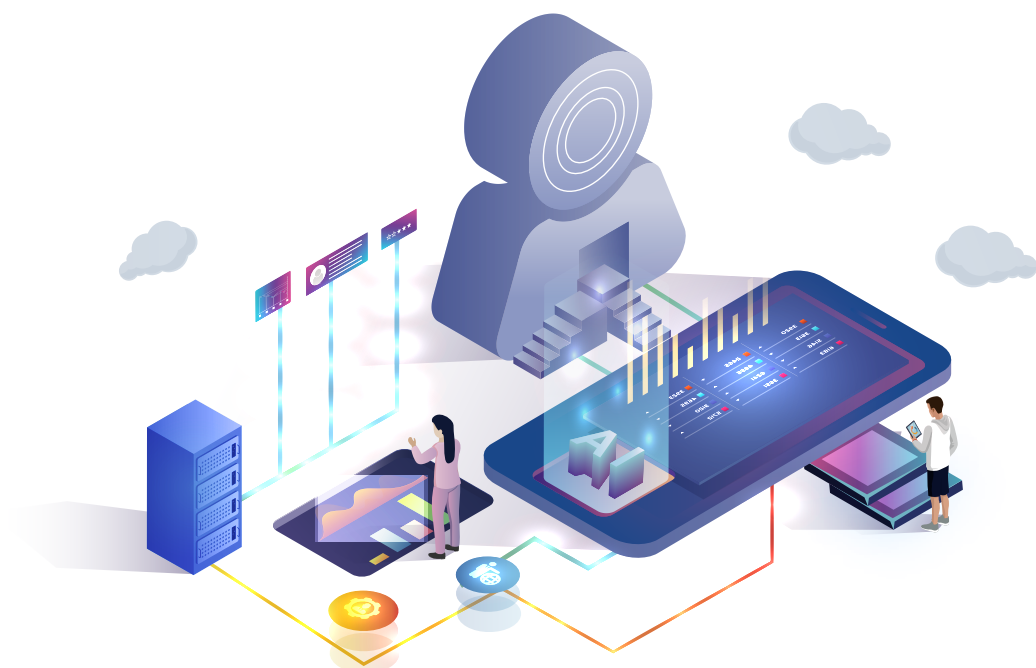
Training on Hazardous Waste

2024年10月，我們組織針對危險廢棄物管理的專業培訓。此次培訓在公司內部以線下形式開展，培訓對象為各產生危險廢棄物部門的主管及員工，以提升他們對危險廢棄物管理重要性的認識，並確保他們能夠正確、安全地執行相關操作規程，從而有效防範環境風險和保障員工健康。

In October 2024, we organized a professional training session on hazardous waste management. This offline training was held within the company for the managers and employees from departments that generate hazardous waste. The purpose was to raise their awareness of the importance of hazardous waste management and ensure they can correctly and safely execute relevant operational procedures, so as to effectively prevent environmental risks and protect employee health.



危險廢棄物培訓
Training on Hazardous Waste



05

以人為本 成就員工成長

People-Oriented, Achieving Employee Growth

瑞科生物始終秉持"以人為本"的理念，不斷優化人才結構，從保障員工權益、升級薪酬福利、助力成長發展、守護健康安全四個維度，建立全面的人才管理體系，支持員工實現自我價值，賦能員工成長。

Adhering to the people-oriented principle, Recbio continuously optimizes the talent structure, and establishes a comprehensive talent management system from four dimensions: protecting employee rights and interests, upgrading remuneration and benefits, promoting growth and development, and safeguarding health and safety, to support employees in realizing their self-worth and empower their growth.



保障員工權益

| 合規僱傭

我們嚴格遵守《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》《禁止使用童工規定》等法律法規，在招聘時秉持「公平、平等」的基本原則，並制訂了《員工手冊》等一系列招聘僱傭和人才管理制度，明確規範招聘與解聘、薪酬與晉升、工時與假期等方面的管理原則，維護員工的合法權益。

瑞科生物持續通過多種渠道吸納優質人才，賦能業務穩健發展。根據企業的戰略規劃、部門需求和人員變動情況，明確招聘要求，在經過審批後，人力資源部進行招聘。結合內外部渠道選聘人才，出現崗位空缺時，我們優先考慮內部選拔，再依據效率、優質性和適用性選擇合適的渠道招聘外部人才。我們在招聘過程中亦採取當地本地化僱傭模式，結合崗位特性和用工優勢，優先從當地選拔優秀人才，促進地區就業和當地經濟發展。

瑞科生物禁止任何形式的童工和強制勞工。在招聘過程中，我們嚴格審查應聘者的身份信息，以確認其年齡符合最低僱傭年齡要求，避免錄用童工。任何發現或核實的童工現象採取零容忍的態度，若發現並核實發生童工情況，我們將立即與其解除勞動合同，為受影響的兒童提供必要的支持。同時，我們根據國家和地方政策執行休假管理，並在與員工簽訂勞動合同中明確規定工作時間和休假安排，保證員工的合法權益。報告期內，公司未發生僱傭童工或強制勞工等違法違規的用工情況。

PROTECTING EMPLOYEES' RIGHTS AND INTERESTS

COMPLIANT EMPLOYMENT

We strictly abide by *the Labor Law of the People's Republic of China*, *the Labor Contract Law of the People's Republic of China*, *the Law of the People's Republic of China on the Protection of Women's Rights and Interests (Amendment)*, *the Labor Dispute Mediation and Arbitration Law of the People's Republic of China*, and *the Provisions on the Prohibition of Using Child Labor* and other laws and regulations. We adhere to the fundamental principle of "fairness and equality" in recruitment and have formulated the *Employee Handbook* and a series of recruitment, employment, and talent management policies, specifying management principles in aspects such as recruitment and termination, remuneration and promotion, working hours and holidays, to protect the legitimate rights and interests of employees.

Recbio continuously attracts high-quality talents through various channels to empower steady business development. We clearly define recruitment requirements based on the Company's strategic planning, departmental needs and personnel changes, and the HR Department carries out recruitment after approval. We select and recruit talents through both internal and external channels. When there are job vacancies, we prioritize internal selection, and then choose suitable channels to recruit external talents based on efficiency, quality and applicability. We also adopt the model of "local recruitment". Considering the characteristics of the positions and the advantages of employment, we prioritize selecting local outstanding talents to promote local employment and local economic development.

Recbio strictly prohibits any form of child labor or forced labor. During the recruitment process, we conduct rigorous background checks to confirm that the candidates meet the minimum hiring age requirements, thereby ensuring compliance with child labor laws. We hold a zero-tolerance attitude towards any identified or verified cases of child labor. If any case is identified and verified, we will immediately terminate the labor contract and provide necessary support to the affected children. Meanwhile, we implement leave management in accordance with national and local policies and explicitly specify working hours and leave arrangements in labor contracts with employees, thereby protecting their legal rights and interests. During the Reporting Period, the Company had no illegal labor practices such as child labor or forced labor.

我們致力於營造包容、多元和公正的工作環境，嚴厲禁止針對性別、種族、國籍、宗教信仰、膚色、年齡、殘疾、婚姻狀況等任何形式的歧視行為。在職場文化中，我們大力宣導「去性別化」理念，遵循同工同酬原則，支持女性員工職業發展，並且明確禁止任何形式的職場性騷擾，包括發生在工作場所的或跟工作有關的場合。報告期內，瑞科生物未發生任何歧視與騷擾事件。

截至2024年12月31日，瑞科生物共有531名員工，均為全職員工。

We strive to create an inclusive, diverse, and equitable workplace, and strictly prohibit any form of discrimination on the basis of gender, race, nationality, religious beliefs, skin color, age, physical disability, marital status, and other factors. We strongly advocate the philosophy of "gender neutrality" in our workplace culture, adhere to the principle of equal pay for equal work, support the career development of female employees and explicitly prohibit any form of harassment occurring in the workplace or any places related to work. During the Reporting Period, Recbio had no incidents of discrimination or harassment.

As of December 31, 2024, Recbio had a total of 531 employees, all of whom were full-time employees.

