



# 江蘇瑞科生物技術股份有限公司 2023環境、社會和管治報告

**JIANGSU RECBIO TECHNOLOGY CO., LTD.  
2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT**

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

股份代號 Stock Code : 2179

# CONTENTS

## 目錄

前言 PREFACE	01
關於本報告 ABOUT THE REPORT	02
董事長致辭 CHAIRMAN'S STATEMENT	03
董事會聲明 BOARD STATEMENT	07
信心佐劑, 持之以恆 PERSEVERANCE WITH SUPERB ADJUVANT	08
2023年亮點一覽 2023 HIGHLIGHTS	10

# 01

## 可持續治理 SUSTAINABILITY GOVERNANCE

ESG治理 ESG GOVERNANCE	14
利益相關方參與 STAKEHOLDER ENGAGEMENT	16
實質性議題評估 ASSESSMENT OF MATERIAL ISSUES	18
SDGs響應 RESPONSE TO SDGs	19

# 02

## 規範運營, 穩健發展 COMPLIANT OPERATION AND STABLE DEVELOPMENT

合規管治 COMPLIANCE GOVERNANCE	22
風險管理 RISK MANAGEMENT	24
商業道德 BUSINESS ETHICS	27
動物福利 ANIMAL WELFARE	29
信息安全 INFORMATION SECURITY	31

# 03

## 創新賦能, 質量領航 PERFECT QUALITY WITH INNOVATION EMPOWERMENT

持續創新 CEASELESS INNOVATION	34
質量保障 QUALITY ASSURANCE	37
客戶服務 CUSTOMER SERVICE	44
責任採購 RESPONSIBLE PROCUREMENT	45

# 04

## 平等僱傭, 健康成長 EQUAL EMPLOYMENT AND HEALTHY GROWTH

合規多元 COMPLIANCE AND DIVERSITY	49
薪酬績效 REMUNERATION AND PERFORMANCE	52
人才培養 TALENT CULTIVATION	53
健康安全 HEALTH AND SAFETY	59
關懷溝通 COMMUNICATION AND CARE	65

# 05

## 呵護生態, 綠色共榮 PROTECTING ECOLOGY FOR GREEN PROSPERITY

氣候變化 CLIMATE CHANGE	68
環境守護 ENVIRONMENTAL PROTECTION	74
資源協調 RESOURCE COORDINATION	80

# 06

## 共享共贏, 向上向善 COMMON PROSPERITY FOR A BETTER TOMORROW

行業協作 INDUSTRY COLLABORATIONS	83
回饋社會 GIVING BACK TO SOCIETY	86

# 07

## 附錄 APPENDIX

ESG報告指標索引表 ESG REPORTING GUIDE INDEX	89
報告評價及建議 REPORT EVALUATION AND RECOMMENDATIONS	95

## 前言

### 關於本報告

#### 報告概覽

本報告是江蘇瑞科生物技術股份有限公司(以下簡稱「瑞科生物」、「我們」或「公司」)第三年發佈的環境、社會和管治(ESG)報告(以下簡稱「ESG 報告」),旨在真實反映瑞科生物 2023 年度在 ESG 方面的管理進展與成果,以及公司對股東、消費者、員工、社區等重要利益相關方的履責情況。

#### 報告範圍

本報告覆蓋瑞科生物及其全部子公司,報告範圍與年報一致。相較於 2023 年 4 月發佈的 2022 年 ESG 報告,本報告披露範圍無重大調整。

本報告的時間範圍為 2023 年 1 月 1 日至 2023 年 12 月 31 日(以下簡稱「報告期」),部份信息案例可能涉及報告期外。

## PREFACE

### ABOUT THE REPORT

#### REPORT OVERVIEW

The report is the third Environmental, Social and Governance ( “ESG” ) Report released to the Public by Jiangsu Recbio Technology Co., Ltd. ( “Recbio”, “we”, “us” or the “Company” ), which aims to provide stakeholders with Recbio's management measures and performance on ESG issues in 2023, and the Company's fulfillment of its responsibilities to shareholders, consumers, employees, communities and other key stakeholders.

#### REPORTING SCOPE

The report covers Jiangsu Recbio Technology Co., Ltd. and all of its subsidiaries, and the reporting scope is consistent with that of the annual report. Compared with the 2022 ESG Report issued in April 2023, there is no significant adjustment in the scope of the report. This report covers the period from January 1, 2023 to December 31, 2023 (the “Reporting Period” ), while some information and cases may fall beyond the Reporting Period.

## 前言

### 報告準則

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

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

- 「重要性」原則: 公司通過利益相關方參與及重要性評估,確定重要 ESG 議題;
- 「量化」原則: 本報告定量匯報公司環境和社會方面的重要關鍵績效指標,附帶量化數據說明,闡述其目的和影響,並提供適當的比較數據;
- 「平衡」原則: 本報告不偏不倚地呈報公司環境和社會方面的表現;
- 「一致性」原則: 本報告相關披露統計方法與 2022 年 ESG 報告保持一致,沒有發生重大變化。

### 數據說明

本報告中的財務數據來自 2023 年度合併財務報表,該報表已經過安永會計師事務所獨立審計,其他資料和數據主要來源於公司內部相關統計報告或文件。本報告中所涉及貨幣金額以人民幣作為計量幣種。

### 確認及批准

本報告經管理層確認後,於 2024 年 3 月 20 日獲董事會審批通過。

## PREFACE

### REPORTING PRINCIPLES

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

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

- “Materiality” principle: The Company identifies material ESG issues through stakeholder engagement and materiality assessment;
- “Quantitative” principle: The report adopts quantitative data to disclose the environmental and social KPIs accompanied by a narrative to explain their purposes and impacts, with comparative data provided as well;
- “Balance” principle: The report presents the Company's environmental and social performance in an unbiased manner;
- “Consistency” principle: The statistical methodology of the relevant disclosures in the report is consistent with that used in the 2022 ESG Report and has not been substantially changed.

### DATA DESCRIPTION

The financial data in the report is derived from the 2023 consolidated financial statements which have been independently audited by Ernst & Young. Other information and data are mainly derived from relevant internal statistical reports or documents of the Company. The monetary amounts in this report are denominated in RMB.

### CONFIRMATION AND APPROVAL

The report was approved by the Board of Directors on March 20, 2024 upon confirmation by the management.



## 董事長致辭

## CHAIRMAN'S STATEMENT



劉勇博士  
瑞科生物董事會主席兼總經理  
Dr. LIU Yong  
Chairman of the Board and General Manager of Jiangsu Recbio Technology Co., Ltd.



### 尊敬的讀者：

感謝您對瑞科生物 ESG 工作的關注，本人謹代表瑞科生物向您致以誠摯的問候！

近年來，綠色低碳發展已成全球性的浩蕩趨勢。中國也始終堅定不移走綠色低碳發展道路，逐步完善「雙碳」的頂層設計，致力於與全球各國共創綠色繁榮。在國際與國內大力推動綠色發展的背景下，瑞科生物在過去一年直面國內外大環境和醫藥行業的諸多挑戰，積極落實企業發展綠色轉型，持續將 ESG 基因融入發展戰略中。我們秉持初心，力爭向廣大利益相關方交出一份滿意的答卷。

### DEAR READERS,

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

In recent years, a global race for green and low-carbon development has been underway. Likewise, China has been unwaveringly pursuing green and low-carbon development, gradually improving the top-level design of "dual-carbon", and committing itself to creating green prosperity together with other nation across the globe. In the context of the international and domestic efforts to promote green development, Recbio made active endeavors to push forward green transformation in 2023, despite difficulties and challenges posed by the economic downward pressure and varied uncertainties in the pharmaceutical industry. We continue to integrate ESG elements into our development strategy, committed to delivering satisfactory results to stakeholders with our value and consistent efforts.

回首 2023 年，瑞科生物在 ESG 實踐方面收穫頗豐。我們以聯合國可持續發展目標 (SDGs) 為指導，踐行卓越治理，著力在運營中貫徹落實 ESG 理念，制定權責更加清晰的 ESG 管治架構，保障 ESG 工作穩步推進。我們始終關注公司的合規運營和風險管理，優化董事會多元化與專業性，持續鞏固治理體系建設和風險控制程序，提升信息安全保障水平。商業道德與倫理規範也是公司發展中的重要考量因素，我們積極推進廉潔和商業道德文化宣貫，與合作夥伴共同構建商業道德與倫理精神。

Looking back at 2023, Recbio yielded fruitful results in ESG practices. Guided by the United Nations Sustainable Development Goals (SDGs) and practicing excellence in governance, we strive to implement ESG concepts in our operations, formulate an ESG governance structure with clearer powers and responsibilities, and ensure the steady progress of ESG work. We have remained attentive to our compliance operations and risk management, and optimize the diversity and professionalism of our Board of Directors. We also keep consolidating our governance system and risk control procedures to improve information security and protection. Besides, business ethics are also important considerations in our development, and therefore, we actively promote the culture of integrity and business ethics, and work with our partners to jointly advocate business ethics.



在十餘年的創業歷程中，瑞科生物堅持把敢於突破「卡脖子」技術作為構建核心競爭力的關鍵抓手，成功躋身中國醫藥創新潛力的第一陣營。我們搭建新型佐劑、蛋白工程和免疫評價三大創新平台，構建嚴謹的產品創新研發管理程序，持續推動覆蓋宮頸癌、帶狀疱疹等重大疾病領域的高價值創新疫苗管線的研究與商業化。通過多年的技術積累，瑞科已成為目前全球少數幾家有能力自主研發新型佐劑的公司之一，具備規模化生產全球已批准上市的全部 5 種新佐劑的能力。在這一年，我們多款產品取得令人滿意的進展，如核心產品重組九價 HPV 疫苗 REC603 已完成 III 期臨床試驗的第 24 個月訪視，新佐劑重組帶狀疱疹疫苗在臨床研究中顯示與國際主流品種 Shingrix 相當的安全性和免疫原性。通過堅持不懈的探索，我們將更多的創新疫苗產品惠及全球。

在創新發展的過程中，我們貫徹品質為先的理念，以人類健康福祉為中心提供優質的產品和服務。瑞科生物用心構建質量管理體系，以質量目標為導向，強化產品全生命週期管理，引入多個數字化系統智能監控物料和生產過程，以數字化助力質量管理水平提升。2023 年，我們開展多次國內外質量審計項目，成功再次通過歐盟質量受權人 (QP) 審計並獲得符合性聲明。

瑞科生物堅持以人為本的管理理念，為員工謀求幸福與安全，用平等、公正、包容的企業氛圍賦能員工健康發展，貫徹落實公平的薪酬福利體系、開放和諧暢達的溝通渠道，並為員工規劃清晰的職業發展通道，激勵員工最大程度地發揮潛能。2023 年，瑞科生物進一步優化人力資源體系、拓寬員工培訓平台，為員工創造更加透明的晉升空間，盡心盡力留住人才、用好人才。此外，我們將安全視為一切工作的基礎，日常對職業病危害因素進行審計和控制，並通過培訓將安全意識紮根於員工心中。

In more than 10 years of hard work, Recbio has stayed true to the original aspiration of breaking through “bottleneck” technologies, and has been ranked among the most innovative pharmaceutical companies in China. We have set up three innovation platforms, namely novel adjuvant, protein engineering and immunological evaluation platforms, and initiated rigorous R&D management procedures for product innovation. We also continue to promote trials and research on high-value innovative vaccine pipelines covering major disease areas such as cervical cancer and shingles. With years of technology accumulation, Recbio has become one of the few companies in the world capable of independently developing novel adjuvants, with the ability to scale up production of all five new adjuvants approved for global marketing. During the year, a number of our products made satisfactory progress, such as our core product, Recombinant HPV 9-valent vaccine REC603, which has completed the 24th month visit of its Phase III clinical trial, and the new adjuvant recombinant herpes zoster virus vaccine, which demonstrated comparable safety and immunogenicity to the mainstream international variety Shingrix in clinical studies. Through persistent exploration, we will benefit the world with more innovative vaccine products.

We carry out the concept of quality first for innovation and development, and provide quality products and services centered on human health and well-being. Recbio has built a quality management system with care, oriented to quality objectives, strengthened the management of the whole life cycle of products. We have also introduced several digital systems for intelligent monitoring of materials and production processes to improve quality management with digital technology. In 2023, we conducted several domestic and international quality audit programs, and successfully passed the European Union's Quality Authorized Person (QP) audits and obtained the Declaration of Conformity once again.

Recbio upholds the principle of putting people first and striving for the happiness and safety of our employees. We empower the healthy development of our employees with an equal, fair, and inclusive corporate culture, and enforce a fair compensation and welfare system. In addition, we provide free and democratic communication channels and plan clear career development paths for our employees to maximize their potential. In 2023, Recbio further optimized the human resources system, broadened the employee training platform, and created more consistent and sufficient promotion opportunities for employees, making every effort to retain and utilize talents. In addition, we regard safety as the foundation of all work. To this end, we conduct regular audits and controls over occupational hazards, and reinforce safety awareness among our employees with training.

瑞科生物秉持前瞻性的可持續發展理念，向綠色化方向實施改造，強調應對氣候變化、污染治理和生態保護的重要性，做生態文明建設的參與者和貢獻者。我們設定溫室氣體減排、節能、節水、減廢四個層面的目標，並制定詳實的推進計劃，落實優化能源及資源效率、開展環境評價、完善污染物的管理程序等一系列環境管理措施，同時不斷提升氣候變化風險和環境風險的管理水平。

我們堅持助力行業發展，加強與國內外夥伴在生物技術方面的交流和戰略合作，讓疫苗惠及更多人群。此外，我們履行作為責任公民的義務，持續關注社會需求，鼓勵員工參與志願者活動，實現企業社會效益和經濟效益的共同增長。2023 年，我們組織員工開展愛心義賣活動，幫扶困難群體，為社會奉獻溫暖與力量。

「穩預期」是我國 2024 年經濟展望的關鍵詞，瑞科生物也將在新的一年穩中求進，在中國醫藥城的沃土上舒枝展葉。我們將弘揚“四敢”精神，苦練研發「內功」，爭當全球疫苗產業發展的探索者、組織者、引領者，實現“創制一流疫苗，守護人類健康”的企業使命，與各方攜手共赴美好綠色未來。

Recbio is committed to a forward-looking approach to sustainable development. On the way to realizing green transformation, we attach great importance to climate change response, pollution abatement and ecological protection, and acting as a participant and contributor to the building of an ecological civilization. We have set targets at four levels, namely greenhouse gas reduction, energy conservation, water saving, and waste reduction, and formulated detailed plans for their execution. To achieve this, we have implemented a series of environmental management measures, such as optimizing energy and resource efficiency, conducting environmental evaluations, and improving pollutant management procedures, while continually upgrading our management of climate change risks and environmental risks.

We insist on helping the industry develop and strengthen exchanges and strategic cooperation with domestic and foreign partners in biotechnology, so that vaccines can benefit more people. In addition, as a responsible corporate citizen, we actively fulfill our obligations, pay constant attention to social needs, and encourage our employees to take part in volunteer activities to achieve mutual growth in corporate social and economic benefits. In 2023, we provided support for those in need and organized employees to hold charity sales, thereby spreading love and warmth to society.

“Stable Expectations” are the keywords of China's economic outlook for 2024, and, accordingly, Recbio will also strive for steady progress this year, stretching its roots in the fertile soil of China Pharmaceutical City (Taizhou, Jiangsu Province). We will carry forward the spirit of “four dares”, cultivate the “inner strength” of R&D, and strive to be an explorer, organizer and leader in the development of the global vaccine industry. In this way, we will realize our corporate vision of “becoming a respectable world-class enterprise for protecting human health” and work together with all parties for a better and greener future.





## 董事會聲明

### 董事會責任

董事會是瑞科生物 ESG 事宜最高決策機構，對 ESG 管治承擔整體監管責任，主要負責開展 ESG 重大事項的審議，制定 ESG 相關戰略規劃、政策、目標等。董事通過定期舉行會議，審閱公司 ESG 相關風險與機遇，同時對 ESG 目標進度和工作執行結果進行檢討和評價。

### ESG 事務執行

由投資者與公共關係部牽頭組成 ESG 工作小組，主要負責瞭解 ESG 發展最新趨勢與要求、評估與釐定 ESG 相關風險與機遇、與利益相關方保持良好溝通、確定年度重大性 ESG 議題，並定期向董事會進行匯報，為其提供風險分析和決策支持。各職能部門負責推進各項 ESG 事宜落地執行，並定期向 ESG 工作小組反饋 ESG 工作的進度。

### 重要性分析

瑞科生物與內外部利益相關方保持緊密溝通，及時識別利益相關方的期望與訴求。基於利益相關方重點關注的 ESG 議題，我們委任第三方開展重要性評估和排序工作。報告期內，我們已討論和批准所識別的 ESG 重要性議題，根據議題最終確認 ESG 目標與戰略方針，並對相關工作進行管理和回顧。瑞科生物 2023 年 ESG 重要性議題分析結果詳見「可持續治理 - 實質性議題評估」。

## BOARD STATEMENT

### RESPONSIBILITIES OF THE BOARD

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

### IMPLEMENTATION OF ESG AFFAIRS

The ESG Working Group led by the Investors and Public Relations Department is primarily responsible for following up on the latest ESG trends and requirements, identifying and evaluating risks and opportunities related to ESG, maintaining good communication with stakeholders, determining material annual ESG issues, and reporting to the Board on a regular basis for providing them with risk analysis and decision support. Each functional department is responsible for implementing various ESG matters and regularly feeding back the progress of ESG work.

### MATERIALITY ANALYSIS

Recbio maintains close communication with internal and external stakeholders, and identifies their expectations and demands in time. We engage a third party to conduct materiality assessment and prioritization based on the ESG issues that are of major concern to our stakeholders. During the Reporting Period, we discussed and approved the identified ESG materiality issues, finalized the ESG objectives and strategies based on the issues, and managed and reviewed the relevant work. For details of Recbio 2023 ESG materiality analysis results, please see "ESG Governance - Materiality Analysis".

## 信心佐劑 持之以恆

### 關於瑞科生物

瑞科生物成立於2012年，並於2022年在香港交易所上市，是一家以自主研發技術為核心驅動力的創新型疫苗公司。公司已搭建新型佐劑、蛋白工程和免疫評價三大創新平台。作為全球少數幾家有能力研製及生產全系列新型佐劑的公司之一，公司三大平台密切協同，持續開發性能領先的重磅疫苗品種。

截至2023年末，瑞科生物已構建包含10餘款高價值創新疫苗管線組合，覆蓋宮頸癌、帶狀疱疹、呼吸道合胞病毒感染等重大疾病領域，其中核心產品「REC603—重組九價HPV疫苗」已開始III期臨床試驗，預期將成為國內首批獲批的國產九價HPV疫苗之一。

經過多年的技術沉澱，瑞科生物即將邁入產品商業化的新發展階段。我們已建設覆蓋鋁佐劑、乳劑和脂質體佐劑三種主流佐劑工藝平台的三個產業化基地，各基地均符合國際標準的質量體系保證，預計可形成合計6,000萬劑的年產能。

### 公司文化

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

## PERSEVERANCE WITH SUPERB ADJUVANT

### ABOUT REC BIO

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

By the end of 2023, Recbio had developed high-value innovative vaccine portfolios consisting of ten-odd vaccines, covering major diseases such as cervical cancer, shingles and respiratory syncytial virus ("RSV"). Among them, our core product "REC603-Recombinant HPV 9-valent vaccine" in Phase III clinical trial, shows great promise of becoming the first marketed domestic 9-valent HPV vaccine.

After years of technology accumulation, Recbio is about to start a new development phase of product commercialization. We have constructed three industrialized bases covering three mainstream adjuvant process platforms, namely aluminum, emulsion and liposomal adjuvant, each conforming to international standards of quality system assurance. The relevant bases are expected to have a combined annual production capacity of more than 60 million doses.

### COMPANY CULTURE

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

### 企業使命

創制一流疫苗, 守護人類健康

### Corporate Mission

Protecting human health with best-in-class vaccines.

