艾美疫苗
全产业链疫苗集团

艾美疫苗股份有限公司
AIM Vaccine Co., Ltd.

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

Stock Code: 06660

2024

Environmental, Social and Governance Report

Contents

ABOUT THE REPORT

This report discloses in detail the Company's responsible practices and performance in the areas of environmental, social and corporate governance for 2024, with the aim of facilitating effective communication with all parties by systematically responding to the expectations and requirements of stakeholders.

(I) Report Preparation Standards

This report is prepared in accordance with the *Environmental, Social and Governance Reporting Rules* as set out in Appendix to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and GRI Standards , which define and disclose the contents of this report on the basis of the principles of materiality, quantification, balance and consistency, and have avoided choices, omissions or presentation formats that may affect the reader's decision or judgment. Besides this, the report references the United Nations *2030 Agenda for Sustainable Development*.

(II) Reporting Scope

The ESG report covers AIM Vaccine Co., Ltd., its subsidiaries (including AIM Rongyu, AIM Honesty, AIM Action and AIM Persistence) and research institutes (AIM Explorer, AIM Innovator and AIM Liverna), and the report scope is consistent with the annual report.

This time range covered by this report is January 1, 2024 to December 31, 2024, with some content extending moderately into previous and subsequent years.

(III) Articulation and Explanation

For the purpose of clarity and readability, "AIM Vaccine Co., Ltd." will be referred to as "AIM Vaccine" "AIM" "the Company" or "we" in this report. AIM Vaccine Co., Ltd. and its subsidiaries will be referred to as "the Group". Unless otherwise specified, all monetary units mentioned in the report are in RMB. In case of any inconsistency with financial reports, the information in the financial reports shall prevail.

(IV) Information Source

The information disclosed herein comes from our internal official documents, statistical reports, and annual reports. The data disclosed herein come from our original data, government published data, annual financial data, internal statistical reports, third-party questionnaires, third-party assessments, interviews etc. The financial data contained herein are denominated in RMB.

(V) Access to the Report

This report is available in electronic form and can be accessed and obtained by visiting the Company's official website at https://www.aimbio.com/investor/. If you have any questions or suggestions regarding this report, please feel free to contact us at **aim.securities@aimbio.com**。

ABOUT AIM VACCINE

(I) Company Profile

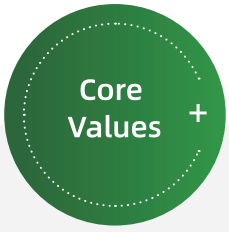
As a leading enterprise in the vaccine industry in China, we cover the full value chain from research and development to manufacturing and to commercialization. We have five proven human vaccine technology platforms, including bacterial vaccine technology platform, viral vaccine technology platform, genetically engineered vaccine technology platform, combination vaccine technology platform and mRNA vaccine technology platform. We also have four wholly-owned licensed vaccine manufacturing enterprises, including AIM Rongyu, AIM Persistence, AIM Action and AIM Honesty and three vaccine research institutes, including AIM Explorer, AIM Innovator, and AIM Liverna. These seven research and development teams ensure the ability of delivering milestones of pipeline products. We are one of the first two human vaccine companies in the PRC that have been granted permission under the 14th Five-Year Plan of the PRC to build a bio-safety level 3 laboratory.

Our product categories are comprised of vaccines under the immunization program and vaccines not covered by the immunization program, and the commercialized products have occupied a leading position in the Chinese market for a long time, which have been sold in all 31 provinces and cities, and autonomous regions in China, reaching CDCs of more than 2,000 counties and districts. Our 8 commercialized products include recombinant HBV vaccine (Hansenula Polymorpha), freeze-dried human rabies vaccine (Vero cell), inactivated hepatitis A vaccine (HDC), and ACYW135 Meningococcal Polysaccharide Vaccine (MPSV4), etc. We have 21 vaccine products in our pipeline, of which the 13-valent pneumococcal conjugate vaccine and the serum-free next-generation rabies vaccine have completed Phase III clinical trials and are in the process of registration for market approval. Additionally, our next-generation mRNA technology platform possesses leading advantages, with the mRNA herpes zoster vaccine and mRNA respiratory syncytial virus vaccine having already obtained clinical approval in the United States. AIM Vaccine is an extremely rare comprehensive vaccine industry group with strengths in the four dimensions of pipeline, R&D, manufacturing and sales.

(II) Corporate Culture

The Group's corporate vision is “to become a global leader in the vaccine industry”. The Group has always adhered to the mission of "developing and manufacturing top quality vaccines to safeguard the health of the world", advocating an innovative corporate culture of inclusiveness, openness and empowerment. We strictly control the quality of vaccines, empowered by a full spectrum of proven human vaccine platform technologies, covering the entire value chain to obtain the best industry resources and innovative technologies, thereby accelerating the development and commercialization of the products.

To become a global leader in the vaccine industry



Honesty, Honor, Responsibility, Innovation, Action, Persistence

(III) Company History

2011 Established the Company.

2012 Forged an open, collaborative, and empowering corporate culture featuring co-creation, win-win, and shared responsibility.

2013 Gradually built a marketing network covering all 31 provinces, municipalities, and autonomous regions nationwide.

2014 Initiated the mission to develop and manufacture top quality vaccines to safeguard the health of the world and the vision to become the leader in the vaccine industry.

2015 Integrated AIM Honesty, which obtained NDA for recombinant HBV vaccines (Hansenula Polymorpha) of 10ug/0.5ml and 20ug/0.5ml specifications from NMPA in March 2004 and August 2013, respectively, and acquired Good Manufacturing Practice (GMP) certificates for production requirements in June 2004.

2016 Integrated AIM Action, which obtained NDA for inactivated hepatitis A vaccines (HDCs) in April 2015, followed by NMPA approval for the production of all specifications of inactivated hepatitis A vaccines (HDCs) in January 2016.

2017 Integrate AIM Persistence and AIM Rongyu, AIM Persistence obtained NDA approval for HFRS vaccines in September 2007 and for mumps vaccines in October 2004, acquired GMP certificates for production requirements in February 2008 and January 2005, respectively. AIM Rongyu obtained NDA for human rabies vaccines (Vero cells) in September 2007 and acquired GMP certificates for production requirements in June 2008.

2018 Established AIM Explorer. AIM Persistence obtained NDA approval for quadrivalent meningococcal polysaccharide (MPSV4) vaccines in October 2018 and acquired GMP certificates for production requirements in December.

2019 AIM Explorer was up and running. MPSV4 vaccines were put into industrialized production.

2020 Restructured the Company into a joint stock limited Company. Clinical approvals for 13-valent pneumonia conjugate vaccine were obtained in October 2020. The Company continued to introduce renowned investment institutions such as Hillhouse Capital, Loyal Valley Capital, CMB Investments, and Cowin Capital.

2021 Integrated 50.15% equity of AIM Liverna, accelerating the Company's research and production layout in mRNA vaccines. Those for 23-valent pneumonia polysaccharide vaccine were obtained in April. In May, AIM Innovator was established. In December, it obtained the approval for the tetravalent meningococcal conjugate (MCV4) vaccine.

2022 In January 13-valent pneumonia conjugate vaccine entered Phase III clinical trial. In May, the Company signed a cooperation framework agreement with Wuhan Institute of Virology, Chinese Academy of Sciences, forging a comprehensive strategic partnership; on October 6, the Company was successfully listed on the Main Board of the Hong Kong Stock Exchange, with stock code 06660.HK. In October, the Company obtained clinical approvals for serum-free iterative rabies vaccine and EV71-CA16 bivalent HFMD vaccine (HDCs).

2023 In March, clinical trials for MCV4 vaccine kickstarted. In December, the Company opened a strategic partnership with the China Hepatitis Prevention and Control Foundation; the Company was included in the MSCI Global Small Cap Index.

2024 In March, the Phase II clinical trial of MCV4 vaccine was initiated. In October, Phase III clinical data of iterative serum-free rabies vaccine was blinded to meet the clinical preset target, with good immunogenicity and safety, and was submitted to the pre-application for marketing registration; the mRNA respiratory syncytial virus (RSV) vaccine was granted for clinical trial approval; the 13-valent pneumococcal conjugate vaccine completed Phase III clinical trials, and was granted the corresponding production license, and was formally submitted for registration.

(IV) Social Recognition and Honors

Honors (Part)

Awardee	Award	Issuing Organization
AIM Vaccine	Top 100 Chinese Pharmaceutical Innovative Enterprises List and Top 5 in the Nucleic Acid Track	E Healthcare Executive
AIM Vaccine	Top 50 Biologics R&D Strength in China	Yaozhi Pharmaceutical Intelligence Consulting
AIM Vaccine	Best Capital Markets Communication Award and Best Digital Investor Relations Project Award	8th China Excellent IR Selection
AIM Explorer	High-tech Enterprise	Science and Technology Commission of Shanghai Municipality/Shanghai Municipal Finance Bureau/Shanghai Municipal Tax Service, State Taxation Administration
AIM Explorer	Technology-based Small and Medium-sized Enterprises (SMEs)	Science and Technology Commission of Shanghai Municipality
AIM Explorer	Innovative Small and Medium-sized Enterprises (SMEs)	Shanghai Municipal Commission of Economy and Informatization
AIM Honesty	Liaoning Province Individual Champion of Manufacturing Industry	Department of Industry and Information Technology of Liaoning Province
AIM Honesty	Top 100 Manufacturing Enterprises in Dalian	Dalian Enterprise Federation, Dalian Entrepreneurs Association
AIM Honesty	High-tech Enterprise	Science and Technology Commission of Dalian Municipality/Dalian Municipal Finance Bureau/Dalian Municipal Tax Service, State Taxation Administration
AIM Persistence	High-tech Enterprise	Ningbo Science & Technology Bureau/Ningbo Municipal Finance Bureau/Ningbo Municipal Tax Service, State Taxation Administration
AIM Rongyu	High-tech Enterprise	Ningbo Science & Technology Bureau/Ningbo Municipal Finance Bureau/Ningbo Municipal Tax Service, State Taxation Administration
AIM Rongyu	Green Factory	Ningbo Municipal Beilun District Economic and Information Technology Bureau
AIM Action	High-tech Enterprise	Jiangsu Provincial Science and Technology Department/Department of Finance of Jiangsu Province/Jiangsu Provincial Tax Service, State Taxation Administration
AIM Action	Specialized, Refined, Differential, and innovative Small and Medium-Sized Enterprise(SMEs)	Department of Industry and Information Technology of Jiangsu Province
AIM Liverna	High-tech Enterprise	Department of Science and Technology of Guangdong Province /Department of Finance of Guangdong Province/Guangdong Provincial Tax Service, State Taxation Administration
AIM Liverna	Specialized, Refined, Differential, and innovative Small and Medium-Sized Enterprise(SMEs)	Guangdong Provincial Department of Industry and Information Technology
AIM Liverna	Science and Technology-based Small and Medium-Sized Enterprise(SMEs)	Department of Industry and Information Technology of Guangdong Province

Industry Associations (Part)

Participant	Associations	Position
AIM Vaccine	China Association for Vaccines	Vice President
AIM Vaccine	China Vaccine Industry Association (CVIA) Supply Security Branch	Initiator
AIM Vaccine	China Vaccine Industry Association Supply Chain Branch	Member
AIM Vaccine	Developing Countries Vaccine Manufacturers Network (DCVMN)	Member
AIM Honesty	Dalian Pharmaceutical Profession Association	Chairman
AIM Honesty	China Association for Vaccines	Member
AIM Honesty	Liaoning Pharmaceutical Profession Association	Member
AIM Honesty	Liaoning Association for Biotechnology	Member
AIM Persistence	China Association for Vaccines	Director
AIM Persistence	Industry and Education Integration Community of National Biopharmaceutical Industry	Standing Director
AIM Persistence	Ninghai Pharmaceutical Profession Association	Director
AIM Persistence	Ningbo Pharmaceutical Association	Director
AIM Persistence	Ninghai Association for Work Safety	Member
AIM Rongyu	China Association for Vaccines	Director
AIM Rongyu	Zhejiang Pharmaceutical Association	Member
AIM Rongyu	Ninghai Pharmaceutical Profession Association	Member
AIM Rongyu	Ningbo Pharmaceutical Association	Member
AIM Rongyu	Zhejiang Association on Laboratory Animal Care	Member
AIM Action	China Association for Vaccines	Member
AIM Liverna	China Association for Vaccines	Member
AIM Liverna	Hengqin Guangdong- Macao Deep Cooperation Zone Association for Big Health Biomedical Industry	Member
AIM Liverna	Technology and Innovation Alliance for Research and Development of Vaccines for Emerging Infectious Diseases	Vice President

ESG PERFORMANCE IN 2024

Governance Performance

No lawsuits or cases related to corruption or violation of business ethics

Information security and leakage incidents **0**

Customer complaint handling rate **100%**

Coverage of directors in anti-corruption training **100%**

Coverage of anti-corruption training for new employees each year **100%**

Environmental Performance

Waste gas, wastewater and solid waste emissions compliance rate **100%**

Noise emission compliance rate **100%**

82% reduction in hazardous waste

Administrative penalties imposed by the environmental protection department for violating relevant laws and regulations **0**

Total investment in environmental protection **RMB2.98** million

Social Performance

Female inclusion **49.9%**

Female inclusion in the management team **37.5%**

Average training hours for employee **221** hours

100% of commercialized products passed approved lot releases

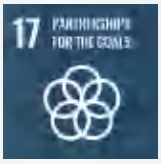
53,145 people benefited from **25** public welfare activities

Vaccine products successfully exported to the "Belt and Road" countries

Fulfillment and Response to SDGs

As a major full-chain vaccine group in China, we align our ESG management strategy with the United Nations Sustainable Development Goals (SDGs), integrating management strategies and sustainable development goals into every aspect of production and construction by taking actively actions. Through an array of specific ESG management measures, we continuously ramp up our sustainable development level, achieving a win-win situation for both economic and social benefits. By leveraging our R&D and industrialization capabilities, we contribute to the advancement of global sustainable development endeavors.

SDGs Requirements	AIM Vaccine Practices
	Vaccines are a crucial component of the public health system, serving as a key means of disease prevention and safeguarding the lives and health of the public. AIM Vaccine adheres to the principle of quality first, actively fulfills social responsibilities, and is committed to the research and production of safe and effective vaccine products to ensure public health. By the end of 2024, the Group has produced and obtained regulatory approval for over 500 million doses of hepatitis B vaccine since its launch in 2004, with a 100% approval rate, providing solid support for the development of the country's public health sector.
	AIM Vaccine is dedicated to creating more learning opportunities for its employees, helping them realize their self-worth, enhance their work skills and relevant knowledge. The Company offers diverse training opportunities for employees in various positions, providing comprehensive support and assistance throughout different stages of their careers. In 2024, the total participation time in the Group's comprehensive training programs reached 44,000 hours, with an average training time of 221 hours per employee.
	AIM Vaccine consistently upholds the principles of equality, openness, and inclusiveness, and firmly opposes any form of employee discrimination. The Group adheres to the principle of equal pay for equal work and actively promotes balanced development of female employees across all levels and positions. The Company is committed to strengthening the team of key female employees, ensuring the employment rights of female staff, and promoting gender equality. In 2024, the proportion of female employees at AIM reached 49.9%, in which female accounted for 37.5% of managers.
	AIM Vaccine regards conserving water resources as an environmental obligation and is committed to improving water efficiency. The Group ensures an adequate water supply and implements various measures to enhance water utilization efficiency. Within the company, there is a strong emphasis on promoting water conservation awareness, ensuring that every department and employee fully recognizes the importance of saving water. This awareness is internalized, making water-saving practices a conscious action for everyone, thereby protecting water resources.
	AIM Vaccine has established a thorough promotion pathway, offering employees ample development and advancement opportunities. Through regular performance evaluations and personal development planning, the Company encourages employees to continuously enhance their abilities and skills, supporting their ongoing growth in their careers. By creating a scientific, competitive, and holistic compensation and benefits system, and regularly organizing various care activities, AIM ensures that employees tangibly feel the Company's care and recognition. This approach helps employees realize their personal value and jointly drives the Company's sustainable development.
	AIM Vaccine upholds the philosophy of scientist-led management, establishing a professional R&D system and an outstanding talent pool to steadily advance innovation in the vaccine industry. The Group actively assists underdeveloped regions in building vaccine production infrastructure, helping these areas establish immunization barriers. The AIM Super Vaccine Factories, represented by the 13-valent pneumococcal conjugate vaccine and the 23-valent pneumococcal polysaccharide vaccine, are significant achievements of our industrial innovation and development. These factories are designed and constructed in accordance with WHO-PQ standards to ensure that product quality and safety meet international advanced levels. As of now, the Group has obtained 20 clinical trial approvals both domestically and internationally.