員工構成Employee Structure					
類別Category		單位Unit	2024	2023	2022
僱員總人數Total employees		人Person	531	472	532
按性別劃分By gender	男性Male	人Person	311	262	264
	女性Female	人Person	220	210	268
按年齡劃分By age	30周歲及以下Aged 30 and below	人Person	236	206	240
	31-50周歲Aged between 31 and 50	人Person	290	260	287
	51周歲及以上Aged 51 and above	人Person	5	6	5
按地區劃分By region	北京市Beijing	人Person	84	97	/
	湖北省Hubei Province	人Person	18	19	/
	江蘇省Jiangsu Province	人Person	429	355	/

員工流失情況Employee Turnover					
類別Category		單位Unit	2024	2023	2022
按性別劃分By gender	男性Male	%	17	35	17
	女性Female	%	12	52	10
按年齡劃分By age	30周歲及以下Aged 30 and below	%	16	41	19
	31-50周歲Aged between 31 and 50	%	14	43	10
	51周歲及以上Aged 51 and above	%	40	67	0
按地區劃分By region	北京市Beijing	%	23	81	/
	湖北省Hubei Province	%	13	21	/
	江蘇省Jiangsu Province	%	28	33	/

員工溝通

瑞科生物充分認同、接納和重視員工的獨特性，致力於創造讓每位員工都感到被重視、有歸屬感和融入感的企業文化。為及時、有效地響應員工的需求，我們堅持打造公平、透明的對話溝通機制，通過多維度的溝通渠道，讓每位員工的聲音都被聽到。

我們通過員工滿意度調查、郵箱反饋、員工代表等方式進行意見收集，並組建工會委員會，定期開展工會委員會會議、職工代表大會與員工進行直接對話，聆聽員工在生活需求、職業規劃等方面的想法及需要的說明，切實解決員工困難，加深員工對公司的信任。

EMPLOYEE COMMUNICATION

Recbio fully acknowledges, embraces, and values the uniqueness of employees, and strives to create a corporate culture where every employee feels valued with a sense of belonging and integration. To promptly and effectively respond to the needs of employees, we are committed to building a fair and transparent communication mechanism, through diverse communication channels, ensuring that the voices of all employees are heard.

We collect opinions through employee satisfaction surveys, email feedback, and employee representatives etc. Additionally, we have established a labor union committee and regularly hold meetings of the labor union committee and worker representative assemblies to have direct conversation with employees and listen to their ideas and needs regarding life demands and career planning. By effectively addressing employees' difficulties, we can deepen their trust in the Company.

此外，我們打造了一個透明公開、開放包容、暢所欲言的內部溝通環境，通過公司內部通訊平台，對全體員工開放公司高管的聯繫方式，允許並鼓勵員工發聲，廣泛收集各類意見與建議。每位員工有自由發言的權利和跨級溝通的機會，公司也會針對員工的意見有對應的職能部門及時給予回覆或落實。

In addition, we have established an internal communication environment that is transparent, open, inclusive, and conducive to free expression. Through the Company's internal communication platform, we have made the contact details of senior management accessible to all employees. We allow and encourage employees to voice their opinions and widely collect various suggestions and feedback. Every employee has the right to speak freely and the opportunity to communicate across levels. The Company also ensures that relevant functional departments promptly respond to or act on employee feedback.

升級薪酬福利

瑞科生物堅守“每一位員工的努力，都值得被認真對待”的理念，不斷升級薪酬福利體系，持續提升員工的獲得感與歸屬感。

UPGRADING REMUNERATION AND BENEFITS

Recbio adheres to the philosophy that "every employee's efforts are worthy of serious attention", and continuously upgrades the remuneration and benefits package to enhance the sense of gain and belonging of employees.

薪酬績效

瑞科生物在董事會層面建立薪酬與考核委員會，制訂《薪酬管理制度》《績效管理制度》等規章制度，建立以績效為導向的薪酬體系，優化企業資源配置以激發員工工作動力和競爭力，提升企業整體效益。

REMUNERATION AND PERFORMANCE

Recbio has established the Remuneration and Appraisal Committee of the Board of Directors and formulated the *Remuneration Management Policy*, the *Performance Management Policy* and other policies to establish a performance-based remuneration system. This is conducive to optimizing the enterprise's resource allocation, thus stimulating employees' motivation, enhancing their competence, and boosting the overall efficiency of the enterprise.

公司打破了傳統薪酬體系結構中職位等級的觀念，實行「寬帶薪酬模式」，以崗位價值與職責決定員工薪酬級別、以勝任能力與績效決定員工薪酬區間和實際薪酬結果，進而增進員工崗位與能力的匹配程度，保證公司薪酬的內部公平性和外部競爭性。

The Company breaks the concept of job hierarchy of the traditional remuneration system with the implementation of the "broadbanding salary model", which determines the remuneration level of employees based on the value and duties of the position and sets the remuneration range and actual remuneration based on employees' competence and performance. The model achieves a better match between employees' competence and positions and ensures the internal fairness and external competitiveness of the Company's compensation.

瑞科生物堅信，一個高效、公正且透明的績效評價機制，是激發員工潛能、推動公司持續發展的關鍵。我們強化目標與績效之間的聯繫，每季度按照既定流程進行績效考核。

Recbio firmly believes that an efficient, fair, and transparent performance evaluation mechanism is the key to unleashing employees' potential and driving the continuous development of the Company. We strengthen the connection between goals and performance and conduct performance appraisals quarterly according to the established process.

目標設定

于績效管理週期第一周內完成。管理者和基層員工充分溝通績效目標設定並達成共識。

Target Setting

Complete within the first week of the performance management cycle. Managers and grassroots employees fully communicate with each other to reach a consensus.

考核與反饋

於績效管理週期最後一周發起。績效考核完畢後組織各級管理者與基層員工進行績效反饋與面談。

Evaluation and Feedbacks

Initiate in the last week of the performance management cycle. Provide performance feedbacks and organize interviews between managers at all levels and grassroots employees after performance appraisals.

執行與輔導

管理者在推動目標達成過程中跟進進度，並對基層員工進行輔導。

Execution and Training

Managers follow up on progress while facilitating the achievement of the target and provide guidance to the general staff.

結果應用

績效考核結果決定員工績效等級和強制分佈比例，以及員工績效獎金分配，是員工職級和薪檔調整、崗位異動的重要依據。

Result Application

Determine employee's performance level and forced distribution ratio and allocate employee performance bonus based on the results of performance appraisal, which are also an important basis for the adjustment of employee's rank and salary scale, and for post transfer.

瑞科生物績效考核流程
Performance Evaluation Process of Recbio

激勵體系

為激發員工積極性與創造力，促進跨部門協作及企業文化建設，瑞科生物制訂《即時激勵管理辦法》，通過及時、公開、透明的方式，對員工的正面行為進行強化，提升工作效率與執行力。基於各層級員工的業績貢獻、行為要求及合理化建議等，我們按照即時激勵方案流程發放上下級間的“榮譽卡”與同事間的“感恩卡”進行即時激勵，確保每位員工的貢獻得到認可，增強團隊凝聚力，形成正向激勵循環，推動公司持續穩健發展。

INCENTIVE SYSTEM

To stimulate employees' enthusiasm and creativity, and promote cross-departmental collaboration and corporate culture building, Recbio has formulated the *Immediate Incentive Management Measures*. Through these measures, we strengthen positive employee behaviors in a timely, public, and transparent manner, enhancing work efficiency and execution ability. Based on the performance contributions, behavior requirements, and reasonable suggestions of employees at all levels, we distribute "honor cards" between superiors and subordinates and "gratitude cards" among colleagues according to the plan for immediate incentives. This ensures that every employee's contributions are recognized, enhancing team cohesion, and forming a positive incentive cycle that drives the Company's continuous and stable development.