### 企業願景

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

### Corporate Vision

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

### 企業價值觀

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

### Corporate Values

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

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

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

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

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

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

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



### 2023年亮點一覽

截至 2023 年 12 月 31 日, 瑞科生物達成以下運營成就:

### 2023 HIGHLIGHTS

By the end of December 31, 2023, Recbio had achieved the following operational accomplishments:

### 2023 年績效指標 2023 Performance Indicators

環境績效 Environmental Performance	
溫室氣體排放強度 Greenhouse Gas Emission Intensity	0.14 噸二氧化碳當量 / 平方米 0.14 tonnes CO <sub>2</sub> e/m <sup>2</sup>
能源消耗總量強度 Total Energy Consumption Intensity	0.35 兆瓦時 / 平方米 0.35 MWh/m <sup>2</sup>
社會績效 Social Performance	
員工受訓百分比 Percentage of Employees Trained	91.51% 91.51%
社區公益活動資金投入 Funding for community service activities	10.4 萬元 RMB104,000
ESG 評級 Rating Outcomes	
MSCI ESG 評級 MSCI ESG Rating	A A





## 2023年度大事記 2023 Milestones



榮登「2023 中國醫藥創新種子企業 100 強」及「2023 中國醫藥上市公司 ESG 競爭力 TOP20」

Ranked as “2023 Top 100 Chinese Pharmaceutical Innovative Seed Enterprises” and “Top 20 Chinese Pharmaceutical Listed Companies in ESG Competitiveness in 2023”

瑞科生物憑藉紮實的創新根基、迭代的創新過程以及豐富的創新成果順利通過評選，從 5,000 多家中國藥企中脫穎而出，連續三年蟬聯「中國醫藥創新種子企業 100 強」榜單，逐漸成為疫苗行業可供借鑒的新標杆。

憑藉前瞻務實的可持續發展理念以及在 ESG 領域的突出表現，榮獲「2023 中國醫藥上市公司 ESG 競爭力 TOP20」大獎，彰顯了公司在港股和 A 股醫藥上市公司中卓越的 ESG 競爭力。

未來，瑞科生物將持續為中國醫藥產業創新升級和可持續發展貢獻力量。

With solid innovation strength, iterative innovation process and rich innovation achievements, Recbio successfully passed the selection out of more than 5,000 Chinese pharmaceutical companies. We have been recognized as one of the “Top 100 Chinese Pharmaceutical Innovative Seed Enterprises” for three consecutive years, and have gradually become a new benchmark for the vaccine industry.

With the forward-looking and pragmatic concept of sustainability and outstanding ESG performance, Recbio was awarded the “Top 20 Chinese Pharmaceutical Listed Companies in ESG Competitiveness in 2023”, which demonstrates the Company's strong ESG competitiveness among the listed pharmaceutical companies in Hong Kong and A-share market.

In the future, Recbio will continue to contribute to the innovation, upgrading and sustainable development of China's pharmaceutical industry.



2023 中國醫藥上市公司  
ESG 競爭力 TOP20  
Top 20 Chinese Pharmaceutical  
Listed Companies in ESG  
Competitiveness in 2023



獲選納入 MSCI 中國小型股指數

Included in MSCI China Small Cap Indexes

2023 年 5 月 12 日，MSCI 全球小型股指數 (MSCI Global Small Cap Indexes) 半年度審核變更結果發佈，瑞科生物被納入為該指數的成分股，結果於 2023 年 5 月 31 日收市後生效。2023 年，瑞科生物在 MSCI ESG 評級獲得 A。

On May 12, 2023, the latest updates of the semi-annual review of the MSCI Global Small Cap Indexes were released. Recbio was included as a constituent of the MSCI China Small Cap Indexes, with the results taking effect after the market close on May 31, 2023. In 2023, Recbio received an "A" rating from MSCI ESG.

## 2023年度大事記 2023 Milestones



ReCOV 在蒙古國獲得緊急使用授權

ReCOV Granted with Emergency Use Authorization in Mongolia

2023 年，根據蒙古國預防抗擊新型冠狀病毒 (SARS-CoV-2) 疫情法律，蒙古國衛生部長 A106 號命令和蒙古國人用藥委員會會議決議授予瑞科生物重組雙組分新冠病毒疫苗 ReCOV 緊急使用授權，有效護佑了人民生命安全。

作為我國「十四五」醫藥工業發展規劃的重點攻關工程之一，新型佐劑是成為我國創新疫苗研發成功的關鍵因素。ReCOV 是瑞科生物綜合運用新型佐劑、蛋白工程、免疫評價等核心技術平台研發的重組新冠病毒疫苗，其佐劑採用了自主研发的 BFA03 新型佐劑。此次 ReCOV 獲得蒙古國緊急使用授權，在提升公司海外品牌知名度的同時對推動其他國家和地區的註冊起到積極作用，為公司拓展海外市場提供助力。

In 2023, in accordance with the Mongolian law on the prevention of novel coronavirus (SARS-CoV-2) outbreak, the Company was granted an Emergency Use Authorization (“EUA”) for its two-component recombinant COVID-19 vaccine ReCOV by Order No. A106 of the Minister of Public Health of Mongolia and a resolution of the Mongolian Committee for Medicinal Products for Human Use. This product has effectively protected Mongolian people's lives and safety.

As one of the key research projects in the development plan of China's pharmaceutical industry during the “14th Five-Year Plan”, novel adjuvants have become a key factor in the successful R&D of innovative vaccines in China. ReCOV is a recombinant COVID-19 vaccine being developed by the Company with its technology platforms, including its novel adjuvant, protein engineering and immunological evaluation platforms, and the adjuvant used therein is its self-developed novel adjuvant BFA03. The granting of the EUA to ReCOV in Mongolia will enhance the Company's overseas brand awareness and play a positive role in promoting the registration in other countries and regions, hence benefiting the Company's expansion into overseas markets.

## 公司榮譽 Award

「2023 中國醫藥上市公司 ESG 競爭力 TOP20」  
“Top 20 Chinese Pharmaceutical Listed Companies in ESG Competitiveness in 2023”

「2023 中國醫藥創新種子企業 100 強」  
“2023 Top 100 Chinese Pharmaceutical Innovative Seed Enterprises”

兩化融合管理體系 AA 級評定證書  
Integration of Informationization and Industrialization Management System Certificate

2022 卓越影響力榜單—「年度最佳技術創新獎」  
2022 Outstanding Influence List - “Best Technology Innovation Award of the Year”

2022 港股新股榜單最受券商歡迎新股  
Most Popular IPO by Brokers of 2022 HK IPO List

格隆匯「金格獎」—年度卓越大健康企業  
Gelonghui “Jinge Award” - Outstanding Big Health Company of the Year



格隆匯「金格獎」—年度卓越大健康企業  
Gelonghui “Jinge Award” - Outstanding  
Big Health Company of the Year

# 可持續治理

## SUSTAINABILITY GOVERNANCE



- 14 ESG治理  
ESG GOVERNANCE
- 16 利益相關方參與  
STAKEHOLDER ENGAGEMENT
- 18 實質性議題評估  
ASSESSMENT OF MATERIAL ISSUES
- 19 SDGs響應  
RESPONSE TO SDGs

## 可持續治理

### ESG 治理

#### ESG 發展策略

瑞科生物始終致力於在創新中遵循嚴格的品控流程，打造堅實的數據安全體系，培養高層次人才，並通過負責任運營，聯動合作夥伴為人類健康譜寫更加美好的篇章。在直面氣候變化、健康危機等全球挑戰和社會風險的過程中，我們加快可持續發展理念與日常運營的融合，始終踐行綠色高質量發展道路，探索低碳戰略轉型。同時，我們也將逐步在企業風險管理體系嵌入 ESG 風險，以制定更加清晰有效的 ESG 風險管理方案，提升企業可持續管治水平。

#### ESG 治理架構

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

## SUSTAINABILITY GOVERNANCE

### ESG GOVERNANCE

#### ESG DEVELOPMENT STRATEGY

Recbio is always committed to following strict quality control processes in innovation, building a solid data security system, and cultivating top talents. Adhering to the philosophy of responsible operations, we would join hands with our partners to write a better chapter for human health. In response to global challenges and social risks such as climate change and the health crisis, we are accelerating the integration of the sustainability concept into our daily operations, always practicing green and high-quality development, and exploring low-carbon strategic transformation. Meanwhile, we will embed ESG risks in our corporate risk management system step by step, to formulate a clearer and more effective ESG risk management program and enhance our sustainability governance.

#### ESG GOVERNANCE STRUCTURE

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



## 可持續治理

## SUSTAINABILITY GOVERNANCE

**董事會**  
Board of Directors

- 決策 ESG 監管事宜  
Make decisions on ESG regulatory matters
- 制定公司 ESG 相關策略、目標、政策  
Develop ESG-related strategies, objectives and policies
- 監督公司 ESG 相關策略、目標及政策的實施  
Supervise the implementation of the Company's ESG-related strategies, objectives and policies
- 審閱 ESG 相關風險和機遇  
Review ESG-related risks and opportunities
- 審批公司年度 ESG 報告  
Approve the Company's annual ESG report
- 定期對 ESG 目標進度和相關工作進行檢討  
Regularly review the ESG progress and relevant work

**ESG工作小組**  
ESG Working Group

- 識別和管理 ESG 風險  
Identify and manage ESG risks
- 制定 ESG 工作計畫  
Develop ESG work plan
- 評估和管理 ESG 議題  
Assess and manage ESG issues
- 編制 ESG 報告  
Prepare ESG reports
- 定期向董事會匯報 ESG 工作情況  
Regularly report ESG work to the Board

**各職能部門**  
Functional Departments

- 配合 ESG 工作小組落實 ESG 工作  
Work with the ESG Working Group to implement ESG work
- 定期向 ESG 工作小組反饋落實進度  
Provide regularly feedback on the implementation progress to the ESG Working Group

瑞科生物 ESG 治理架構  
Recbio ESG Governance Structure

## 可持續治理

## SUSTAINABILITY GOVERNANCE

### 利益相關方參與

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

### STAKEHOLDER ENGAGEMENT

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

主要利益相關方 Key Stakeholders	利益相關方期望 Stakeholder Expectations	溝通響應方式 Channels for Communication and Response
股東/投資者 Shareholders/Investors	風險管理 Risk management 行業發展與共贏 Industry development and win-win 合理穩定收益 Reasonable and stable returns 信息披露 Information disclosure	公司公告 Corporate announcement 股東大會 General meeting 投資者調研 Investor survey 路演活動 Roadshow 股東熱線 Shareholder hotline 投資者關係郵箱 Investor relations email 實地考察 On-the-spot inspection 官網 Official website 微信公眾號 Enterprise WeChat public account
員工 Employees	員工培訓與發展 Employee training and development 員工健康與安全 Employee health and safety 員工福利與關懷 Employee welfare and care 員工權益維護 Employee rights protection 民主溝通 Democratic communication	員工培訓和績效評估 Staff training and performance evaluation 員工代表大會和工會委員會 Employee congress and trade union committee 員工大會、座談會 Staff meeting, symposium 員工投訴和舉報郵箱 Employee complaint and report email 微信公眾號 Enterprise WeChat public account
政府與監管機構 Government and regulators	信息安全與隱私保護 Information security and data privacy 反貪腐與商業道德 Anti-corruption and business ethics 公益慈善 Charity and philanthropy 醫療保健可及性 Accessibility to health care 應對氣候變化 Response to climate change 能源管理 Energy management 資源管理 Resource management	政策諮詢 Policy consultation 會議交流 Meetings and exchanges 監管考察 Supervision and inspection 新聞稿 Press releases



## 可持續治理

## SUSTAINABILITY GOVERNANCE

主要利益相關方 Key Stakeholders	利益相關方期望 Stakeholder Expectations	溝通響應方式 Channels for Communication and Response
客戶 Customers	產品質量與安全 Product quality and safety 信息安全與隱私保護 Information security and data privacy 研發與創新 R&D and innovation 負責任營銷 Responsible marketing 客戶服務保障 Customer services and guarantees	藥品不良事件反饋 Feedback of adverse drug event 客服熱線 Customer service hotline 客戶調研 Customer satisfaction survey 投訴渠道 Complaint channel
社區 Community	公益慈善 Charity and philanthropy 環境管理 Environmental management 醫療保健可及性 Accessibility to health care	微信公眾號 Enterprise WeChat public account 社區活動 Community activities 環保宣傳 Environmental protection campaigns 健康支持 Health support
供應商 Supplier	供應鏈管理 Supply chain management 反貪腐與商業道德 Anti-corruption and business ethics 行業發展與共贏 Industry development and win-win	行業交流活動 Industry-wide exchange activities 供應商行為準則 Code of conduct of suppliers 供應商評估 Supplier assessment 供應商網站平台 Website platform of suppliers 供應商日常溝通 Daily communication with suppliers 現場指導和檢查 On-site guidance and inspection

## 可持續治理

## SUSTAINABILITY GOVERNANCE

### 實質性議題評估

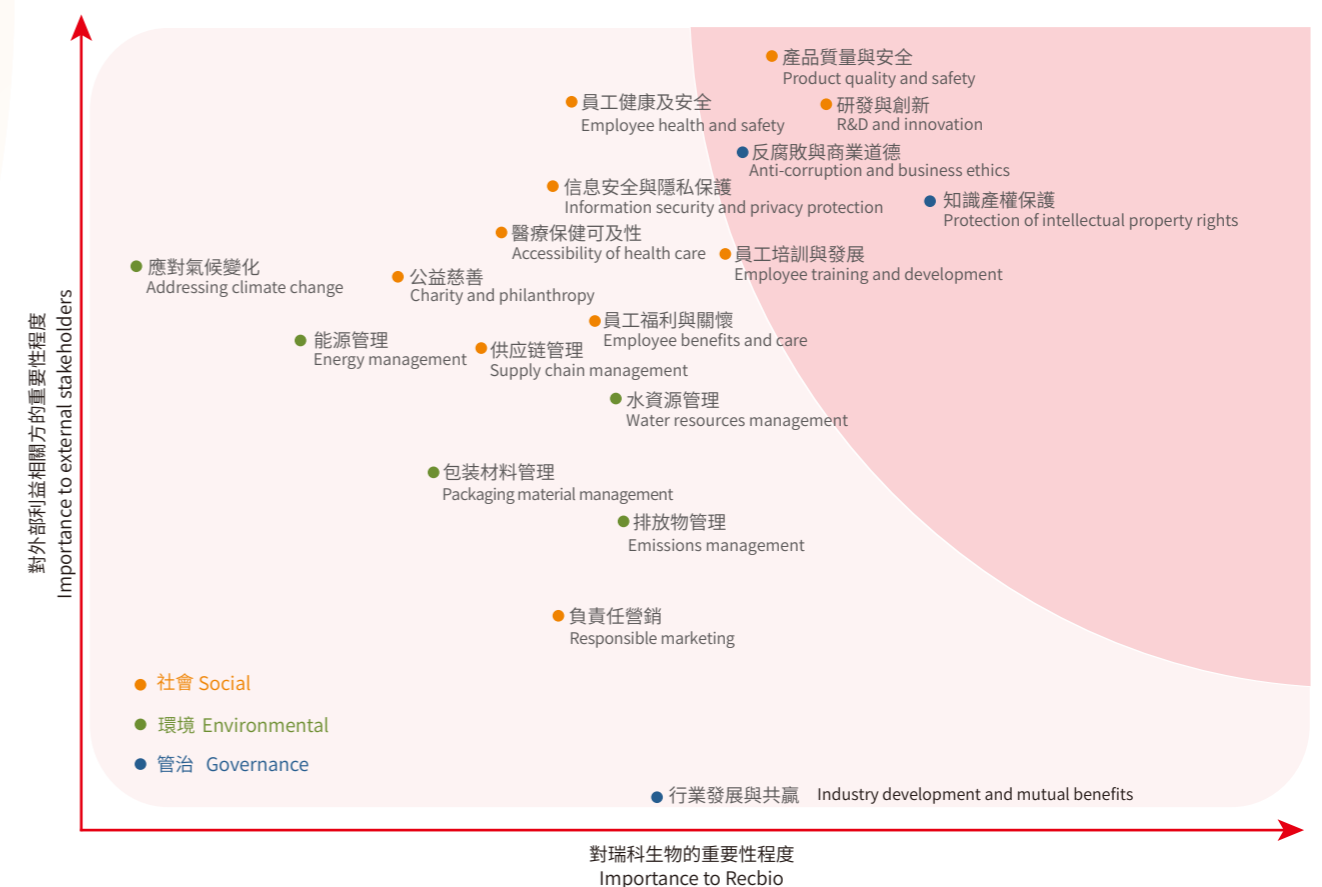
瑞科生物開展實質性議題調研，綜合利益相關方期望、行業熱點議題及自身業務運營情況識別重要性 ESG 議題，並面向員工開展議題重要性評估調研，最終將識別出的各項 ESG 議題按照對內外部利益相關方的重要程度進行排序，形成實質性議題矩陣，為瑞科生物制定 ESG 戰略奠定堅實的基礎。

報告期內，我們共識別出 18 項重要性 ESG 議題，其中醫療保健可及性為 2023 年新增議題，旨在強調瑞科生物作為醫藥企業的社會責任擔當。在對標同業結果，並參考專家意見和員工反饋後，產品質量與安全、研發與創新、員工健康及安全、反貪腐與商業道德以及知識產權保護 5 項議題被認為極其重要的 ESG 議題，我們將在本篇報告中重點披露相關內容，並在未來著重相關領域的可持續建設。

### ASSESSMENT OF MATERIAL ISSUES

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

During the Reporting Period, we identified a total of 18 material ESG issues. Among them, accessibility to healthcare was newly added in 2023 to emphasize Recbio's social responsibility as a pharmaceutical company. After comparing the issues with our peers and taking into account expert opinions and employee feedback, product quality and safety, R&D and innovation, employee health and safety, anti-corruption and business ethics, and intellectual property protection were identified as material ESG issues. We will focus on disclosing these five issues in detail in this report and focus on enhancing sustainability in these domains.