	Regional inequality is one of the major challenges to social development and urgently needs to be addressed. AIM Vaccine consistently fulfills its social responsibilities, striving to reduce disparities between regions and ensure that more people have access to equal medical resources and health security. To mitigate the impact of diseases, we actively engage in vaccine education initiatives to raise public health awareness.
	AIM Vaccine collaborates closely with local labor unions to regularly organize public knowledge lectures. These sessions address public inquiries and disseminate disease prevention knowledge, contributing positively to reducing regional inequalities and advancing public health initiatives. Through these efforts, AIM Vaccine plays an active role in promoting the development of public health and ensuring that more communities benefit from improved health education and resources.
	AIM Vaccine is committed to producing high-quality, efficient vaccines, steadfastly upholding its responsibility as a vaccine supplier to the public. The company regards the construction of a comprehensive lifecycle quality management system as a key strategic priority. The Group continuously optimizes its management system to ensure that every stage, from research and development to production and sales, strictly adheres to high-quality standards. Quality risk prevention is always treated as the top priority, with a dedicated focus on strengthening the foundation of quality management. Since the launch of all commercialized products, the approved lot release rate has been always 100%.
	The Group proactively identifies the risks and opportunities brought about by climate change. By formulating policies such as the Special Emergency Plan for Extreme Weather Events and the On-Site Typhoon and Flood Response Plan, the Group actively identifies potential operational risks posed by climate change. In response, it focuses on the maintenance and upgrading of operational equipment to enhance its resilience to extreme weather conditions. Additionally, the Group strengthens research on cutting-edge technologies to actively address the risks and opportunities associated with climate change.
	As a company with a strong sense of social responsibility, AIM Vaccine actively promotes the development of an anti-corruption culture. The company has issued relevant statements and formulated a series of management regulations, including anti-fraud management policies and anti-corruption and anti-bribery management measures. These efforts are aimed at contributing to the creation of a peaceful and just social environment. The Group has established a comprehensive and effective governance system, thoroughly implementing compliance management principles to ensure that all business activities adhere to relevant laws and regulations. The company also emphasizes the construction of an anti-corruption culture and strengthens employee training and education on compliance awareness. In 2024, there were no incidents of corruption or lawsuits related to violations of business ethics.
	AIM Vaccine understands that in the field of public health safety, achieving common goals is best accomplished through collaborative efforts. The Group consistently upholds the principle of open cooperation and has officially launched a strategic partnership with the China Hepatitis Prevention Foundation (the Foundation) to jointly advance the goal of eliminating the harm caused by hepatitis B in China. AIM Vaccine provides high-quality vaccine products and professional technical support, while the Foundation leverages its extensive social influence and resource network to promote and disseminate knowledge about hepatitis B prevention and control.

GOVERNANCE: SOLIDIFYING THE FOUNDATION OF AIM

The Group continuously optimizes corporate governance, adheres to compliant operations, strengthens risk prevention and internal controls, and reinforces anti-corruption efforts. These measures aim to create a favorable governance atmosphere, laying a solid foundation for the company's high-quality development.

(I) ESG Governance

1.1 Board Statement

As a company that went public in 2022, the Group deeply understands the importance of Environmental, Social, and Governance (ESG) in pursuing sustainable corporate development and in identifying various governance, environmental, and social risks and opportunities. To advance its sustainable development strategy, the Group has formulated comprehensive ESG strategies and policies, integrating ESG efforts into corporate governance. A top-down governance structure has been established to drive ESG management, which consists of a three-tier ESG management framework: "supervision by the Board of Directors - ESG working group coordination - collaboration among various functional departments/branches/subsidiaries." This framework provides robust support for the Company's sustainable development.

The Board of Directors incorporates the concept of sustainable development into daily operational practices, ensuring that the overall strategy aligns with sustainable development goals while continuously improving the Group's ESG performance. To identify, evaluate, and manage significant ESG issues related to its business, the Group communicates with various departments, subsidiaries, and research institutions to list important ESG topics. These topics are then assessed and prioritized based on their potential impact and severity, which helps the company set relevant ESG goals and conduct regular evaluations.

The Group has implemented the Energy Conservation Regulations across all its operations, with regular monitoring to ensure the achievement of energy-saving and emission reduction targets. Recognizing employees as valuable resources, the Group is committed to providing a fair, transparent, healthy, and diverse working environment. The Group also strictly manages procurement processes and suppliers, promoting the green transformation and sustainable development of the supply chain. Additionally, the Group actively participates in various community activities, practicing its corporate social responsibility.

Looking ahead, the Group will continue to integrate ESG principles into its strategic and operational upgrades. Upholding the philosophy of "developing and manufacturing top quality vaccines to safeguard the health of the world," the Group remains committed to its social and environmental responsibilities. We will persist in optimizing corporate governance and contributing to a better future. Through these ongoing efforts, the Group aims to enhance its positive impact on society and the environment, reinforcing its dedication to sustainable development and corporate responsibility.

1.2 Board Diversity

The AIM Vaccine Board of Directors consists of nine members, including five executive directors, one non-executive director, and three independent non-executive directors[For more details on the board members, please refer to the company's "2024 Annual Report".]. The board members possess a balanced combination of knowledge and skills, covering comprehensive management, strategic planning, finance, accounting, risk management, and industry experience in healthcare and pharmaceuticals. Their professional degrees include business administration, finance, accounting, economics, and chemistry. The company has three independent non-executive directors from different industries, making up more than one-third of the board.

In accordance with the board diversity policy, the Group is committed to considering various factors, including but not limited to gender, age, cultural and educational background, industry experience, technical capabilities, professional qualifications and skills, knowledge, and length of service, to build a diverse board structure. Final decisions are made based on the merits and contributions that the selected candidates will bring to the board.

1.3 Investor Relations

Since its listing, the Company has been committed to maintaining strong investor relations and actively enhancing communication with shareholders and potential investors. The Company strictly adheres to information disclosure regulations, ensuring accuracy, timeliness, and fairness, while continuously improving the quality and transparency of information disclosure. Through various methods such as

earnings release conferences, investor communication platforms, roadshows, and more, we actively convey the Company's strategic direction, operational status, R&D progress, and future plans to investors. Additionally, we regularly organize visits for investors to our production bases and R&D centers to provide a more intuitive understanding of the Company's operations.

In 2024, the Company published 21 announcements and circulars on the Hong Kong Stock Exchange and organized over a hundred domestic and international roadshow events. Throughout the year, we hosted 38 institutional investors for inspections and research visits. We successfully held the second Investor Open Day event, attended by 57 brokerage firms and institutional investors, continuously enhancing investors' understanding of the company and further boosting the Company's image and influence in the capital market.

AIM Vaccine 2024
Investor Open Day

➢ 1.4 Materiality and Stakeholders

1.4.1 Stakeholder Engagement

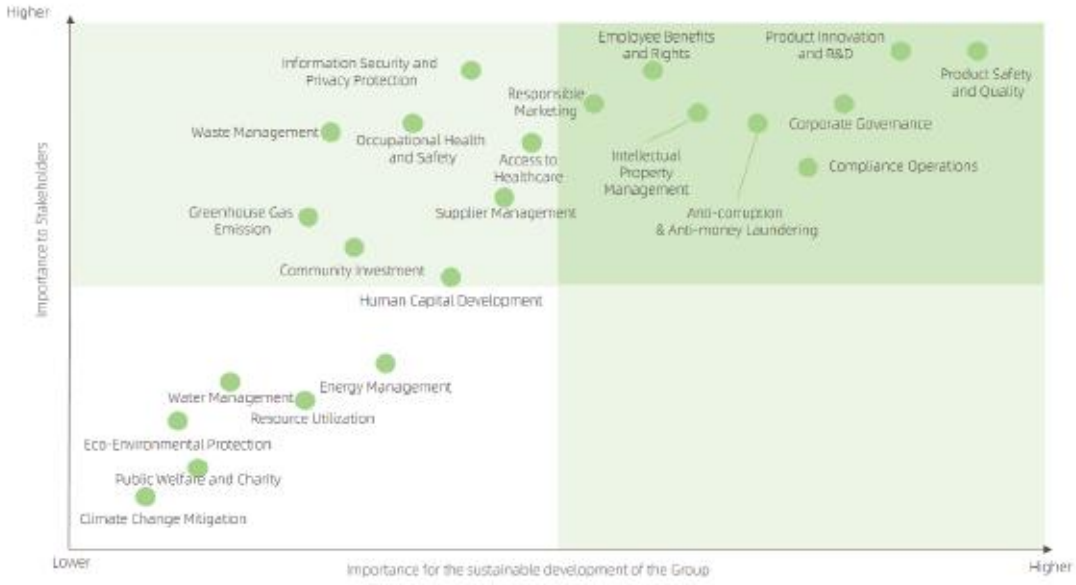
The Group believes that maintaining communication with stakeholders is a crucial aspect of sustainable development. The Group's stakeholders include shareholders and investors, employees, government and regulatory bodies, suppliers and partners, customers, communities and the public, as well as experts and scholars. The Group actively communicates with various stakeholders through multiple channels, promptly understanding their opinions and expectations regarding the Group's sustainability performance. Based on this feedback, the Group adjusts its management measures accordingly to address key issues.

In 2024, following relevant policy requirements and focusing on the Group's priorities, the Group further identified the relevance of various issues to itself, assessed the social and environmental factors that could impact its long-term development, and took appropriate measures during operations to prevent and mitigate these impacts.

Stakeholders	Views and Expectations	Communication Methods
Shareholders and investors	ESG governance	Shareholders' meetings
	Risk management	Public information disclosure
	Corporate operation and development	Road shows
Employees	Talent training and development	Regulations release Management meetings Internal online communication platform Staff training Union Activities
	Employee welfare and rights	
	Occupational health and safety	
	Diversity and equality	
Government and regulatory authorities	Product quality and safety	Institutional investigation Policy implementation Public information disclosure Correspondence
	Emissions management	
	Technology and innovation	
Suppliers and partners	Compliance management	Exchanges and mutual visits Industry forums
	Supply chain management	
	Industry development	
	Win-win cooperation	
Customers	Product quality and safety	Customer research
	Product advantages and promotional education	Themed seminars
	Knowledge popularization	Customer visits
Communities and the public	Community and public welfare	Volunteer service Community activities Exchange and interviews
	Environmental protection	
Experts and scholars	Industry development	Forum activities
	Technology innovation	Training exchange

1.4.2 Materiality Assessment

AIM Vaccine actively undertakes assessments of significant ESG-related issues. In accordance with the Environmental, Social, and Governance Reporting Guide, the company responds to the feedback collected from stakeholders and is committed to enhancing its ESG management level. The Group has established the following ESG materiality matrix, which highlights areas of high importance to both stakeholders and the Group.



(II) Compliance Management

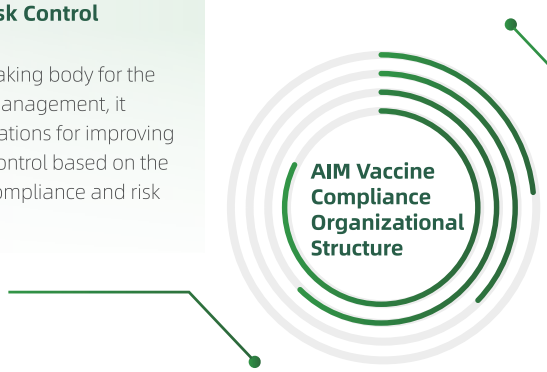
➢ 2.1 Risk Management and Internal Control

The Group has established a Compliance and Risk Control Committee, under which a Legal Compliance Department operates, to construct a governance structure with clear responsibilities for compliance and risk control. The Group has formulated comprehensive compliance management policies and established a full-process compliance management system.

For handling daily compliance incidents, the Group adheres to the principles of proactive investigation and open supervision. The Legal Compliance Department has set up a unified compliance and risk control reporting mailbox for the company, providing an equal supervision and reporting channel for all employees. Heads of the Group and its subsidiaries can report compliance or risk issues encountered during their operations. These reports are reviewed by the Legal Compliance Department, which issues a written opinion and submits a formal proposal to the Compliance and Risk Control Committee. The Compliance and Risk Control Committee reviews the reports provided by the Legal Compliance Department and submits relevant written resolutions to the Board of Directors for discussion.

Compliance and Risk Control Committee

As the top decision-making body for the Group's compliance management, it proposes recommendations for improving governance and risk control based on the Group's operational compliance and risk control status.



Legal Compliance Department

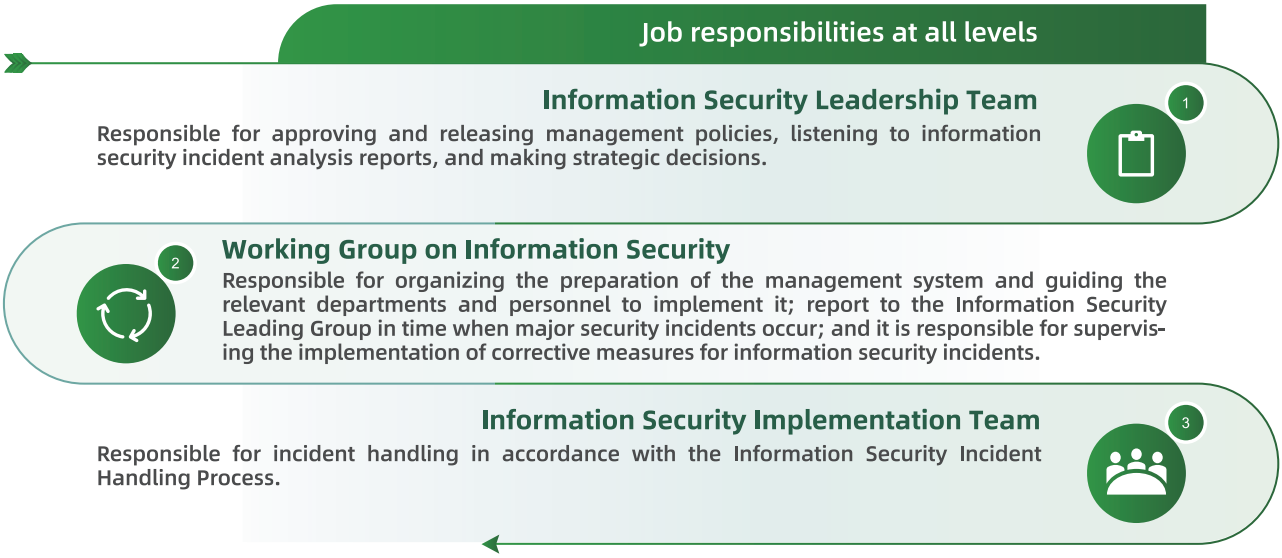
- Responsible for organizing and executing compliance management related tasks.
- Compliance assessments are conducted annually for employees and business partners of the Company, and appropriate measures will be taken to deal with employees or business partners who do not meet the Company's compliance requirements.

The Group adopts various measures and procedures for different aspects of its business operations, such as quality control requirements, production technical standards, and occupational health and safety. We provide regular training to our employees on these measures and procedures. As part of the employee training program, our on-site internal monitoring team regularly supervises the implementation of these measures and procedures at each stage of the product development process.

The Group places great emphasis on building a culture of compliance, requiring all employees and business partners to abide by laws and regulations, and to act with honesty and integrity. We have zero tolerance for any illegal or unethical behavior, especially bribery, corruption, and unfair competition. To ensure that this culture of compliance is integrated into our daily workflows and to set expectations for personal conduct within the Group, the company conducts regular internal compliance inspections and audits, adopts strict internal accountability measures, and provides compliance training.

➢ 2.2 Information Security

The Group has established a three-tier information security organizational structure consisting of the "Information Security Leadership Team - Information Security Working Group - Information Security Execution Team." We have formulated a series of policy documents, including the Information Security Policy, Security Operation and Maintenance Guide, Information Confidentiality and Training System, and Network Protection Strategy, to construct a comprehensive information security management system. This system ensures timely investigation and handling of information security incidents, minimizing potential losses caused by such events. In 2024, the Group did not experience any information security breaches or data leakage incidents.



(III) Business Ethics and Anti-Corruption

➢ 3.1 Customer Information Protection and Privacy Policy

The Group always regards the information security of customers, employees, and other stakeholders as its most fundamental responsibility. We strictly comply with relevant laws and regulations such as the Personal Information Protection Law of the People's Republic of China, the Data Security Law of the People's Republic of China, and the Cybersecurity Law of the People's Republic of China, ensuring that all business activities are conducted within the legal framework.

To effectively protect information resources and the data privacy of stakeholders, the Group has implemented a series of stringent measures. These include detailed explanations and regulations in the employee handbook regarding the use and maintenance of the Group's information security system, clearly defined processes for information security handling and privacy protection, and enhanced employee awareness. These measures ensure the integrity, availability, and confidentiality of personal information, and require every employee to strictly adhere to company policies, providing a solid guarantee for the security of the Group's information and customer privacy. Additionally, the Group has established a comprehensive internal control system, with strict access management and approval processes to ensure that non-business-related personnel cannot access customer personal information.

To ensure the long-term effectiveness of our information and privacy protection initiatives, the Group regularly monitors and maintains existing measures. This ensures that all measures are effectively implemented in practice, and adjustments and improvements are made promptly to address the evolving network environment and security threats.

3.2 Anti-Corruption

The Group consistently upholds the legal and ethical baseline, strictly adhering to laws and regulations such as the Anti-Money Laundering Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China. We are committed to implementing anti-corruption, anti-bribery, anti-fraud, anti-extortion, and anti-money laundering requirements. To this end, we have established anti-corruption regulations such as the Anti-Fraud Management Regulations and the Anti-Corruption and Anti-Bribery Management Measures. These measures strengthen the construction of anti-corruption ideologies and are dedicated to creating an honest, clean, and compliant business environment, ensuring that all business activities are conducted legally and in compliance with regulations. In 2024, the Group was not involved in any corruption-related lawsuits.

Fostering an anti-corruption culture

To strengthen the legal awareness and ethical standards regarding anti-corruption and anti-bribery among the company's directors, senior executives, and employees, we regularly provide training on anti-corruption and anti-commercial bribery laws and regulations to board members and all employees. This ensures that every employee thoroughly understands and complies with the relevant regulations.

Anti-corruption institution-building

The Group remains steadfast in its commitment to anti-corruption and anti-bribery efforts,resolutely resisting commercial bribery and corrupt practices. We have formulated and implemented policy documents such as the *AIM Vaccine Co., Ltd. Anti-Corruption and Anti-Bribery Management Measures and the AIM Vaccine Co., Ltd. Anti-Fraud Management Regulations.*

All company directors have participated in anti-corruption training, and all new employees undergo anti-corruption training each year. To ensure that new employees adopt the principles of honest and ethical business practices from the beginning of their tenure with the Group, our training themes include AIM Group's integrity audit construction, AIM integrity construction, and legal compliance tools.