榮譽卡 上下級間的即時激勵 Honor Cards Instant Incentive Between Superiors and Subordinates	感恩卡 同事之間的即時激勵 Gratitude Cards Instant Peer-to-Peer Incentive
<ul style="list-style-type: none">· 激勵提名 · Motivation Nomination· 審批、發放 · Approval and Distribution· 獲得激勵 · Receiving Motivation· 後續應用 · Subsequent Application	<ul style="list-style-type: none">· 激勵發出 · Issuance of Incentives· 獲得激勵 · Receiving Incentives· 回顧、矯正 · Review and Correction· 後續應用 · Subsequent Application

即時激勵方案流程
Instant Incentive Program Process



榮譽卡
Honor Cards

感恩卡
Gratitude Cards

自2023年實施即時激勵制度起，即時激勵卡片累計使用達939張，其中榮譽卡使用397張，感恩卡使用542張。同一季度內，榮獲2張及以上榮譽卡或感恩卡的員工將登上季度榜單，並獲得物質激勵，同時被載入《瑞科人》雜誌的“瑞之星”版面。

Since the immediate incentive system was implemented in 2023, a total of 939 incentive cards have been distributed, including 397 honor cards and 542 gratitude cards. Employees who win 2 or more honor cards or gratitude cards in a quarter will be listed on the quarterly leaderboard, receive material incentives, and be featured in the "Recbio Star" section of the Recbio People magazine.

《瑞科人》 The Recbio People Magazine

《瑞科人》是瑞科生物打造的企業內部刊物，旨在展現企業風采，弘揚企業文化，包含“瑞動態”模塊，及時報導公司最新發展動態；“瑞分享”模塊，分享行業知識與工作經驗；“瑞家人”模塊，講述員工成長故事與家庭生活；“瑞記錄”模塊，記錄企業重要時刻與歷史事件等主要內容。報告期內，共有6位優秀員工受邀接受《瑞科人》專訪，通過深度挖掘他們踐行企業價值觀的事蹟，樹立了榜樣人物，形成了學習典範，有效促進了企業文化的落地與傳承。

Recbio People is an internal publication, aiming at showcasing the Company's charm and promoting corporate culture. It includes modules such as "Recbio Dynamics", which reports on the latest developments of the Company in a timely manner; "Recbio Sharing", which shares industry knowledge and work experience; "Recbio Family", which tells stories of employee growth and family life; and "Recbio Record", which documents important milestones and historical events of the Company. During the Reporting Period, six outstanding employees have been invited to be interviewed by Recbio People, to explore their deeds in practicing the Company's values deeply. With these efforts, we established role models and created examples for learning, effectively promoting the implementation and inheritance of the corporate culture.



《瑞科人》雜誌版面
Recbio People Magazine Layout

| 福利待遇

具有行業競爭力的福利待遇是瑞科生物吸引和留住優質人才的重要條件。依據《福利管理規定》，我們為所有員工提供多樣化的福利項目。報告期內，我們進一步優化和完善員工福利體系，打造法定性福利、通用性福利、職務性福利、激勵性福利等多方面的福利項目，踐行企業以人為本的方針，增強員工對企業的歸屬感。

除了法定的社會保險和住房公積金之外，我們還為員工提供了一系列額外的貼心福利，包括每年3天特色假期、為員工準備節日禮物和慰問禮金，員工及員工子女英語培訓班等。截至2024年底，已有80位員工子女通過公司組織參加了英語機構的培訓班學習，公司報銷培訓費的80%。

此外，為了加強各部門的團隊建設與管理，公司特別設立了月度團隊活動基金用於各部門日常團隊建設與管理，鼓勵各部門組織豐富多彩的團隊活動，增進團隊凝聚力，營造和諧的工作氛圍。

WELFARE BENEFITS

Competitive welfare benefits are crucial for Recbio to attract and retain high-quality talents in this industry. According to the *Welfare Management Regulations*, we provide diverse welfare programs for all employees. During the Reporting Period, we further optimized the welfare system for employees by creating a variety of welfare programs including statutory welfare, general welfare, position-based welfare, and incentive welfare. By doing so, we upheld the Company's philosophy of putting people first and enhanced employees' sense of belonging to the Company.

In addition to the statutory social insurance and housing provident fund, we also offer a series of additional thoughtful benefits for employees, including 3 days of special holidays per year, festive gifts and consolation money, as well as English training classes for employees and their children. By the end of 2024, 80 children of employees had participated in English training courses organized by the Company, with 80% of the training fees covered by the Company.

Additionally, to strengthen team building and management across departments, the Company has appropriated a special fund for monthly team activities for daily team building and management of each department. In this way, we encourage diverse team activities to enhance team cohesion, and create a harmonious work atmosphere.

職務性福利 Job-Related Benefits	餐費補貼、通訊補貼等各項補貼 針對可能接觸職業危害的員工定期安排職業病健康體檢 Allowances for meals, communication, and others Regular occupational disease physical examination for employees who may be exposed to occupational hazards
激勵性福利 Incentive Benefits	月度團隊活動基金 培訓進修機會 Monthly team activity fund Training and further education opportunities

| 員工活動

我們致力於營造溫暖有愛、充滿活力的團隊氛圍，組織開展多樣的員工關懷活動，豐富員工業餘生活，幫助員工實現工作與生活的平衡。

EMPLOYEE ACTIVITIES

We are committed to creating a warm, loving and vibrant team atmosphere. For this purpose, we organize various employee care activities, enriching their leisure time, and helping them achieve a balance between work and life.

瑞科生物福利體系 BENEFITS SYSTEM OF REC BIO	
法定性福利 Statutory Benefits	年假、婚假、產假、哺乳假、育兒假、父母護理假等帶薪假期 社會保險及住房公積金 Paid annual leave, paid leave for marriage, maternity leave, breast feeding leave, parental care leave, carer's leave, etc. Social insurance and housing fund
通用性福利 General Benefits	年節慰問及生日禮物 年度健康體檢及旅遊活動 員工及員工子女補充醫療保險 子女陪伴假、父母陪護假等特色假期 英語培訓等員工子女培訓班 Festival greetings and birthday gifts Annual physical examination and travel activities Supplemental medical insurance for employees and their children Special holidays such as leave for children companion and leave for elderly care Training classes for employees' children such as English training

婦女節節日活動
Women's Day Celebration

2024年3月，瑞科生物舉辦婦女節節日慶祝活動，活動現場經過佈置充滿節日氛圍。公司精心準備了鮮花和禮品，向每一位女員工表達了誠摯的敬意與祝福，不僅增強了團隊凝聚力，也讓女員工們感受到了公司的關懷與尊重。

In March 2024, Recbio organized a Women's Day celebration, where the venue was beautifully decorated to create a festive atmosphere. The Company prepared fresh flowers and gifts, expressing sincere respect and blessings to every female employee. This not only strengthened team cohesion, but also made the female employees feel the care and respect from the Company.



婦女節節日活動
Women's Day Celebration

端午節節日活動

Dragon Boat Festival Celebration

2024年6月，瑞科生物為員工舉辦了端午節節日慶祝活動。活動設置了豐富多彩的互動遊戲與知識問答環節。此次活動不僅增強了團隊凝聚力，也讓每位員工感受到了公司大家庭的溫暖與關懷。

In June 2024, Recbio held a Dragon Boat Festival celebration for employees, featuring a variety of interactive games and knowledge question-and-answer sessions. This event not only enhanced team cohesion, but also made every employee feel the warmth and care of the Company.



端午節節日活動
Dragon Boat Festival Celebration

瑞科生物員工生日活動

Recbio Employee Birthday Celebrations

2024年，瑞科生物在公司內部舉辦員工生日活動，為當月過生日的員工送上特別驚喜，展現了瑞科生物注重員工情感關懷，致力於打造溫馨和諧企業文化。

In 2024, Recbio held employee birthday celebrations every month, offering special surprises to employees to celebrate their birthdays. This demonstrated Recbio's emphasis on emotional care for employees and dedication to building a warm and harmonious corporate culture.