## 可持續治理

### SDGs 響應

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

SDGs	對應報告章節 Chapter	瑞科生物回應 Recbio's Response
 良好健康與福祉	<ul style="list-style-type: none"> <li>信心佐劑，持之以恆</li> <li>創新賦能，質量領航</li> <li>平等僱傭，健康成長</li> <li>共享共贏，向上向善</li> </ul>	<ul style="list-style-type: none"> <li>構建覆蓋宮頸癌、帶狀疱疹、呼吸道合胞病毒感染等重大疾病領域的高價值創新疫苗管線組合，守護人類健康</li> <li>落實安全風險分級管控和隱患排查治理雙重預防工作機制，保障員工職業健康安全</li> <li>定期開展員工職業健康體檢</li> <li>與行業夥伴和高校開展醫藥技術交流</li> <li>Develop high-value innovative vaccine portfolios covering cervical cancer, shingles, RSV infections and other major diseases to protect human health</li> <li>Implement a dual prevention mechanism of graded safety risk management and hidden hazard investigation and control to safeguard employees' occupational health and safety</li> <li>Arrange regular occupational health examinations for employees</li> <li>Conduct pharmaceutical technology exchanges with industry partners and universities</li> </ul>
 優質教育	<ul style="list-style-type: none"> <li>平等僱傭，健康成長</li> <li>EQUAL EMPLOYMENT AND HEALTHY GROWTH</li> </ul>	<ul style="list-style-type: none"> <li>支持教育事業，積極開展校企合作教學</li> <li>完善員工培訓體系，建立內訓師制度，鼓勵員工參與再教育</li> <li>Support education and engage in school-enterprise collaborative teaching</li> <li>Improve employee training system, establish an internal trainer system, and encourage employees to further education</li> </ul>
 性別平等	<ul style="list-style-type: none"> <li>平等僱傭，健康成長</li> <li>EQUAL EMPLOYMENT AND HEALTHY GROWTH</li> </ul>	<ul style="list-style-type: none"> <li>落實男女員工同工同酬</li> <li>對因性別產生的歧視與騷擾行為採取零容忍態度</li> <li>Enforce equal pay for equal work for male and female staff</li> <li>Adopt a zero-tolerance attitude to gender discrimination and harassment</li> </ul>
 清潔飲水和衛生設施	<ul style="list-style-type: none"> <li>呵護生態，綠色共榮</li> <li>ECOLOGY CONSERVATION FOR GREEN PROSPERITY</li> </ul>	<ul style="list-style-type: none"> <li>制定節水目標，對水資源進行綜合管理，落實節約用水各項措施</li> <li>執行嚴格的廢水排放標準，確保廢水排放合規</li> <li>Establish water conservation targets, conduct integrated management of water resources, and implement water conservation measures</li> <li>Enforce strict wastewater discharge standards and ensure the compliance of the discharge of wastewater</li> </ul>
 體面工作和經濟增長	<ul style="list-style-type: none"> <li>平等僱傭，健康成長</li> <li>EQUAL EMPLOYMENT AND HEALTHY GROWTH</li> </ul>	<ul style="list-style-type: none"> <li>採用合理的薪酬模式，保障員工體面生活</li> <li>創造和諧包容的職場環境，保障員工體面工作</li> <li>在招聘過程中嚴禁任何形式的童工和強制勞工</li> <li>Adopt a reasonable remuneration model to guarantee a decent life for employees</li> <li>Create a harmonious and inclusive workplace to ensure decent work for employees</li> <li>Prohibit any form of child labour and forced labour in the recruitment process</li> </ul>

## SUSTAINABILITY GOVERNANCE

### RESPONSE TO SDGs

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

## 可持續治理

## SUSTAINABILITY GOVERNANCE

SDGs	對應報告章節 Chapter	瑞科生物回應 Recbio's Response
 產業、創新和基礎設施	<ul style="list-style-type: none"> <li>創新賦能，質量領航</li> <li>PERFECT QUALITY WITH INNOVATION EMPOWERMENT</li> </ul>	<ul style="list-style-type: none"> <li>搭建核心技術平台，不斷提升創新能力</li> <li>推進疫苗試驗和研發進展，優化研發管線</li> <li>Set up core technology platforms to continuously improve innovation capability</li> <li>Advance vaccine trials and R&amp;D progress and optimize R&amp;D pipelines</li> </ul>
 減少不平等	<ul style="list-style-type: none"> <li>平等僱傭，健康成長</li> <li>EQUAL EMPLOYMENT AND HEALTHY GROWTH</li> </ul>	<ul style="list-style-type: none"> <li>營造多元平等的職場氛圍，杜絕各類形式的歧視</li> <li>提倡支持女性員工的職業發展</li> <li>Create diversified and equal occupational environment and eliminate all forms of discrimination</li> <li>Advocate and support female staff in their career development</li> </ul>
 可持續城市和社區	<ul style="list-style-type: none"> <li>共享共贏，向上向善</li> <li>COMMON PROSPERITY FOR A BETTER TOMORROW</li> </ul>	<ul style="list-style-type: none"> <li>舉辦愛心義賣活動</li> <li>鼓勵員工參與慈善項目</li> <li>Hold charity sale</li> <li>Encourage employees to participate in charity programs</li> </ul>
 負責任消費和生產	<ul style="list-style-type: none"> <li>創新賦能，質量領航</li> <li>PERFECT QUALITY WITH INNOVATION EMPOWERMENT</li> </ul>	<ul style="list-style-type: none"> <li>建立質量管理體系，明確質量目標</li> <li>建立質量管理流程、質量風險管理程序、偏差管理和糾正預防措施管理程序，保證質量標準符合監管要求</li> <li>開展質量審計，確保產品質量標準符合監管要求</li> <li>Establish quality management system and clarify quality objectives</li> <li>Establish quality management processes, quality risk management procedures, deviation management and management procedures of correction and prevention measures, to ensure the reliability of quality management</li> <li>Conduct quality audits to ensure that product quality standards comply with regulatory requirements</li> </ul>
 氣候行動	<ul style="list-style-type: none"> <li>呵護生態，綠色共榮</li> <li>PROTECTING ECOLOGY FOR GREEN PROSPERITY</li> </ul>	<ul style="list-style-type: none"> <li>制定減排目標，識別氣候變化對運營產生的風險，並制定風險應急管理程序，預防和減輕相關風險</li> <li>Set carbon reduction targets, identify climate change risks to operations, and develop risk contingency management procedures to prevent and mitigate associated risks</li> </ul>
 和平、正義與強大機構	<ul style="list-style-type: none"> <li>規範運營，穩健發展</li> <li>COMPLIANT OPERATION AND STABLE DEVELOPMENT</li> </ul>	<ul style="list-style-type: none"> <li>建立腐敗和違反商業道德防線，加強自身運營和供應鏈上的廉政督察與宣貫</li> <li>加強企業合規治理水平，打造合規文化</li> <li>Create a line of defense against corruption and violation of business ethics, and strengthen integrity inspection and promotion in operations and supply chains</li> <li>Enhance corporate compliance governance and build a culture of compliance</li> </ul>
 促進目標實現的夥伴關係	<ul style="list-style-type: none"> <li>共享共贏，向上向善</li> <li>COMMON PROSPERITY FOR A BETTER TOMORROW</li> </ul>	<ul style="list-style-type: none"> <li>向津巴布韋提供疫苗生產相關技術支持</li> <li>Provide technical support to Zimbabwe on vaccine production</li> </ul>

# 規範運營 穩健發展

## COMPLIANT OPERATION AND STABLE DEVELOPMENT



- 22 合規管治  
COMPLIANCE GOVERNANCE
- 24 風險管理  
RISK MANAGEMENT
- 27 商業道德  
BUSINESS ETHICS
- 29 動物福利  
ANIMAL WELFARE
- 31 信息安全  
INFORMATION SECURITY

瑞科生物堅定自身運營責任，不斷完善治理層的專業性與多元化，持續提升風險管理和內部控制水平。同時，我們堅守商業道德、樹立正確的研發倫理觀，保障在研發過程中的信息安全和隱私保護，從而全面加強公司在行業內的競爭力，實現高質量發展。

Resolved to take on responsibility for business operations, Recbio continuously improves the professionalism and diversity of those charged with governance and keeps enhancing risk management and internal control. Meanwhile, we uphold business ethics, establish proper R&D ethics, and safeguard information security and privacy protection in the R&D process. Thus, we can strengthen our overall competitiveness in the industry and achieve quality development.

## 規範運營 穩健發展

### 合規管治

瑞科生物深知合規經營是企業發展的底線和基石，嚴格遵守《中華人民共和國公司法》《中華人民共和國刑法》《香港聯合交易所有限公司證券上市規則》附錄 C1《企業管治守則》等相關法律法規。為築牢公司高效運作基礎，我們依據「相互制衡、權責明確、規範高效」的原則不斷加強公司管治結構的建設，並制定系列內部相關制度支持治理體系的建立健全。

### 治理架構

公司建立了由股東大會、董事會、監事會、經營管理層組成的「三會一層」治理模式，並遵循《公司章程》對董事會及監事會成員進行選舉與更換。董事會下設審計委員會、薪酬與考核委員會及提名委員會，各自發揮專門的輔助決策作用，保障董事會的科學性和前瞻性，推動形成優秀的公司治理。

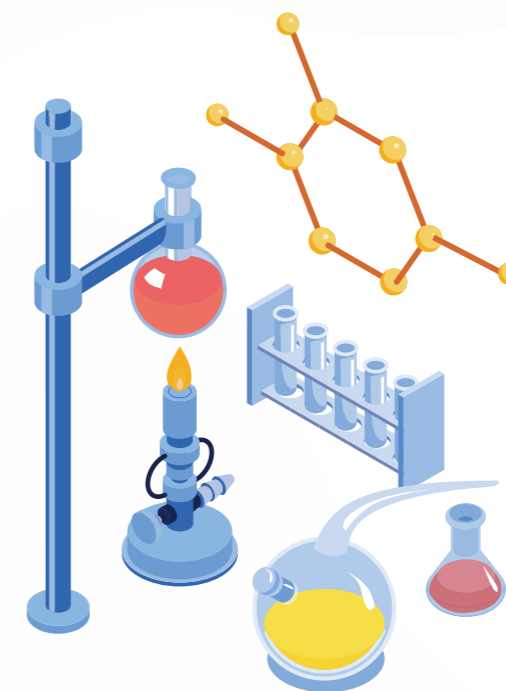
## COMPLIANT OPERATION AND STABLE DEVELOPMENT

### COMPLIANCE GOVERNANCE

Recbio understands that compliance is the bottom line and cornerstone of corporate development. As such, we strictly comply with relevant laws and regulations such as the Company Law of the People's Republic of China, the Criminal Law of the People's Republic of China, and the Appendix C1 Corporate Governance Code of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited. To build a solid foundation for the efficient operation of the Company, we have continuously strengthened our corporate governance structure based on the principles of "mutual checks, clearly defined powers and responsibilities, and standardization and high efficiency". In addition, we have also formulated a series of internal policies for a sound governance system.

### GOVERNANCE STRUCTURE

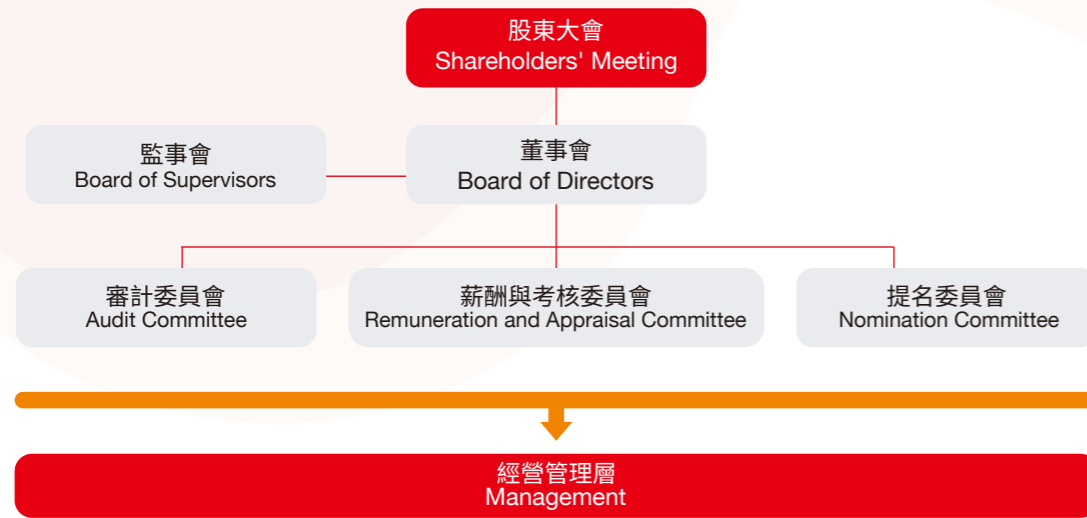
The Company has established a "three committees and the management" governance model consisting of the general meeting, the Board of Directors, the Supervisory Committee and the management, and follows the Articles of Association in the election and replacement of the members of the Board and the Supervisory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





## 規範運營 穩健發展

## COMPLIANT OPERATION AND STABLE DEVELOPMENT



瑞科生物公司治理架構  
Recbio's Governance Structure

作為瑞科生物的「方向盤」，董事會在定戰略、做決策、防風險層面有著至關重要的作用，其成員的多元化及專業性也成為公司未來戰略發展的關鍵因素。為優化董事會組成，提名委員會至少每年檢討一次董事會的架構、人數及成員技能、知識和經驗等方面的組成情況，針對因配合公司策略而準備對董事會做出的變動向董事會提出建議，並負責在適當情況下審核並執行董事會多元化政策，保證對董事會成員組成的多維度考量。截至 2023 年 12 月 31 日，瑞科生物共有 12 名董事，其中女性董事 1 名，8 名博士學位董事，4 名獨立非執行董事分別具備病毒研究、會計、醫學研究及工程相關的專業知識。

As the “navigator” of Recbio, the Board plays a crucial role in developing strategies, making decisions and preventing risks. Therefore, the diversity and professionalism of its members are crucial to the Company's future strategic development. To optimize the composition of the Board, the Nomination Committee reviews, at least once a year, its structure and size, and the members' skills, knowledge and experience, advises the Board on potential changes of the Board in line with the Company's strategy, and is also responsible for reviewing and enforcing the Board's diversity policy where appropriate to ensure multidimensional considerations of Board membership. As of December 31, 2023, Recbio had 12 directors, including 1 female director, 8 directors with doctoral degrees, and 4 independent non-executive directors with expertise in virus research, accounting, medical research and engineering, respectively.

## 規範運營 穩健發展

## COMPLIANT OPERATION AND STABLE DEVELOPMENT

### 合規經營

樹立合規經營理念、健全合規管理體系、打造合規文化是保障瑞科生物行穩致遠的重要舉措。公司合規管理體系以架構、制度和機制為支柱，全面覆蓋人力資源管理、財務管理、市場營銷、供應鏈管理等。我們任命證券與合規中心為合規管理核心責任部門，統籌監督所有合規事宜，下設法務部、內審內控部等相關部門深度參與並執行相關舉措，力爭上下聯通優化合規體系。

瑞科生物經董事會審議通過《內幕消息知情人管理辦法》《董事、監事及有關雇員證券交易守則》《利益衝突投資交易管理辦法》《關連交易管理辦法》等制度，規範在投資運作和關連交易管理方面的流程及標準，滿足證券交易所的規則要求，切斷不當利益輸送。為加強領導層的个人自律與合規意識，我們每年開展不同主題的董監高合規培訓，進一步明確規範運作注意事項。報告期內，我們共組織 3 次有關證券交易合規的董監高培訓。

### 風險管理

伴隨著市場複雜程度的提升，瑞科生物面臨的企業內外部風險也在日趨增加，全面的風險管理機制已成為公司生存和發展的核心要素之一。瑞科生物已制定綜合風險管理制度及相關程序，系統識別和監控運營中已產生及潛在風險，並強化管理措施。

### COMPLIANT OPERATION

Building up the concept of compliant operation, improving the compliant management system and creating a compliant culture are essential measures to ensure the sustainable development of Recbio. The Company's compliance management system is based on structure, system and mechanism, which comprehensively covers human resource management, financial management, marketing, and supply chain management. We have appointed the Securities and Compliance Center as the responsible department for compliance management, which coordinates and supervises all compliance matters. Below it, the Legal Department, Internal Audit and Internal Control Department and other related departments are heavily involved in the execution of relevant initiatives, striving to optimize the compliance system across the Company.

The Board has considered and approved policies such as the Measures for the Administration of Insiders of Inside Information, the Code of Conduct for Securities Transactions by Directors, Supervisors and relevant Employees, the Measures for the Administration of the Investment and Transactions with Conflicts of Interest and the Measures for the Administration of Connected Transactions. With the relevant policies, we have standardized the processes and criteria for investment operations and related transaction management to satisfy the requirements of the stock exchange rules and to cut off any tunneling. To strengthen the management's awareness of personal self-discipline and compliance, we conduct compliance training for directors, supervisors and senior managers on different topics every year to further clarify the precautions for standardized operation. During the Reporting Period, we organized a total of three training sessions for directors, supervisors and senior managers on securities trading compliance.

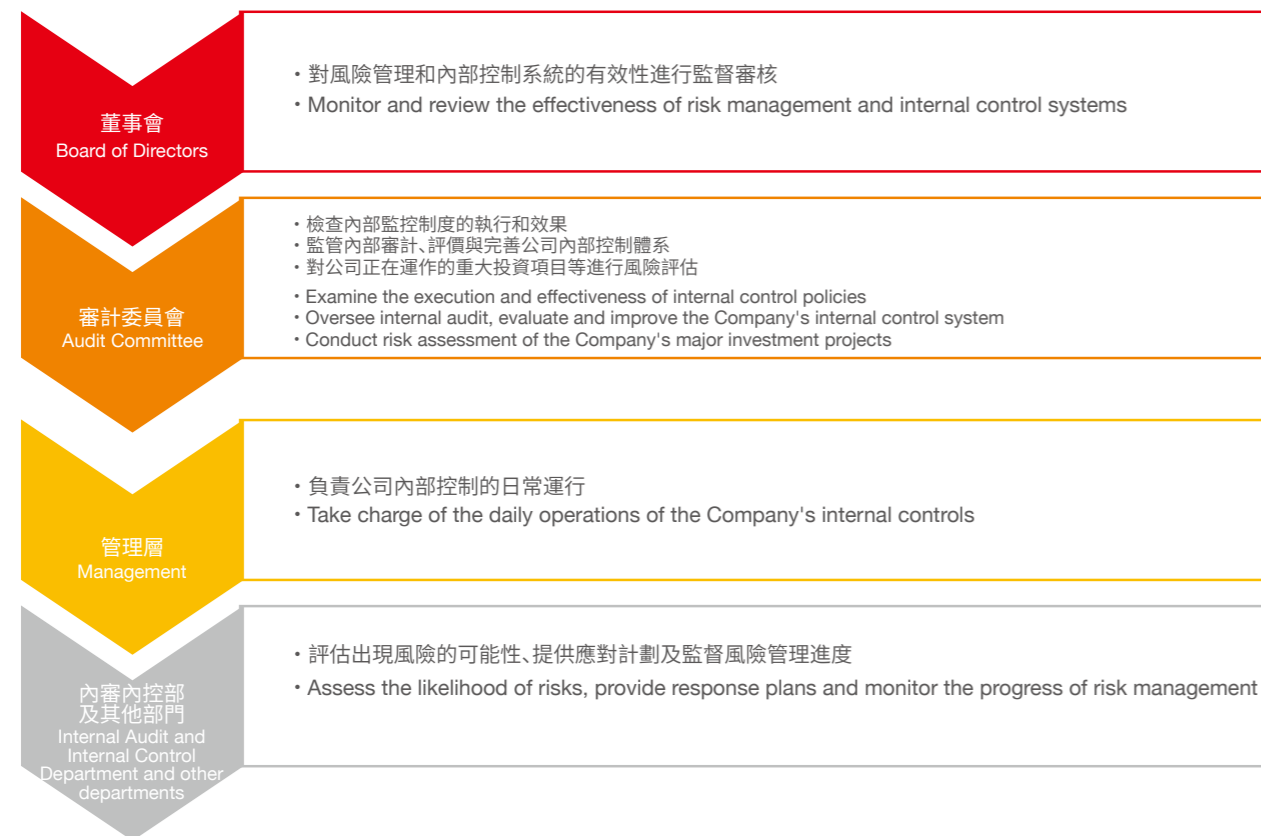
### RISK MANAGEMENT

With the rising complexity of the market, Recbio is exposed to an increasing number of internal and external risks. Therefore, a comprehensive risk management mechanism has become one of the key factors for the Company's survival and development. Recbio has formulated a comprehensive risk management system and related procedures to systematically identify and monitor the existing and potential risks in its operations and to strengthen its management measures.

## 規範運營 穩健發展

### 風險管理框架

瑞科生物構建清晰的風險管理和內部控制系統，明確各層級的風控和內控職責，實現對已識別風險的防範，促使業務風險更加可控。同時，我們將 ESG 風險管控嵌入其中，以有效減輕日常運營在 ESG 層面造成的影響，提升整體風險管理水平。在風險管理和內部控制框架的引領下，瑞科生物制定《合同管理制度》等內部管理制度，對相關業務的風險防範和控制提出明確要求。



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

## COMPLIANT OPERATION AND STABLE DEVELOPMENT

### RISK MANAGEMENT FRAMEWORK

Recbio builds a clear risk management and internal control system and clarifies the responsibilities of risk control and internal control at all levels to prevent identified risks and mitigate business risks. Meanwhile, we have embedded ESG risk control in the system to effectively reduce the impact of daily operations at the ESG level and improve overall risk management. Based on the risk management and internal control framework, Recbio has formulated internal management policies, such as the Contract Management Policy, to clarify the requirements for risk prevention and control of related businesses.

## 規範運營 穩健發展

### 風險管理機制

公司各部門聯合構建「三道防線」風險管理框架。其中業務和職能部門首當其衝，作為第一道防線及時控制風險；法務部則作為第二道防線對風險進行識別與審核；第三道防線由內審內控部負責開展內控與內審工作。



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

## COMPLIANT OPERATION AND STABLE DEVELOPMENT

### RISK MANAGEMENT MECHANISM

All departments of the Company jointly build the "Three Lines of Defense" risk management framework. Among them, the business and functional departments are the first line of defense to control risks in time; the Legal Department is the second line of defense to identify and review risks; and the Internal Audit and Internal Control Department acts as the third line of defense to conduct internal control and internal audit.