In terms of strengthening anti-corruption and anti-bribery management among promoters, the Group commissions third parties to conduct compliance background checks on newly selected promoters. Only those who pass the review are formally granted promoter qualifications. Additionally, the Group conducts annual compliance inspections of promoters, and the latest compliance review requirements are raised at each annual promoter conference to reinforce anti-corruption and anti-bribery management among promoters.

Regarding the management of anti-corruption and anti-bribery among suppliers, the Group includes anti-corruption and anti-bribery requirements in all major project, equipment, and service bidding documents. All bidding units are required to stamp and confirm the Integrity Commitment Letter.

We have established a comprehensive reporting mechanism and maintain a zero-tolerance policy for any form of corruption, bribery, or other violations. Any discovered illegal or non-compliant behavior will be dealt with seriously in accordance with laws and regulations. In severe cases, the employment relationship will be terminated, and legal responsibilities will be pursued. We integrate high standards of business ethics and conduct into the daily operations of the enterprise to ensure that all employees consistently adhere to the fundamental principles of legality, compliance, and integrity.

AIM Vaccine Reporting Mechanism

- We have established a dedicated complaint and whistleblowing email to encourage stakeholders to actively report illegal and non-compliant behaviors.
- An internal audit department has been set up to receive fraud reports, conduct investigations, provide reports and recommendations, and operate under the supervision of the Audit Committee and the Board of Directors.

SOCIETY: SHARING A BETTER LIFE

The Group is committed to serving social development, upholding equal and diversified employment, protecting the basic rights, interests, and health and safety of employees. It actively builds a sustainable supply chain, produces high-quality products, and engages in public welfare activities such as hepatitis prevention and treatment, contributing the strength of AIM Vaccine to building a better society.

(I) Employment

1.1 Diversified Employment

Equal Employment

The Group strictly complies with the *Labor Law of the PRC*, *the Labor Contract Law of the PRC*, and the Labor Protection Regulations for Female Employees to protect employees' lawful rights and interests. It treats employees equally, regardless of gender, age, race, religion, or nationality, adheres to national working hours and rest period regulations, ensures employees' working hours and rest times meet legal standards, pays wages in full and on time, and provides statutory social insurance benefits. During the recruitment process, the Group implements fair hiring policies, making employment decisions based on job requirements and individual capabilities. It avoids inquiring about personal information irrelevant to job performance, such as age, gender, or marital status, and strictly prohibits all forms of discrimination.

The Group also adheres to the *Law on the Protection of Minors* and the *Provisions on the Prohibition of Using Child Labor* and maintains a zero-tolerance policy towards child labor. In case of discovering any instances of child labor, it will immediately terminate the employment and handle the situation in accordance with legal regulations. New employees undergo compliance training upon onboarding, and regular age verification is conducted to ensure no child labor is employed. At the same time, the Group requires its suppliers to follow the same zero-tolerance principle on child labor, incorporating this requirement into supplier audits. In 2024, the Group did not employ any child labor or forced labor.

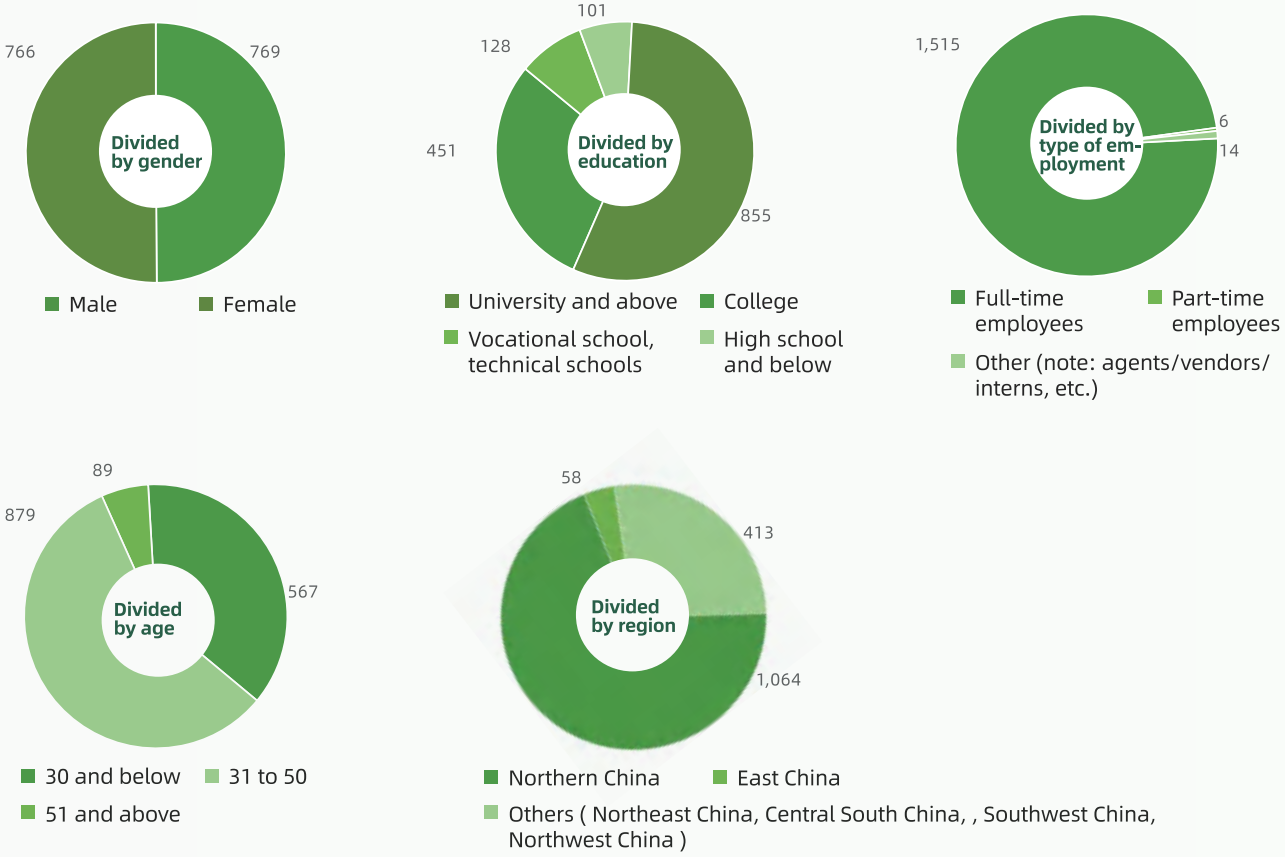
The Group promotes gender balance within its workforce and has established an effective grievance mechanism to address any reports of discrimination, ensuring employees' voices are heard to further creating a discrimination-free working environment. Furthermore, the Group provides equal promotion opportunities based on employees' abilities and performance rather than personal identity or other factors. By fully protecting employees' rights and interests, the Group promotes mutual growth for both employees and the Company.

AIM Research Celebrates International Women's Day

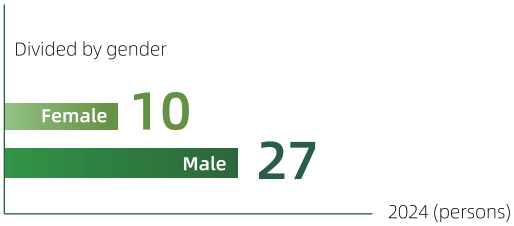
Employment Overview

By December 31, 2024, the Group has a total of 1,535 employees, with a total number of 237 employees leaving, making the turnover rate 15.44%. Female managers accounted for 37.5% of the management team. The Group analyzed employee composition and turnover rate by gender, age group, education level, and employment type to present an overview of the Company's workforce structure and turnover situation.

In 2024, the Group's employee composition is shown in the following table

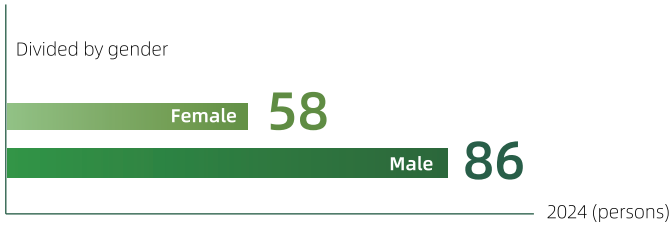


Number of senior management (persons): 37

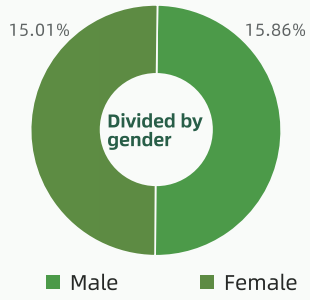


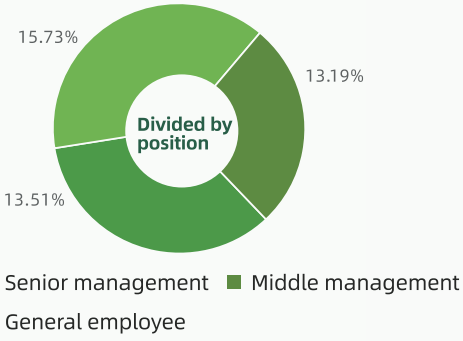
Note: Senior management refers to personnel at the director level and above.

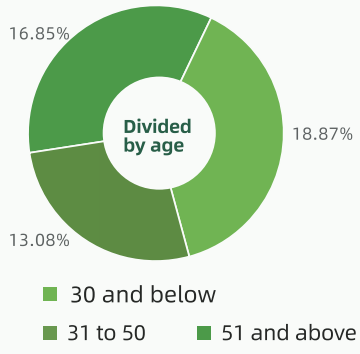
Number of middle management (persons): 144

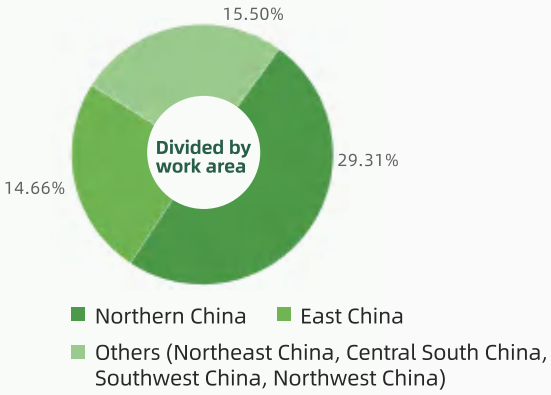


In 2024, the turnover rate of each category is shown in the following figure









Note: Regional divisions refer to Wikipedia (North China: Beijing, Tianjin, Hebei, Shanxi, Inner Mongolia; Northeast China: Liaoning, Jilin, Heilongjiang; East China: Shanghai, Jiangsu, Zhejiang, Anhui, Fujian, Jiangxi, Shandong; Central South China: Henan, Hubei, Hunan, Guangdong, Guangxi, Hainan; Southwest China: Chongqing, Sichuan, Guizhou, Yunnan; Northwest China: Shaanxi, Gansu, Qinghai, Ningxia, Xinjiang.)

Compensation and Benefits

To ensure the scientific and fair management of employee compensation, the Group has established a clear and transparent compensation system that guarantees equitable pay for all employees. A Compensation Committee has been set up to supervise and review the system. Based on employees' competencies, experience, and performance - without being influenced by personal characteristics or identities - the Group has implemented a performance-oriented Compensation Management Policy to define its compensation framework and salary adjustment principles. This ensures both internal fairness and external competitiveness. Additionally, the Company offers an equity incentive plan to employees.

The Group adopts a diversified compensation structure that takes into account market conditions, job responsibilities, employee capabilities, and performance. The compensation system includes base salary, housing allowances, performance bonuses, supplementary medical insurance, five insurances and one fund, and additional health insurance, fully covering both employees' basic and extended welfare needs.

In designing the compensation system, the Group sets corresponding compensation standards for employees of different sequences and levels. We follow the "3P1M" pay design, compensating employees based on Position Value (Position), Personal Capability (Person), Performance (Performance), and Market Conditions (Market). This helps create a scientific, fair, reasonable, and competitive compensation management system.

When a labor contract is terminated or canceled, the Group strictly follows the procedures and conditions prescribed by law to ensure payment of the economic compensation that employees deserve and properly handles relevant procedures to ensure the legality and compliance of the entire process.

Furthermore, the Group provides various employee benefits, including traditional festival allowances, birthday gifts, and annual health check-ups, covering all employees. Housing allowances are offered to all functional staff to reduce their financial burden. Contribution allowances are awarded based on performance indicators to recognize employees' dedication. The Group also provides communication subsidies, supplementary health insurance, and other benefits, creating a warm and inclusive working environment. Through various employee benefits as well as regularly organizing cultural and social activities, such as party-building activities and team-building exercises, we enhance employee satisfaction and strengthen a sense of belonging, providing a solid foundation for the Company's sustainable growth and employees' personal development.

Democratic Management and communication

The Group places great importance on democratic management and effective communication. By conducting employee satisfaction surveys, implementing a democratic evaluation system, and convening employee representative meetings, employees are encouraged to participate in major corporate decision-making processes, ensuring their right to be informed.

Through the democratic evaluation system, regular dialogues between employee representatives and Company leadership are facilitated. The trade union conducts democratic meetings to discuss important operation policies, personnel adjustments, and compensation reforms. Issues related to employees' vital interests are always subject to prior consultation with employees to gather their opinions.

The Group's Employee Representative Congress play an active role in revising Company regulations, including compensation and benefits, working hours and leave policies, occupational safety, female employee protection, social insurance, and employee welfare. By representing employees' interests, the Congress ensure that corporate policies will not infringe upon the legitimate rights and interests of employees while regulating their behavior based on their actual rights and interests.

CASE: AIM Honesty - Strengthening Democratic Management to Continuously Improve Employee Satisfaction

Strictly complying with the *Trade Union Law of the PRC* and the requirements of higher-level trade unions, AIM Honesty established its corporate trade union committee in July 2004 and formed an Employee Representative Congress in July 2016. With a well-developed modern corporate governance system, the operations of the Employee Representative Congress are standardized, achieving a 100% signing rate for collective agreements and full implementation of the wage negotiation system.

Additionally, AIM Honesty has established a regular democratic communication system, actively promoting transparency in factory affairs and democratic evaluation activities. Through channels such as the Employee Representative Congress and public bulletin boards, the Company periodically discloses corporate documents and major decisions. Regular democratic evaluations are conducted, resulting in an employee satisfaction rate of 100%.

Employee Complaints and Communication

The Company places great importance on fostering an equal and harmonious workplace culture, continuously optimizing communication channels to ensure that every employee's voice is heard and issues are resolved promptly. Employees are encouraged to report or appeal any instances of unfair treatment or discrimination they experience, covering but not limited to: unfair task allocation, lack of resources or support, conflicts among colleagues, unequal promotion opportunities, unreasonable salary distribution, and issues related to management systems and processes.

To protect the rights and interests of employees, AIM Vaccine provides multiple complaint channels. Employees can submit their complaints in writing or via telephone through the internal reporting platform. The Company is committed to maintaining strict confidentiality regarding the content of complaints and the identity of the complainant. No information will be disclosed without authorization, ensuring employees' privacy is protected. Any acts of retaliation, discrimination, or unfair treatment will be thoroughly investigated and addressed with appropriate measures.

1.2 Health and Safety

The Group prioritizes the safety and health of its employees, placing great emphasis on workplace safety. It strictly complies with relevant laws and regulations, including the *Production Safety Law of the People's Republic of China, the Fire Control Law of the People's Republic of China, the Regulations on the Safe Management of Hazardous Chemicals, and the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases*. Each subsidiary factory is responsible for the comprehensive supervision and management of production safety, with a Safety Management Committee established to focus on five key areas: emergency response drills, biological safety, fire safety, construction safety, and safety culture construction. For different types of safety concerns, the Group has implemented corresponding management systems, including the *Management Procedures for Environmental Safety Accident Emergency Handling, the Management Procedures for Potential Safety Hazard Detection and Governance, the Production Accident Management and Emergency Rescue Plan, the Management Procedures for Safety Production Targets, and the Equipment and Facilities Safety Management Procedures*. These detailed operational guidelines ensure safety from the perspectives of organization, system and implementation of measures. Additionally, the Group continuously promotes safety awareness through extensive communication and training programs to ensure all workplaces are compliant and safe.

From 2022 to 2024, the Group recorded no work-related fatalities. During the reporting period, the number of working days lost by the Group due to work-related injuries was 35 days due to minor work-related injuries. In order to avoid the occurrence of subsequent work-related injuries, the Group has taken measures such as placing warning signs on-site as well as strengthening the publicity and training on work-related injury prevention.

Case: AIM Honesty -Establishes a Comprehensive Safety Management System

AIM Honesty has established a Safety Production Management Committee that covers all departments, responsible for making major decisions and implementing safety measures in the production process. Under this committee, a Safety Management Office has been set up to oversee comprehensive safety supervision, ensuring that safety responsibilities at all levels are effectively implemented. Regular meetings are held to guarantee the proper organization of safety management, adequate staffing, the implementation of relevant systems, and the allocation of sufficient safety funds. The Company has established a comprehensive safety responsibility system that extends horizontally across departments and vertically through all levels of the organization. In 2024, AIM Honesty successfully obtained the Level 3 Safety Standardization Certification issued by the Emergency Management Department.

Biological Safety

The Group has established comprehensive internal regulations, including the Biological Safety Management Manual, Laboratory Safety Management Regulations, Biological Safety Management Regulations, Laboratory Emergency Response Plan, Quality Control Laboratory Safety Emergency Plan, and Biological Safety Emergency Plan. These documents clearly define the basic principles of risk assessment and the specific steps for risk management. A Biological Safety Committee has been formed to build a robust biological safety management system, driving the continuous advancement of biological safety management.