瑞科生物員工生日活動
Recbio Employee Birthday Celebrations

助力成長發展

瑞科生物建立了完善的人才晉升體系，同時高度重視人才培養，為員工提供豐富的學習資源和實戰機會，不斷提升其專業技能與綜合素質。這種全方位、多層次的人才發展策略，不僅促進了個人成長，也為瑞科生物的持續創新和快速發展奠定了堅實的人才基礎。

人才晉升

為適應公司戰略發展需要，提升運營效率和質量，瑞科生物成立人力資源體系項目優化管理委員會，支持組織結構及職級體系優化相關項目，並下設組織與人力資源體系優化項目組負責項目資源調配和運行監督。2024年，該委員會根據公司戰略優化組織結構，重新修訂部門職責及崗位職責，並著手建立員工任職資格體系。

我們加強人才晉升通道的制度化和體系化建設，通過員工任職資格標準化管理，完成104個崗位任職資格標準搭建。任職資格等級晉升評估主要從基本要求、專業知識、專業能力、通用能力、價值觀認同等5個維度來設置評定標準，依據制訂的任職資格等級評定流程，完成任職資格等級評定，並進一步科學化薪酬調整多元化機制，激發組織內人才的內在動力，推動專業技術的精進與沉澱，助力員工能力的不斷成長。

在員工任職資格體系指導下，瑞科生物設立員工職業發展雙通道，為不同領域的人才量身定制全生命週期的發展規劃，滿足員工個人職業發展目標：

- 管理型人才進入管理晉升通道，加強塑造自身領導和統籌能力，成為管理幹部；
- 技術型人才進入技術發展通道，專注技能提升，在優質技術資源的加成下成為技術骨幹。

PROMOTING GROWTH AND DEVELOPMENT

Recbio has established a comprehensive talent promotion system, while attaching great importance to talent cultivation. The Company provides rich learning resources and practical opportunities for employees to continuously enhance their professional skills and comprehensive quality. This all-round and multi-level talent development strategy not only promotes personal growth, but also lays a solid talent foundation for the continuous innovation and rapid development of Recbio.

TALENT PROMOTION

To meet the needs of the Company's strategic development and improve operational efficiency and quality, Recbio has established the Human Resources System Project Optimization Management Committee to support the optimization of organizational structure and position hierarchy system. The Company has also set up a project group for optimizing organizational structure and human resources system, responsible for resource allocation and operational supervision. In 2024, the committee, based on the Company's strategy, improved the organizational structure, revised the departmental and position responsibilities, and initiated the establishment of an employee qualification system.

We strengthen system construction for talent promotion channels. Through standardized management of employee qualifications, we have developed qualification standards for 104 positions. The assessment of qualification-based promotion is mainly conducted from 5 dimensions: basic requirements, professional knowledge, professional abilities, general abilities, and value recognition. The qualification level is assessed according to the established assessment process. Moreover, scientific and diversified mechanisms for remuneration adjustment are introduced to stimulate the intrinsic motivation of talents within the Company, promoting the refinement and accumulation of professional technologies, and helping the continuous growth of employees.

Recbio establishes dual channels for employee career development and develops a life cycle development plan for talents in different fields to meet their personal career development goals:

- The management promotion channel is open for the Company's managerial talents and these talents need to strengthen their leadership and coordination ability to be promoted to higher levels;
- The professional development channel is open for technical talents and these talents need to upgrade their professional skills with the help of high-quality technical resources to become technical backbones.

2024年，我們制訂《幹部管理制度》，明確規定幹部選拔、培養、使用和評價的績效要求、文化要求、能力要求和作風要求，在選拔上設置嚴格的流程和標準，採用先晉升後培養的模式，完善幹部培養體系，並基於績效、文化、能力、作風，形成對幹部進行全面評估和激勵調整。

In 2024, we formulated the *Cadre Management System*, which clearly stipulates performance, cultural, ability, and discipline requirements for cadre selection, cultivation, utilization, and evaluation. We have set up strict procedures and standards for selection, adopt a model of promotion before cultivation, and improve the cadre cultivation system. Based on performance, culture, ability, and discipline, we form a comprehensive assessment and incentive adjustment for cadres.

人才培訓

我們致力於在內部營造終身學習的文化氛圍，持續完善以職業發展為導向的多層次人才培養體系，支撐各層級員工進行持續、高效的自我提升和發展。我們制訂《培訓管理指南》和《培訓管理程序》等管理制度，規範培訓組織方式及培訓內容，明確培訓責任，全面強化培訓管理。

TALENT TRAINING

We are committed to creating a culture of lifelong learning within the Company and continuously improving a multi-level talent cultivation system for career development. By doing so, we support employees at all levels to continuously and develop themselves. We have formulated the *Training Management Guidelines*, the *Training Management Procedures* and other management policies to regulate the organization of training and training content, clarify training responsibilities, and comprehensively strengthen training management.

我們為員工提供多通道的人才發展體系，並建立公司級、部門級、班組級三級人才培訓體系，從戰略及業務需求、員工訴求出發，結合員工不同的發展階段與工作挑戰，提供相應的培養項目，如員工入職培訓、崗位技能培訓及管理能力提升培訓等。

We provide employees with a multi-channel talent development system and have established a three-level talent training system at the corporate, department, and team levels. Starting from strategic, business and employee demands, and considering employees' different stages of development and work challenges, we provide corresponding training programs, such as employee onboarding training, job skill training, and management capability enhancement training.

公司培訓 Company training

由公司組織的跨多個部門的各類綜合培訓
主要包含行業相關法規培訓、專業知識培訓、管理提升類培訓等，多採用講授的形式
2024年，共開展公司培訓26場，覆蓋992人次，累計課時2,058.5小時

Various comprehensive training programs organized by the Company across multiple departments

Mainly include industry-related regulations training, professional knowledge training and management improvement training, mostly in the form of lectures

In 2024, a total of 26 training sessions were held, covering 992 participants, with a total of 2,058.5 training hours

部門培訓 Departmental training

由部門組織的與本部門相關的各類知識培訓
主要為各部門管理程序、通用操作程序等，多採用講授和自學的形式
2024年，共開展部門培訓97場，覆蓋2,456人次，累計課時3,037小時

Various department-specific knowledge training programs organized by departments

Mainly include departmental management procedures and general operational procedures, primarily in the form of lectures and self-study

In 2024, a total of 97 training sessions were held, covering 2,456 participants, with a total of 3,037 training hours

班組培訓 Team training

由班組組織的對員工進行的崗位實際操作技能的培訓
主要為各崗位操作程序等，多採用實際操作為主，理論培訓相結合的方式進行
2024年，共開展班組培訓167場，覆蓋1,329人次，累計課時1,353.6小時

Training programs organized by teams for employees on practical operational skills
Mainly include operational procedures of various positions, primarily in the form of practical operations supplemented by theoretical training

In 2024, a total of 167 training sessions were held, covering 1,329 participants, with a total of 1,353.6 training hours

瑞科生物人才培訓體系
Recbio Talent Training System

瑞科生物致力於持續提升員工的技能和知識水平。2024年，我們在瑞科學院推出線上學習平台，通過線上課程、互動研討等形式，為員工提供系統化的知識學習與技能提升機會。該平台打破地域限制，讓員工隨時隨地連接各種終端設備線上學習，提供豐富線上課程，能夠滿足員工不同的學習需求和時間安排。報告期內，該平台共計為538位員工開通學習帳號，上傳285個視頻和課件資源，形成各類系列課程83門，覆蓋1,510人次，累計課時達到485小時。

Recbio is committed to continuously enhancing the skills and knowledge levels of employees. In 2024, we launched an online learning platform at Recbio Academy, offering systematic knowledge learning and skill enhancement opportunities through online courses, interactive seminars, and other forms. This platform breaks down geographical barriers, allowing employees to connect to various terminal devices for online learning anytime and anywhere. It provides a rich selection of online courses to meet the diverse learning needs and schedules of employees. During the Reporting Period, we opened learning accounts for 538 employees, uploaded 285 videos and materials, forming 83 series of courses and covering 1,510 employees, with a total of 485 learning hours.