## 規範運營 穩健發展

### 風險監督改善

瑞科生物強化內部控制評價與監督工作，並不斷跟進和落實整改措施。為完善內部控制流程，內審內控部通過訪談、穿行測試等方式，對公司採購等重要業務部門的內部控制設計和執行有效性開展評價，並根據評價結果編制缺陷整改計劃，監督整改業務內部控制，進一步幫助增強風險管理過程的充分性和有效性。在評價工作開展過程中，內審內控部將抽取重點項目進行審計。

此外，各業務部門和職能部門通過自查自審工作，糾正業務中產生的問題，提高對風險管理的認知並實施整改，加強三道防線對公司風險管理的賦能與監督。報告期內，法務部共完成 3,800 份合同的審核。

### 商業道德

瑞科生物恪守商業道德，嚴格遵守《中華人民共和國反不當競爭法》《關於禁止商業賄賂行為的暫行規定》等規章制度和法律法規，始終保障自身業務建立在廉潔正直的平台上，對任何貪污腐敗及違反商業道德的行為採取「零容忍」態度。

我們制定《反舞弊制度》中，我們明確要求員工嚴格遵守相關法律法規、職業道德及公司的規章制度，規範自身職業行為，建立「公司制度防線、員工思想防線、監督舉報防線」三道防線，加強在內部員工和外部合作夥伴中的反腐力度。公司董事會承擔督促建立廉潔文化環境的責任，並審議批准反腐敗相關制度；管理層負責制定具體的制度、流程和政策，並確保其有效執行。

## COMPLIANT OPERATION AND STABLE DEVELOPMENT

### RISK SUPERVISION AND MITIGATION

Recbio has strengthened its internal control evaluation and supervision, and has continuously followed up and executed corrective measures. To improve the internal control process, the Internal Audit and Internal Control Department evaluates the effectiveness of the design and implementation of internal controls for the Company's procurement and other critical business departments through interviews and walk-through tests. The department also prepares rectification plans based on the evaluation results and supervises the rectification of internal controls over businesses to further enhance the adequacy and effectiveness of the risk management process. In the course of the evaluation, the Internal Audit and Internal Control Department will sample key projects for auditing.

In addition, each business department and functional department corrects problems arising from its operations, raises awareness of risk management and implements corrections through self-inspection and self-audit. In this way, the Three Lines of Defense can be strengthened to empower and supervise the Company's risk management. During the Reporting Period, the Legal Department completed a review of a total of 3,800 contracts.

### BUSINESS ETHICS

Recbio is committed to business ethics and strictly abides by regulations and laws such as the Anti-Unfair Competition Law of the People's Republic of China and the Interim Provisions on Banning Commercial Bribery. We have made sustained efforts to ensure that our business is built on integrity and honesty, and adopted a "zero-tolerance" attitude towards any corruption and violation of business ethics.

In our Anti-Fraud Policy, we explicitly demand our employees to strictly abide by relevant laws and regulations, professional ethics, and the Company's rules and policies, and to standardize their professional conduct. In this regard, we have also established three lines of defense, namely, "corporate policy, employee awareness, and supervision and reporting process", in an attempt to strengthen the anti-corruption efforts among internal employees and external partners. The Board of the Company is responsible for supervising the establishment of an integrity culture and deliberating and approving anti-corruption related policies. The Management is responsible for formulating specific systems, processes and policies and ensuring their effective execution.

## 規範運營 穩健發展

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

在報告期內，瑞科生物未發生任何涉及貪污腐敗或不正當競爭的訴訟及案件。

舉報郵箱: fanjy@recbio.cn  
舉報熱線: 15306821372

## COMPLIANT OPERATION AND STABLE DEVELOPMENT

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

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

Reporting email: fanjy@recbio.cn  
Reporting hotline: 15306821372

我們持續深化反舞弊和反貪腐文化建設，定期面向員工開展相關培訓，營造風清氣正的企業氛圍。報告期內，共有 66 名中層員工參與反貪腐培訓，特別覆蓋採購部、工程管理中心、人力資源部、戰略發展部、營銷中心、財務管理中心、註冊法規部等貪腐風險高的部門。

We continue to reinforce the anti-fraud and anti-corruption culture and regularly conduct relevant training for employees to create a clean and upright corporate culture. During the Reporting Period, a total of 66 middle-level employees participated in anti-corruption training, especially covering departments with high risk of corruption such as the Procurement Department, Engineering Management Center, Human Resources Department, Strategic Development Department, Marketing Center, Financial Management Center, and Registration and Regulations Department.

### 全線上反貪腐培訓 Online Anti-Corruption Training

2023年6月，我們針對中層員工開展全線上2023反腐敗培訓，主要講解職務侵佔罪、挪用資金罪等常見的經濟犯罪。培訓通過詳細的概念梳理和案例詮釋，使得參與員工對企業日常經營過程中的易發公司職務犯罪有了較為深刻的瞭解，同時知悉觸發“高壓線”後的法律後果，達到了良好的預防犯罪宣貫效果。

In June 2023, we conducted an annual online anti-corruption training for mid-level staff, mainly covering common financial crimes such as job misappropriation and embezzlement of funds. The training, with detailed explanations of concepts and cases, provided the participants with a deeper understanding of the corporate crimes that are likely to occur in daily business operations, as well as the legal consequences of crossing the "red line", which raised their awareness of crime prevention.



## 規範運營 穩健發展

瑞科生物注重供應商廉潔管理，嚴格遵從國家及地方法律法規，確保建立可靠和負責任的供應鏈。我們嚴格按照《採購物流部招標流程》進行採購招標活動，確保公正公平公開。我們和供貨商簽訂《廉潔承諾書》和《質量協議》，並在合同中明確列示了反商業賄賂條款，對合作方的商務行為和商務道德做出相關規範。

### 動物福利

我們嚴格遵守《中華人民共和國生物安全法》《實驗動物環境及設施》(GB 14925-2023)、《實驗室生物安全通用要求》(GB 19489-2008)等法律法規及強制性國家標準，並制定了《動物實驗室管理程序》《實驗動物福利管理程序》等一系列程序規範實驗動物福利的管理，確保實驗環境、設備和流程等滿足實驗動物福利要求。報告期內，我們的實驗動物許可證年檢報告書已通過審查。

動物福利事宜由公司實驗動物管理委員會及福利倫理委員會統籌管理，主要負責制定內部實驗動物管理制度、規劃和檢查實驗動物設施建設、審核和調查動物實驗合規性及動物福利，並至少每半年審核一次實驗動物人性化使用與管理的程序。

此外，該委員會不定期安排相關員工參與實驗動物管理內外部培訓，增加員工專業知識儲備。

## COMPLIANT OPERATION AND STABLE DEVELOPMENT

Recbio lays emphasis on supplier integrity management and strictly complies with national and local laws and regulations to ensure the establishment of a reliable and responsible supply chain. We conduct procurement and bidding activities in strict accordance with the Bidding Process of Procurement and Logistics Department to ensure fairness and openness. We have signed the Integrity Commitment and the Quality Assurance Agreement with our suppliers, clearly listed the anti-bribery clauses in the contracts, and made relevant regulations on business conduct and business ethics of our partners.

### ANIMAL WELFARE

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

Animal welfare matters are coordinated and managed by our Experimental Animal Management Committee and Welfare and Ethics Committee. They are mainly responsible for formulating the management policies for internal experimental animals, planning and inspecting the facilities for experimental animals, auditing and investigating the compliance of animal experiments and animal welfare, and reviewing the procedures for the humane utilization and management of experimental animals at least once every six months.

In addition, the committees arrange relevant staff to participate in internal and external training on laboratory animal management from time to time to enhance their expertise.

## 規範運營 穩健發展

## COMPLIANT OPERATION AND STABLE DEVELOPMENT

### 實驗動物管理基礎培訓 General Training on the Management of Experimental Animals

2023年8月，實驗動物管理委員會組織員工參加江蘇省實驗動物管理委員會辦公室舉行的《實驗動物管理基礎工作》培訓，內容覆蓋生物安全管理、福利倫理審查、設施管理體系等多個維度。講授過程通過現場提問等考核方式，使參與人員加深對動物實驗操作流程的熟悉程度，考核合格率高達100%。培訓結束後，參訓員工亦向公司動物組全體員工分享培訓內容。

In August 2023, the Experimental Animal Management Committee organized employees to attend the training on the Basics of Experimental Animal Management held by the Office of the Jiangsu Laboratory Animal Management Committee, which covered a variety of dimensions such as biosafety management, welfare and ethics review, and facility management system. During the training, participants' familiarity with the processes of animal experiments was enhanced through on-spot questions and other assessments, with a pass rate of 100%. After the training, participants also shared the training content with all employees of the Animal Group of the Company.

瑞科生物將動物福利的概念和原則落到實處，結合飼養環境、社會環境、模仿自然行為的機會為不同種類的動物提供專屬福利，例如將豚鼠飼養在有墊料的獨立通氣籠盒(IVC)中，並提供紙巾、木塊等環境物以豐富飼養環境，滿足豚鼠的生理與心理需求。2023年，瑞科生物組織更換了動物實驗中心屏障環境空調高效過濾器，以保持動物房潔淨度。

Considering the feeding environment, social environment, and opportunities to mimic natural behaviors, Recbio practices the concepts and principles of animal welfare by providing exclusive welfare for different kinds of animals. For example, guinea pigs are kept in Individual Ventilated Cages (IVCs), which are lined with bedding and other items such as paper towels and wooden blocks to enrich the feeding environment and satisfy the guinea pigs' physiological and psychological needs. In 2023, the Company replaced the high-efficiency filters of barrier system's air conditioning in Animal Laboratory Center to keep animal rooms clean.



## 規範運營 穩健發展

### 信息安全

本公司嚴格遵循《中華人民共和國數據安全法》《中華人民共和國網絡安全法》《中華人民共和國個人信息保護法》等相關法律法規，並制定《江蘇瑞科生物技術股份有限公司信息管理制度》(以下簡稱「信息管理制度」)和《江蘇瑞科生物技術股份有限公司網絡安全管理制度》，規範公司信息資源的使用和管理，提高網絡安全性。2023年，我們修訂《信息管理制度》，重點完善其中的信息系統管理運維要求，並新增《信息系統日常支持管理辦法》對系統運維要求進行細化。

瑞科生物遵循「立體防護、兼容安全、風險平衡」的原則建設信息安全系統，力爭將信息保護融合於運營各環節。在數據安全管理方面，我們要求對外發送業務數據和資料必須使用不可更改或已對修改權限加密的文件格式，並規定重要備份數據須雙份異地存放。在網絡安全管理方面，我們取消原有單一無線網絡(WiFi)名和密碼的方式，並對內外部網絡進行了物理隔離。採用多重認證的方式控制內部網絡訪問，臨時外部人員僅允許通過手機號、驗證碼確認後，接入外部網絡。此外，我們將生產網絡、實驗室網絡、辦公網絡同樣進行了隔離，防止網絡間的威脅傳遞。



## COMPLIANT OPERATION AND STABLE DEVELOPMENT

### INFORMATION SECURITY

The Company strictly abides by the Data Security Law of the People's Republic of China, the Cybersecurity Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China and other relevant laws and regulations. In addition, the Company has formulated the Information Management Measures of Jiangsu Recbio Technology Co., Ltd. (hereinafter referred to as the Information Management Measures) and the Network Security Management Measures of Jiangsu Recbio Technology Co., Ltd. to standardize the use and management of the Company's information resources and to enhance network security. In 2023, we revised the Information Management Measures with a focus on improving the requirements for the management and the O&M of the information system; in addition, we developed the Management Measures for the Daily Support of Information System to refine the O&M requirements.

Recbio adheres to the principle of "three-dimensional defense, compatible security, balanced risks" to build an information security system, and strives to protect information throughout the entire operational process. For data security management, we require that business data and information must be sent in a file format that either forbids alteration or encrypts the modification permission, and that important backup data must be in duplicate copies and stored in different locations. For cybersecurity management, accessing the Company's intranet through the match of a single wireless network (WiFi) name and password is no longer allowed, and the intranet and extranet are also physically isolated. Intranet access is controlled by means of multiple authentication, in which case external temporary personnel are only allowed to access the intranet through phone number and verification code confirmation. In addition, we isolate the production network, laboratory network, and office network to prevent the transfer of threats among networks.

## 規範運營 穩健發展

為加強網絡威脅預警和安全保護，我們陸續採購並上線外部專業終端安全管理平台，通過軟硬件組合，建立起內外部全方位、立體化的網絡安全防護體系，同時為數據中心邊界以及受控區域增加單獨的隔離措施，重點確保數據中心的安全。系統運維管理員定期對系統數據庫和服務器的穩定性及可靠性開展巡檢，將發生的問題進行優先級排序處理。我們也邀請外部平台為系統部署展開巡檢和滲透測試，進一步修復安全弱點。

### 安全防護系統外部巡檢 External Inspections on Security Defense Systems

報告期內，我們定期接受外部平台對安全防護系統開展的基礎巡檢，包括各系統運行狀態、病毒庫、行為特徵庫等的更新情況和系統配置檢查，並對過程中發現的疑似威脅問題進行針對性分析與修復，保障系統的高可用性。

During the Reporting Period, we regularly accepted basic inspections of the security defense systems carried out by external agencies, including the inspection of the operating status of each system as well as the update and systematic configuration of virus database and behavioral feature database. Targeted analyses and remediations of suspected threats identified in the process are carried out to safeguard the high availability of the system.

我們不斷強化員工的信息安全和隱私保護意識，將信息安全條款加入《員工手冊》中，禁止員工私自安裝和刪除軟件、攻擊內外部服務器等危害信息網絡安全的舉動，並鼓勵制止妨害信息安全的行為。我們面向員工開展信息管理制度解讀以及信息系統使用、維護和安全保障培訓，並將相關課程納入入職培訓中。2023年，我們共組織培訓6場信息安全相關培訓，覆蓋約175名員工，新員工信息安全培訓覆蓋率為100%。

報告期內，公司未發生信息安全事件。

## COMPLIANT OPERATION AND STABLE DEVELOPMENT

To strengthen cyber threat warning and security protection, we have purchased and launched external professional security management platforms. Through a combination of hardware and software, we have established an internal and external all-round, three-dimensional network security protection system, and at the same time, we have implemented additional separate isolation measures for the borders of the data center as well as the controlled areas, focusing on ensuring the security of the data center. The system O&M administrator carries out regular inspections of the stability and reliability of the system database and servers, and deals with problems by priority. We also invite external agencies to conduct inspections and penetration tests on system deployments to further remediate security vulnerabilities.

We continue to strengthen employees' awareness of information security and privacy protection by including provisions of information security in the Employee Handbook. We prohibit employees from installing and deleting software without permission, attacking internal and external servers and other actions that jeopardize the security of the information network, and encourage them to stop the actions that jeopardize information security. We provide employees with the interpretation of the Information Management Measures as well as training on the use, maintenance and security defense of information systems. Relevant courses are included in orientation training. In 2023, we organized 6 training sessions related to information security, covering approximately 175 employees, with 100% coverage of information security training for new employees.

During the Reporting Period, the Company had no information security incidents.



# 創新賦能 質量領航

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT



- 34 持續創新  
CEASELESS INNOVATION
- 37 質量保障  
QUALITY ASSURANCE
- 44 客戶服務  
CUSTOMER SERVICE
- 45 責任採購  
RESPONSIBLE PROCUREMENT

產品創新與質量保障對瑞科生物運營發展至關重要，瑞科生物堅持產品創新，並持續完善產品質量保障工作，建立綜合全面的質量體系，恪守最高質量標準，保護人類的健康與安全。

Product innovation and quality assurance are crucial to Recbio's operation and development. Adhering to the highest quality standards to protect people's health and safety, Recbio is dedicated to innovating products, continuously improving product quality assurance and establishing a comprehensive quality system.

## 創新賦能 質量領航

### 持續創新

#### 創新能力

瑞科生物秉持「創制一流疫苗，守護人類健康」的使命，搭建了新型佐劑、蛋白工程、和免疫評價三大創新平台，疫苗管線組合覆蓋宮頸癌、帶狀疱疹、呼吸道合胞病毒感染等重大疾病領域，致力於讓高價值創新疫苗產品惠及更多國內外人群。2023 年，我們在研發道路中進行了更為深遠的探索，共投入 4.88 億元，用於臨床試驗。

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

### CEASELESS INNOVATION

#### INNOVATION CAPABILITY

We uphold the mission of “protecting human health with best-in-class vaccines” and have established three innovation platforms, namely novel adjuvant, protein engineering, and immunological evaluation, with a vaccine portfolio covering cervical cancer, shingles, RSV infections and other major diseases. We are committed to making high-value and innovative vaccines available to more domestic and overseas populations. In 2023, we undertook a more far-reaching exploration along our R&D path with a total investment of RMB487.8 million in clinical trials.

### 三大創新平台介紹 Introduction to the Three Major Innovation Platforms

<p>新型佐劑平台 Novel Adjuvant Platform</p>	<ul style="list-style-type: none"> <li>• 通過該平台，瑞科生物成為少數幾家能夠研發對標 FDA 批准的新型佐劑 (AS01、AS03、AS04、CpG1018 及 MF59) 的公司之一；</li> <li>• 助力加快佐劑技術創新，依據病原體的致病機制和疫苗的保護機理匹配最合適的佐劑種類。</li> <li>• Through this platform, Recbio has become one of the few companies that is able to develop novel adjuvant, benchmarking FDA-approved adjuvants (AS01, AS03, AS04, CpG1018 and MF59);</li> <li>• Help accelerate innovation in adjuvant technology and match the most appropriate adjuvant types to the pathogen's mechanism of pathogenesis and the vaccine's mechanism of protection.</li> </ul>
<p>蛋白工程平台 Protein Engineering Platform</p>	<ul style="list-style-type: none"> <li>• 基於結構的免疫原設計方式，為創新型疫苗開發提供抗原優化解決方案；</li> <li>• 採用多種表達系統，能夠在疫苗開發中選擇及應用其中最合適的系統。</li> <li>• A structure-based approach to immunogen design that provides antigen optimization solutions for the development of innovative vaccines;</li> <li>• Adopt multiple expression systems to select and apply the most appropriate system for vaccine development.</li> </ul>
<p>免疫評價平台 Immunological Evaluation Platform</p>	<ul style="list-style-type: none"> <li>• 瑞科生物可以通過該平台選擇優勢抗原及佐劑組合，進而提高免疫原性；</li> <li>• 借助該平台，瑞科生物成為中國首批能夠開展假病毒中和、ELISPOT 及 ICS 檢測的公司之一。</li> <li>• The platform allows Recbio to select appropriate dominant antigen-adjuvant combinations, thereby enhancing immunogenicity;</li> <li>• With this platform, Recbio has become one of the first companies in China to be able to perform pseudovirus neutralization, ELISPOT and ICS testing.</li> </ul>

人才是瑞科生物創新的核心驅動力，我們重視人才建設，逐步構建多領域、多層次的創新人才隊伍。截止 2023 年底，瑞科生物碩士研究生及以上學歷的員工占總數的 20.6%，包含博士研究生 16 人。

Talent is the core driving force of Recbio's innovation, and, therefore, we attach importance to the cultivation of talents and have gradually built up a multi-disciplinary and multi-layer innovative talent team. By the end of 2023, 20.6% of Recbio's employees had a master's degree or above, including 16 employees with a doctoral degree.

## 創新賦能 質量領航

### 研發管理

瑞科生物高度重視產品創新與開發管理，建立嚴格的預研管理和產品開發管理流程，保障產品設計及開發的有效性，以及產品未來在市場中的競爭性。

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

2023年，BFA01、BFA04（含氫氧化鋁佐劑）新型佐劑全套藥學資料已經通過藥品審評中心（CDE）的審評，並批准臨床試驗申請，還有6款疫苗正處於臨床試驗階段或臨床前研究階段。未來我們將繼續優化研發管線，增加對疫苗新佐劑等前沿新興技術的研發投入，不斷推出更安全、更有效的創新疫苗，以滿足市場需求的不斷變化。



## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

### R&D MANAGEMENT

Attaching great importance to product innovation and development management, Recbio has formulated strict processes for pre-research management and product development management to ensure the effectiveness of product design and development and enhance product competitiveness in future markets.

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

In 2023, the full set of pharmacological data of the novel adjuvants BFA01 and BFA04 (with aluminum hydroxide adjuvant) have been reviewed by the Center for Drug Evaluation (CDE) and approved for clinical trials. 6 vaccine candidates are undergoing clinical trials or pre-clinical studies. In the future, we will continue to optimize our R&D pipeline and increase investment in the R&D of cutting-edge emerging technologies, such as novel adjuvants for vaccines, so as to keep producing safer and more effective innovative vaccines to meet the ever-changing market demands.



## 創新賦能 質量領航

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

### 重組九價 HPV 疫苗 REC603 Recombinant HPV 9-valent vaccine REC603

目前處於 III 期臨床試驗階段，我們已完成第 24 個月受試者隨訪工作，正在進行第 30 個月訪視觀察。

The vaccine is currently in Phase III clinical trials. We have completed the 24th month of subject follow-up and are in the process of observing the 30th month visit.