All laboratory activities within the Group are conducted in facilities of the appropriate biological safety level, with a thorough assessment and registration of the pathogenic microorganisms handled. Experiments are conducted strictly in accordance with the approved scope outlined in the laboratory registration. According to the *Biological Safety Management Manual*, the Group conducts regular inspections of its laboratories. Laboratories are equipped with comprehensive biological safety protective equipment, including portable eye wash stations, protective face shields, cleanroom suits, and emergency response kits to ensure prompt and effective handling of any incidents.

Each subsidiary of the Group strictly abides by the biological safety management regulations. The Biological Safety Committees, along with laboratory supervisors and Laboratory Biological Safety Supervision Committees, conduct regular inspections of laboratories and workshops to ensure the effective implementation and operation of the biological safety management system.

Case: AIM Persistence - Implementing a Biological Safety Management System

AIM Persistence has established a comprehensive biological safety management system in accordance with the *General Requirements for Biological Safety in Vaccine Production Workshops*. The Company has formulated the *Laboratory Biological Safety Management Manual*, along with clear biological safety policies and objectives. This system ensures the biological safety of both employees and the environment while supporting the safe conduct of production and testing activities. Through these rigorous measures, AIM Persistence effectively prevents the occurrence of any biological safety incidents.

Fire Safety

The Group places a high priority on fire safety, implementing regulations such as the *Fire Safety Management Procedures and the Fire Prevention Management Procedures of the Company.* Employees are required to strictly adhere to fire safety guidelines, familiarize themselves with firefighting equipment and evacuation routes, and ensure they can evacuate quickly and orderly in emergencies to maximize the Group's fire safety. The Group has established a comprehensive fire protection system, regularly conducting inspections and optimizations to maintain clear emergency routes and ensure the continuous, effective operation of the fire safety system, providing a robust safety guarantee for employees.

Construction Safety

To strengthen the management of contractor construction, the Group has established internal regulations, including the *Contractor Management System*, *Special Operations Management System*, *Internal Hot Work Approval System*, *Approval System for Confined Space Operations*, *and Approval System for Working at Heights*. These systems detail the approval processes for specialized construction work and establish strict on-site safety requirements in accordance with national regulations. Contractors are required to establish and maintain safety assurance systems, implement safety inspections and corrective actions, conduct regular on-site safety and civilized construction checks, and ensure proper placement of safety signage. Additionally, all specialized workers must possess valid certifications to perform their tasks. The Group also signs agreements with contractors and relevant stakeholders, clearly defining the management responsibilities and on-site safety management requirements for all parties involved, ensuring the health and safety of all personnel participating in the project.

Furthermore, through the implementation of the *Safety Operation Management System*, *Contractor Safety Management System*, *and Supplier Management System*, the Group conducts regular safety inspections of external personnel and construction units, ensuring safe and civilized construction practices. Alongside construction contracts, safety agreements are also signed to explicitly outline the responsibilities of all parties, ensuring the health and safety of all stakeholders.

Safety Culture Construction

AIM Vaccine promotes a strong safety culture under the principle of "Safety Production is Everyone's Responsibility", focusing on targeted training programs in areas such as emergency response drills, biological safety, supplier safety, and fire safety. Employees are organized to participate in various safety education initiatives, including safety academy training, fire safety awareness on 119 firefighting day, online safety training, occupational health training, and confined space operations training. These programs enhance employees' knowledge of safety production, reduce unsafe behaviors, minimize human errors, and protect their safety and health.

Additionally, the Group conducts Environment, Health, and Safety (EHS) training covering topics like fire protection, environmental protection, safety management, and occupational health. Management teams also participate in capability enhancement programs to strengthen their EHS awareness. Employees are encouraged to identify potential safety hazards and provide suggestions for safety improvements. These recommendations are collected and reported to the Safety Management Office for review and implementation. To reinforce biological safety awareness and ensure regulatory compliance, the Group organizes various training sessions, including new employee biological safety training, annual biological safety training, equipment safety usage training, and specialized training by external experts.

Apart from daily safety training activities, the Group actively practices the requirements of emergency management. The Group has developed a comprehensive set of emergency response plans, including the general emergency response plan for safety incidents, firefighting and evacuation plan, chemical incident response plan, and on-site response plans for specific scenarios. Continuous emergency training and drills are conducted to ensure that employees can respond rapidly and accurately in the event of an emergency.

Case: AIM Persistence - Conducting Comprehensive Safety Production Knowledge Training

AIM Persistence adheres to the principle of "Safety Production is Everyone's Responsibility" and organizes all employees to participate in the knowledge training of the Safety Production Network Academy and to receive fire safety training of "the General Office of the People's Government of Zhejiang Province". It conducts three-level safety training at the company level, department level, and team level for new employees, organizes EHS training every month, and other methods to strengthen the learning of safety production knowledge among the Company's employees, and effectively achieve the purpose of promoting safety assurance through safety culture activities.

In 2024, AIM Persistence also organized specialized training sessions for management personnel, including participation in the biological safety management talent training program for pathogenic microbiology laboratories and other safety production and management training programs. As a result, 12 participants successfully passed the assessments and obtained relevant certifications, further enhancing the Company's safety management capabilities.

1.3 Development and Training

The Group places significant emphasis on employee development and training, encouraging employees to apply their skills, knowledge, and experience to their work, thereby fostering mutual growth for both the Company and its employees. Guided by corporate strategy and talent development needs, the Group focuses on three core areas: career planning formulation, promotion system optimization, and expansion of training resources. Tailored career plans are developed for employees at different levels, clarifying their career goals, development directions, and training plans. This approach provides employees with clear career paths and comprehensive training guidance, motivating them to grow their careers firmly within the Company.

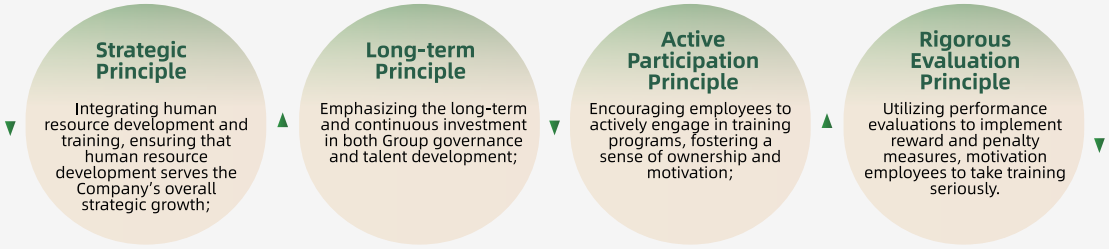
Career Promotion

The Company has established a dual career path model that offers both management and professional development tracks, broadening career advancement opportunities. Employees can choose their career path based on their personal strengths and aspirations. The Company evaluates employees' performance using a grading system, which determines their year-end bonuses and promotion opportunities. This ensures that capable employees are promptly identified and provided with promotion opportunities, driving mutual progress for both employees and the Company.

Employee Training

To enhance the overall competence of its employees, the Group has formulated the *Program of Annual Employee Training Planning* and established a comprehensive training management system. This ensures that employees' managerial and technical skills align with the Company's operational development. Further optimization of the training system is pursued to strengthen the cultivation of internal talent. Employees undergo onboarding training within their first six months to familiarize themselves with the Company's operations and adapt to their roles effectively. Additionally, AIM Explorer has launched a specialized doctoral student training program to provide targeted academic and professional development opportunities for employees.

Key Principles Embraced by AIM in the Training Plan



AIM Vaccine provides a wide range of training and learning opportunities for employees at different levels. In 2024, The Group organized a total of 679 training sessions, including 10 sessions for new employee training and collective activities, 54 safety training sessions, 25 academic discussions and seminars, and 590 SOP process operation training sessions, comprehensively supporting employee growth and driving the Company's sustainable development.

AIM Vaccine's Employee Development Program

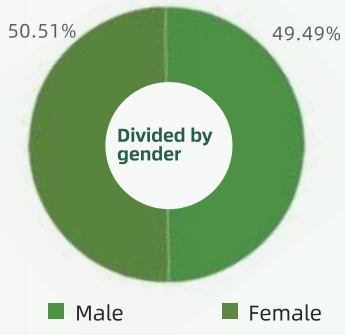
New Employee Onboarding Training	AIM Vaccine implements the "Sailing Camp", designing separate courses for general functional employees and sales staff. The training is conducted through quarterly sessions, centralized lectures, and examinations.
Mid- and Senior-Level Management Training	The "Endurance Camp" is carried out through annual training, incorporating centralized lectures, on-site visits, and simulation exercises to gradually develop specialized talents into managerial talents, and further cultivate them into versatile leaders.
Executive and Leader Training	AIM Vaccine implements the "Pilot Training Camp", which includes centralized lectures, forum discussions, and immersive simulation exercises to help participants gain a deeper understanding of the Company's philosophy.
Graduate Trainee Program	The "Management Trainee Program" provides 3 to 12 months of training for new graduates, focusing on developing their sense of responsibility, leadership, and analytical abilities. Training methods include unified classes, mentorship system, and job rotation, selecting outstanding trainees for further development.

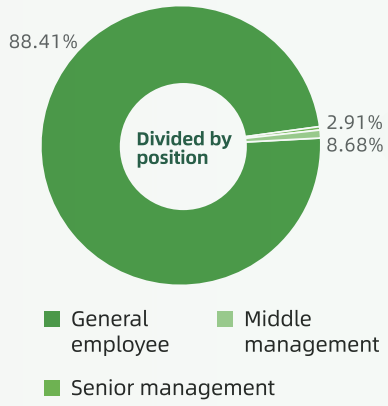
Trained Employees

As of December 31, 2024, the total number of employees who received training within the Group reached 1,490. Based on gender analysis, female employees accounted for 50.51% of the total trained workforce. In terms of position, general employees constituted the primary training group, making up 88.41% of the total trainees.

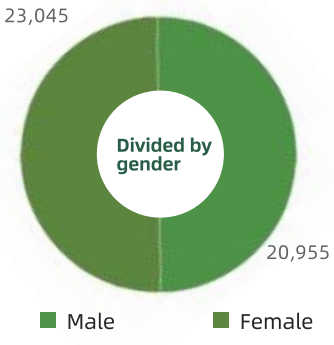
The proportion of trained employees in the Group by major indicators for 2024

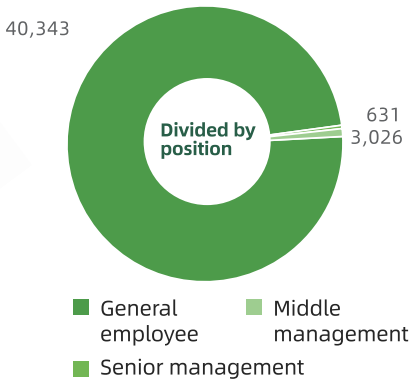
Proportion of trained employees



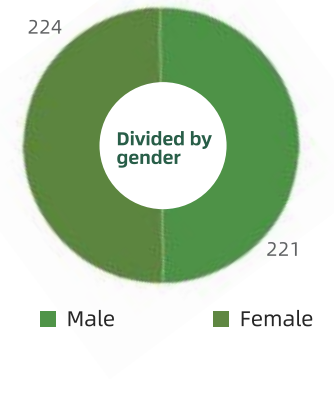


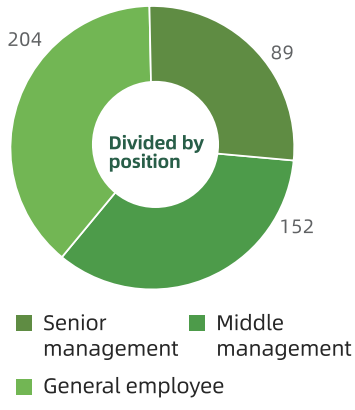
Total hours of training





Average hours of total trained employees





(II) Sustainable Supply Chain

2.1 Procurement Management

The Group adheres to the principles of compliance, transparency, and efficiency in procurement and supply chain management. We strictly follow relevant laws and regulations, including the *Tendering and Bidding Law of the People's Republic of China*. The Group has established a Tender Management Committee and a Tendering and Centralized Purchasing Department to manage the tendering and bidding processes, ensuring fairness, justice, and transparency throughout procurement. The Group has developed a series of policies, including the *Procurement Management Regulations*, *Tender Management Regulations*, *Supplier Management SOP (Standard Operating Procedures)*, *Procurement Management SOP*, *and the Interim Measures for Tendering and Bidding Management*, which define the various stages of the procurement process, such as material review, approval procedures, and contract management, ensuring that procurement activities are conducted in a standardized and effective manner.

Bidding process

The Group has set up a Tender Management Committee and a Tendering and Purchasing Department to specify and manage the bidding process in detail, ensuring that all bidding activities are carried out in accordance with established rules, thus ensuring the fairness, justice and transparency of the procurement process.

Approval of purchase contracts

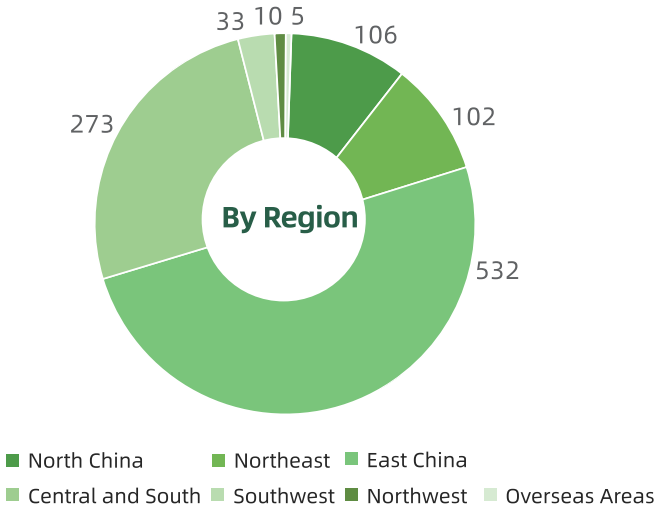
The Group has taken strict measures. All purchase contracts and related information need to be approved by multiple departments and personnel to ensure the compliance and validity of the contract contents. This multi-level approval mechanism helps reduce contract risks and protect the interests of the Group.

2.2 Supplier Management

The Group has established a comprehensive supplier management system and formulated the *Supplier Management Regulations* to implement standardized management across all aspects of the supply chain. Suppliers are categorized based on factors such as the source of procurement materials, potential toxicity, pollution risks, the cleanliness level of the area used, and the impact on product quality. Different screening and auditing processes are applied to improve the relevance and effectiveness of supplier management.

In terms of supplier evaluation, the Group has developed the *Material Supplier Evaluation and Approval Regulations*, which outline multiple dimensions for evaluating suppliers, including but not limited to their business licenses, operational permits, quality standards, material inspection results, and after-sales service. Only suppliers that pass strict evaluations and meet the Group's standards will be included on the qualified supplier list. A dedicated audit team is established within the Quality Assurance Department to assess the quality of material suppliers. The evaluation results are used as the basis for establishing supplier profiles and qualified supplier lists, providing reference for other departments when selecting cooperation partners.

The geographical distribution of the Group's suppliers for 2024 is shown in the table figure



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Case: AIM Rongyu - Cooperation Measures with High-Quality Suppliers

In order to strengthen its relationships with suppliers, AIM Rongyu has signed annual quality agreements with suppliers and regularly conducts supplier audits to ensure that the suppliers' quality meets the Company's requirements. The Company has established a two-way information feedback mechanism and promotes mutual understanding through cooperative projects and exchange visits.

In terms of supply chain management, AIM Rongyu adopts a centralized procurement approach to increase procurement scale, effectively reducing procurement costs. It cooperates with suppliers to optimize supply chain management processes, strengthen collaboration between logistics and information flows, and improve the efficiency of material procurement, production, and delivery.

Case: AIM Action - Supplier Classification and Selection

Based on the quality risks involved, AIM Action classifies suppliers into three categories: high-, medium-, and low-risk, and implements a three-tier supplier management system.

- High-Risk Suppliers refer to those who provide materials that have a significant and direct impact on the intrinsic quality and medication safety of the product. These suppliers undergo qualification audits, sample audits, and on-site audits.
- Medium-Risk Suppliers are those who provide materials that have some impact on product quality and medication safety, but to a very limited extent. These suppliers mainly undergo qualification audits, and higher-risk ones among them may be subject to on-site audits based on the results of annual quality reviews.
- Low-Risk Suppliers are those who provide materials that have virtually no impact on product quality. They only undergo qualification audit.

2.3 Supply Chain Quality Risk Prevention and Control

The Group conducts regular on-site and document audits of suppliers to ensure they consistently meet the Group's standards and requirements. Every year, the Group signs quality agreements with key raw material and auxiliary material suppliers and performs quality reviews on these materials to ensure the continuous stability of product quality. The Group also conducts regular qualification and credit checks on cooperative suppliers to ensure the stability and reliability of partnerships. At the same time, it strengthens risk prevention and control management of promoters to ensure that they provide high-quality services to customers. In 2024, the Company conducted 8 on-site audits of its promoters.

The Group's Quality Assurance Department and other relevant departments regularly monitor cooperative suppliers through audits, visits, telephone interviews, and annual evaluations. If a supplier is found not to meet the Group's standards after auditing and evaluation, the Group will promptly replace the supplier to ensure the quality of the supplied materials. In 2024, the Group implemented relevant supplier management practices for all its cooperative suppliers.