瑞科學院 Recbio Academy

瑞科學院秉承“人是目的”這一發展理念，致力於成為企業人才培養平台、技術交流和發展的促進中心。在公開課程體系中，學院精心設立了瑞科講堂與學術講堂兩大特色板塊：

- **瑞科講堂**：由資深人員擔任講師，聚焦行業趨勢洞察、專業領域深耕以及管理應用實踐等多元維度，展開深入且實用的內容分享。2024年已成功舉辦“戰略與趨勢同行”等17場精彩講座，累計吸引823人次，授課總時長達1,247.5小時。
- **學術講堂**：緊密圍繞疫苗創新研發這一核心主題，積極推動公司在疫苗研發領域的深度探索與大膽創新，強化內部學術交流與協作。本年度已開展包括“行業論壇精華分享”等在內的21場學術交流活動，累計參與人次達784人，累計授課時長776.5小時。

Recbio Academy adheres to the development philosophy of "Man Is an End in Himself" and is committed to becoming a talent training platform and a center for promoting technology exchange and development of the Company. In the open course system, the Academy meticulously establishes two special sections: Recbio Lecture Hall and Academic Lecture Hall:

- **Recbio Lecture Hall**: Lectured by senior personnel, Recbio Lecture Hall focuses on multi-dimensional insights into industry trends, in-depth research in professional fields, and practical applications in management, delivering in-depth and practical content sharing. In 2024, a total of 17 fascinating lectures, including "Strategy and Trend in Tandem", were successfully held, attracting a total of 823 participants, with a total of 1,247.5 teaching hours.

- **Academic Lecture Hall**: Closely focusing on the core theme of vaccine innovation and development, actively promoting in-depth exploration and bold innovation in the field of vaccine research and development, Academic Lecture Hall aims to strengthen internal academic exchanges and collaboration. This year, a total of 21 academic exchange activities were conducted, including "Industry Forum Highlights Sharing", with a total of 784 participants and 776.5 teaching hours.



瑞科學院
Recbio Academy

瑞科生物支持員工樹立終身學習的理念，我們基於員工長期職業生涯的需求實施再教育支持項目，為員工規劃在職碩士學歷進修班等課程，鼓勵員工獲得外部教育機構頒發的官方學位、學歷和外部資質認證，員工可以在通過再教育審批後獲得學費報銷支持。

Recbio supports employees' pursuit of lifelong learning. We implement re-education support projects based on employees' long-term career needs. We plan on-the-job master's degree courses and other courses for employees, and encourage them to obtain official degrees, diplomas, and external qualifications awarded by external educational institutions. Employees can receive tuition reimbursement upon the approval of their re-education courses.

與揚州大學合作開展藥學專業碩士項目

Collaboration with Yangzhou University to Launch a Master's Program in Pharmacy

2024年，公司與揚州大學合作開展藥學專業碩士項目，面向全公司員工組織報名。經過報名程序選拔，8名員工成功通過了學校英語考試，順利被錄取，並於9月以線上形式完成首堂課程，並成功開展了首次面授課程。

In 2024, the Company collaborated with Yangzhou University to launch a Master's Program in Pharmacy, encouraging company-wide employee registration. After the registration and selection, 8 employees passed the university's English exam and were successfully admitted. They completed the first online course in September and successfully finished the first on-site course.



與揚州大學合作開展藥學專業碩士項目
Collaboration with Yangzhou University to Launch a Master's Program in Pharmacy

截至2024年12月31日,我們的員工培訓覆蓋率已達到94%,較去年同期增長約16%。

As of December 31, 2024, our employee training coverage had reached 94%, an increase of approximately 16% from the same period last year.

2024年瑞科生物員工培訓數據
2024 Recbio Employee Training Data

員工受訓百分比 Percentage of employees trained					
類別 Category		單位 Unit	2024	2023	2022
按性別劃分 By gender	男性 Male	%	57.43	54.52	48.83
	女性 Female	%	42.57	45.48	51.17
按職級劃分 By level	高級管理層 Senior management	%	1.81	2.00	1.64
	中級管理層 Middle management	%	11.65	12.00	10.56
	基層員工 General staff	%	86.35	86.00	87.80
員工受訓平均時長 Average training hours of employees					
類別 Category		單位 Unit	2024	2023	2022
按性別劃分 By gender	男性 Male	小時 Hours	23.05	21.57	27.97
	女性 Female	小時 Hours	21.05	23.28	28.79
按職級劃分 By level	高級管理層 Senior management	小時 Hours	8.11	20.00	50.36
	中級管理層 Middle management	小時 Hours	18.47	15.73	30.66
	基層員工 General staff	小時 Hours	23.63	28.65	27.46

守護健康安全

瑞科生物將守護員工健康安全視為企業責任的重中之重。公司構建了全面的健康與安全管理體系,實施嚴格的管理措施,從日常防護到應急處理,全方位保障員工身心健康。此外,瑞科生物積極營造健康與安全文化,增強員工的安全意識和自我保護能力。

管理體系

瑞科生物秉持“員工第一”的理念,從守護員工健康與安全出發,建立並完善職業健康與安全管理體系。我們嚴格遵守《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》《職業病危害項目申報辦法》等國家法律法規,制訂了《職業健康管理程序》《職業衛生管理制度》等公司內部制度,夯實「全方位、全過程、全員」安全生產管理的基礎。

瑞科生物堅持「屬地管理、分級負責、防治結合」的原則,遵循「安全第一,預防為主,綜合治理」的方針,成立安全生產委員會,對全公司安全工作實施綜合協調、指導和監督,重點負責審核安全生產方針和目標、建立健全安全生產責任制並監督落實情況,同時組織開展安委會會議、安全例會等及時分析全公司安全生產形勢。2024年,該委員會每週召開工程項目例會,各部門負責人匯報工作進展及安全相關事項。

SAFEGUARDING HEALTH AND SAFETY

Recbio considers the protection of employees' health and safety as the top priority of corporate responsibility. The Company has established a comprehensive health and safety management system. We also implement strict management measures, from daily protection to emergency response, to comprehensively ensure the physical and mental well-being of employees. In addition, Recbio actively promotes a healthy and safe culture, enhancing employees' safety awareness and self-protection capabilities.

MANAGEMENT SYSTEM

Recbio adheres to the philosophy of "Employees First", and from the perspective of protecting employees' health and safety, has established and improved the occupational health and safety management system. In strict accordance with the national laws and regulations including the *Law of the People's Republic of China on Work Safety*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, the *Regulations on the Supervision and Administration of Occupational Health in the Workplace* and the *Measures for the Declaration of Occupational Disease Hazard Projects*, we have formulated internal policies, including the *Management Procedures for Occupational Health* and the *Management Policy on Occupational Health* to solidify the foundation of "all-round, all-process, and all-staff" safety production management.

Recbio adheres to the principle of "local management, hierarchical responsibility, prevention and control integration", and follows the guidelines of "safety first, prevention-oriented, and comprehensive governance". We have established a Safety Production Committee, to comprehensively coordinate, guide, and supervise company-wide safety work. They are primarily responsible for reviewing safety production policies and objectives, establishing sound safety production responsibility systems, supervising their implementation, and organizing Safety Production Committee meetings and safety briefings to timely analyze the overall safety production situation. In 2024, the Committee held weekly project engineering regular meetings, with the heads of all departments reporting work progress and safety-related matters.