### 新佐劑重組帶狀疱疹病毒疫苗 REC610 Novel adjuvanted recombinant shingles vaccine REC610

目前產品處於 I 期臨床研究階段，在菲律賓已完成所有受試者免疫接種程序、階段性隨訪及採血工作；國內 I 期臨床研究已獲得臨床試驗通知書，開展試驗現場考察與臨床樣本檢測工作。

Currently, the product is in Phase I clinical study with inoculation procedures, periodical follow-up and blood collection completed for all the subjects in the Philippines; a Clinical Trial Notification (CTN) has been obtained for the domestic Phase I clinical study for trial-site inspection and clinical sample testing.

### 重組雙組分新冠病毒疫苗 ReCOV Recombinant Bicomponent COVID-19 Vaccine ReCOV

我們已向中國監管部門提交產品上市申請，並於 2023 年 3 月在蒙古國獲得 ReCOV 緊急用戶許可證。

We have submitted a New Drug Application (NDA) to the Chinese regulatory authorities and received an Emergency Use Authorization (EUA) for ReCOV in March 2023 in Mongolia.

截至 2023 年末重點疫苗產品進展  
Progress of Key Vaccine Products by 2023

### 知識產權

瑞科生物嚴格遵循《中華人民共和國專利法》《中華人民共和國商標法》和《中華人民共和國反不正當競爭法》等知識產權法律法規要求。為推動知識產權的管理、保護和應用，我們建立《江蘇瑞科生物技術股份有限公司專利管理制度（試行）》規範本公司專利工作，將專利成果指標與專利管理水平納入公司經營管理水平及技術創新工作業績評價標準，促進構築公司自主知識產權體系，調動員工發明創造的積極性。

公司搭建項目的知識產權保護工作流程，包括專利及商標方面的檢索調研、分析、申報及維護，為公司技術創新提供價值和保障服務。同時，公司建立工作流程，模擬開展專利自由實施分析（FTO）的場景，細化專利侵權預警工作並形成專利侵權預警報告，為產品上市排除侵權隱患。

### INTELLECTUAL PROPERTY

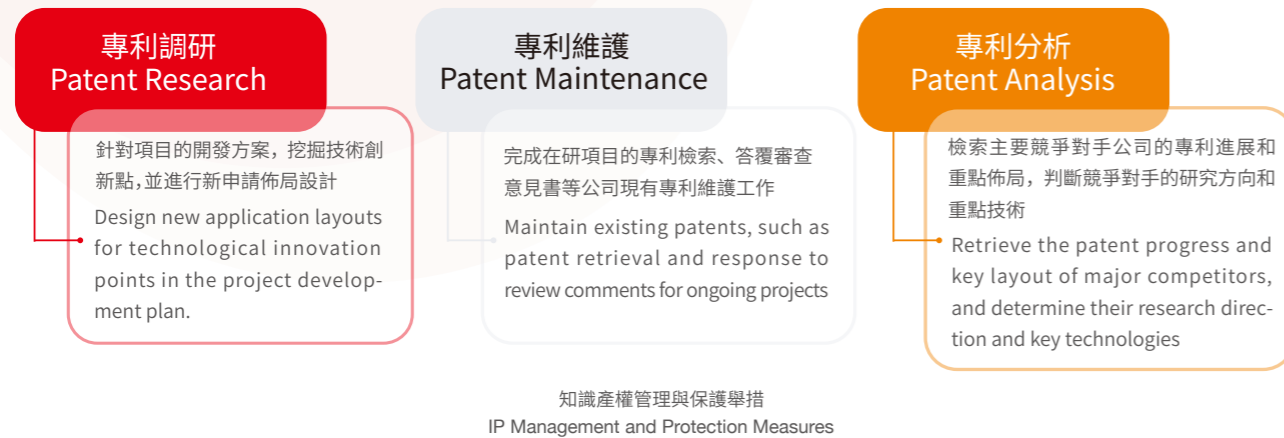
Recbio strictly abides by the laws and regulations related to intellectual property (IP) such as the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Copyright Law of the People's Republic of China, and the Anti-Unfair Competition Law of the People's Republic of China. To promote the management, protection and application of intellectual property rights, we have developed the Patent Management Measures of Jiangsu Recbio Technology Co., Ltd. (Trial) to regulate the Company's patent activities. We include patent achievement indicators and patent management in the performance evaluation criteria for business management and technical innovation, so as to facilitate the construction of the Company's independent IP system and stimulate employees' enthusiasm for invention and creation.

The Company formulates a workflow for product IP protection, including retrieval-based research, analysis, application, and maintenance of patents and trademarks to provide guarantees for the Company's technological innovation. In addition, the Company establishes an anti-infringement workflow, simulates the scenario of carrying out the Freedom to Operate (FTO) analysis, further clarifies the early warning tasks of patent infringement, and issues early warning reports to avoid potential infringement for products to be launched.



## 創新賦能 質量領航

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT



嚴格完善的知識產權保護工作有助於保障公司利益，促進技術創新，建立公司形象與品牌價值。報告期內，瑞科生物提交發明專利申請共計 51 件，獲得 5 件授權專利；申請商標數 24 件（含中國及境外申請），獲得 25 件注冊商標（含中國及境外）。

Strict and proper IP protection helps to protect the Company's interests, facilitate technological innovation and R&D, and enhance the Company's image and brand value. During the Reporting Period, Recbio applied for a total of 51 invention patents with 5 patents authorized; applied for 24 registered trademarks (including those applied in China and abroad), and obtained 25 registered trademarks (including those filed in China and abroad).

### 質量保障

瑞科生物致力於為大眾提供可靠和有保障的疫苗產品，持續努力守護人類健康。我們嚴格遵守《中華人民共和國藥品管理法》《中華人民共和國疫苗管理法》《中華人民共和國生物安全法》《藥品註冊管理辦法》《藥品生產監督管理辦法》《藥品生產質量管理規範》等藥品與疫苗質量安全相關的法律法規，制定瑞科生物質量管理相關制度，以確保質量管理有章可循。

### QUALITY ASSURANCE

Recbio is committed to providing reliable and safe vaccines to the public and makes unremitting efforts to safeguard people's health. We strictly abide by the laws and regulations related to the quality and safety of drugs and vaccines, including the Drug Administration Law of the People's Republic of China, the Vaccine Administration Law of the People's Republic of China, the Biosecurity Law of the People's Republic of China, the Measures for the Administration of Drug Registration, the Measures for the Supervision and Administration of Drug Production, the Good Manufacturing Practice for Drugs. Based on these laws and regulations, we formulate our own policies related to quality management to ensure standardized quality management.

## 創新賦能 質量領航

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

### 質量體系

保證產品質量是公司核心要務，我們設定了明確的質量目標，全方位保障產品及服務質量始終符合最高標準及要求。

### QUALITY SYSTEM

At Recbio, ensuring product quality is our top priority. Therefore, we have set clear quality objectives to ensure that the quality of our products and services always meets the highest standards and requirements in all aspects.

瑞科生物質量目標	Recbio's Quality Objectives
持續提高產品質量，確保產品安全有效，保持 100% 批簽發合格率，不發生重大質量事故和因產品質量引起的群體性不良事件，提高顧客滿意度。	To continuously improve product quality, ensure product safety and effectiveness, maintain a 100% lot release, avoid major quality accidents and mass adverse events caused by product quality, and improve customer satisfaction.
加強管理，持續優化質量體系，提升公司管理水平以符合世界衛生組織預認證 (WHO PQ) 標準為目標，各級監管機構認證檢查 / 監督檢查中不出現關鍵缺陷。	To promote the Company's management capacities, refine the quality system, improve the Company's management to meet WHO PQ standards and have no critical defects in the validation checking or supervision checking of regulatory agencies at all levels.
持續提升人力資源管理能力、檢定樣品管理能力、驗證管理能力、工程維保管理能力、不良反應和投訴的管理能力、各產品生產按計劃完成能力等。	To maintain and enhance human resource management capability, sample test management capability, validation management capability, engineering maintenance management capability, adverse reactions and complaint management capability, and the ability to complete product production as planned.

依託質量目標指引，我們建立了基於質量風險的全要素質量管理體系，明確圍繞機構、人員、廠房與設施設備、物料及產品維度，開展對產品生產的全生命週期管理，包括生產管理、質量控制與保證、追溯系統建立、警戒監測和不良反應報告、產品發運與召回等項目，保障產品質量持續提升，為患者預防疾病，守護希望。

Guided by quality objectives, we have established a comprehensive quality management system based on quality risks and carry out the full life cycle production management from such dimensions as organization, personnel, plant, facilities and equipment, materials and products. This management system covers production management, quality control and assurance, traceability system, alert monitoring and adverse reactions reporting, product delivery and recall and other items to ensure the constant improvement of product quality and to prevent diseases and safeguard the hope.

為落實質量管理主體責任，我們成立質量管理委員會。該委員會由公司總經理全面負責，各模塊的分管領導和部門負責人擔任主要成員，對質量相關事宜做全面綜合考慮和決策。

We have set up the Quality Management Committee to fulfill the primary responsibilities regarding quality management. The general manager of the Company is fully responsible for the Quality Management Committee, with the sub-leaders of each segment and department heads as principal members to make comprehensive decisions on quality-related matters through full consideration.

## 創新賦能 質量領航

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT



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

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

## 創新賦能 質量領航

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

瑞科生物質量管理要求	Quality Management Requirements of Recbio
物料質量管理：所有物料進入公司後按批檢查，通過倉庫管理系統收貨入庫並儲存，經檢測合格後使用。	Material quality management: All materials are checked in batches upon arrival and are accepted into the warehouse through the warehouse management system for storage. Materials are used after passing tests.
產品質量管理：所有產品按批檢查，核對信息後系統入庫，經過檢測並符合質量要求的產品，在完成相應的批記錄後、獲得國家批發發後，上市銷售。	Product quality management: All products are checked in batches for information verification before being accepted into the warehouse through the system. Products deemed qualified for quality requirements through testing are launched into the market after relevant batch records are completed and the lot release is approved.
設備質量管理：所有設備由使用部門登記、確認、校準和標識，記錄設備使用維護以追溯。設備運維部負責週期性校準工作。	Equipment quality management: All pieces of equipment are registered, confirmed, calibrated and labeled by the user department, and the maintenance and use of equipment are recorded for traceability. The Equipment O&M Department is responsible for periodical equipment calibration.

### 質量風險

當質量管理過程出現問題或初步識別到質量風險時，我們需要對風險進行及時評估並制定措施，以防未來風險影響生產運營。以內部《質量風險管理程序》為指導，我們建立了涵蓋風險評估、分析、控制、回顧的產品全生命週期質量風險管理程序，從而規避質量事故的發生，保障最終產品的質量。

為處理質量事件，並防止類似事件發生或預防此類事件的再次發生，瑞科生物制定《偏差管理程序》和《糾正和預防措施管理程序》，規定偏差控制流程和糾正措施和預防措施（CAPA）實施流程。我們將質量偏差基於質量風險劃分不同級別，建立申請、評估、調查到關閉的全流程管控，將處理偏差的過程中產生的糾正和預防措施轉至 CAPA 管理程序中進行跟蹤管控。

### QUALITY RISKS

When problems arise in the quality management process or when quality risks are initially identified, we need to assess the risks in a timely manner and develop measures to prevent future risks from affecting production and operation. Guided by the Guidance for Quality Risk Management, we have formulated quality risk management procedures throughout the entire product lifecycle that cover risk assessment, analysis, control, and review to avoid quality accidents and ensure the quality of final products.

To handle quality incidents and prevent similar incidents or prevent the recurrence of such incidents, Recbio has developed the Deviation Management Procedure and the Management Procedure for Corrective and Preventive Actions to regulate the process for controlling deviations and implementing corrective and preventive actions (CAPA). Based on quality risks, we classify quality deviations into different levels, develop a full-process control over procedures from application, assessment, and investigation to closure, and transfer the corrective and preventive actions arising from deviation handling to the CAPA management process for tracking and control.



## 創新賦能 質量領航

### 質量審計

為評估內部質量管理體系的績效以及外部監管合規性，瑞科生物定期開展第三方質量審計。2023年，瑞科生物接受蒙古國家審計、津巴布韋驗廠審查等國外審計，並順利通過第二次歐盟質量受權人（QP）符合性聲明檢查，確定藥品生產符合歐盟GMP標準。在國內審計中，瑞科生物邀請領域內專家開展新冠註冊核查前靜態模擬檢查，以及生產質控專家來訪交流，向外展示了瑞科生物良好的質量管理水平和企業形象。

#### 津巴布韋驗廠審查 Zimbabwe Factory Inspections & Audits

報告期內，來自津巴布韋的4位審計官對瑞科生物泰州產業化基地開展了為期兩天的現場審計，根據WHO、歐盟的法規及指導原則對該基地的生產管理體系、質量保證和質量控制體系、廠房設備設施管理體系、驗證和計算機化系統、檢測和放行等多個領域進行系統且深入的檢查。瑞科生物順利通過此次審計，各領域未發現關鍵問題。

During the Reporting Period, four auditors from Zimbabwe conducted a two-day on-site audit of Recbio Taizhou Industrialization Base. Under WHO and EU regulations and guidelines, the auditors carried out systematic and in-depth inspections on numerous aspects, including production management system, quality assurance and control system, plant and equipment management system, validation and computerized systems, and testing and approval. Recbio passed the audit successfully with no critical issues identified in any area.

為保證公司生產和質量管理活動按GMP要求運行，瑞科生物制定《自檢管理程序》規範自檢實施過程。2023年，公司根據自檢計劃落實工作，開展「GMP符合性檢查前自檢」及「動物房自檢」並輸出CAPA，共制定整改措施72項。

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

### QUALITY AUDITING

To assess the performance of internal quality management systems and external regulatory compliance, Recbio invites third parties to conduct quality auditing on a regular basis. In 2023, Recbio received foreign audits such as Mongolia State Audit and Zimbabwe Factory Inspections & Audits, and successfully passed the compliance inspection of EU Qualified Person (QP) Declaration for the second time, which concluded that the pharmaceutical production complied with EU Good Manufacturing Practice (GMP). For domestic audits, Recbio invited industry experts to conduct inspections of the static simulation before registration and verification of Covid-19 Vaccine and on-site quality inspections, which demonstrated Recbio's good quality management and corporate image to the public.

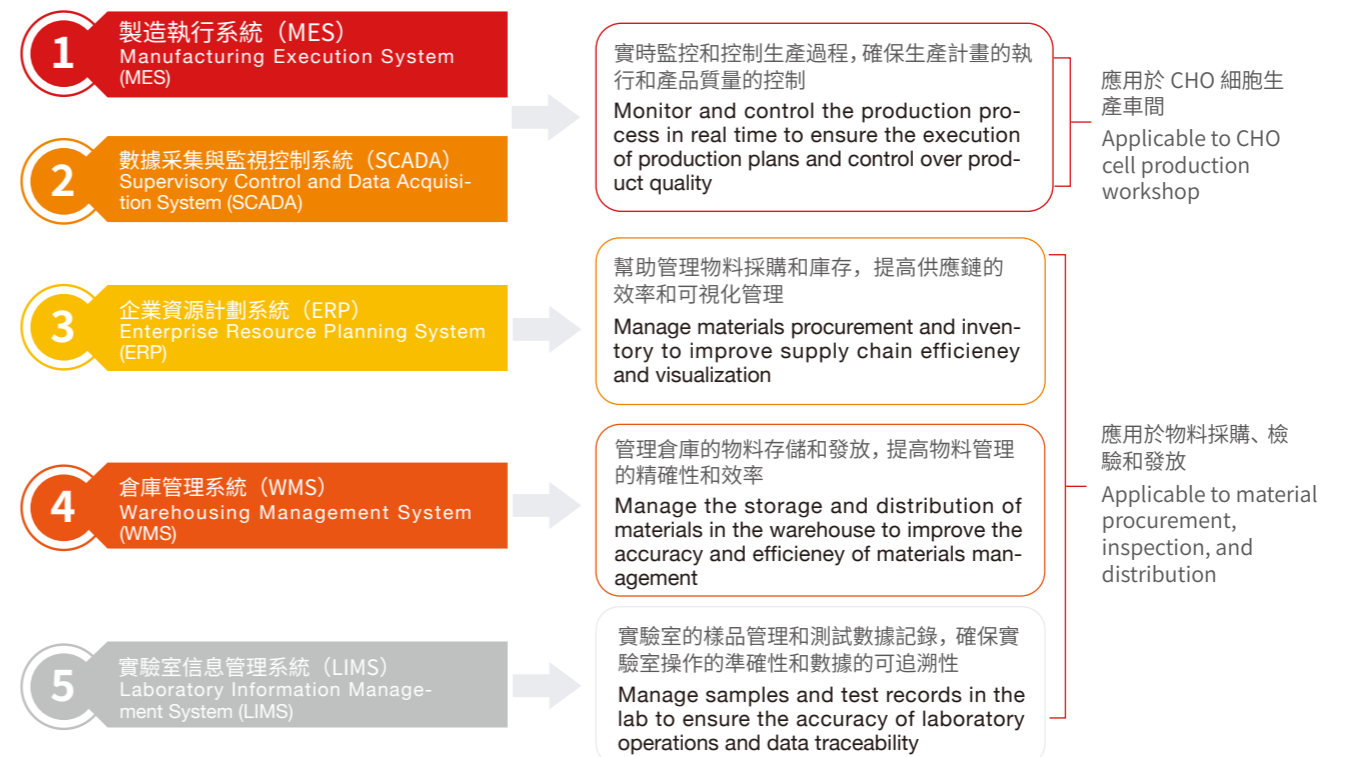
To ensure that the Company's production and quality management comply with the requirements of GMP, Recbio has formulated the Self-inspection Management Procedure to standardize the implementation of self-inspection. In 2023, the Company carried out the "Self-inspection Prior to GMP Compliance Inspection" and "Self-inspection of Animal House", formulated CAPA, and developed a total of 72 corrective measures according to the self-inspection plan.

## 創新賦能 質量領航

### 質量控制

瑞科生物重視產品研發和生產質量的穩定性，針對公司生產和實驗用的各類系統，瑞科生物建立了質量驗證管理規範，並每年按計劃對廠房、設備、清潔方法、工藝、檢驗方法、冷鏈運輸等開展定期驗證工作，維護產品在各環節的質量保障。針對生產區域與微生物實驗室等重點場所，我們持續進行日常環境監測和分析工作，採用環境監測系統（EMS）智能實時監控潔淨區的溫濕度和壓差，以保障生產質量。

此外，我們建立符合GMP等法規的自動化系統，應用於製造、倉儲、實驗室等各個環節，實時監控實驗和生產工作，確保相關操作的準確性，實現以數字化賦能高質量的產品開發。



## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

### QUALITY CONTROL

Recbio attaches importance to the stability of product R&D and production quality. For this reason, Recbio has developed management standards for quality validation for all kinds of systems used for production and experiments. We also carry out regular validations on plants, equipment, cleaning methods, processes, inspection methods, cold chain transportation, etc. according to the plan every year to ensure product quality in all aspects. We continuously monitor and analyze the daily environment of key places such as production sites and microbiology laboratories, and intelligently monitor the temperature, humidity and differential pressure of clean areas in real time through an energy management system (EMS) to safeguard production quality.

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

## 創新賦能 質量領航

### 產品處置

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

瑞科生物制定了《產品召回管理程序》和《產品召回預案》，建立產品召回分級處理的詳細規定，對可能具有安全隱患的產品進行調查和評估，保障公眾用藥安全。質量管理部門定期組織開展模擬召回的演練，確保對產品質量問題的有效處理和風險管控。報告期間，公司未發生過產品因健康與安全理由而須召回事宜。

### 質量文化

瑞科生物高度重視質量文化建設，通過質量培訓賦能員工提高質量意識，塑造全員參與產品質量保證的文化氛圍。

公司制定年度質量培訓計劃，每月按計劃開展質量培訓工作，同時根據需求開展臨時培訓。報告期內，公司共組織 451 場內部質量培訓，內容涵蓋 GMP 相關法律法規、公司 QMS 質量管理體系文件等，總課時數達到 530.5 小時，參訓總人次數 5,829 人。此外，我們參與國家藥監局、化工協會等機構組織的外部質量相關培訓共計 40 場。

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

### PRODUCT DISPOSAL

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

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

### QUALITY CULTURE

Recbio attaches great importance to quality culture and raises the quality awareness of employees through quality training, in an effort to foster a culture of full participation in product quality assurance.

The Company develops an annual quality training program, according to which quality training is carried out on a monthly basis and irregular training is organized when necessary. During the Reporting Period, the Company organized 451 internal quality-related training sessions that covered GMP-related laws and regulations and the Company's QMS documents, with a total of 530.5 hours of training and about 5,829 participants. In addition, we participated in a total of 40 external quality-related training sessions organized by the National Medical Products Administration and the Chemical Industry and Engineering Society of China.