The Group has established the *Quality Risk Management Procedures* to identify environmental and social risks in each link of the supply chain. According to these procedures, one of the key standards for evaluating suppliers during inspections is whether they present any environmental and social risks. For suppliers with significant environmental and social risks, the Group requires them to make corresponding rectifications. If the supplier fails to meet the rectification requirements, the Group will disqualify them from being listed as an approved supplier.

In 2024, AIM Honesty followed the *Material Supplier Evaluation and Approval SOP* for supplier audits and approval processes. Relevant personnel in supplier management were trained on this SOP, and timely revisions and training were conducted according to changes in related laws and policies.

➢ 2.4 Green Supply Chain Development

The Group fully recognizes the significance of the supply chain in environmental, social, and governance aspects. Therefore, the environmental sustainability of supplied materials is one of the key criteria for supplier selection. During the pre-procurement stage, the Group conducts a comprehensive environmental assessment of materials and equipment, including but not limited to the materials, its packaging, and transportation methods. When selecting suppliers, the Group strictly reviews their business and production qualifications to ensure compliance with regulations and the absence of any violations or misconduct.

Priority is given to compliant suppliers who provide high-quality and environmentally friendly materials, thereby driving the green transformation of the supply chain.

(III) Products

➢ 3.1 Quality Management

The Group is committed to its mission of "developing and manufacturing top quality vaccines to safeguard the health of the world". It adheres to the quality policy of "Quality First, Customer Satisfaction, Continuous Improvement," striving to enhance product quality and optimize its quality management system to ensure the delivery of high-quality, safe, and effective vaccines to society. All manufacturing facilities are certified under Good Manufacturing Practice (GMP).

3.1.1 Production Quality Management System

The Group has established a comprehensive quality management system covering the entire product lifecycle, in accordance with China's GMP regulations, WHO/EU GMP standards, and ICH guidelines. During the product development phase, it ensures that product quality meets both user expectations and regulatory requirements. During technology transfer, process validation is conducted to ensure compliance with research designs and national standards. In the production phase, strict quality control measures are implemented for raw materials, intermediates, finished products, and manufacturing processes. The Company strictly follows GMP guidelines, the *Chinese Pharmacopoeia*, and enterprise registration standards to ensure the stable production of compliant vaccine products.

The Company has developed a full-chain electronic traceability system, integrating its production quality information system with the provincial drug regulatory authority's digital supervision system. This integration standardizes and digitizes the production process, ensuring data reliability and traceability while mitigating quality risks and improving efficiency. In 2024, the Company's four manufacturing subsidiaries underwent six GMP compliance inspections by provincial drug regulatory authorities and four vaccine supervision inspections by national agencies, all of which were successfully passed.

Additionally, in 2024, the Company's subsidiaries—AIM Rongyu, AIM Honesty, AIM Persistence, and AIM Action—submitted 173 batch release applications, all of which were successfully approved. This achievement marks a 100% batch release qualification rate for all products since their market launch of the Group. AIM Honesty's hepatitis B vaccine, first launched in 2004, has produced and released over 500 million doses, maintaining a 100% batch release pass rate. AIM Rongyu's freeze-dried rabies vaccine (Vero cell-based) has consistently ranked second in China in batch release volume and market share. Since its launch, it has upheld the highest quality standards, achieving a 100% batch release pass rate at the National Institutes for Food and Drug Control (NIFDC) for 17 years.

3.1.2 Quality Culture Construction

The Group is committed to fostering quality culture construction and practicing the concept of "quality first" by reinforcing quality awareness across all employees through regulatory training, knowledge competitions, and other activities. The Company actively engages in quality benchmarking and experience-sharing to enhance product quality. Quality risk prevention remains a top priority, and the Company adopts a problem-oriented approach by conducting targeted inspections to identify and mitigate potential risks. These efforts ensure continuous improvement in quality management, aligning business operations with relevant regulatory requirements.

3.1.3 Health and Safety of Products and Services

The Company has established a comprehensive drug quality management system based on the *Drug Administration Law of the*

People's Republic of China, *Good Manufacturing Practice for Pharmaceutical Products (GMP)*, *Vaccine Administration Law of the People's Republic of China*, and the *Measures for the Supervision and Administration of Drug Production*. This system encompasses all factors affecting drug quality, ensuring that pharmaceutical products meet their intended use through well-organized and structured activities. Throughout the entire production process, the Company adheres to *Good Manufacturing Practice for Pharmaceutical Products (2010 Revision)* to minimize risks such as contamination, cross-contamination, confusion, and errors. This ensures the continuous and stable production of pharmaceuticals that meet both regulatory and registration requirements. The Company has developed a *Quality Management Manual*, covering quality planning, control, assurance, and improvement. Additionally, the Company has set quality policies and annual objectives, conducting self-inspections, quality system reviews, data monitoring, change control, and corrective and preventive actions to drive continuous improvement and maintain high product quality.

The Company has also implemented a pharmacovigilance system in accordance with the *Drug Administration Law of the People's Republic of China and Good Pharmacovigilance Practice*. Through effective operation and maintenance of this system, the Company actively monitors, identifies, evaluates, and controls adverse drug reactions (ADRs) and other harmful drug-related effects. These measures minimize drug safety risks and safeguard patient health.

The Group remains vigilant about regulatory updates, organizing regular training sessions and updating quality system documentation to ensure compliance with the latest laws and regulations. In 2024, the Company recorded no violations related to product or service health and safety.

Case: AIM Honesty – Products Manufacturing Comply with GMP Standards

AIM Honesty successfully passed its GMP re-certification in 2019, and the drug regulatory authorities conduct annual GMP compliance inspections to ensure that the Company's production quality management system meets GMP standards.

- In 2024, Liaoning Drug Evaluation and Inspection Center conducted one on-site GMP compliance inspection and one pharmacovigilance inspection at the Company, both of which were successfully passed.
- In 2024, the Center for Food and Drug Inspection of the National Medical Products Administration (NMPA) conducted a vaccine supervision inspection at the Company, which was also successfully passed.

3.1.4 Production Process Control

The Company's manufacturing facilities strictly control the entire production process in accordance with relevant laws and regulations. These controls are designed to minimize contamination, cross-contamination, confusion, and errors during pharmaceutical production, ensuring the continuous and stable manufacturing of products that meet intended use and regulatory requirements.

Product Quality Process Management

Device Management

Strengthen preventive maintenance, maintain equipment in advance according to the plan, and reduce device failures.

Talent Development

Develop training programs that cover theory, skills and regulations.
Strengthen training and assessment to improve personnel awareness and professional level.

Risk Management

Improve risk assessment capability and identify risk points.
Develop measures to reduce risks.

Deviation/Change Management

Conduct a comprehensive investigation of the deviation and develop CAPA measures.
Conduct a risk assessment of the change and take effective action before implementation.

Product Stability

Conduct stability studies continuously.

Quality Control

Through quality inspection, batch release and other links, ensure that the products continue to meet the quality standards.

3.1.5 Quality Appraisal and Management

The Company continuously improves its quality management system by implementing quality policies, annual quality objectives, self-inspections, quality system reviews, data monitoring and analysis, change control, and corrective and preventive actions, to ensure product quality. Focusing on organizational support, institutional safeguards, and a robust quality assurance system to strengthen quality appraisal and management.

Each batch of products undergoes rigorous testing and evaluation by the Quality Assurance Department, Quality Control Department, National Institutes for Food and Drug Control (NIFDC), and Qualified Persons (QP) before market release. The Company has also established and implemented a post-market risk management plan to continuously monitor and assess the safety, effectiveness, and quality control of its pharmaceuticals, ensuring ongoing product quality improvement.

Establish a self-inspection team to regularly conduct self-inspections of the existing quality management system. The self-inspection content includes product quality audits, compliance with the latest laws, regulations, and technical standards in Company documents, consistency between document content and actual operations, and whether job responsibilities cover all operations, ensuring the continuous effectiveness of the system. Based on the inspection reports issued by the self-inspection team, relevant departments of the group will rectify the corresponding system links and issue rectification reports, thereby continuously optimizing the quality management system.

Formulate management systems such as *Quality Management Manual* and *Quality Risk Management Procedures,* clarify quality management policies, quality management objectives and quality management elements, clarify the responsibilities of each organization and departments, carry out quality management for the whole life cycle of products such as materials, production, inspection, release, storage and delivery, and prevent risks in the process of production.

Cover quality system management procedures such as material and supplier management, deviation management, change management, laboratory abnormal result management, etc., establish GMP system to ensure product quality.

3.1.6 Deviation Management

Deviation management is a core pillar of the quality assurance system and a key indicator of a company's quality management maturity and precision. The Company has established the *Deviation Management Provisions*, which clearly define key processes, deviation classifications, and response measures. Through the implementation of deviation management practices, AIM Vaccine continuously enhances its pharmaceutical quality control to ensure all products meet the highest safety and effectiveness standards.

Based on the nature and impact of deviations, the Company classifies them into minor-, major-, and critical deviations, each with a tailored investigation, handling, and prevention process. For all identified deviations, the Company conducts comprehensive investigations, implements corrective and preventive actions (CAPA), and minimizes risks.

During the reporting period, all deviations were classified strictly in accordance with internal protocols. Each case underwent a root cause or most probable cause analysis, followed by effective corrective actions and rectifications. No deviations remained unresolved due to unknown causes.

3.1.7 Laboratory Management

The Group sees a laboratory management as a key link that plays a crucial role to upheld product quality. AIM Vaccine has established a comprehensive laboratory management system, covering sample handling, reagent management, equipment maintenance, and standardized experimental procedures.

For any abnormal results encountered in laboratory tests, the Company takes high responsibility and immediately triggers internal investigation protocols to determine the root cause. Based on the results, targeted corrective and preventive actions are implemented to address the issue at its core and prevent recurrence. Additionally, the effectiveness of these measures is continuously monitored and assessed, ensuring continuous improvements in laboratory management and maintaining the highest product quality standards.

3.2 Pharmacovigilance

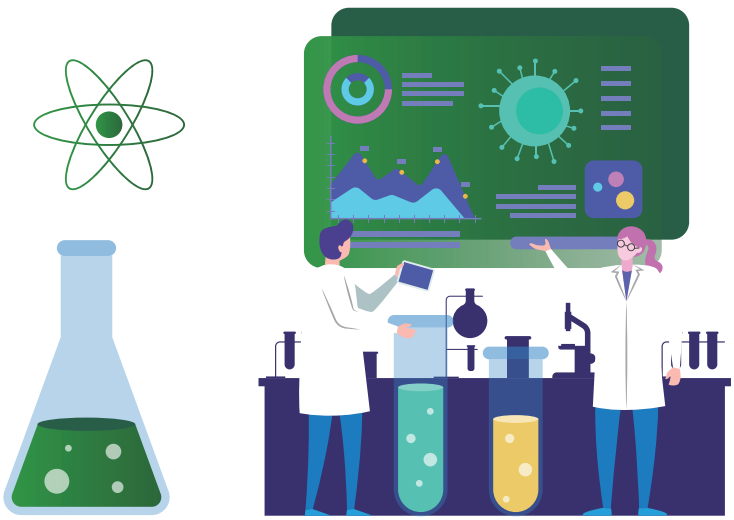
As independent Marketing Authorization Holders (MAHs), the Group and its subsidiaries have established a comprehensive pharmacovigilance system that covers the entire product lifecycle. This system is built in compliance with the *Drug Administration Law of the People's Republic of China*, *Vaccine Administration Law of the People's Republic of China*, *Measures for the Reporting and Monitoring of Adverse Drug Reactions*, and *Good Pharmacovigilance Practice*, along with the latest regulatory standards. Each subsidiary has formed a Drug Safety Committee responsible for major risk assessment and vaccine safety incident management. Additionally, the Company has developed an *Emergency Management Plan for Vaccine Safety Emergencies*, ensuring that in the event of an unexpected incident, an emergency response team is immediately activated to conduct on-site investigations, incident analysis, and risk assessments, thereby minimizing drug safety risks. Under the leadership of dedicated pharmacovigilance teams, AIM Vaccine systematically conducts monitoring, identification, evaluation, and control of adverse drug reactions (ADRs). The Company continuously improves its management systems, establishing standardized procedures for data collection, evaluation, investigation, reporting, and handling of safety incidents. Information on suspected abnormal reactions to vaccinations is collected through various channels, and all staff participate in information collection to ensure effective prevention and handling of safety incidents. The pharmacovigilance department detects and evaluates the collected information and takes risk control measures to protect the health of vaccine recipients.

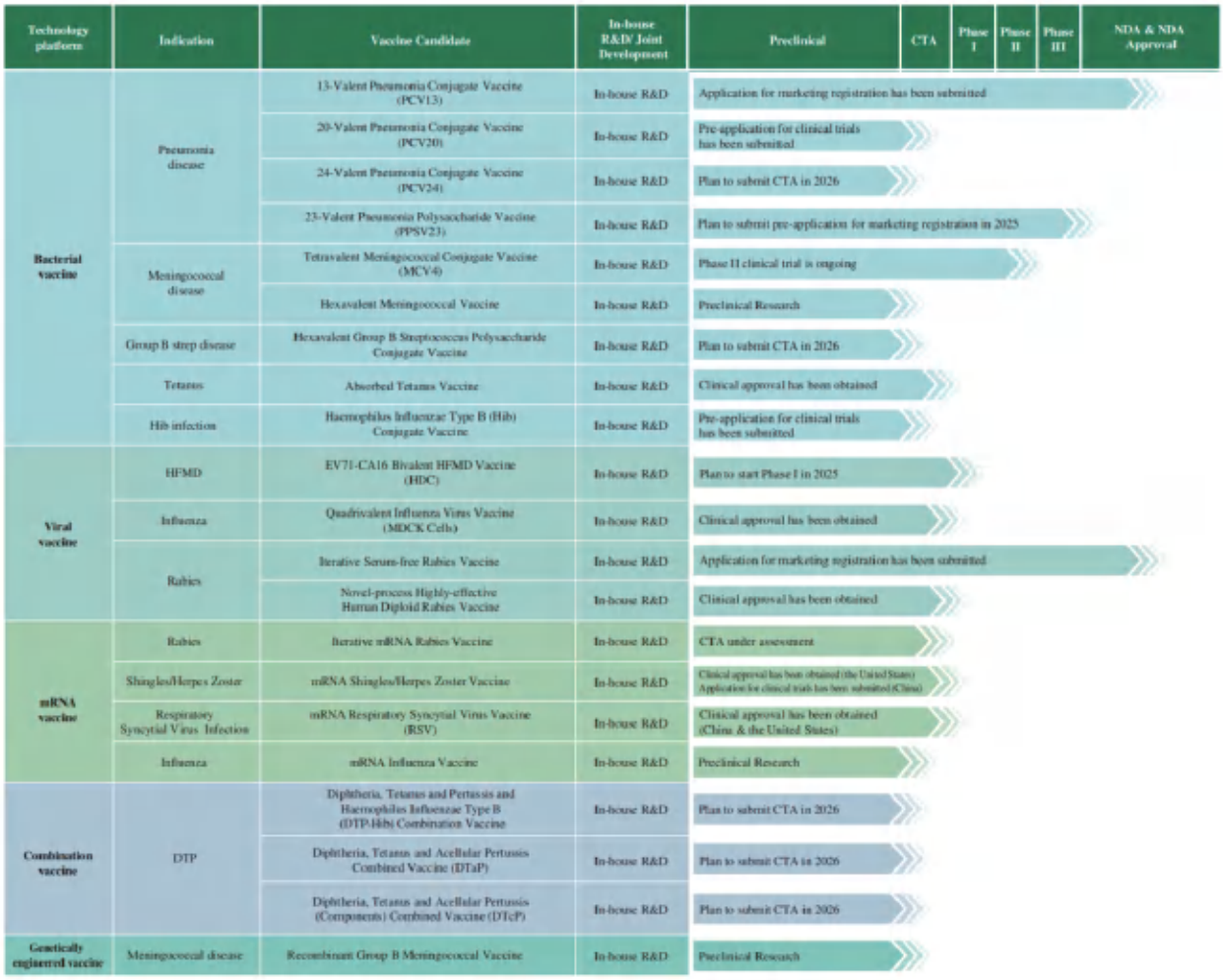
In 2024, the Group established a dedicated pre-market clinical trial pharmacovigilance team to further strengthen full lifecycle drug safety management. This initiative ensures regulatory compliance in clinical trials, protects participant safety, and enhances the overall pharmacovigilance system's effectiveness. Through continuous improvement and optimization, AIM Vaccine remains committed to ensuring the safe use of its vaccine products.

3.3 R&D Management

3.3.1 R&D Framework

The Group is a vaccine Company with all five globally validated human vaccines technology platforms, and under each technology platform, the Group has at least one vaccine commercialized or in development.





The Group's R&D team consists of three dedicated vaccine research institutions—AIM Explorer, AIM Innovator, and AIM Liverna—along with four wholly-owned vaccine manufacturing subsidiaries—AIM Honesty, AIM Action, AIM Rongyu, and AIM Persistence. At the corporate level, AIM Vaccine has established a global R&D management center, responsible for coordinating and overseeing all research activities, and it is supported by an external scientific advisory committee composed of outstanding scientists.

3.3.2 R&D Management Mechanism

The Group implements a cross-functional and cross-entity R&D approach, ensuring that subsidiary R&D teams closely collaborate with manufacturing operations to drive the development of new vaccine varieties. Three research institutions and four licensed vaccine manufacturing enterprises jointly advance pipeline development, fostering an efficient cooperation mechanism. The Global R&D Management Center oversees all R&D projects and has formulated documents such as the *Project R&D Management Procedures* to ensure meticulous and efficient project execution. This center coordinates resources across departments, optimizing allocation, enhancing research focus and effectiveness, strengthening interdepartmental collaboration, and forming a powerful R&D synergy.