瑞科生物安全生產委員會架構
Safety Production Committee Structure of Recbio

公司實行全員EHS責任制，並建立《全員EHS責任管理制度》明確部門和個人在健康與安全方面的管理職責和考核標準。我們每年跟員工簽訂EHS責任制管理職責並告知職責內容。各部門成立EHS責任制編制小組，逐級分解公司健康與安全目標，並結合部門業務增加專屬性指標，形成全面清晰的部門特定健康與安全責任。公司對各部門的健康與安全責任落實情況進行月度考核，並將考核結果納入員工績效考評中，以激勵員工全面完成公司安全生產經營任務。

為確保EHS管理體系高效運行，公司在內部推行EHS審計制度。結合年度《EHS審計計劃表》，我們通過現場審計、問答互動及監控錄影審查等手段實施月度項目審計。針對審計中發現的問題，我們制訂《EHS隱患排查改進計劃表》，明確問題詳情、改進措施、責任人及整改評估等內容，並對多次未能達到有效整改的責任人實施處罰，同時表彰表現優異及改進顯著的員工。2024年，我們共開展了12次涵蓋日常、綜合及專業性隱患排查的EHS審計，所有檢查問題均得到有效整改，進一步強化公司的EHS管理體系。

我們在強化內部管理的同時，積極接受外部監督，確保合規運營。除了定期開展內部審計，公司還不定時迎接受來自區應急管理局、區市場監管局以及園區安環中心等政府或機構的外部檢查。報告期內，瑞科生物共計接受並通過了10次涵蓋執法檢查、安全檢查等多類型的外部檢查。

The Company implements an all-staff environmental, health, and safety (EHS) responsibility system and has formulated the *All-staff EHS Responsibility Management Policy* to clarify the management responsibilities and assessment standards of departments and individuals in the area of health and safety, including occupational hazards monitoring and the operation of occupational disease prevention facilities. The Company signs the EHS responsibility management obligations with employees annually and notifies them of the content of the obligations. Each department and workshop has established an EHS responsibility working group to break down the Company's health and safety objectives at each level and comprehensively and clearly define department-specific responsibilities for health and safety with unique performance indicators considered based on the department's businesses. The Company conducts monthly assessments of the implementation of health and safety responsibilities in each department and workshop, and incorporates the assessment results into employee performance evaluations, motivating employees to fully accomplish the Company's safety production and operational tasks.

To ensure the efficient operation of the EHS management system, the Company has internally implemented an EHS audit system. Based on the annual *EHS Audit Plan Schedule*, we carry out monthly project audits by means such as on-site audits, question-and-answer interactions, and review of monitoring videos. For issues identified during the audits, we have formulated the *EHS Hidden Hazard Investigation and Improvement Plan Schedule*, clarifying issue details, improvement measures, responsible persons, and rectification assessment. We also impose penalties on those who have failed to achieve effective improvement for multiple times. At the same time, we commend employees who perform exceptionally well and show significant improvement. In 2024, we conducted 12 EHS audits covering daily, comprehensive, and professional hidden hazard investigations, with all identified issues effectively addressed, further strengthening the Company's EHS management system.

While strengthening internal management, we actively accept external supervision to ensure compliance operations. In addition to regularly conducting internal audits, the Company also receives irregular external inspections from government agencies or institutions such as the District Emergency Management Bureau, District Market Supervision Bureau, and Industrial Park Safety and Environment Center. During the Reporting Period, Recbio received and passed 10 external inspections covering law enforcement, safety, and more.

管理舉措

瑞科生物致力於有效預防、控制和消除職業病危害因素，嚴格遵守「三同時」管理規定，建立並落實安全風險分級管控和隱患排查治理雙重預防工作機制，及時消除安全事故隱患。在新建、改建或擴建項目處於可行性調研、設備選型等階段時，我們融入職業病危害因素的控制考慮，進行職業病危害預評價、職業病防護設施設計、職業病危害控制效果評價及相應的評審，從根本上消除或者降低工作場所職業病危害因素的威脅。

2024年，我們聘請第三方開展職業病危害因素檢測評價，對公司內現有生產工藝流程、主要原輔材料等進行採樣與檢測，充分識別職業健康危害因素，以嚴格控制公司的職業健康安全風險。

我們通過全方位措施嚴格規範員工的職業健康安全保護，包括但不限於：



個人防護裝備： Personal Protective Equipment:

我們為處於職業病危害崗位的員工精選合適的勞動防護用品，並強化監督，確保員工在崗期間按規定佩戴。例如針對接觸腐蝕性、有毒有害化學物質及噪音等特定崗位，我們配備防毒面具、防護耳罩、防護面罩和手套等專業裝備。

We carefully select appropriate labor protective equipment for employees exposed to occupational hazards, and strengthen supervision to ensure that employees wear the equipment as required during their work shifts. For example, for specific positions involving contact with corrosive, toxic, and harmful chemicals, as well as noise, we provide professional equipment such as gas masks, protective earmuffs, face shields, and gloves.



職業健康檢查： Occupational Health Examination:

對於接觸職業病危害作業的員工，我們實施全面的職業健康檢查，覆蓋上崗前及在崗期間，緊密跟蹤檢查結果。一旦發現異常，立即按照既定流程安排複查、醫學觀察，並依據情況採取合理的崗位調整及其他必要措施。

For employees exposed to occupational hazards, we provide comprehensive occupational health examinations for those before and during employment, closely tracking the examination results. In case of any abnormalities, we immediately arrange for follow-up examinations and medical observations, and take reasonable measures for job adjustments and other necessary actions in accordance with established procedures.



全員健康體檢： Employee Health Examination:

我們重視每一位員工的健康，不僅為特定崗位員工提供專項防護，還安排了年度健康體檢，覆蓋全體員工，以全面守護員工的身心健康。

We value the health of every employee. In addition to providing specialized protection for employees in specific positions, we also arrange for annual health examinations covering all employees to fully safeguard their physical and mental health.



防毒面具
Gas Mask



防護耳罩
Ear Protection Muffs



防護面罩和手套
Protective Face Shields and Gloves

員工職業健康年度體檢

Annual Occupational Health Examination for Employees

我們為全體員工提供年度體檢，針對職業病高風險崗位的員工補充專項職業健康檢查，旨在及時發現健康隱患，為員工健康保駕護航，營造安全、健康的工作環境。

We provide an annual physical examination for all employees, supplementing special occupational health checks for employees in high-risk positions for occupational diseases. With these efforts, we aim to detect health risks in a timely manner, safeguarding employee health, and creating a safe and healthy working environment.



2024年職業健康體檢現場
On-Site Occupational Health Physical Examination in 2024

我們持續完善應急管理體系，制訂內部應急管理制度，建立綜合應急預案，並開展相應應急演練，以指導和規範突發事件的應急救援工作，提高突發事件處置能力。2024年，我們開展了消防逃生及滅火演練、危化品洩漏應急演練、蒸汽管道洩漏應急演練等4次應急演練。

We continuously improve the emergency management system, and have formulated internal emergency management policies and comprehensive emergency plans. We also conduct corresponding emergency drills to guide and standardize emergency rescue work during sudden incidents and improve the ability to handle emergencies. In 2024, we carried out 4 emergency drills, covering fire escape and fire extinguishing, hazardous chemical leakage, and steam pipeline leakage.

泰州實驗室危險廢物倉庫廢甲醇洩漏應急演練

Emergency Drills for Methyl Alcohol Leakage in the Hazardous Waste Warehouse of Taizhou Laboratory

2024年6月，泰州實驗室危險廢物管理人員針對危險廢物倉庫廢甲醇洩漏開展應急演練。EHS主管給員工講解發生危險廢物洩漏的危害以及對應的應急措施，員工們穿戴防護用品及時啟動應急預案防污染防擴散處理。

In June 2024, the hazardous waste management personnel of Taizhou Laboratory conducted emergency drills for methyl alcohol leakage in the hazardous waste warehouse. The EHS supervisor explained to the employees the hazards of hazardous waste leakage and corresponding emergency measures. The employees wore protective equipment to promptly initiate the emergency plan to prevent pollution and diffusion.