## 創新賦能 質量領航

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

### 產品工藝與質量控制原理專項培訓 Special Training on Principles of Product Process and Quality Control

2023年10月，質量部門組織開展了5場各項產品工藝知識與質量控制原理的專項培訓，範圍覆蓋全公司，以提高產品生產監督和質量管理水平。

In October 2023, the Quality Department organized five company-wide training sessions on product process knowledge and quality control principles for each project to enhance the supervision of product production and quality management.



### 客戶服務

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

### CUSTOMER SERVICE

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



## 創新賦能 質量領航

根據《客戶投訴管理程序》，公司各部接收到客戶投訴後，由專員負責準確記錄投訴信息，向客戶提供初步反饋。對於嚴重質量投訴，我們成立緊急處理小組，調查相關產品的生產記錄、檢驗記錄，並按照質量標準對產品進行全項檢驗，對同批次或受影響的其他批次產品隔離存放待調查。經確認屬公司產品質量問題，須按照《產品召回管理程序》對產品進行緊急召回。對於每一個合理投訴，我們制定針對性的CAPA，並對CAPA的執行情況進行進度跟蹤與有效性評估。調查結束後，我們將已確認的調查結果將反饋給客戶，並定期對投訴記錄進行回顧和趨勢分析。

報告期間，公司未發生過產品及服務投訴事宜。

### 責任採購

瑞科生物嚴格規範供應鏈管理體系，維護供應鏈穩定性，依據《藥品生產質量管理規範》《藥品GMP指南：質量管理體系（2023年版）》《藥品GMP指南：物料系統（2023年版）》《疫苗儲存和運輸管理規範》等規定，我們制定《供應商管理程序》《變更控制管理程序》以建立規範、完整的供應商管理總體要求，確保供應商管理工作有序、高效開展。

### 開發准入

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

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

According to the Management Procedures for Customer Complaints, upon receipt of a customer complaint by any department of the Company, the responsible personnel will accurately record the complaint information and provide initial feedback to the customer. For serious quality complaints, we will set up an Emergency Response Team to investigate the production and inspection records of the products concerned and conduct a comprehensive inspection in accordance with the quality standards. Products from the same batch and other affected batches will be stored separately for investigation. After confirming that there is indeed a quality problem, the products should be urgently recalled in accordance with the Management Procedures for Product Recalls. For justified complaints, we develop a targeted CAPA, and track the progress and evaluate the effectiveness of the CAPA implementation. Upon the completion of investigations, the confirmed inspection results will be sent to customers. Beyond that, we will conduct regular retrospective analysis and trend analysis of complaint records to prevent the recurrence of similar incidents.

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

## RESPONSIBLE PROCUREMENT

Recbio strictly regulates the supply chain management system and maintains the stability of supply chains. In accordance with the Good Manufacturing Practice for Drugs, the Drug GMP Guidelines: Quality Management System (2023 Edition), the Drug GMP Guidelines: Material System (2023 Edition), the Regulation Code for Management of Vaccine Storage and Transportation and other regulations, we have formulated the Supplier Management Procedures and the Management Procedures for Change and Control. The aim is to develop standardized and comprehensive requirements for supplier management, thus ensuring that the supplier management is carried out in an orderly and efficient manner.

## DEVELOPMENT AND ADMISSION

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

## 創新賦能 質量領航

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

當准入評估流程及合格供應商資格審批全部完成後，質量保證部與主要物料供應商須簽訂質量協議，並更新合格供應商目錄。報告期內，我們完成 15 家供應商的資質收集，並與 8 家供應商簽訂質量協議。

### 日常審計

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

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



## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

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

Upon the completion of admission assessments and the approval of qualified supplier review, the Quality Assurance Department shall sign a quality agreement with major material suppliers and update the qualified supplier catalog. During the Reporting Period, we collected qualifications from 15 suppliers and signed quality agreements with 8 suppliers.

### ROUTINE AUDIT

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

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

## 創新賦能 質量領航

### 淘汰退出

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

## PERFECT QUALITY WITH INNOVATION EMPOWERMENT

### ELIMINATION AND EXIT

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

供應商管理績效 Supplier Management Performance	2023
境內供應商數目 Number of domestic suppliers	1,058
境外供應商數目 Number of overseas suppliers	24
已接受審計的供應商數目 Number of audited suppliers	53
已接受年度現場審計的供應商數目 Number of suppliers that haven undergone annual on-site audits	14
已接受年度書面審計的供應商數目 Number of suppliers that have undergone annual written audits	39



# 平等僱傭 健康成長

## EQUAL EMPLOYMENT AND HEALTHY GROWTH



- 49 合規多元  
COMPLIANCE AND DIVERSITY
- 52 薪酬績效  
REMUNERATION AND PERFORMANCE
- 53 人才培養  
TALENT CULTIVATION
- 59 健康安全  
HEALTH AND SAFETY
- 65 關懷溝通  
COMMUNICATION AND CARE

瑞科生物積極打造健康優質職場，堅決維護員工各項權益，與員工攜手並進。我們建立完善的薪酬與福利制度，持續吸引優秀人才，並設置定制化培訓與晉升體系，滿足員工職業發展的需求。員工健康與安全被視為公司發展的生命線，我們不斷完善工作場所中安全保護體系與措施，為員工構建安心的工作環境。同時，我們用心傾聽員工聲音，提升員工滿意度和幸福感，實現企業與員工共享共贏。

Recbio actively builds up a healthy and quality workplace, resolutely protecting all rights and interests of employees and growing together with them. We have established a sound remuneration and benefits system to continuously attract outstanding talents and set up a customized training and promotion system to meet the needs of employees' career development. Employee health and safety is the fountain of the Company's development, and, therefore, we keep improving the safety system and measures in workplaces to create a safe working environment for employees. In addition, we listen attentively to the voices of our employees and enhance their satisfaction and happiness to realize a win-win prospect for both the Company and employees.



## 平等僱傭 健康成長

### 合規多元

#### 權益保障

我們嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國婦女權益保障法（修正）》《中華人民共和國勞動爭議調解仲裁法》《禁止使用童工》等法律法規，在招聘時秉持「公平、平等」的基本原則，倡導人權保護理念，並為所有員工提供平等的職業發展渠道。2023年，我們對《員工手冊》進行修訂與審核，並通過民主程序予以公佈。

我們與所有員工簽訂勞動合同，尊重員工自由結社和集體談判的權利，嚴厲杜絕僱傭童工和任何形式的強制勞工。在招聘新員工時，我們會進行嚴格的背景調查，以確保沒有涉及任何與童工或強制勞工情況。通過建立人員花名冊，嚴格審核員工身份證件及學歷學位證書等信息，還將入職員工信息和原件內容進行匹配審核，以嚴格篩查童工現象。一旦發現僱用童工、強制勞工行為，我們將向公司有關部門或工會報告、檢舉，及時搜集和提交相關事實證據資料。報告期內，瑞科生物未發生僱傭童工或強制勞工等事件。

此外，我們規範員工工作時長，發佈內部制度明確考勤管理方式和執行標準，保證員工享有合理充足的休息時間。

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

### COMPLIANCE AND DIVERSITY

#### PROTECTION OF RIGHTS AND INTERESTS

We strictly abide by the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Women's Rights and Interests (Revised), the Labour Dispute Mediation and Arbitration Law of the People's Republic of China, and the Provisions on the Prohibition of Using Child Labour and other laws and regulations. We adhere to the fundamental recruitment principle of "fairness and equality" and advocate the concept of human rights protection, striving to provide all employees with equal opportunities for career development. In 2023, we revised and reviewed the Employee Handbook and published it through a democratic process.

We sign labour contracts with all employees, respect their rights to free association and collective bargaining, and strictly prohibit child labour and any form of forced labour. When recruiting new employees, we conduct rigorous background checks to ensure that nothing related to child labour or forced labour is involved. By establishing the employee rosters, strictly reviewing employee identification documents and academic degrees and other information, and matching the information of the employees who join the company with the original content of the audit, to strictly screen for child labour. Once we find any child labour or forced labour, we will report to the relevant departments of the company or the labour union, and collect and submit the relevant facts and evidence in a timely manner. During the Reporting Period, Recbio had no child labour or forced labour.

In addition, we regulate the working hours of employees and issue internal policies to specify the management approaches and implementation standards regarding attendance, so as to ensure that employees enjoy a reasonable and sufficient rest time.

## 平等僱傭 健康成長

### 多元包容

瑞科生物結合內外部渠道選聘人才，出現崗位空缺時，我們優先考慮內部選拔，再依據效率、優質性和適用性在網絡、校園招聘、現場招聘會、委託獵頭等多種形式中選擇合適的渠道招聘外部人才。我們在招聘過程中亦採取本地化僱傭模式，結合崗位特性和用工優勢，優先從當地選拔優秀人才輸送至部分崗位，促進地區就業和當地經濟發展。

公司努力創造多元包容、無歧視和騷擾的職場環境，明確規定不因民族、種族、性別、宗教信仰、年齡、性取向、身體殘疾等因素而歧視員工或崗位申請人。在職場文化中，我們大力倡導「去性別化」理念，遵循同工同酬原則，支持女性員工職業發展。報告期內，瑞科生物未發生任何歧視與騷擾事件。

截至 2023 年 12 月 31 日，瑞科生物共有 472 名員工，其中無兼職及勞務派遣員工，均為全職員工。

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

### DIVERSITY AND INCLUSIVENESS

We select and recruit talents through both internal and external channels. When there are job vacancies, we give priority to internal selection, and then choose suitable channels to recruit external talents based on efficiency, quality and applicability from various forms such as the Internet, campus recruitment, job fairs, and commissioned headhunters. We also adopt the model of "local recruitment". With the characteristics of the positions and the advantages of employment taken into consideration, we give priority to local outstanding talents for some of the positions to promote local employment and local economic development.

The Company strives to create a workplace that is diverse, inclusive and free of discrimination and harassment, and expressly states that discrimination against employees or applicants on the basis of ethnicity, race, gender, religious beliefs, age, sexual orientation, physical disability, or other factors is strictly forbidden. We strongly advocate the philosophy of "de-genderization" for our workplace culture, adhere to the principle of equal pay for equal work, and support the career development of female employees. During the Reporting Period, Recbio had no incidents of discrimination or harassment.

As of December 31, 2023, Recbio had a total of 472 employees, of which there were no part-time employees and contractors, all of whom were full-time employees.



平等僱傭 健康成長

EQUAL EMPLOYMENT AND HEALTHY GROWTH

員工構成 Employee Structure

類別 Category	單位 Unit	2023	2022	2021
雇員總人數 Total employees	人 Person	472	532	421
按性別劃分 By gender	人 Person			
男性 Male		262	264	213
女性 Female		210	268	208
按年齡劃分 By age	人 Person			
30周歲及以下 Aged 30 and below		206	240	187
31-50周歲 Aged between 31 and 50		260	287	230
51周歲及以上 Aged 51 and above		6	5	4
按地區劃分 By region	人 Person			
北京市 Beijing		97	/	/
湖北省 Hubei Province		19	/	/
江蘇省 Jiangsu Province		355	/	/
浙江省 Zhejiang Province		1	/	/

員工流失情況 Employee Turnover

類別 Category	單位 Unit	2023	2022	2021
按性別劃分 By gender	%			
男性 Male		35	17	25
女性 Female		52	10	20
按年齡劃分 By age	%			
30周歲及以下 Aged 30 and below		41	19	25
31-50周歲 Aged between 31 and 50		43	10	21
51周歲及以上 Aged 51 and above		67	0	25
按地區劃分 By region	%			
北京市 Beijing		81	/	/
湖北省 Hubei Province		21	/	/
江蘇省 Jiangsu Province		33	/	/
浙江省 Zhejiang Province		0	/	/

平等僱傭 健康成長

EQUAL EMPLOYMENT AND HEALTHY GROWTH

薪酬績效

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

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

為形成有效的激勵機制，瑞科生物每季度按照既定流程進行績效考核，聯動員工共同奮鬥，推動公司創造一流業績。

REMUNERATION AND PERFORMANCE

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

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

To form an effective incentive mechanism, Recbio conducts quarterly performance evaluations in accordance with the established process to encourage employees to work together and create first-class performance.

目標設定

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

Target Setting

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

執行與輔導

管理者在推動目標達成過程中跟進進度，並對基層員工進行輔導。

Execution and Training

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

考核與反饋

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

Evaluation and Feedbacks

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

結果應用

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

Result Application

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

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



## 平等僱傭 健康成長

### 人才培養

人才培養工作貫穿企業發展的始終。作為高科技生物醫藥企業，瑞科生物堅持「人才是瑞科最重要的產品」的思想，打通職業晉升路徑，用多元化培訓助力員工能力發展。

### 晉升體系

瑞科生物建立員工職業發展雙通道，針對不同領域的人才定制其全生命週期發展規劃，滿足員工個人職業發展目標：

- 公司管理型人才將進入管理晉升通道，加強塑造自身領導和統籌能力，向更高層晉升；
- 技術型人才則進入技術發展通道，專注技能提升，在優質技術資源的加成下成為技術骨幹。

為構建適應高強度、全核心要素的組織競爭力，提升人力資源體系運營效率，瑞科生物成立人力資源體系項目優化管理委員會支持組織結構及職級體系優化相關項目，並下設項目組負責項目資源調配和運行監督。2023年，根據公司的發展戰略和業務需求，該委員會及項目組收集並全面分析公司現有的職位職級體系，基於存在的不足明確優化目標，設計更加合理的職位職級體系框架，協調完善崗位評估、職級劃分、職位序列、晉升通道等因素，為員工發展提供更為堅實的基礎。

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

### TALENT CULTIVATION

Recbio attaches great importance to talent cultivation throughout its development. As a high-tech biopharmaceutical enterprise, Recbio adheres to the idea that “talent is the most important product of Recbio”, opens up career promotion channels, and improves employees' abilities with diversified training.

### PROMOTION SYSTEM

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

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

To achieve comprehensive and highly resilient organizational competitiveness and to improve the operational efficiency of the human resources system, Recbio has set up a Management Committee for Human Resources System Optimization to support projects related to the optimization of organizational structures and rank systems. A project team has also been set up under the committee to allocate project resources and supervise project operations. In 2023, based on the Company's development strategies and business needs, the committee and the project team collected and comprehensively analyzed the Company's existing position and rank system, specified optimization goals for existing deficiencies, and designed a more reasonable framework for the position and rank system. In addition, the committee and the project team coordinated and improved the position evaluation, rank division, job sequence, promotion channels and other aspects to provide a more solid foundation for employee development.

## 平等僱傭 健康成長

### 人才培訓

建設完善的員工培訓體系是為企業發展蓄能的重要手段，瑞科生物通過培訓需求調研、培訓設計、培訓評估與改善等全流程閉環動作，統籌內外部學習資源，著力搭建由新員工啟航項目、管理類培訓、專業技術類培訓等五類培訓組成的人才培養體系，為員工量身定制全方位、多維度的技能提升。

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

### TALENT TRAINING

The construction of a proper employee training system is an important propeller for an enterprise's development. To develop comprehensive and multi-dimensional skill improvement programs tailored to employees, Recbio coordinates internal and external learning resources through the training needs research, training design, training evaluation and improvement, and other closed-loop process; in addition, Recbio focuses on building a talent training system consisting of five types of training, including the New Employee Embarking Project, Management Training, and Technical Skill Training etc.



瑞科生物人才培養體系  
Talent Cultivation System of Recbio

## 平等僱傭 健康成長

各項培訓活動在本年度穩步開展，賦能員工自我成長。報告期內，我們針對員工專業技術構建、職場能力提升、企業文化宣貫開展四百餘場培訓，超 6,000 人次參與。

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

Various training and activities were conducted in an organized manner during the year to empower employees' self-growth. During the Reporting Period, we conducted more than 400 training sessions for employees to build up their expertise, improve their workplace competence and promote corporate culture, with more than 6,000 participants attending.

### 新員工啟航培訓 New Employee Embarking Training

啟航項目為新員工量身打造，共計 18 門課程主題，涉及公司企業文化、集成產品開發 (IPD) 流程、疫苗知識、部門業務知識及流程、藥典法規知識等主題，幫助新員工快速融入公司。截至報告期末，本公司共開展啟航培訓 5 場，合計 135 人次參與其中。

The Embarking Project is specially designed for new employees, including 18 courses covering topics such as the Company's corporate culture, integrated product development (IPD) process, vaccine knowledge, departmental business introduction and processes, and pharmacopeia regulations, which can help new employees quickly melt into the Company. By the end of the Reporting Period, the Company had carried out 5 Embarking Training sessions with a total of 135 participants.



2023 年新員工啟航培訓現場  
2023 New Employee Embarking Training

## 平等僱傭 健康成長

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

### 新任管理者培訓項目 New Manager Training Project

2023 年，公司針對新任主管和經理舉辦了「新任管理者培訓項目」，該項目是基層員工角色轉變的必修課，包含了管理者角色認知及轉變、目標及績效管理、團隊建設以及有效溝通四大培訓主題，為新晉升管理層的員工提供團隊管理、激勵部署和分析問題的有效方法，幫助員工提升思維轉換能力和統籌運維能力。

In 2023, the Company unveiled the "New Manager Training Project" for newly appointed supervisors and managers, which is a mandatory course for front-line staff promoted to managerial roles. It covers four major training themes: manager role awareness and transition, goal and performance management, team building, and effective communication. It provides newly promoted managerial staff with effective methods for team management, motivation deployment, and problem analysis, helping them enhance their capabilities of mindshift and operation management.



2023 年新任管理者項目培訓結業典禮  
2023 Graduation Ceremony for the New Manager Training Project



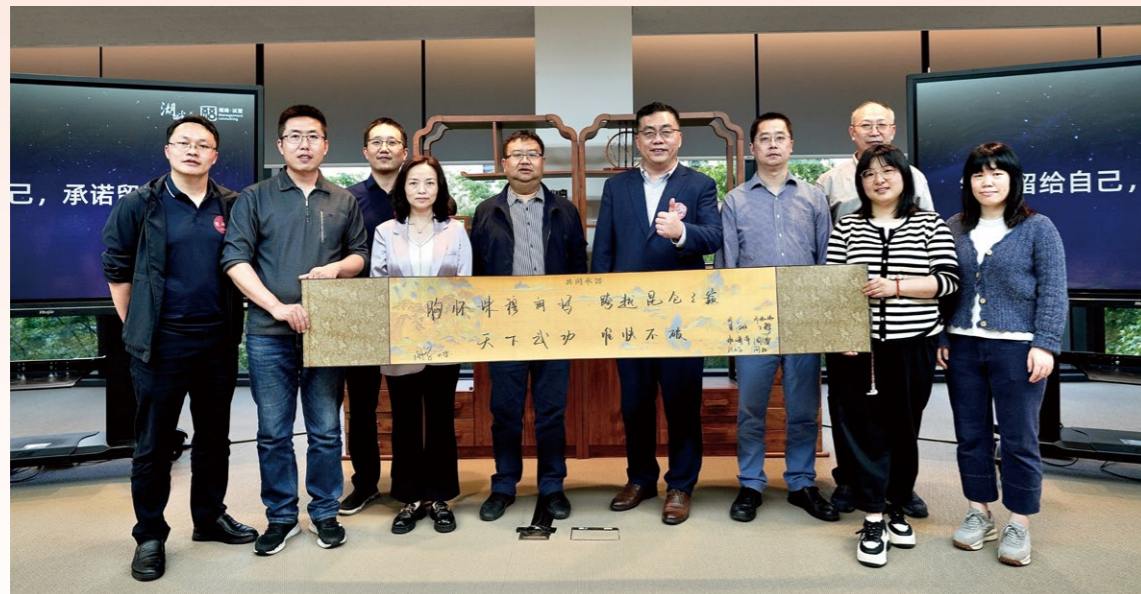
## 平等僱傭 健康成長

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

### 決勝力實戰營系列培訓項目 Decisive Power Training Camp Series Training Project

針對公司高級管理人員，公司借助外部專業培訓機構，組織完成了為期9個月的《決勝力實戰營》系列學習項目。通過主題為「核心高管團隊打造」、「策略共創」及「績效與激勵」的三階段學習，公司首席執行官(CEO)與高級管理人員攜手共創，共同識別戰略落地的難點、推演戰略級創新業務的核心目標。高級管理人員進一步學習和理解了不同績效管理方法和工具的底層邏輯。此次學習項目的開展增強了核心高管團隊的凝聚力和競爭力，並推動了高管對公司戰略的高度認同。

For senior management personnel, the Company collaborated with external professional training institutions to carry out a nine-month “Decisive Power Training Camp” series learning project. After completing the three-stage learning of “Core Executive Team Building”, “Strategy Co-developing” and “Performance and Incentive”, the CEO and senior management jointly identified the challenges of strategy implementation and practiced developing the core objectives of strategic innovation initiatives. Senior management further gained insights into various performance management methods and tools. This learning project enhanced the cohesion and competitiveness of the core executive team and fostered high recognition of the Company's strategy among senior executives.