The Group attaches importance to the cultivation of R&D talents and provides technical support for high-level R&D platforms. Up to now, 20 international and domestic clinical trial approvals have been obtained, 21 clinical trials have been carried out, and production workshops for 13-valent pneumonia conjugate vaccine, serum-free rabies vaccine and 23-valent pneumonia polysaccharide vaccine have been completed, accelerating the promotion of marketing and registration work.

3.4 Clinical Management

3.4.1 Clinical Management System

To ensure the rigor of clinical trials and the quality of data, the Group strictly adheres to Good Clinical Practice (GCP) requirements and international standards, establishing a comprehensive clinical trial quality management system that encompasses the entire process and ensures standardized and efficient operations. In 2024, the Clinical Medicine Department under the Global R&D Management Center of AIM Vaccine further strengthened the clinical quality management system by thoroughly reviewing standard operating procedures (SOPs) and management regulations. This effort clarified job responsibilities, personnel training, supplier management, and other 10 core components. Drawing from practical experience, the Group has developed a Clinical Quality Management System (CQMS) tailored to its operational processes, ensuring compliance with the latest regulatory standards and maintaining industry leadership. Based on this system, the Group integrates comprehensive quality management, efficient clinical operations, rigorous biological sample management, precise investigational vaccine management, holistic risk management, and strict quality control. By fully implementing clinical trial quality policies and responsibilities, the Group ensures the safety and efficacy of trials, adhering to a scientific and rigorous approach.

3.4.2 Clinical Digitization

Clinical digitization empowers clinical efficiency and data quality. The Group actively embraces the trend of digital management and fully propels the digitization of clinical trials, introducing an array of advanced digital systems to comprehensively optimize the entire process and various stages of clinical trials, which enhance efficiency while improving data quality. The systems include:

Lenovo Filez Cloud Storage

Serving as the core tool for clinical trial document management, this cloud storage not only offers efficient file storage and sharing functions but also features robust version control and permission management capabilities. It greatly enhances the convenience and security of file management, ensuring team members can access required files anytime, anywhere, thus improving work efficiency.

eSign Electronic Signature System

Used for electronic signature during clinical trials, this system simplifies cumbersome paper-based signature processes and enhances the signature efficiency and accuracy. Through the eSign system, we can quickly complete document approval and signing, ensuring smooth progress of clinical trials.

Vaccine Clinical Trial Process Management System

This system comprehensively manages various aspects of clinical trials, including subject recruitment, trial progress tracking, and data management, among others. Through this system, we can monitor the progress of clinical trials in real-time and promptly identify and resolve issues, thereby securing the smooth progress of trials.

Electronic Data Capture (EDC) System

An efficient platform for clinical trial data collection and transmission, this platform automatically collects, integrates, and transmits clinical trial data, significantly improving the efficiency and accuracy of data collection. This ensures data integrity and reliability, laying the foundation for scientific statistical analysis of clinical trials.

New Drug Intelligence Center

It enables real-time access and analysis of the latest information and trends in the field of new drug research and development. This center provides rich drug information, patent data, and market analysis functions, helping us better understand industry trends, formulate more scientific clinical trial strategies, and improve R&D efficiency.

Interactive Web Response System (IWRS)

Used for drug management and subject randomization, this system ensures the fairness and randomness of drug allocation, reduces human intervention and trial bias, and thus levels up the scientificalness of the trial.

3.4.3 Clinical Quality Management

The clinical quality management system ensures rigorous oversight of clinical trials, with a focus on process control and risk mitigation. Based on project progress, detailed quality control plans are formulated and strictly implemented to ensure compliance with GCP principles, trial protocols, SOPs, and relevant regulations, thereby safeguarding data reliability and protecting the rights of trial participants.

3.4.4 Clinical Problem Handling Process

The continuous optimization of the quality issue handling process enhances risk response capabilities, ensuring the quality and safety of clinical trials. A scientific issue identification and classification mechanism has been established, categorizing issues into general and serious problems. General issues are proactively identified and immediately resolved on-site to mitigate potential risks. Serious issues are documented in an analysis and knowledge database, where in-depth risk assessments are conducted to provide insights for project teams, preventing recurrence.

Corrective and Preventive Actions (CAPA) are systematically implemented. Project managers organize teams to analyze the root causes of audit findings and develop detailed CAPA plans. Monitors oversee CAPA tracking records and provide feedback on rectification progress. Quality control personnel supervise the implementation of improvement measures to ensure effective issue resolution.

Regular deviation analyses and reviews are conducted to identify key risk points each year. Case studies on critical issues in major projects are performed, lessons learned are summarized, and preventive measures are developed. Additionally, professional knowledge dissemination and training initiatives enhance clinical trial quality management expertise and skill levels, reinforcing quality assurance.

3.4.5 Clinical Training

The Clinical Medicine Department serves as a core function in vaccine development, with its professional expertise playing a crucial role in project advancement and data delivery. Emphasis is placed on talent development, with diversified training strategies ensuring that team members maintain a high level of professional competency while continuously improving their ability to conduct clinical operations in compliance with regulatory standards.

Internal Training System Development	**Position-Specific Training:** Upon onboarding or transferring to a new role, direct managers develop personalized training plans and provide one-on-one on-site guidance to help employees quickly familiarize themselves with job responsibilities and requirements.
	Pre-Job Qualification Training: All employees must complete GCP training and obtain a qualification certificate before assuming their roles, ensuring compliance with operational standards and reflecting the Company's commitment to high professional competency.
	On-Job Assessment: A combination of online and offline assessments is conducted to evaluate training content, ensuring that employees grasp key professional knowledge and essential work requirements. This process enhances professional competence, standardizes operations, and guarantees clinical work quality.
	Training Review and Summary: Training content is reviewed quarterly, with employee progress assessed, training records categorized, and management archives updated. Annual training plans are adjusted based on departmental objectives and strategic direction to ensure continuity and effectiveness.
External Training System Development	**Industry Seminars and Academic Exchanges:** Employees regularly attend conferences and forums to engage with industry experts and peers, staying informed about scientific advancements, research findings, and technological progress.
	Professional Training Courses: Tailored external training programs are selected to enhance clinical trial methodologies, data analysis, and ethical regulations, improving employees' expertise and practical skills.
	Online Learning Platform: A comprehensive digital learning platform provides access to diverse educational resources, enabling employees to learn anytime and anywhere, stay updated on cutting-edge knowledge, and broaden their professional perspectives.

3.4.6 Ethical Safeguards

The Company fully considers ethical factors during the vaccine research and development process, including animal ethics and clinical medical research ethics, and abides by the core principles of animal ethics 3R in animal experiments, namely the principles of Reduce, Refine and Replace, to ensure the five freedoms of animal welfare (i.e. freedom from hunger, thirst, and uncomfortable environment, freedom from harm, disease and pain, able to move freely and express nature, not troubled by fear and stress, and enjoy the dignity of life). In clinical research, it effectively protects the rights and safety of life participants, giving priority to the benefits of science and society.

Clinical Trial Ethics

During the clinical trial process, the Company strictly follows the international ethical principles represented by the *World Medical Association's Declaration of Helsinki* and the requirements of relevant documents represented by the *Opinions on Strengthening the Governance of Science and Technology Ethics,* strictly abides by the *Good Clinical Practice (GCP)* and other standards, and carries out various tasks in accordance with the review documents and opinions of the Ethics Committee to ensure the scientific, standardized and ethical nature of clinical trials.

Ethics-Related Training and Exchange Activities

The Company continuously monitors newly issued national ethical guidelines and actively complies with the *Interim Measures for the Ethical Review of Science and Technology.* By holding seminars and organizing employee training, the Company incorporate the latest requirements into the relevant processes of clinical trials. Also, we actively participate in external training and exchange activities to learn cutting-edge clinical ethics knowledge in the industry.

Privacy Protection

The Company prioritizes the rights and safety of participants as the foremost ethical consideration in clinical trials. It fully respects participants' right to informed consent, autonomy, and privacy, while actively preventing and addressing serious adverse events (SAEs) that may occur during clinical trials. A transparent and trust-based relationship is established with participants, ensuring that their rights are safeguarded throughout all phases of the clinical trial—before, during, and after the study, thereby guaranteeing ethical and regulatory compliance.

The Company ensures that researchers fully inform participants before obtaining their voluntary consent through an ethics committee-approved "informed consent form". This document outlines the overview, objectives, procedures, experimental aspects of the trial, and participant responsibilities, potential risks and inconveniences, expected benefits, and the possibility of not benefiting from the trial. It also details compensation and treatment for any trial-related harm, potential participant compensation, limited confidentiality of personal data, and the principle of voluntary participation.

The Company places great importance on privacy protection, strictly complying with privacy laws and ethical standards. Strict protective measures are implemented during the collection, storage, and use of personal information. Each participant is assigned a research code, which replaces personal identifiers in all study documents. Even upon publication of clinical trial results, participants' identities remain confidential, minimizing the risk of privacy breaches.

To ensure strict risk control in vaccine clinical trials, the Company closely monitors and issues early warnings for safety concerns throughout the clinical trials. A systematic review of SAEs is conducted, and necessary risk alerts are issued. To effectively handle SAEs, all trial sites are equipped with a "Green Channel" for emergency medical treatment, staffed with professional medical personnel and emergency equipment to ensure that participants receive immediate medical care when needed. Additionally, the Company purchases commercial insurance for each clinical trial, providing financial security and ensuring that participants receive the maximum level of protection in accordance with the insurance agreements.

3.5 Intellectual Property Protection

Intellectual property (IP) protection and management are critical to a company's innovation capabilities and long-term development. The Group places great emphasis on establishing a comprehensive IP management system and strictly complies with the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, and other relevant laws and regulations to ensure that all IP activities are conducted legally and in full compliance. To optimize the management system, the Group formulates and regularly *updates the Intellectual Property Management Policy*, *Patent Management Policy*, and *Trademark Management Policy* to adapt to changing legal environments and market demands, thereby enhancing its IP competitiveness and market position.

In terms of patent strategy, the Group develops scientific and strategic patent layouts based on business characteristics and R&D projects, prioritizing the protection of key technologies and innovations to maintain a competitive market advantage. A dedicated IP management department is responsible for planning, executing, and overseeing related activities, including policy development, patent search and analysis, tracking industry patent trends, patent filing and maintenance, and legal training, ensuring professionalism and efficiency in IP management.

To encourage employee innovation and creativity, the Group has established an IP incentive mechanism, providing financial rewards to inventors and designers in recognition of their contributions to IP creation and protection. This initiative fosters an innovative corporate culture and supports the Company's long-term growth. In 2024, the Group continued to strengthen intellectual property protection. As of the end of the reporting period, the Group held 159 valid patents.

3.6 Customer Service System

3.6.1 Responsible Marketing

The Group upholds a scientific and rigorous approach to marketing, strictly complying with the *Drug Administration Law of the People's Republic of China*, *the Vaccine Administration Law of the People's Republic of China*, *the Advertising Law of the People's Republic of China*, and other relevant regulations. It adheres to academic promotion principles to ensure responsible marketing practices. The Group's sales and marketing functions are centralized, professional, and market-driven, allowing for strategic execution and realizing high-cost efficiencies and cross-selling opportunities.

At the Group level, a professional in-house sales team operates under a dual-driven model of direct sales and promotion to expand the sales network. The marketing team oversees and ensures the execution of regional marketing strategies while engaging third-party promoters through regular communication and meetings. The Group has also refined the Promoter Business Management Policy, strengthening evaluation criteria, compliance commitments, and business conduct management to ensure the compliant and ethical execution of promotional activities. In 2024, the Group conducted compliance and product strategy training for all promoters during its Annual Promoter Conference.

3.6.2 Product Recall

The Group has established a comprehensive product recall management system in accordance with regulatory requirements, including the *Product Recall Management Procedures*, *Quality Incident Emergency Plan*, and *AIM Recall Management Procedures*. If a potential recall situation arises, the quality authorized person will immediately initiate the recall process. Within 24 hours, the quality assurance department and other relevant departments must convene a meeting to conduct a full investigation and assessment to determine whether a recall is necessary. If a recall is required, a dedicated task force will be formed to develop and implement a recall plan, coordinating with customer support, logistics, and other departments. The recall process will be reported to drug regulatory authorities, and recalled products will be disposed of in compliance with legal requirements. To ensure recall system effectiveness, the Group has also implemented a simulated recall mechanism, conducting regular drills to test response efficiency. During the reporting period, no product recalls due to safety or health concerns occurred.

3.6.3 Customer Complaints

The Group has established a comprehensive complaint management system to safeguard customer rights, ensure product safety, and enhance customer satisfaction. The Group has formulated the *User Complaint Management Procedures*, defining departmental responsibilities and complaint registration processes to ensure that complaints are handled efficiently. Upon receiving a complaint, the responsible department must promptly develop an emergency response plan, conduct investigations and corrective actions, and implement preventive measures to continuously optimize the complaint management system. During the reporting period, the customer complaint resolution rate reached 100%.

3.7 Product Raw Materials and Packaging

To ensure the regulated management of raw materials and packaging materials throughout their lifecycle, the Group has continuously refined its product material management system. It ensures that all materials comply with national regulatory requirements, meet quality standards, and maintain security and stability of the supply chain. To enhance management efficiency, the Group adopts rational inventory control, ensuring traceability of incoming materials and minimizing quality risks. The Group also conducts supplier selection, evaluation, and audit-based classification management to guarantee the quality of raw materials and packaging materials. As of 2024, the raw material certification rate of AIM Honesty reached 90%, while 63% in AIM Honor.

Case: AIM Honesty—Strengthening Lifecycle Management of Raw Materials and Packaging

AIM Honesty has established a comprehensive raw material and packaging management system by formulating a series of standard operating procedures (SOPs), including Material Supplier Evaluation and Approval SOP, Procurement Planning Management SOP, Procurement Management SOP, Material Reception Management SOP, Material Storage Management SOP, Material Issuance Management SOP, Material and Inventory Management SOP, and Hazardous Waste Management SOP. These SOPs ensure strict control over the entire lifecycle of materials. In compliance with the Hazardous Waste Management SOP, AIM Honesty implements centralized sample testing to minimize the use and discharge of toxic and hazardous substances during material inspection processes.

The recycling of materials is a crucial approach to practicing sustainable development. The Group has strengthened the management of packaging recycling by setting annual target values for raw materials and packaging materials at the beginning of each year. After setting objectives, actual production processes are managed accordingly to align with these goals. By optimizing production continuity, AIM Honesty reduced equipment failures and as a result finished the target that the unit consumption of labels, small boxes, and instruction leaflets should be 1.02 pieces per bottle. The actual achievement is that the unit consumption is 1.01 pieces per bottle by the end of the year, successfully meeting the target. In 2024, the Group used a total of 15 tons of packaging materials, with a consumption rate of 11.67 kg per million in revenue.

(IV) Community Investment

The Group actively fulfills its social responsibilities, strictly adhering to the provisions of the *Charity Law of the People's Republic of China*, and regards public welfare as an integral part of its mission. While focusing on business operations, the Group remains deeply committed to the well-being of local communities, striving to enhance the accessibility of healthcare services. By investing in community healthcare initiatives and providing safe, high-quality medicines, the Group fulfills its social responsibilities and expands its positive social impact.

➢ 4.1 Public Welfare and Charity

The Group takes proactive steps in assuming social responsibility, leveraging its industry expertise to carry out public awareness campaigns and donation programs, such as initiatives aimed at eliminating hepatitis-related health risks. These efforts help disadvantaged groups, spread warmth and care, and demonstrate a strong sense of corporate philanthropy. In 2024, the Group organized 25 public welfare activities, benefiting a total of 53,145 people.

Case: "Eliminating Hepatitis Hazards - AIM Vaccine in Action"

On the occasion of the 14th World Hepatitis Day, AIM Vaccine, as the largest hepatitis B vaccine manufacturer in China, actively responded to the national call by launching various public welfare initiatives to help eliminate hepatitis-related risks. In Foshan, Guangdong Province, AIM Vaccine participated in the Spark Project, providing free screening and vaccination services for local residents while donating a significant number of hepatitis B vaccines to support local hepatitis prevention efforts.

Additionally, AIM Vaccine donated hepatitis B vaccines to Fengqiu County, Henan Province, contributing to the region's hepatitis prevention and control initiatives. The Company also took part in World Hepatitis Day awareness campaigns in Hunan, Sichuan, Zhejiang, and Hubei provinces, organizing free medical consultations and educational outreach activities to raise public awareness about viral hepatitis prevention and treatment. These efforts underscore AIM Vaccine's proactive role in eliminating hepatitis hazards and demonstrate its strong commitment to corporate social responsibility.

President of AIM Vaccine, Shaojun JIA, along with other Company representatives, attended the event "Eliminating Hepatitis Hazards - AIM Vaccine in Action."

4.2 Access to Healthcare

To accelerate its international expansion, AIM Vaccine established an international business division to oversee global market entry, licensing, R&D, and production. The Company's vaccines have now reached markets worldwide, with active product registration efforts in Southeast Asia, Africa, South America, and the Middle East. In 2024, AIM Vaccine successfully exported rabies vaccines and MPSV4 vaccines to Egypt and Pakistan, contributing to local disease prevention and control efforts. Additionally, the Company signed a cooperation memorandum with Pakistan to further expand vaccine sales and broaden the African and the Belt and Road Initiative (BRI) markets.