泰州實驗室危險廢物倉庫廢甲醇洩漏應急演練
Emergency Drills for Methyl Alcohol Leakage in the Hazardous Waste Warehouse of Taizhou Laboratory

瑞科生物制訂《工傷保險管理程序》，確保工傷處理流程高效有序。一旦員工發生工傷，需立即向公司報告，公司隨即安排其前往定點醫療機構接受及時救治。同時，公司迅速啟動事故原因調查，並在規定時限內向統籌地區社會保險行政部門提交工傷認定申請。待員工傷情趨於穩定後，若存在殘疾或勞動能力受影響的情況，公司將協助其向市級勞動能力鑒定委員會申請鑒定，全面保障員工權益。

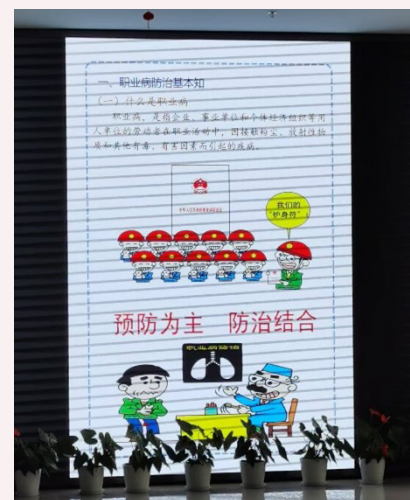
Recbio has formulated the *Work Injury Insurance Management Procedure* to ensure an efficient and orderly handling of work injury related incidents. In the event of an employee suffering work injuries, an immediate report is required, and the Company will arrange for timely treatment at a designated medical institution. At the same time, the Company swiftly initiates an investigation into the cause of the accident and submits an application for work injury recognition to the administrative department of social insurance of the local people's government at or above the county level within the prescribed time limit. Once the employee's condition stabilizes, if there is a disability or an impact on the labor capacity, the Company will assist the employee in applying to the municipal Labor Capacity Assessment Committee for assessment, comprehensively ensuring the rights and interests of employees.

文化建設

我們積極推進健康與安全文化建設，通過在工作場所的醒目位置設置宣傳屏，並按規定設置警示標識、告知卡、警示標語等，告知員工職業病防治的規章制度、防護知識、接觸限制，以及職業病危害事故應急救援措施等信息。

CULTURE BUILDING

We actively promote the construction of a health and safety culture by setting up promotional screens in prominent locations in the workplace and posting up warning signs, notification cards, and warning slogans in accordance with regulations. In this way, we inform employees of the policies and regulations for the prevention and treatment of occupational diseases, protective knowledge, contact limits, as well as emergency rescue measures for accidents caused by occupational diseases.



健康與安全顯示屏宣傳

Health and Safety Display Promotion

公司每年制訂《EHS年度培訓計劃》，向員工傳遞安全知識，強化其安全防護能力。2024年，我們開展了包括安全月培訓、職業健康培訓、急救技能培訓、消防安全培訓等13次EHS專題培訓活動，不僅增強了員工的安全意識，還提升了他們在面對緊急情況時的應對能力，為構建安全、健康的工作環境奠定了堅實基礎。

報告期內，瑞科生物因工傷損失工作日數92天，且過去三年無因工亡故事件。

The Company formulates the *EHS Annual Training Plan* every year, conveying safety knowledge to employees and enhancing their safety protection capabilities. In 2024, we conducted 13 EHS thematic training activities including safety month training, occupational health training, first-aid skill training, and fire safety training. Such training not only enhanced the safety awareness of employees, but also improved their ability to respond to emergencies, laying a solid foundation for building a safe and healthy work environment.

During the Reporting Period, The number of days lost due to work injury at Recbio was 92, and there were no work-related fatalities in the past three years.



EHS急救技能培訓

EHS First Aid Skills Training

06

回饋社會 共繪繁榮願景

Giving Back to the Community and Jointly Building a Prosperous Vision

瑞科生物以“創制一流疫苗，守護人類健康”為初心，致力於疫苗研發的國產化與商業化。公司通過與國內外政府、協會、高校及行業夥伴合作，推動生物醫藥行業高質量發展，並搭建校企合作育苗計劃，培養專業人才，提供專項獎學金支持醫藥學子。

Recbio, with the original mission of "creating first-class vaccines to safeguard human health", is committed to the domestication and commercialization of vaccine research and development. The Company, through cooperation with governments, associations, universities, and industry partners at home and abroad, promotes the high-quality development of the biopharmaceutical industry. The Company has also developed a school-enterprise breeding program to cultivate professional talents and provide special scholarship support for medical students.



促進校企合作

在踐行社會責任與推動行業發展的征程中，瑞科生物通過與南京醫科大學的深度合作，生動詮釋了校企協同創新的實踐路徑與價值意義。

PROMOTING SCHOOL-ENTERPRISE COOPERATION

In the journey of fulfilling social responsibilities and promoting industry development, Recbio vividly interprets the practical path and value significance of school-enterprise collaborative innovation through in-depth cooperation with Nanjing Medical University.

投身公益慈善

公司構建了校企合作育苗計劃，包含集中培訓、行業法規學習和部門實習三大核心模塊，旨在為多所高校培養和輸送專業高級人才。同時，公司設立專項獎學金，支持高校醫藥人才的高質量教育，助力有志學子實現醫藥夢想。自2021年以來，公司已累計向武漢大學和瀋陽藥科大學捐贈120萬元“瑞科生物獎學金”。

ENGAGING IN PUBLIC WELFARE AND CHARITY

The Company has established a school-enterprise breeding program, which includes three core modules: centralized training, learning of industry regulations, and departmental internships, aiming to cultivate and deliver professional senior talents to multiple universities. At the same time, the Company has set up a special scholarship to support the high-quality education of medical talents in universities, helping ambitious students realize their medical dreams. Since 2021, the Company has donated a total of RMB 1.2 million to Wuhan University and Shenyang Pharmaceutical University through the "Recbio Scholarship" program.

瑞科生物研究生工作站
Recbio Postgraduate Workstation

近年來，瑞科生物進一步深化校企合作，充分整合產業資源與高校人才優勢，構建穩固的校企合作關係。瑞科生物和南京醫科大學圍繞疫苗研發持續開展合作。今年10月，瑞科生物與南京醫科大學聯合共建的"江蘇省研究生工作站"獲江蘇省教育廳認定，雙方在重大疫苗項目的聯合研發、研究生聯合培養和學術交流及推廣等方面均取得積極進展，為江蘇省疫苗產業創新發展提供強有力人才支撐。

In recent years, Recbio has further deepened cooperation with universities, fully integrating industrial resources and advantages of university talents to establish a stable school-enterprise cooperative relationship. Recbio and Nanjing Medical University have been carrying out cooperation in vaccine research and development. In October this year, the "Jiangsu Province Postgraduate Workstation" jointly established by Recbio and Nanjing Medical University was recognized by the Jiangsu Provincial Department of Education. Both parties have made positive progress in joint research and development of major vaccine projects, joint cultivation of postgraduate students, and academic exchanges and promotion, providing strong talent support for the innovative development of Jiangsu's vaccine industry.



2024 年江蘇省研究生工作站名單			
工作站編號	設站單位名稱	合作高校名稱	工作站類型
2024_129	江蘇瑞科生物技術股份有限公司	南京醫科大學	企業

2024年江蘇省研究生工作站名單
The List of Jiangsu Province Graduate Workstations for 2024



附錄

APPENDIX

香港聯交所指標索引

HKEX GUIDE INDEX

層面 Aspect	描述 Description	章節名稱 Title of Section
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.	4.1 應對氣候變化 4.2 推行綠色運營 4.1 ADDRESSING CLIMATE CHANGE 4.2 PROMOTING GREEN OPERATIONS
A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	4.4 確保合規排放 4.4 ENSURING EMISSION COMPLIANCE
A1.2	直接（範圍 1）及能源間接（範圍 2）溫室氣體排放量及密度。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	4.1 應對氣候變化 4.1 ADDRESSING CLIMATE CHANGE
A1.3	所產生有害廢棄物總量及密度。 Total hazardous waste produced and intensity.	4.4 確保合規排放 4.4 ENSURING EMISSION COMPLIANCE
A1.4	所產生無害廢棄物總量及密度。 Total non-hazardous waste produced and intensity.	4.4 確保合規排放 4.4 ENSURING EMISSION COMPLIANCE
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 emission target(s) set and steps taken to achieve them.	4.1 應對氣候變化 4.2 推行綠色運營 4.1 ADDRESSING CLIMATE CHANGE 4.2 PROMOTING GREEN OPERATIONS
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.	4.4 確保合規排放 4.4 ENSURING EMISSION COMPLIANCE
A2	資源使用 Use of Resources	
一般披露 General Disclosure	有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	4.1 應對氣候變化 4.2 推行綠色運營 4.1 ADDRESSING CLIMATE CHANGE 4.2 PROMOTING GREEN OPERATIONS
A2.1	按類型劃分的直接及／或間接能源總耗量及密度。 Direct and/or indirect energy consumption by type in total and intensity.	4.2 推行綠色運營 4.2 PROMOTING GREEN OPERATIONS
A2.2	總耗水量及密度。 Water consumption in total and intensity.	4.2 推行綠色運營 4.2 PROMOTING GREEN OPERATIONS
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.	4.1 應對氣候變化 4.2 推行綠色運營 4.1 ADDRESSING CLIMATE CHANGE 4.2 PROMOTING GREEN OPERATIONS
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.	4.1 應對氣候變化 4.2 推行綠色運營 4.1 ADDRESSING CLIMATE CHANGE 4.2 PROMOTING GREEN OPERATIONS
A2.5	製成品所用包裝材料的總量及每生產單位佔量。 Total packaging material used for finished products with reference to per unit produced.	4.2 推行綠色運營 4.2 PROMOTING GREEN OPERATIONS