2023 年決勝力實戰營培訓留念  
2023 Decisive Power Training Camp

## 平等僱傭 健康成長

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

瑞科生物支持員工樹立終身學習的理念，著手建設內部講師隊伍，為員工打造專業技術交流平台，推動員工系統梳理和總結個人碎片化知識、隱形性經驗等內容，最終建立公司特有的知識文庫持續賦能員工發展。同時，我們基於員工長期職業生涯的需求實施再教育支持項目，為員工規劃在職碩士學歷進修班等課程，鼓勵員工獲得外部教育機構頒發的官方學位、學歷和外部資質認證，員工可以在通過再教育審批後獲得學費報銷支持。報告期內，我們的再教育支持項目已100%覆蓋正式員工。

截至2023年12月31日，我們的員工培訓覆蓋率已達到92%，較去年同期增長約12%。

Recbio supports employees' pursuit of lifelong learning. To this end, we are committed to establishing an internal instructor pool, creating a platform for professional technology exchanges, and encouraging employees to systematically sort out and summarize fragmented knowledge and tacit experiences, aiming to establish a knowledge base with our own characteristics to continuously empower employees' development. In addition, we implement re-education support projects based on employees' long-term career needs. For example, we plan on-the-job master's degree courses and other courses for employees, and encourage them to obtain official degrees, diplomas, and external qualifications awarded by external educational institutions. Employees can receive tuition reimbursement upon the approval of their re-education courses. During the Reporting Period, our re-education support project has covered 100% of employees.

As of December 31, 2023, our employee training coverage had reached 92%, an increase of approximately 12% from the same period last year.

### 2023 年瑞科生物員工培訓數據 2023 Recbio Employee Training Data

員工受訓百分比		Percentage of employees trained			
類別	單位	2023	2022	2021	
按性別劃分 By gender	男性 Male	%	54.52	48.83	46.00
	女性 Female	%	45.48	51.17	54.00
按職級劃分 By level	高級管理層 Senior management	%	2.00	1.64	2.00
	中級管理層 Middle management	%	12.00	10.56	15.00
	基層員工 General staff	%	86.00	87.80	83.00

員工受訓平均時長		Average training hours of employees			
類別	單位	2023	2022	2021	
按性別劃分 By gender	男性 Male	小時 Hours	21.57	27.97	78.86
	女性 Female	小時 Hours	23.28	28.79	81.85
按職級劃分 By level	高級管理層 Senior management	小時 Hours	20.00	50.36	74.00
	中級管理層 Middle management	小時 Hours	15.73	30.66	91.00
	基層員工 General staff	小時 Hours	28.65	27.46	74.00

## 平等僱傭 健康成長

### 健康安全

我們嚴格遵守《中華人民共和國安全生產法》《中華人民共和國職業病防治法》《工作場所職業衛生監督管理規定》《國家安全生產監督管理總局令 48 號》等國家法律法規，制定了《職業健康管理程序》《職業衛生管理制度》等公司內部制度，夯實「全方位、全過程、全員」安全生產管理的基礎。

### 管理方針

瑞科生物堅持「屬地管理、分級負責、防治結合」的原則，遵循「安全第一，預防為主，綜合治理」的方針，成立安全生產委員會並在工程設備部下設工程設備部 EHS，對全公司安全工作實施綜合協調、指導和監督，重點負責審核安全生產方針和目標、建立健全安全生產責任制並監督落實情況，同時組織開展安委會會議、安全例會等及時分析全公司安全生產形勢。報告期內，安全生產委員會共召開 5 次會議，主要討論項目中的安全隱患及安全保護措施的實施和整改進度等事項。

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

### HEALTH AND SAFETY

In strict accordance with the national laws and regulations including the Law of the People's Republic of China on Work Safety, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Regulations on the Supervision and Administration of Occupational Health in the Workplace and the Order No. 48 of the State Administration of Work Safety, we have formulated internal policies, including the Management Procedures for Occupational Health and the Management Policy on Occupational Health to solidify the foundation of “all-round, all-process, and all-staff” safety production management.

### MANAGEMENT POLICY

Recbio adheres to the principle of “local management, hierarchical responsibility, prevention and control integration”, and follow the guidelines of “safety first, prevention-oriented, and comprehensive governance”. We have established a Safety Production Committee and set up an Engineering Equipment Department EHS under the Engineering Equipment Department, in order to comprehensively coordinate, guide, and supervise company-wide safety work. They are primarily responsible for reviewing safety production policies and objectives, establishing sound safety production responsibility systems, supervising their implementation, and organizing Safety Production Committee meetings and safety briefings to timely analyze the overall safety production situation. During the Reporting Period, the Safety Production Committee held a total of 5 meetings, primarily to discuss matters such as hidden safety hazards in the project and the progress of implementation and rectification of safety protection measures.



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

## 平等僱傭 健康成長

公司實行全員環境、健康與安全 (EHS) 責任制，並建立《全員 EHS 責任管理制度》明確部門和個人在健康與安全方面的管理職責和考核標準，包括監測職業危害因素、職業病防護設施運行等。各部門和車間成立 EHS 責任制編制小組，逐級分解公司健康與安全目標，並結合部門業務增加專屬性指標，形成全面清晰的部門特定健康與安全責任。公司對各部門和車間的健康與安全責任落實情況進行月度考核，並將考核結果納入員工績效考評中，以激勵員工全面完成公司安全生產經營任務。

### 評審與控制

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

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

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

### REVIEW AND CONTROL

Recbio is committed to effectively preventing, controlling, and eliminating occupational disease hazards, and strictly adheres to the “three simultaneous” management regulations. Moreover, Recbio has established and implemented a dual-prevention mechanism consisting of grade-based safety risk control and hidden hazard investigation and control, promptly eliminating hidden safety hazards. During the feasibility study, equipment selection, and other stages of new construction, renovation, or expansion projects, we integrate considerations for occupational disease hazard control by conducting pre-assessments of occupational disease hazards, designing occupational disease prevention facilities, evaluating the effectiveness of occupational disease hazard control, and conducting relevant reviews to fundamentally eliminate or reduce the concentration of occupational disease hazards in the workplace.



## 平等僱傭 健康成長

為保障 EHS 管理有效開展並及時糾正管理缺陷，我們在公司內部實行 EHS 審計，以現場審計、提問和監控錄像查詢結合的方式，每年針對職業健康管理等項目開展 1 次全方位審計，輔以月度和季度的部分項目抽取審計，對發生問題的責任人給予處罰，同時鼓勵表現優秀及責任指標改進效果明顯者。2023 年，我們共開展 12 次 EHS 審計，覆蓋日常隱患排查、綜合性隱患排查、專業性隱患排查等項目，共計檢查問題 172 條，並已完成整改。

此外，我們聘請第三方每三年進行一次職業病危害現狀評價，對公司內現有生產工藝流程、主要原輔材料等進行採樣與檢測，充分識別職業健康危害因素，以嚴格控制公司的職業健康安全風險。

### 防護與應急

我們規範員工的職業健康安全保護，為涉及職業病危害崗位員工選擇合適的勞動防護用品，並督促員工在崗期間須按照要求佩戴。針對接觸職業病危害作業的員工，我們會為其安排上崗前及在崗期間職業健康檢查，並及時跟蹤檢查結果，當出現不合格情況時，我們將依照結果異常處理流程安排複查和醫學觀察，以及其他合理的崗位調動和後續措施。此外，我們也為全體員工安排年度健康體檢。

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

To ensure the effective implementation of EHS management and timely correction of management deficiencies, we conduct internal EHS audits. By performing on-site audit procedures, interview and surveillance footage review, we conduct a holistic audit of the occupational health management on an annual basis and monthly and quarterly audits of other issues on sampling basis. We impose penalties on those responsible for problems and reward those who have outperformed and made notable improvements in responsibility indicators. In 2023, we conducted a total of 12 EHS audits, covering items such as daily hazard inspection, comprehensive hazard inspection, and specialized hazard inspection, with a total of 172 inspection issues that have been rectified.

In addition, we engage third parties to conduct an occupational disease hazard status assessment every three years by sampling and testing the Company's existing production processes, major raw materials, etc., to fully identify occupational health hazards and strictly control the Company's occupational health and safety risks.

### PROTECTION AND EMERGENCY RESPONSE

To regulate the occupational health and safety protection of employees, we select suitable labour protective equipment for employees in positions involving occupational disease hazards, and urge employees to wear them as required when they work. For employees who are exposed to occupational disease hazards, we arrange occupational health examinations for them before and during their employment, and follow up the results in a timely manner. In case of failure, we will arrange for re-examination and medical observation according to the abnormal result processing procedures, as well as other reasonable job transfers and follow-up measures. We also arrange annual health physical examination for all employees.

## 平等僱傭 健康成長

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

### 員工職業健康崗中體檢 Occupational Health Physical Examination for On-Job Employee

我們對員工身體情況進行專項職業健康檢查，以儘早發現可疑職業病及員工其他健康異常情況。2023 年 7 月，公司組織 67 名員工參加職業健康崗中體檢，守護員工職業健康安全。

We conduct special occupational health examinations for employees, to detect suspected occupational diseases and other health abnormalities as early as possible. In July 2023, the Company organized on-job occupational health physical examination for 67 employees, safeguarded the occupational health and safety of employees.



員工 2023 年職業健康體檢現場  
2023 Employee Occupational Health Physical Examination Site



## 平等僱傭 健康成長

應急能力建設也是保障公司員工健康安全的有效行動。我們制定完善的職業病事故和工傷事故報告及處置機制。2023年，我們在火災、化學品洩露事故等層面開展5次應急演練，共計193人次參與。



消防滅火逃生  
Firefighting and Evacuation



特種設備事故應急演練  
Emergency Drills for Special Equipment Accidents



危廢庫甲醇洩漏應急演練  
Emergency Drills for Methanol Leakage in Hazardous Waste Warehouse

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

Emergency response capability building is also a powerful action to ensure the health and safety of the Company employees. We have formulated comprehensive reporting and handling mechanisms for occupational disease accidents and work-related injuries. In 2023, we conducted 5 emergency drills on fire, chemical leakage accidents, and other aspects, with a total of 193 participants.



## 平等僱傭 健康成長

### 警示與宣貫

在日常工作中，我們在工作場所的醒目位置設置公告欄，並按規定設置警示標識、告知卡、警示標語等，告知員工職業病防治的規章制度、防護知識、接觸限制，以及職業病危害事故應急救援措施等信息。

為進一步提升員工的職業健康安全意識，我們通過 EHS 培訓活動向員工傳遞安全知識，強化其安全防護能力。此外，我們每年為各部門和車間的職業病危害崗位負責人及 EHS 管理員開展一次職業衛生培訓及考試。

報告期內，瑞科生物未發生職業病危害事故，因工傷損失工作日數 358 天，且過去三年無因工亡故事件。

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

### WARNING AND PROPAGATION

In our daily work, we set up notice boards in prominent positions in the workplace, and set up warning signs, information cards and warning slogans as required, to inform employees of information on regulations and rules for preventing occupational diseases, protection knowledge, exposure restrictions, and emergency rescue measures for occupational disease hazards.

To further enhance employees' awareness of occupational health and safety, we conduct EHS training activities to impart safety knowledge and strengthen their safety protection capabilities. In addition, we conduct annual occupational health training and examinations for persons in charge of occupational disease hazards and EHS administrators in various departments and workshops.

During the Reporting Period, Recbio did not experience any occupational disease hazard accidents. The number of days lost due to work injury of the Company was 358 days, and there were no work-related fatalities in the past three years.



職業危害因素與職業病預防培訓  
Occupational Hazard Factors and Occupational Disease Prevention



## 平等僱傭 健康成長

### 關懷溝通

員工福祉一直是我們關心的要素，依據《福利管理規定》，我們為員工定制法定性福利、通用性福利、職務性福利、激勵性福利四大類下 10 餘個福利項目，踐行企業以人為本的方針，增強員工對企業的歸屬感。

#### 法定性福利 Statutory Benefits

- 年假、婚假、產假、哺乳假、育兒假、父母護理假等帶薪假期
- 社會保險及住房公積金
- Paid annual leave, paid leave for marriage, maternity leave, breast feeding leave, parental leave, carer's leave, etc.
- Social insurance and housing fund

#### 通用性福利 General Benefits

- 年節慰問及生日禮物
- 年度健康體檢及旅遊活動
- 員工及員工子女補充醫療保險
- 子女陪伴假、父母陪護假等特色假期
- 英語培訓等員工子女培訓班
- Festival greetings and birthday gifts
- Annual physical examination and travel activities
- Supplemental medical insurance for employees and their children
- Special holidays such as leave for children companion and leave for elderly care
- Employees' children training classes such as English training

#### 職務性福利 Job-related Benefits

- 餐費補貼、通訊補貼等各項補貼
- 針對可能接觸職業危害的員工定期安排職業病健康體檢
- Allowances for meals, communication, and others
- Regular occupational disease physical examination for employees who may be exposed to occupational hazards

#### 激勵性福利 Incentive Benefits

- 月度團隊活動基金
- 培訓進修機會
- Monthly team activity fund
- Training and further education opportunities

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

### COMMUNICATION AND CARE

Employee benefits has always been a key concern for us. According to the Benefits Management Regulations, the benefits mainly includes more than 10 items in four categories: statutory benefits, general benefits, job-related benefits and incentive benefits. This practice embodies the people-oriented principle of the enterprise and enhances employees' sense of belonging.

瑞科生物福利體系  
Benefits System of Recbio

## 平等僱傭 健康成長

我們鼓勵員工保持工作與生活平衡，開展生日會、節日福利、趣味運動會等滿足員工多元愛好和追求的系列活動，並給予女性員工專屬節日關懷，致力於在企業內部打造溫馨愉悅的氛圍，增強員工的幸福感與歸屬感，提升團隊凝聚力和協作能力。

## EQUAL EMPLOYMENT AND HEALTHY GROWTH

We encourage employees to maintain a work-life balance by organizing a series of activities such as birthday parties, holiday benefits, and fun sports activities to meet the diverse hobbies and pursuits of employees. We also provide exclusive holiday care for female employees, aiming to create a warm and pleasant atmosphere within the Company, enhance employees' sense of happiness and belonging, and improve team cohesion and cooperation.

#### 女神節活動 Women's Day Event

在三八婦女節這個紀念世界婦女爭取公平的特殊節日裡，公司以人文關懷的文化價值觀為導向，邀請各部門男員工代表向女性員工送上節日鮮花和禮品。

On International Women's Day, a special day commemorating women's pursuit for fairness worldwide, the Company, adhering to our value of human touch, invited male representatives from various departments to present flowers and gifts to female employees.



女神節活動現場  
Women's Day Event Site

#### 趣味運動會活動 Fun Sports Activities

2023年，為弘揚體育精神，塑造員工健康體魄，公司以「同心同行，共創共贏」為主題，組織全體員工開展趣味運動會活動，增強員工團隊意識。

In 2023, to promote the spirit of sports and shape employees' healthy physique, the Company organized the fun sports activities for all employees on the theme of "Work together, Grow Together", enhancing employees' team awareness.



趣味運動會現場  
Fun Sports Activities Site

為了給員工打造更加溫暖的工作場所，瑞科生物懷揣尊重與坦誠之心與員工進行交流，採用多元化溝通渠道使員工暢所欲言，與公司共同討論在生活需求、職業規劃等方面的想法及需要的幫助。我們建立員工反饋機制，通過員工滿意度調查、郵箱反饋、員工代表等方式進行意見收集，並組建工會委員會，定期開展工會委員會會議、職工代表大會與員工進行直接對話，切實解決員工困難，加深員工對公司的信任。

In order to create a warmer working environment for employees, Recbio communicates with employees with respect and honesty, using diverse communication channels to allow employees to express themselves freely and discuss their ideas and needs regarding life demands and career planning. We have established an employee feedback mechanism, collect opinions through employee satisfaction surveys, email feedback, employee representatives, etc. Also, we have established a labour union committee and regularly hold meetings of labour union committee and worker representative assemblies to have direct conversation with employees, effectively solving employees' difficulties and deepening their trust in the Company.

# 呵護生態 綠色共榮

## PROTECTING ECOLOGY FOR GREEN PROSPERITY



- 68 氣候變化  
CLIMATE CHANGE
- 74 環境守護  
ENVIRONMENTAL PROTECTION
- 80 資源協調  
RESOURCE COORDINATION

在國家「雙碳」目標引領和綠色轉型趨勢下，瑞科生物逐步打造自身綠色可持續發展道路，強化氣候變化風險管理，加強節能減碳措施的實施力度，並積極構建更加完善的環境和資源管理體系，為實現綠色「零碳」未來貢獻自身的智慧和力量。

Guided by the national goal of “carbon peaking and carbon neutrality” and the trend of green transformation, Recbio is gradually building its own path of green and sustainable development by strengthening climate change risk management, intensifying efforts to save energy and reduce carbon emissions, and actively building a more robust environmental and resource management system. By doing so, we contribute our wisdom and strength to a green and “zero carbon” future.

## 呵護生態 綠色共榮

## PROTECTING ECOLOGY FOR GREEN PROSPERITY

### 氣候變化

### CLIMATE CHANGE

#### 氣候策略

#### CLIMATE STRATEGY

我國高度重視應對氣候變化事宜，制定應對氣候變化國家戰略，以最大決心提高應對氣候變化力度。瑞科生物響應國家戰略部署和政策號召，緊抓氣候變化機遇，加強識別和管理氣候變化相關風險，致力於提高公司的氣候韌性。

With great importance attached to addressing climate change issues, China has formulated a national climate change strategy, aiming to make the greatest efforts to enhance its response to climate change. Recbio responds to national strategic deployment and policies, seizes climate change opportunities, and strengthens the identification and management of climate change-related risks, striving to improving the Company's climate resilience.

公司積極主動識別面臨的氣候變化風險，並分析相關風險對自身運營施加的影響，形成相應的應對措施。未來我們也將開展更加全面的氣候變化風險管理，並制定更為詳細的管理計劃。

The Company actively identifies climate change risks it faces, analyzes the impact of these risks on the operations, and formulates corresponding response measures. In the future, we will also carry out more comprehensive climate change risk management and formulate more detailed management plans.





呵護生態 綠色共榮

PROTECTING ECOLOGY FOR GREEN PROSPERITY

風險類別 Risk Category	風險因子 Risk Factor	風險描述 Description of Risk	風險應對 Response to Risk
轉型 風險 Transition Risk	監管政策收緊 Tightened Policies	在「碳達峰」與「碳中和」目標的引領下，中國政府對各行各業提出了減排倡導與要求。企業如不加快形成有利於減碳的管理和生產方式將面臨合規風險，導致運營成本增加。  Under the guidance of the “carbon peaking” and “carbon neutrality” goals, the Chinese government has put forward emission reduction initiatives and requirements for various industries. Enterprises that do not accelerate the formation of management and production methods conducive to carbon reduction will face compliance risks, leading to increased operating costs.	關注相關政策法規動向，及時制定、修訂和落實相關內部制度，減少碳相關政策與法律法規合規風險。  Keep abreast of the trends of relevant policies and regulations, timely formulate, revise, and implement relevant internal systems, and reduce compliance risks related to carbon policies and laws.
	技術風險 Technology Risk	為滿足低碳排放的要求，提高新技術的研究投入，以及對現有的研發和生產設備進行改造，增加運營成本。  To meet the requirements of low carbon emissions, increased research investment in new technologies, as well as retrofit existing research and production equipment, will increase operating costs.	在運營中使用節能技術、增加可再生能源的投入、探索低碳運營方式。積極推進設備節能改造等措施，並倡導綠色辦公。  Use energy-saving technologies in operations, increase investment in renewable energy, and explore low-carbon operation methods. Actively promote measures such as equipment energy-saving transformation and advocate for green offices.
	市場風險 Market Risk	醫藥公司涉及部分稀缺原材料，會因氣候變化導致無法獲取，使得供應鏈中斷。  Pharmaceutical companies deal with some scarce raw materials, which may become unavailable due to climate change, leading to supply chain disruptions.	公司提升供應鏈的氣候變化韌性，對供應商採用「一用一備」策略，對關鍵原料的供應進行多渠道尋源和適當備庫。  The Company enhances the climate resilience of the supply chain, adopts a “one in, one out” strategy for suppliers, and sources and appropriately stocks key materials such as reagents through multiple channels.
	聲譽風險 Reputation Risk	監管機構、投資者、客戶等利益相關方在應對氣候變化及相關信息披露方面提出更高要求，行動不力或披露不足將產生不良聲譽風險。  Regulators, investors, customers, and other stakeholders have higher demands for addressing climate change and related information disclosure. Inadequate action or disclosure will result in reputation risk.	加強氣候風險管理和信息披露，與利益相關方保持溝通，提高透明度和可持續性，建立可靠的監管機制和投資者關係。  Strengthen climate risk management and information disclosure, maintain communication with stakeholders, improve transparency and sustainability, and establish reliable regulatory mechanisms and investor relations.