Case: AIM Vaccine's MPSV4 Vaccine Exported to Egypt to Support Epidemic Prevention

On May 12, 2024, AIM Vaccine successfully exported its MPSV4 Vaccine to Egypt, swiftly responding to local emergency needs and contributing to meningitis outbreak prevention. This vaccine is designed for children aged two years and older, as well as adults, covering the A, C, Y, and W135 serogroups to provide comprehensive protection with a shelf life of up to 36 months. AIM Vaccine adheres to high production standards, ensuring each batch exceeds pharmacopeial quality benchmarks. The exported vaccine underwent rigorous regulatory scrutiny, demonstrating AIM Vaccine's commitment to building a global health community. In addition to Egypt, the MPSV4 vaccine has also been exported to Central Asian countries. Moving forward, AIM Vaccine will continue its innovation and R&D efforts to meet global market demands and contribute to meningitis prevention worldwide.

Case: Cooperate with Pakistan to Strengthen Immunization and Support "the Belt and Road" Region

In June 2024, AIM Vaccine signed a cooperation memorandum with Pakistan to expand the commercial distribution of its vaccine products in Pakistan. This partnership, established in collaboration with the local government, aims to enhance public health protection and improve the well-being of local communities. Looking ahead, AIM Vaccine will continue to strengthen international cooperation, advancing the global reach of China-made vaccines. The Company remains committed to contributing to global public health efforts and fostering a shared future for human health and well-being.

AIM Vaccine Executive President Jie ZHOU, Vice President and Chief Research Officer Fan ZHANG, and other Company representatives signed the memorandum of cooperation

ENVIRONMENT: COMMITMENT TO GREEN DEVELOPMENT

The Group strictly complies with the *Environmental Protection Law of the People's Republic of China*, the *Law on the Prevention and Control of Atmospheric Pollution*, *the Water Pollution Prevention and Control Law*, the *Law on the Prevention and Control of Environmental Pollution Caused by Solid Wastes*, *the Law on the Prevention and Control of Pollution from Environmental Noise*, the *Measures for the Administration of Pollutant Discharge Permits*, and other relevant environmental protection laws, regulations, and standards to stringently control emissions such as exhaust gas, wastewater, and solid waste generated during production and business operations. Adhering to the principle of green production, the Group has formulated detailed energy conservation and environmental protection policies. It continuously phases out low-efficiency equipment, upgrades waste recycling systems, and adopts advanced energy-saving equipment and technologies to reduce energy consumption and minimize environmental pollution. The Group strictly follows the Guidelines on Environmental *Key Performance Indicators Reporting* issued by the Hong Kong Stock Exchange to ensure the accuracy and transparency of relevant data. Additionally, it actively references the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to comprehensively assess and manage climate risks. By incorporating climate change considerations into corporate strategic planning and risk management systems, the Group is contributing to global climate action.

(I) Emissions Management

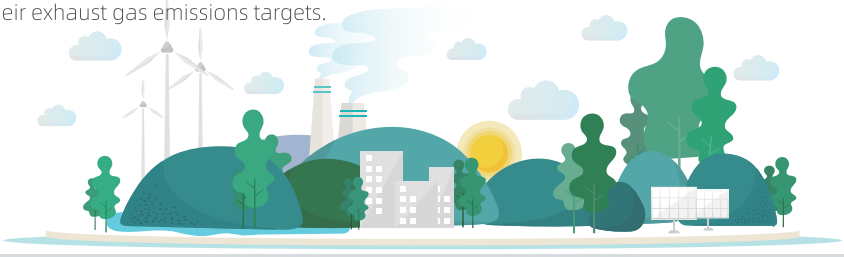
The Group places great emphasis on emissions management, continuously optimizing exhaust gas emissions control, greenhouse gas management, and waste management measures while setting clear emission reduction targets to support China's "Dual Carbon" strategy. In 2024, the compliance rate for exhaust gas emissions, solid waste discharge, and noise emissions reached 100%, with a set target to maintain the same compliance rate in 2025. AIM Honesty has established emission reduction goals, aiming for an overall reduction of over 3% in water, electricity, and gas consumption under the same production output.

➤ 1.1 Exhaust Gas Management

The Group strictly complies with the *Integrated Emission Standard of Air Pollutants* and other relevant regulations, and formulated the *Energy Conservation Regulation*, fully implementing energy conservation and emission reduction initiatives while setting emission reduction targets. A comprehensive emissions management system ensures clean emissions during production and research and development. This includes boiler flue gas waste heat recovery systems, canteen exhaust purification devices, fermentation tank exhaust gases filtration systems, and biological safety cabinet exhaust filtration systems in microbiology laboratories. After purification, exhaust gases are merged through exhaust pipelines. The exhaust gases from AIM Action's animal housing and hazardous waste storage are treated through a two-stage activated carbon adsorption system before being discharged via a 15-meter exhaust stack.

The Group has specific treatment plans for different types of exhaust gases. It employs a multi-layered filtration, purification, and adsorption process before releasing treated air through various exhaust stack specifications. The final emissions are processed through dedicated exhaust treatment devices. For example, exhaust gases from wastewater treatment stations undergoes photo-oxidation catalysis and activated carbon filtration. Fermentation exhaust gases are treated with alkaline scrubbing and activated carbon filtration. Organic exhaust gases are purified through activated carbon adsorption, ensuring the effective removal of organic compounds and maintaining clean emissions. AIM Persistence has adopted advanced ultra-low nitrogen burners and circulation systems to enhance combustion efficiency and limit nitrogen oxide (NOx) emissions to below 30 mg/L. This optimization ensures an ideal air-fuel ratio, reduces flue gas heat loss, and further decreases overall air emissions, minimizing the environmental impact of production operations.

In 2024, AIM Rongyu, AIM Action, AIM Honesty, AIM Persistence, AIM Explorer, AIM Innovator, and AIM Liverna all achieved a 100% compliance rate for their exhaust gas emissions targets.



The following table presents the Group's 2024 exhaust gas emissions data and intensity by emission type

Emission Type	Type of Exhaust Gas	Volume (kg)
Exhaust Gas	NO_x	506.08
	SO_2	118.10
	Particulate Matter (PM)	284.56
	VOCs	7.36

Total Emissions	Volume (kg)	Emission Intensity (kg/RMB 100 million of revenue)
Total Emissions	916.10	0.71

Note: According to the exhaust gases emission data disclosed by the National Pollutant Discharge Permit Management Information Platform, it covers the data of four manufacturing subsidiaries: AIM Honor, AIM Action, AIM Persistence and AIM Honesty.

1.2 Greenhouse Gas and Waste Management

The Group has always regarded the management of greenhouse gas emissions and waste discharge as a top priority. We strictly adhere to the standards for wastewater and solid waste emissions management throughout the production, research and development, and daily operations processes. Upholding the principle of energy conservation and waste reduction, all waste emissions are processed scientifically and in accordance with national environmental protection policies and regulations. Furthermore, we encourage subsidiaries to set their own greenhouse gas reduction targets based on their development needs, continuously improving energy-saving and emission-reduction results, and contributing to sustainable development.

The Group strictly complies with relevant laws and regulations, such as the *Environmental Protection Law of the People's Republic of China and the Solid Waste Pollution Prevention and Control Law*. Internally, we have developed comprehensive waste disposal policies, including the Environmental Facility Management Regulations, Hazardous Waste Management Regulations, Medical Waste Management Regulations, Solid Waste and Hazardous Waste Management System, Hazardous Waste Pollution Prevention and Control Responsibility System, and Emergency Response Plan for Hazardous Waste Accidents, which comprehensively regulate the classification, collection, and transportation of waste. In 2024, AIM Honesty reduced waste generation by 3%. AIM Explorer set a wastewater discharge target of under 9,817 tons for 2024. By adding wastewater recycling facilities, the total wastewater discharge in 2024 was 9,365 tons, achieving the emission reduction target.

For various types of emissions, the Group implements disposal measures, including but not limited to:

Measures for Disposal of Production Waste Water and Domestic Sewage

- Formulate the *SOP for safe operation of sewage treatment station and Safety Operation Procedures for Sewage Treatment Station Work Position* and other management systems.
- Implement the rain and sewage separation system, the rainwater is collected and discharged into the rain pipe, and finally into the municipal rain pipe network.
- Transported into the sewage treatment plant through the municipal sewage pipeline after passing the test and reaching the standard in sewage treatment system of the sewage station.
- Install 24-hour online real-time monitoring system for sewage to monitor various indicators of sewage, and upload the data to the website of ecological environment bureau.

Pre-treat domestic sewage in the plant's sewage station, and then discharge it into the municipal sewage network after reaching the standard.

Waste Disposal Measures

- Set up a special storage site for hazardous waste, weigh the hazardous waste and form a QR code mark on the outside of the package to show the difference, then collect and store it in the special site, and entrust a solid waste disposal Company with relevant qualifications to dispose of it regularly.
- Entrusted Non-hazardous to the material recovery department for recycling.

Entrust The household waste of employees to the sanitation department for regular collection.

Emissions	Category	Emissions in 2024 (tons)
Waste water	Ammonia nitrogen emissions	0.28
	Chemical oxygen demand	3.66
	Total nitrogen	2.65
	Number of fecal coliforms	1,897.86
	Suspended matter	0.84

Wastewater discharge	Emissions (tons)	Emissions intensity (tons/RMB million revenue)
Total wastewater discharge	1,905.30	1.48

Note: According to the information disclosed by the National Pollutant Discharge Permit Management Information Platform, this report discloses the data of major emission categories, covering the data of four manufacturing subsidiaries: AIM Honor, AIM Action, AIM Persistence and AIM Honesty.

Case : Multiple Measures to Dispose of Non-hazardous Waste

The Group has optimized the procurement process by prioritizing materials and goods with simplified packaging, which are reusable or easily recyclable, to reduce waste generation at the source.

- Leveraging Digital Tools: In production and quality processes, the Group employs the MES information system, while the LIMS information system is used in the quality inspection process. Electronic records replace paper-based production and inspection records. The financial system uses Kingdee Financial Software, and office workflows are fully internet-enabled through the Kingdee Cloud system, effectively saving paper.
- Improving Sorting Facilities: The Company has set up clearly labeled waste sorting bins for non-hazardous waste in all areas and has designated waste management personnel to regularly inspect the sorting process to ensure accuracy and improve recycling efficiency.
- Building internal Recycling Mechanism: For reusable non-hazardous waste such as office desks, chairs, and file boxes, the Group has established designated storage areas. After maintenance and repair, these items are reused internally within the Company.
- Expanding External Cooperation: The Group has partnered with professional recycling companies to regularly transfer recyclable non-hazardous waste to them, contributing to resource regeneration and recycling.

The group's emissions by greenhouse gas type and source for 2024 are shown in the table below

Direct greenhouse gas emissions	Discharge Volume (tons of CO_2 equivalent)	Discharge intensity (tons of CO_2 equivalent /RMB 100 million revenue)
CO_2	3,524.17	2.74
CH_4	0.36	0.00
N_2O	22.35	0.02
Total	3,546.88	2.76
Indirect greenhouse gas emissions	**Discharge Volume (tons of CO_2 equivalent)**	**Emission intensity (tons of CO_2 equivalent /RMB 100 million revenue)**
Use of electricity resources	41,255.55	32.10
Total	41,255.55	32.10

Note: 1. The emission factor for direct greenhouse gas emissions is based on the Environmental Key Performance Indicator Reporting Guidelines issued by the Hong Kong Stock Exchange (Appendix II)

2. The indirect greenhouse gas emission system refers to the national factor 0.5366 released by the Ministry of Ecology and Environment in 2024, *Announcement on the Release of Carbon Dioxide Emission Factor for Electricity in 2022*.

3. CH_4 intensity is 0.00028 tons of CO_2 equivalent / RMB 100 million revenues.

The emission volume and intensity of waste by type for the group in 2024 are shown in the following table:

Type of waste	Discharge volume (tons)	Emissions intensity (tons/RMB 100 million revenue)
Hazardous waste discharge (categories include: laboratory waste liquid, chemical raw materials and bacterial strain waste packaging containers, expired raw materials, waste fluorescent tubes, etc.)	128.28	0.10
Non-hazardous waste discharge (categories include: discarded cartons, waste plastics, office building household waste and kitchen waste in canteen, etc.)	338.83	0.26
Total	467.11	0.36

(II) Resource Management

2.1 Energy Management

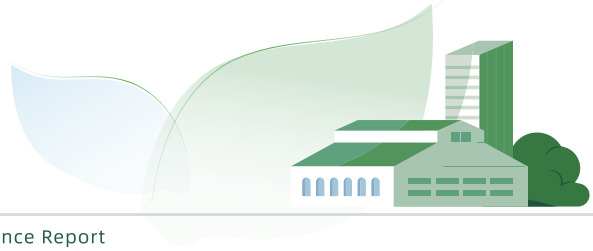
The Group is committed to resource and energy conservation, reducing energy and raw material consumption, strengthening energy management, and improving the recycling rate of energy and resources during production processes. In 2024, the Group consumed approximately 64,000 liters of gasoline and about 76.88 million kWh of electricity.

The energy consumption of the Group for various types in 2024 is shown in the following table

Energy name	Energy type	Unit	Consumption volume
Gasoline	Direct energy	MWh	556.12
Diesel Oil		MWh	121.06
Natural Gas		MWh	17,117.02
Total Electricity Consumption	Indirect energy	MWh	76,883.24
Total		MWh	94,677.44

The energy consumption intensity of the Group in 2024 is shown in the following table

Energy name	Energy type	Unit	Consumption intensity
Gasoline	Direct energy	MW/h / RMB million revenue	0.43
Diesel Oil		MW/h / RMB million revenue	0.09
Natural Gas		MW/h / RMB million revenue	13.32
Total energy Consumption	Indirect energy	MW/h / RMB million revenue	59.83
Total		MW/h / RMB million revenue	73.68



The Group's direct/indirect energy consumption and intensity for the year 2024 are shown in the table below

Energy type	Consumption (MWh)	Consumption intensity (MWh/RMB million revenue)
Direct energy consumption	17,794.20	13.85
Indirect energy consumption	76,883.24	59.83

The Group controls energy usage through daily management, improves resource efficiency, promotes energy-saving and consumption-reduction, sets energy-saving goals, and improves the utilization efficiency of energy and water resources. In accordance with the *Energy Conservation Law of the People's Republic of China* and other relevant national and local laws and regulations, the Group has implemented multiple measures to reduce energy consumption and waste.

Subsidiary Name	Specific Energy-saving Target
AIM Rongyu	The total electricity consumption is targeted to decrease by 20% in 2024 compared to 2023.
AIM Honesty	Under the same production volume, the total energy consumption in 2025 is planned to be 3% lower than that in 2024.

Case: AIM Honesty - Multiple Measures to Practice Energy Saving and Emission Reduction

The Company strictly complies with national laws and regulations, including the Energy Conservation Law of the People's Republic of China, the Interim Provisions on Energy Conservation Monitoring and Management, and the Energy Conservation Regulations of Liaoning Province. At the same time, based on internal policies such as the I.EHS-E1-001 Energy Conservation and Emission Reduction Management System, the Company comprehensively promotes energy-saving, consumption reduction, and emission reduction efforts, ensuring effective resource conservation, energy reduction, and emission cuts in its production and business activities to achieve sustainable development goals.

Company energy-saving advocacy poster

The Group implements green office and production practices to reduce energy consumption and minimize environmental impact.

Routine office work	➤ Use online meetings and information systems, promote paperless office practices, and centralize printer usage. ➤ Encourage daily energy-saving behaviors, such as turning off lights when leaving the room and turning off air conditioning when not in use.
Procurement of equipment	➤ Priority should be given to energy-saving equipment.
Productive process	➤ Centralized arrangement to reduce energy loss.
Other activities	➤ *Conduct the Energy Conservation, Consumption Reduction, and Cost Saving Comprehensive Self-Inspection Activity*, and produce reports to guide future efforts. ➤ Eliminate energy-consuming streetlights and replace them with solar-powered streetlights. ➤ Timely inspect, repair, and replace old facilities, such as heating pipelines and steam lines, to prevent leaks and avoid energy waste. ➤ Monitor energy consumption data and manage equipment through smart technology. ➤ Reduce the use of packaging cardboard and replace it with biodegradable stretch films.

The Group's subsidiary, AIM Persistence, has established an energy-saving team led by the General Manager. The team is divided into three subgroups: the Public Utilities Energy-saving Team, the Production Energy-saving Team, and the Inspection and Supervision Team. These subgroups carry out daily energy-saving work, creating an atmosphere of full participation in energy conservation, promoting refined management, and vigorously advocating frugality and resource saving.

Case: AIM Persistence - Energy Saving and Emission Reduction to Meet GMP Requirements

AIM Persistence implements the following energy-saving measures: First, to meet GMP requirements, the clean area of Building 2 maintains temperature and humidity 24 hours a day, and at night, electric boilers are used to replace natural gas boilers. Second, during transitional seasons, the temperature in the cleanroom is raised by 1 degree, which reduces the energy consumption of the units by 7% to 10%. Third, the air compressor units in Building 8 and Building 2 are operated manually, with only one unit running at a time, achieving intermittent off-peak usage.

The Group reduces resource consumption and lowers energy consumption through green storage and transportation measures. Specific measures include:

Green Storage and Transportation Measures

- Constructing cold storage using environmentally friendly materials, equipped with advanced temperature control devices, and using a rotation-start method to reduce pollution and energy consumption.
- Recycling reusable insulated boxes.
- Using refrigerated trucks that meet the "National VI" emission standard, employing new eco-friendly fuels and dual refrigeration units or low-emission eco-friendly vehicles.
- Planning delivery routes, centralizing shipments, using various cold chain transportation and multimodal transport methods, shortening delivery times, and reducing carbon emissions.

The Group will continue to make efforts to improve energy efficiency, adhere to the principle of green development, and continuously optimize resource usage to reduce resource waste.

2.2 Water Management

The Group regards water conservation as an environmental responsibility and is committed to improving water efficiency. The Group has a sufficient water supply and has implemented various measures to enhance water usage efficiency.