層面 Aspect	描述 Description	章節名稱 Title of Section
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 minimizing the issuer's significant impacts on the environment and natural resources.	4.2 推行綠色運營 4.2 PROMOTING GREEN OPERATIONS
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.	4.2 推行綠色運營 4.2 PROMOTING GREEN OPERATIONS
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.	4.1 應對氣候變化 4.1 ADDRESSING CLIMATE CHANGE
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.	4.1 應對氣候變化 4.1 ADDRESSING CLIMATE CHANGE
B1	僱傭 Employment	
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on:(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	5.1 保障員工權益 5.2 升級薪酬福利 5.3 助力成長發展 5.1 PROTECTING EMPLOYEES' RIGHTS AND INTERESTS 5.2 UPGRADING REMUNERATION AND BENEFITS 5.3 PROMOTING GROWTH AND DEVELOPMENT
B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type, age group and geographical region.	5.1 保障員工權益 5.1 PROTECTING EMPLOYEES' RIGHTS AND INTERESTS
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.	5.1 保障員工權益 5.1 PROTECTING EMPLOYEES' RIGHTS AND INTERESTS
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.	5.4 守護健康安全 5.4 SAFEGUARDING HEALTH AND SAFETY
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.	5.4 守護健康安全 5.4 SAFEGUARDING HEALTH AND SAFETY
B2.2	因工傷損失工作日數。 Lost days due to work injury.	5.4 守護健康安全 5.4 SAFEGUARDING HEALTH AND SAFETY
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.	5.4 守護健康安全 5.4 SAFEGUARDING HEALTH AND SAFETY

層面 Aspect	描述 Description	章節名稱 Title of Section
B3	發展及培訓 Development and Training	
一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	5.3 助力成長發展 5.3 PROMOTING GROWTH AND DEVELOPMENT
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).	5.3 助力成長發展 5.3 PROMOTING GROWTH AND DEVELOPMENT
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.	5.3 助力成長發展 5.3 PROMOTING GROWTH AND DEVELOPMENT
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。 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.	5.1 保障員工權益 5.1 PROTECTING EMPLOYEES' RIGHTS AND INTERESTS
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.	5.1 保障員工權益 5.1 PROTECTING EMPLOYEES' RIGHTS AND INTERESTS
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.	5.1 保障員工權益 5.1 PROTECTING EMPLOYEES' RIGHTS AND INTERESTS
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.	3.5 打造責任採購 3.5 BUILDING RESPONSIBLE PROCUREMENT
B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	3.5 打造責任採購 3.5 BUILDING RESPONSIBLE PROCUREMENT
B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	3.5 打造責任採購 3.5 BUILDING RESPONSIBLE PROCUREMENT
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.	3.5 打造責任採購 3.5 BUILDING RESPONSIBLE PROCUREMENT
B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	3.5 打造責任採購 3.5 BUILDING RESPONSIBLE PROCUREMENT

層面 Aspect	描述 Description	章節名稱 Title of Section
B6	產品責任 Product Responsibility	
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	2.4 保障信息安全 2.4 PROTECTING INFORMATION SECURITY
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.	3.3 嚴守質量責任 3.3 DEFENDING QUALITY
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.	3.4 提升客戶服務 3.4 ENHANCING CUSTOMER SERVICE
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.	3.1 激發創新活力 3.1 STIMULATING INNOVATION
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.	3.3 嚴守質量責任 3.3 DEFENDING QUALITY
B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	2.4 保障信息安全 2.4 PROTECTING INFORMATION SECURITY
B7	反貪污 Anti-corruption	
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	2.3 堅守商業道德 2.3 UPHOLDING BUSINESS ETHICS
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.	2.3 堅守商業道德 2.3 UPHOLDING BUSINESS ETHICS
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.	2.3 堅守商業道德 2.3 UPHOLDING BUSINESS ETHICS
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.	2.3 堅守商業道德 2.3 UPHOLDING BUSINESS ETHICS
B8	社區投資 Community Investment	
一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	6.1 促進校企合作 6.2 投身公益慈善 6.1 PROMOTING SCHOOL-ENTERPRISE COOPERATION 6.2 ENGAGING IN PUBLIC WELFARE AND CHARITY
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).	6.1 促進校企合作 6.2 投身公益慈善 6.1 PROMOTING SCHOOL-ENTERPRISE COOPERATION 6.2 ENGAGING IN PUBLIC WELFARE AND CHARITY
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.	6.2 投身公益慈善 6.2 ENGAGING IN PUBLIC WELFARE AND CHARITY

報告評價及建議

本報告是瑞科生物面向社會公開發佈的 2024 環境、社會和管治（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：江蘇省泰州市医药高新区中国医药城六期 29 栋

收件人：瑞科生物 ESG 工作組

郵編：225300



问卷

REPORT EVALUATION AND RECOMMENDATIONS

This report is Recbio's 2024 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: Building 29, China Medical City VI, Medical Hi-Tech District, Taizhou City, Jiangsu Province

Addressee: ESG Working Group of Recbio

Postcode: 225300



Questionnaire

1、您對瑞科生物 ESG 報告的總體評價是？

☐好 ☐較好 ☐一般 ☐差

2、您對瑞科生物履行經濟、社會、環境責任的評價是？

經濟責任：☐好 ☐較好 ☐一般 ☐差

社會責任：☐好 ☐較好 ☐一般 ☐差

環境責任：☐好 ☐較好 ☐一般 ☐差

3、您最關心報告裡的哪些議題？

☐產品質量與安全 ☐研發與創新
☐員工健康及安全 ☐反腐敗與商業道德
☐知識產權保護 ☐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 ☐不瞭解

5、您認為本報告所披露信息和數據的清晰度、準確度、完整度如何？

清晰度：☐高 ☐較高 ☐一般 ☐較低
☐低

準確度：☐高 ☐較高 ☐一般 ☐較低
☐低

完整度：☐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

7、歡迎您在此提出對瑞科生物 ESG 工作和本報告的其他意見和建議：

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

☐ Good ☐ Relatively good ☐ Average ☐ Bad

2. What is your assessment of Recbio's performance in fulfillment responsibilities of economy, society and environment?

Economic Responsibility: ☐ Good ☐ Relatively good ☐ Average ☐ Bad

Social Responsibility: ☐ Good ☐ Relatively good ☐ Average ☐ Bad

Environmental Responsibility: ☐ Good ☐ Relatively good ☐ Average ☐ Bad

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 ☐ Others

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

☐ Yes ☐ Average ☐ No ☐ No idea

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

Clearness: ☐ High ☐ Relatively high ☐ Average ☐ Relatively low
☐ Low

Accuracy: ☐ High ☐ Relatively high ☐ Average ☐ Relatively low
☐ Low

Completeness: ☐ High ☐ Relatively high ☐ Average ☐ Relatively low
☐ Low

6. What should be improved in this report?

☐ Page layout ☐ Data type ☐ Topic coverage ☐ Reference standard

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