The Group closely follows national environmental policy developments. The State Council's *14th Five-Year Plan for Energy Conservation and Emission Reduction* clearly states that during the "14th Five-Year" period, the energy consumption per unit of industrial added value for large-scale industries will decrease by 13.5%, and the water consumption per ten thousand yuan of industrial added value will decrease by 16%. The Group actively responds to national policies and plans to timely replace secondary reverse osmosis membranes to increase purified water production and reduce wastewater discharge, contributing to energy conservation and emission reduction goals.

The water resource consumption of the Group in 2024 is shown in the following table

Resource name	Unit	Discharge volume
Total water discharge	0'000 m^3	93.84

The water consumption intensity of the Group in 2024 is shown in the following table

Resource name	Unit	Discharge intensity
Total water discharge	0'000 m^3/ RMB million revenue	0.07

Water Conservation Initiatives of the Group

- Enhance the reuse of water resources, such as recycling water production discharge water for bathing and irrigation, collecting condensate to replenish heating equipment, using closed cooling towers to circulate cooling water, and modifying equipment processes to utilize concentrated water for secondary use;
- Air-cooled and cooled air conditioning and refrigeration units are used to reduce water evaporation;
- Establish operating procedures to regulate the amount of water used in production to prevent waste;
- Limit the length of shower and make sure the valve is closed when left;
- Installation of metering devices in the workshop to detect and repair water leaks in a timely manner.

Case: AIM Rongyu - Water Conservation Policies and Measures

AIM Rongyu is committed to promoting water conservation awareness within the organization, ensuring that every department and employee fully understands the importance of saving water and integrates conservation practices into their daily actions. Additionally, AIM Rongyu actively implements measures such as permeable pavement, recessed green spaces, grassed swales, and ecological revetments to develop a sponge city that enables natural water retention, infiltration, and purification, thereby achieving sustainable water resource utilization and environmental protection.

(III) Environment and Natural Resources

The Group regards environmental awareness as a crucial social responsibility and promotes the implementation of environmental protection concepts through various policies and measures. The Board of Directors oversees the formulation and execution of environmental, social, and governance strategies to ensure alignment with the Group's long-term objectives. The Administrative Management Department is responsible for daily climate change management, monitoring, and assessing environmental impacts. The Group strictly complies with national environmental policies and emission requirements to ensure that all business activities are legally compliant. Additionally, the Group advocates for green office practices by promoting paperless operations, prioritizing double-sided and black-and-white printing to reduce paper consumption, limiting heating and air conditioning usage, and avoiding extreme temperature settings to reduce energy consumption. Employees are required to turn off electrical equipment after work to achieve energy-saving and emission reduction goals.

During the reporting period, the Company and its subsidiaries strictly adhered to national environmental protection laws and regulations and did not receive any administrative penalties from environmental authorities for violations. The Group's total environmental investment amounted to RMB 2.98 million.

Case: AIM Honesty - Minimizing Environmental and Natural Resource Impact

AIM Honesty is committed to minimizing the environmental and natural resource impact of its raw material procurement, production, and business activities. In terms of water management, it uses municipal tap water to avoid groundwater extraction and implements water recycling measures across various production processes. Both industrial and domestic wastewater are treated in an advanced sewage treatment plant to ensure all discharge meets environmental standards. As to land management, as an industrial enterprise whose all production activities take place within reinforced concrete structures, there are no soil pollution risks and issues related to land desertification. In terms of air quality protection, the production of biopharmaceutical products generates minimal emissions, which are treated using filtration systems before being released, ensuring negligible impact on air quality.

Case : AIM Honesty - Green Design for Energy Conservation and Emission Reduction

AIM Honesty implements green design principles in both building infrastructure and system operations to promote energy conservation and emission reduction. By utilizing solar-powered streetlights, energy-efficient LED lighting, and exterior wall insulation, AIM Honesty reduces the emissions and enhances energy efficiency. Additionally, AIM Honesty employs a closed-loop refrigeration system with environmentally friendly refrigerants, locates cold storage facilities in basements, recycles residual heat and injection water to optimize energy and resource efficiency, contributing to carbon reduction at the strategic level.

(IV) Response to Climate Change

Extreme weather events such as snowstorms, typhoons, and heavy rainfall may adversely impact the Group's operations. Recognizing the potential risks of climate change, the Group places great emphasis on preparedness and mitigation. To effectively address climate-related risks and challenges, the Group has established policies such as the *Special Emergency Plan for Extreme Weather Disasters* and the *On-Site Typhoon and Flood Prevention Response Plan*. These policies outline emergency management frameworks applicable to incidents caused by natural disasters like typhoons, heavy rain, lightning, and earthquakes, which could result in personnel injuries or equipment damage. Additionally, in cases where typhoons or lightning strikes lead to leakage, fires, or explosions, the Emergency Plan for Leakage Incidents and the *Emergency Plan for Fire and Explosion Incidents* are activated to ensure employee safety and minimize property damage. Furthermore, the Group proactively identifies climate-related operational risks and strengthens equipment maintenance and upgrades to enhance resilience against extreme weather conditions.

During the reporting period, AIM Vaccine's manufacturing plants preemptively deployed sandbags at critical locations to prevent flood damage. Additionally, based on the site's topography and equipment characteristics, platforms were elevated by 30cm to 50cm to mitigate the risk of flood caused by heavy rainfall.

Risk type	Climate risk factors	Description of risks and opportunities	Risk response
Physical risk	Acute physical risk	➤ Extreme weather events such as heavy rain, snowstorms, typhoons, extreme low temperature, and extreme heat may trigger secondary disasters like landslides, mudslides, power outages, and urban flooding. These can negatively impact company operations, raw material storage, production, inventory, and labor costs, leading to asset losses or business disruptions.	➤ Continuously monitor weather conditions, establish emergency response plans, and conduct emergency drills to enhance crisis management capabilities. ➤ Strengthen communication with local meteorological and water conservancy departments. ➤ Regularly inspect and maintain emergency equipment and facilities to ensure ability to respond to natural disasters.
	Chronic physical risk	➤ Climate change-induced temperature fluctuations, rising sea levels, and water shortages may increase transportation costs and pose severe challenges to coastal operation sites.	➤ Consider climate risks and geographic factors when selecting operational sites to mitigate potential natural disaster risks. ➤ Improve processes, upgrade production equipment, optimize energy structures, and enhance production efficiency to reduce operating costs.
Transition risks	Policy and regulatory risks	➤ Strengthened environmental regulations at both international and domestic levels may impose stricter carbon emission limits. Failure to comply with evolving policies could lead to legal liabilities, administrative penalties, or increased operational costs.	➤ Closely monitor global and domestic environmental policies and regulations, ensuring compliance through proactive management. ➤ Develop response strategies in line with new regulations, adjust corporate strategies and operations accordingly to ensure sustainable growth.
	Technical risk	➤ Advancements in environmental and energy-saving technologies may impose financial burdens when purchasing eco-friendly equipment or undergoing low-carbon transitions. ➤ Climate change may lead to the emergence of new diseases, creating potential business opportunities by developing relevant products to meet market demand.	➤ Strengthen energy management by continuously optimizing processes across product development, production, and transportation to effectively control carbon emissions and establish a green enterprise. ➤ Monitor global scientific advancements related to climate-induced disease patterns, conduct feasibility studies on new technologies, and develop innovative and sustainable products.
	Market and reputational risk	➤ As the global economy transitions toward low-carbon solutions, stakeholders such as customers and investors will increasingly scrutinize the Company's climate adaptation strategies. Failure to meet these expectations may negatively impact corporate reputation and market valuation.	➤ Prioritize climate change mitigation and adaptation efforts as key corporate initiatives. Enhance engagement with stakeholders via investor meetings, the corporate website, and official social media platforms to reinforce the Company's commitment to sustainability and green practices.

APPENDIX

Appendix 1: HONG KONG STOCK EXCHANGE "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT GUIDE" CONTENT INDEX

Aspects		Description	Related Section
A. Environmental			
Aspect A1:Emissions	General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer Relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Note:Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.	Emissions Management
	A1.1	The types of emissions and respective emissions data.	Exhaust Gas Management
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Greenhouse Gas and Waste Management
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions Management
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Greenhouse Gas and Waste Management
	A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions Management
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Greenhouse Gas and Waste Management
Aspect A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	Resource Management, Environment and Natural Resources

Aspect A2: Use of Resources	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy Management
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Energy Management
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Management
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Management
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Energy Management
Aspect A3: The Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Environment and Natural Resources
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environment and Natural Resources
Aspect A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Response to Climate Change
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Response to Climate Change
B. SOCIAL			
Aspect B1: Employment	General Disclosure	(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.	Diversified Employment

Aspect B1: Employment	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Diversified Employment
	B1.2	Employee turnover rate by gender, age group and geographical region.	Diversified Employment
Aspect B2: Health and Safety	General Disclosure	(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.	Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
	B2.2	Lost days due to work injury.	Health and Safety
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety
Aspect B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. *Note: Training refers to vocational training. It may include internal and external courses paid by the employer.*	Development and Training
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
	B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
Aspect B4: Labour Standards	General Disclosure	(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.	Diversified Employment
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Diversified Employment
	B4.2	Description of steps taken to eliminate such practices when discovered.	Diversified Employment

Aspect B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	Procurement Management
	B5.1	Number of suppliers by geographical region.	Supplier Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supplier Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supplier Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Green Supply Chain Construction
Aspect B6: Product Responsibility	General Disclosure	(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.	Customer Information Protection and Privacy Policy, Health and Safety of Products and Services
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Recall
	B6.2	Number of products and service-related complaints received and how they are dealt with.	Pharmacovigilance, Customer Complaints
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Protection
	B6.4	Description of quality assurance process and recall procedures.	Quality Management, Pharmacovigilance, Clinical Management System, Product Recalls
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Customer information Protection and Privacy Policy

Aspect B7: Anti-corruption	General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-Corruption Responsible Marketing
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-Corruption
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Corruption
	B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Corruption
Aspect B8: Community Investment	General Disclosure	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.	Community Investment
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment

Appendix 2: GRI CONTENT CITATION

GRI indicator			Corresponding section
General Disclosures 2021	The organization and its reporting practices 2021		
	2-1	Organizational details	Company Profile
	2-2	Entities included in the organization's sustainability reporting	Reporting Scope
	2-3	Reporting period, frequency and contact point	Reporting Scope
	2-4	Restatements of information	/
	2-5	External assurance	/
	Activities and workers 2021		
	2-6	Activities, value chain and other business relationships	Company Profile
	2-7	Employees	Diversified Employment
	2-8	Workers who are not employees	Diversified Employment

General Disclosures 2021	Governance 2021		
	2-9	Governance structure and composition	Board Diversity
	2-10	Nomination and selection of the highest governance body	Board Diversity
	2-11	Chair of the highest governance body	Board Diversity
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Diversity
	2-13	Delegation of responsibility for managing impacts	Board Diversity
	2-14	Role of the highest governance body in sustainability reporting	Board Diversity
	2-15	Conflicts of interest	Board Statement
	2-16	Communication of critical concerns	Board Statement
	2-17	Collective knowledge of the highest governance body	Board Statement
	2-18	Evaluation of the performance of the highest governance body	Board Statement
	2-19	Remuneration policies	Diversified Employment
	2-20	Process to determine remuneration	Diversified Employment
	2-21	Annual total compensation ratio	/
	Strategy, policies and practices 2021		
	2-22	Statement on sustainable development strategy	Board Statement
	2-23	Policy commitments	Board Statement
	2-24	Embedding policy commitments	Board Statement
	2-25	Processes to remediate negative impacts	Board Statement
	2-26	Mechanisms for seeking advice and raising concerns	Board Statement
	2-27	Compliance with laws and regulations	GOVERNANCE: SOLIDIFYING THE FOUNDATION OF AIM; SOCIETY: SHARING A BETTER LIFE; ENVIRONMENT: COMMITMENT TO GREEN DEVELOPMENT
	2-28	Membership associations	Social Recognition and Honors
	Stakeholder engagement 2021		

	2-29	Approach to stakeholder engagement	Stakeholder Engagement
	2-30	Collective bargaining agreements	Diversified Employment
GRI3 Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Materiality Assessment
GRI201 Economic Performance 2016	201-1	Direct economic value generated and distributed	/
	201-2	Financial implications and other risks and opportunities due to climate change	Response to Climate Change
	201-3	Defined benefit plan obligations and other retirement plans	Diversified Employment
	201-4	Financial assistance received from government	/
GRI202 Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	/
	202-2	Proportion of senior management hired from the local community	/
GRI203 Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Public Welfare and Charity
	203-2	Significant indirect economic impacts	/
GRI204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	/
GRI205 Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	/
	205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption
	205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption
GRI206 Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	/
GRI207 Tax 2019	207-1	Approach to tax	/
	207-2	Tax governance, control, and risk management	/
	207-3	Stakeholder engagement and management of concerns related to tax	/
	207-4	Country-by-country reporting	/
GRI301 Materials 2016	301-1	Materials used by weight or volume	Product Raw Materials and Packaging
	301-2	Recycled input materials used	Product Raw Materials and Packaging
	301-3	Reclaimed products and their packaging materials	Product Raw Materials and Packaging

GRI302 Energy 2016	302-1	Energy consumption within the organization	Energy Management
	302-2	Energy consumption outside of the organization	Energy Management
	302-3	Energy intensity	Energy Management
	302-4	Reduction of energy consumption	Energy Management
	302-5	Reductions in energy requirements of products and services	Energy Management
GRI303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Management
	303-2	Management of water discharge related impacts	Water Management
	303-3	Water withdrawal	Water Management
	303-4	Water discharge	Water Management
	303-5	Water consumption	Water Management
GRI304 Biodiversity 2016	304-1	Operational sites owned, leased,managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	/
	304-2	Significant impacts of activities, products and services on biodiversity	/
	304-3	Habitats protected or restored	/
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	/
GRI305Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas and Waste Management
	305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas and Waste Management
	305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas and Waste Management
	305-4	GHG emissions intensity	Greenhouse Gas and Waste Management
	305-5	Reduction of GHG emissions	Greenhouse Gas and Waste Management
	305-6	Emissions of ozone-depleting substances (ODS)	Greenhouse Gas and Waste Management
	305-7	Nitrogen oxides(NOx), sulfur oxides(SOx), and other significant air emissions	Greenhouse Gas and Waste Management

GRI306 Waste 2020	306-1	Waste generation and significant waste-related impacts	Greenhouse Gas and Waste Management
	306-2	Management of significant waste related impacts	Greenhouse Gas and Waste Management
	306-3	Waste generated	Greenhouse Gas and Waste Management
	306-4	Waste diverted from disposal	Greenhouse Gas and Waste Management
	306-5	Waste directed to disposal	Greenhouse Gas and Waste Management
GRI308 Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supplier Management
	308-2	Negative environmental impacts in the supply chain and actions taken	Green Supply Chain Construction
GRI401 Employment 2016	401-1	New employee hires and employee turnover	Diversified Employment
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Diversified Employment
	401-3	Parental leave	Diversified Employment
GRI402 Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	/
GRI403 Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety
	403-3	Occupational health services	Health and Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-5	Worker training on occupational health and safety	Health and Safety
	403-6	Promotion of worker health	Health and Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Health and Safety
	403-9	Work-related injuries	Health and Safety
	403-10	Work-related ill health	Health and Safety

GRI404 Training and Education 2016	404-1	Average hours of training per year per employee	Development and Training
	404-2	Programs for upgrading employee skills and transition assistance programs	Development and Training
	404-3	Percentage of employees receiving regular performance and career development reviews	Development and Training
GRI405 Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversified Employment
	405-2	Ratio of basic salary and remuneration of women to men	/
GRI406 Non-dis-crimination 2016	406-1	Incidents of discrimination and corrective actions taken	Diversified Employment
GRI407 Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	/
GRI408 Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Diversified Employment
GRI409 Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Diversified Employment
GRI410 Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	/
GRI411 Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	/
GRI413 Local Communi-ties 2016	413-1	Operations with local community engagement, impact assessments, and development programs	/
	413-2	Operations with significant actual and potential negative impacts on local communities	/
GRI414 Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supplier Management
	414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Quality Risk Prevention and Control
GRI415 Public Policy 2016	415-1	Political contributions significant risk for incidents of child labor	/
GRI416 Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Health and Safety Of Products and Services
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Health and Safety Of Products and Services

GRI417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	/
	417-2	Incidents of non-compliance concerning product and service information and labeling	/
	417-3	Incidents of non-compliance Concerning marketing communications	/
GRI418 Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Complaints

Appendix 3: FEEDBACK

Dear Reader,

Hello!

We sincerely appreciate you taking the time to read the AIM Vaccine 2024 Environmental, Social, and Governance (ESG) Report. To provide you and other stakeholders with more valuable information and to further enhance our ESG performance and commitment, we sincerely welcome your valuable feedback and suggestions.

What is your overall evaluation of this report?

Excellent	Good	Average	Poor

Response and Disclosure of Issues Concerned by Stakeholders in the Report

Excellent	Good	Average	Poor

How do you think AIM Vaccine has performed in terms of governance responsibility?

Excellent	Good	Average	Poor

How do you think AIM Vaccine has performed in terms of environmental responsibility?

Excellent	Good	Average	Poor

How do you think AIM Vaccine has performed in terms of social responsibility?

Excellent	Good	Average	Poor

Is the information, metrics, and data disclosed in the report clear, accurate, and complete?

Excellent	Good	Average	Poor

Do you think the content arrangement and layout design of this report are reader-friendly?

Excellent	Good	Average	Poor

Open-ended question:

What are your comments and suggestions regarding AIM Vaccine Co., Ltd.'s ESG governance and practices, as well as this report?

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