呵護生態 綠色共榮

PROTECTING ECOLOGY FOR GREEN PROSPERITY

風險類別 Risk Category	風險因子 Risk Factor	風險描述 Description of Risk	風險應對 Response to Risk
物理 風險 Physical Risk	平均氣溫升高 Rising Mean Temperature	全球氣候變暖愈演愈烈，由於氣溫和濕度升高的現象，花粉出現時間更早、數量增多。大量花粉會堵塞空氣過濾器引起空氣質量降低的情況，為保證空氣質量達到規定的標準，過濾系統需要加大運行馬力和延長運行時間，從而導致工藝生產流程的能耗增加。在高溫下，對溫度有較高要求的生產車間需要加大能源消耗以控制溫度，保證正常生產。  Global warming is intensifying, leading to earlier and increased pollen production due to rising temperatures and humidity. The abundance of pollen can clog air filters, resulting in lower air quality. To ensure air quality meets regulatory standards, filtration systems need to increase horsepower and extend operating hours, leading to increased energy consumption in production processes. Production facilities with strict temperature requirements need to increase energy consumption to control temperature and maintain normal production in high temperatures.	公司加強過濾器清潔工作，並完善車間中的能源智能控制。  The Company strengthens filter cleaning and improves energy intelligent control in workshops.
	極端天氣頻繁 Frequent Extreme Weather	暴雨等自然災害會對生產、儲存等運營流程，以及產品質量帶來挑戰，也會對生產人員安全造成危害。  Natural disasters such as heavy rain can challenge production, storage, and other operational processes, as well as product quality, and pose risks to the safety of production personnel.	制定自然災害預防與預警程序，並動員全公司做好自然災害的預防措施。  Develop natural disaster prevention and warning procedures and mobilize the entire Company to implement natural disaster prevention measures.
	水資源短缺 Water Shortage	水資源短缺正逐漸成為區域性問題。水資源短缺會導致枯水季，使得水中雜質濃度提升，水處理流程的實施難度也隨之增加，影響合規運營。  Water scarcity is gradually becoming a regional issue. Water scarcity can lead to dry seasons, increase impurity concentrations in water, and increase the difficulty of implementing water treatment processes, affecting compliance operations.	公司調整制水設備的工作機制，並開展蒸汽冷凝水回用等循環利用舉措，節約用水。  The Company adjusts the working mechanism of water production equipment, and implements recycling measures such as steam condensate reuse to conserve water.

## 呵護生態 綠色共榮

## PROTECTING ECOLOGY FOR GREEN PROSPERITY

我們踐行自身應對氣候變化責任，以 2021 年為基準年設置溫室氣體減排和能耗強度目標，並每年對目標的達成進度進行監督與審查，為後續探索綠色轉型路徑提供指導。此外，我們不斷完善企業溫室氣體排放數據收集和核算機制，提升公司評估應對氣候變化績效水平的準確性。

We are committed to fulfilling our responsibility to address climate change. We set greenhouse gas (GHG) emission reduction and energy intensity targets by making 2021 the base year, and supervise and review the progress of these targets annually, thus providing guidance for exploring green transformation pathways. Additionally, we continuously improve our corporate GHG emissions data collection and accounting mechanisms, to enhance the accuracy of the evaluation on our climate change response performance.

到 2030 年，溫室氣體排放強度下降 8%  
By 2030, the intensity of GHG emissions will decrease by 8%

溫室氣體減排目標  
GHG Emission Reduction Target

到 2030 年，能耗強度下降 8%  
By 2030, energy consumption intensity will decrease by 8%

能耗強度目標  
Energy Consumption Intensity Target

截至報告期末，公司溫室氣體排放強度較 2022 年同期下降 17.6%。

As of the end of the Reporting Period, the Company's GHG emissions intensity decreased by 17.6% compared to that in 2022.

### 溫室氣體排放績效表現<sup>1</sup> Greenhouse Gas Emissions Performance<sup>1</sup>

指標 Indicator	單位 Unit	2023	2022	2021
範圍一溫室氣體排放 Scope 1 greenhouse gas emissions	噸二氧化碳當量 tCO <sub>2</sub> e	26.37	/	/
範圍二溫室氣體排放 Scope 2 greenhouse gas emissions	噸二氧化碳當量 tCO <sub>2</sub> e	8,471.50	8,727.00	5,067.02
溫室氣體排放總量 Total greenhouse gas emissions	噸二氧化碳當量 tCO <sub>2</sub> e	8,497.87	8,727.00	5,067.02
溫室氣體排放強度 Greenhouse gas emissions intensity	噸二氧化碳當量/平方米 tCO <sub>2</sub> e/ m <sup>2</sup>	0.14	0.17	0.19

注：1. 瑞科生物的溫室氣體排放包括範圍一：直接排放，包括公務車消耗的汽油；範圍二：能源間接排放，包括使用的外購電和外購蒸汽。溫室氣體排放按二氧化碳當量核算呈列，並依據國家發展改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南》進行核算。

Note: 1. The GHG emissions of Recbio include Scope 1: direct emissions, including gasoline consumed by official vehicles; and Scope 2: indirect emissions from energy sources, including the use of purchased electricity and purchased steam. GHG emissions are presented as CO<sub>2</sub>e and accounted for in accordance with the Guideline of the Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises in Other Industries issued by the National Development and Reform Commission.

## 呵護生態 綠色共榮

## PROTECTING ECOLOGY FOR GREEN PROSPERITY

### 節能降碳

我們將低碳轉型作為未來生產運營的方向，建立廠房環境控制系統（BMS）根據參數控制的要求和設定範圍，智能調節空調、冷凍系統的運行，實現能源的高效利用，減少運營過程中的碳排放。

### ENERGY SAVING AND CARBON REDUCTION

As low-carbon transformation is the direction of our future production and operation, we have established the Building Management System (BMS) to intelligently regulate the operation of air conditioning and refrigeration systems according to the requirements and setting ranges of the parameter control, so as to realize the efficient use of energy and to reduce the carbon emission in the operation process.

在產品全生命週期中貫徹落實綠色理念，實施設備改造等多項節能降耗措施，優化能源使用效率，向能耗強度下降目標穩步邁進。報告期內，我們進行冷水機組節能改造，將原來的單台手動控制改為可編輯邏輯控制器在後臺進行群控，使機組可以根據車間使用負載進行加減載動作，以減少不必要的電力損耗。

Throughout the product lifecycle, we integrate green concepts and implement various energy-saving measures, such as equipment upgrades, to optimize energy use efficiency and steadily advancing towards the goal of reducing energy intensity. During the Reporting Period, we carried out energy-saving renovations on chiller units, replacing single manual control with programmable logic controllers for group control in the backstage, enabling the units to adjust load according to workshop usage, thus reducing unnecessary power consumption.

此外，公司組織節能降耗管理會議商定綠色辦公要求，規定辦公區內空調溫度在夏天不低於 26 度、冬天不高於 22 度，並制定照明系統的最佳節能使用方案。同時，我們鼓勵減少插座和大功率電器的使用，在辦公室內張貼節能標籤，提醒員工在日常點滴中減少能源浪費。

Furthermore, the Company organizes energy-saving management meetings to establish green office requirements, stipulating office air conditioning temperature should not be lower than 26 degrees Celsius in summer and higher than 22 degrees Celsius in winter. We also develop optimal energy-saving plans for lighting systems. Additionally, we encourage employees to reduce the use of sockets and high-power appliances, post energy-saving labels in the office to remind employees to reduce energy waste in their daily activities.

截至報告期末，公司能源消耗強度較 2022 年下降 10.3%。

As of the end of the Reporting Period, the Company's energy consumption intensity decreased by 10.3% compared to that in 2022.





呵護生態 綠色共榮

PROTECTING ECOLOGY FOR GREEN PROSPERITY

能源消耗績效表現<sup>1</sup> Energy Consumption Performance

指標 Indicator	單位 Unit	2023	2022	2021
直接能源消耗總量 Total direct energy consumption	兆瓦時 MWh	103.75	/	/
汽油 Petrol	兆瓦時 MWh	103.75	/	/
間接能源消耗總量 Total indirect energy consumption	兆瓦時 MWh	20,891.70	20,333.84	9,936.72
外購蒸汽 Purchased steam	兆瓦時 MWh	11,989.41	9,991.87	4,785.09
外購電力 Purchased electricity	兆瓦時 MWh	8,902.28	10,341.97	5,151.63
能源消耗總量 Total energy consumption	兆瓦時 MWh	20,995.45	20,333.84	9,936.72
能源消耗強度 Energy consumption intensity	兆瓦時/平方米 MWh/ m <sup>2</sup>	0.35	0.39	0.38

注：1. 瑞科生物的能耗核算依據國家市場監督管理總局和國家標準化管理委員會發佈的《綜合能耗計算通則》(GB2589-2020)進行核算。

Note: 1. Calculation of energy consumption of Recbio by reference to the General Rules for Calculation of the Comprehensive Energy Consumption (GB2589-2020) issued by the State Administration for Market Regulation and the Standardization Administration.

呵護生態 綠色共榮

PROTECTING ECOLOGY FOR GREEN PROSPERITY

環境守護

環境管理

環境管理體系

我們嚴格遵守《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》《中華人民共和國大氣污染防治法》《中華人民共和國固體廢物污染環境防治法》《中華人民共和國水污染防治法》等法律法規，並在《EHS 責任制》中明確對環保設施的管理，以及確保污染物達標排放和處置等方面的職責。在 EHS 審計中，我們也將環保設施的運行維護管理、廢棄物管理等環境因素納入考量，以不斷提升環境管理水平。

以 2021 年為基準年，我們設置了耗水強度和危險廢棄物強度目標，並對目標進度開展年度審閱。

ENVIRONMENTAL PROTECTION

ENVIRONMENTAL MANAGEMENT

ENVIRONMENTAL MANAGEMENT SYSTEM

We strictly comply with laws and regulations such as the Environmental Protection Law of the People's Republic of China, the Environmental Impact Assessment Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Air Pollution, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and the Law of the People's Republic of China on the Prevention and Control of Water Pollution. In our EHS Responsibility Policy, we clearly define the responsibilities for environmental protection facilities management and compliance with pollutant emission and disposal standards. During EHS audits, we also consider environmental factors, such as the operation and maintenance management of environmental protection facilities, and waste management, to continuously enhance environmental management.

We have set targets for water consumption intensity and hazardous waste intensity, with 2021 as the base year, and conducted annual reviews of progress towards the targets.

到 2030 年，耗水強度下降 5%  
By 2030, water consumption intensity will decrease by 5%

耗水強度目標  
Water Consumption Intensity Target

到 2030 年，危險廢棄物強度下降 5%  
By 2030, hazardous waste intensity will decrease by 5%

危險廢棄物強度目標  
Hazardous Waste Intensity Target

## 呵護生態 綠色共榮

### 環境評估監測

依據內部《環境因素識別與評價管理程序》，公司採用「三因子評價法」從發生頻率、排放數量和相關方關注程度識別、評價和更新公司在空氣污染、水體污染、能源、資源消耗等方面的重要環境因素，並針對識別出的環境因素制定具體的控制措施。

在產業化項目籌備期間，我們會委託第三方進行環境影響評價，實地勘察項目當地自然環境和環境質量現狀，對項目施工期的大氣環境、水環境和聲環境等方面的影響進行評價，並提出項目的環境管理要求和監測計劃。在項目實施過程中我們也嚴格遵循相關要求，確保項目環境控制和治理機制安全、穩定、有效運行。

### 環境應急管理

瑞科生物亦加強應對環境風險和突發狀況的能力。以預防和減少突發環境事件及其造成的損害為目的，我們制定了《突發環境事件應急預案》，按照嚴重性和緊急程度分級分類處置突發環境事件，建立應急響應程序和應急措施，從而最大程度減少財產損失和環境破壞，保障公眾健康和環境安全。

### 達標排放

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

## PROTECTING ECOLOGY FOR GREEN PROSPERITY

### ENVIRONMENT ASSESSMENT AND MONITORING

According to our internal Environmental Factor Identification and Evaluation Management Procedures, the Company adopts the “three-factor assessment method” to identify, evaluate, and update significant environmental factors such as air pollution, water pollution, energy, and resource consumption based on frequency of occurrence, emission quantity, and stakeholder concern, and develop specific control measures for identified environmental factors.

During the preparation phase of industrial projects, we engage third parties to carry out environmental impact assessments, conduct on-site surveys of the local natural environment and environmental quality status of the project, evaluate the impact of the project on atmospheric environment, water environment, and noise environment during the construction period, and propose environmental management requirements and monitoring plans for the project. During project implementation, we strictly adhere to relevant requirements to ensure the safe, stable, and effective operation of project environmental control and governance mechanisms.

### ENVIRONMENTAL EMERGENCY MANAGEMENT

Recbio also strengthens its ability to respond to environmental risks and emergencies. Aiming to prevent and reduce damage caused by sudden environmental events, we have formulated the Contingency Plan for Environmental Emergencies, classify and dispose of sudden environmental events based on severity and urgency, establish emergency response procedures and measures to minimize property damage and environmental destruction, and safeguard public health and environmental safety.

### EMISSION COMPLIANCE

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

## 呵護生態 綠色共榮

### 廢水管理

針對廢水排放，瑞科生物主要監測化學需氧量(COD)、氨氮(NH<sub>3</sub>-N)含量、總磷等指標。我們執行內部無浮渣、無泡沫、無異味、排水達標的「三無一達標」出水標準，採用生物法對廢水進行淨化，設置化學處理系統、綜合生化處理系統及污泥系統，使廢水在經歷酸鹼度調節、水解酸化、好氧曝氣等一系列處理後，最終達到《生物製藥行業水和大氣污染物排放限值》(DB 32/3560-2019)標準再進行排放。2023年，公司廢水中的COD和NH<sub>3</sub>-N含量對比2022年水平均有所下降。

#### 廢水排放績效表現

#### Wastewater Discharge Performance

指標 Indicator	單位 Unit	2023	2022	2021
工業污水綜合排放量 <sup>1</sup> Total industrial wastewater discharged <sup>1</sup>	噸 tonne	46,885.24	32,247.91	8,387.00
生活污水排放量 <sup>2</sup> Domestic wastewater discharged <sup>2</sup>	噸 tonne	389.00	279.00	304.00
COD排放量 Chemical oxygen demand (COD)	噸 tonne	0.38	1.18	0.39
NH <sub>3</sub> -N排放量 NH <sub>3</sub> -N discharged	千克 kg	3.20	3.30	2.50

注：1. 由於2023年產品生產批數較2022年增多，工業污水綜合排放量較2022年水平有一定上升。  
2. 2022年員工工作時長受疫情影響，整體相對較少。2023年員工工作時長恢復，所以生活污水排放量較2022年水平有一定上升。

Note: 1. Because the number of product production batches in 2023 increased compared to that in 2022, the total industrial wastewater discharge increased somewhat compared to that in 2022.  
2. Employee working hours in 2022 are relatively low overall because of the impact of the epidemic. Employee working hours are restored in 2023, so there is a certain rise in domestic wastewater discharge compared to the level in 2022.



## 呵護生態 綠色共榮

## PROTECTING ECOLOGY FOR GREEN PROSPERITY

### 廢氣管理

為控制和減少廢氣排放量，減輕日常生產運營對大氣的污染，我們建立廢氣和粉塵的排放處理、監測及異常預防體系，對其中氯化氫、硫化氫等物質的濃度按照特定標準進行嚴密監測。公司也會定期對廢氣和粉塵處理設施進行保養和維護。

### WASTE GAS MANAGEMENT

To control and reduce waste gas emissions and mitigate air pollution caused by our production and operations, we have established a system for the emissions treatment, monitoring and abnormality prevention of waste gas and dust, through which we closely monitor the contents of hydrogen chloride, hydrogen sulphide and other substances as per specific standards. In addition, we regularly maintain the waste gas and dust treatment facilities.

#### 廢氣排放 Emissions

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

#### 廢氣監測 Monitoring

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

#### 異常情況 Abnormality

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

#### 預防措施 Preventative measures

- 制定废气排放应急预案，依据预案流程处理异常情况及其他紧急事宜
- We set up an emergency plan for waste gas emissions and deal with abnormalities and other urgent issues according to the plan.

廢氣管理體系  
Waste Gas Management System

## 呵護生態 綠色共榮

## PROTECTING ECOLOGY FOR GREEN PROSPERITY

### 廢氣排放績效表現

### Waste Gas Emission Performance

指標 Indicator	單位 Unit	2023	2022	2021
氯化氫排放量 <sup>1</sup> Hydrogen chloride emissions <sup>1</sup>	千克 kg	0.01	44.81	19.43
非甲烷總烴排放量 Total non-methane hydrocarbon emissions	千克 kg	123.25	96.06	49.92
氨氣排放量 Ammonia emissions	千克 kg	28.15	50.36	19.92

注：1. 由於車間改造，排氣筒有 1 個在 2023 年未開，2023 年氯化氫排放量較 2022 年水平大幅下降。

Note: 1. Hydrogen chloride emissions are significantly lower in 2023 compared to that in 2022 because one of the exhaust pipes is not open in 2023 as a result of the shop remodeling.

### 廢棄物管理

我們在運營過程中產生的廢棄物包括危險廢棄物（以下簡稱「危廢」）和無害廢棄物，其中危廢涉及廢原液、水油不合格品、廢有機溶劑等實驗室廢棄物，無害廢棄物則主要為廢離子交換樹脂、廢紙盒、紙箱、生活垃圾等。為負責任地處置廢棄物，降低公司對生產園區及當地環境的影響，我們依照「最大限度實現固體廢物循環利用、無害化處置固體廢物」的原則進行廢棄物全流程管控，並開展減量化和再利用活動。報告期內，瑞科生物未發生廢棄物處理相關違規事件或接受相關處罰。

### WASTE MANAGEMENT

The wastes generated by the Company during the operation are classified into hazardous waste and non-hazardous waste. Where, hazardous waste includes laboratory wastes such as original solution waste, water and oil nonconforming products, and organic solvent waste, while non-hazardous waste mainly includes ion exchange resin waste, waste cardboard boxes, cartons, and household wastes. To dispose of waste in a responsible manner and reduce the Company's impact on the production park and the local environment, we carry out whole-process management and reduce waste emissions and reuse waste in line with the principle of "maximizing the recycling and the harmless disposal of solid waste". During the Reporting Period, the Company had no violations and penalties in relation to waste disposal.

#### 危險廢棄物處理 Disposal of Hazardous Waste

- 設置危險廢棄物貯存庫，將不同的危險廢棄物按照特性妥善分隔存放
- We have hazardous waste repositories where different hazardous wastes are properly isolated based on their properties.
- 委託有《危險廢物經營許可證》的單位處置危險廢棄物
- We entrust the disposal of hazardous waste to organisations with Hazardous Waste Operation Licence.

#### 無害廢棄物處理 Disposal of Non-hazardous Waste

- 生活垃圾等不可回收無害廢棄物臨時存放在公共場所設置的容器中
- We temporarily store non-recyclable, non-hazardous waste, such as household garbage, in containers set up in public places.
- 可回收的一般廢棄物進行委外回收利用，例如金屬設備配件及廢樹脂
- We engage third parties to recycle general waste such as metal equipment parts and resin waste.

為鞏固員工危廢管理知識，各部門和車間從事危廢相關工作的人員需參與危廢管理培訓，進一步熟悉公司危廢管理制度和要求。

To enhance employees' knowledge of hazardous waste management, the employees who are exposed to hazardous waste during their work are required to receive hazardous waste management training. In this way, they are familiar with the Company's policies and requirements over hazardous waste management.

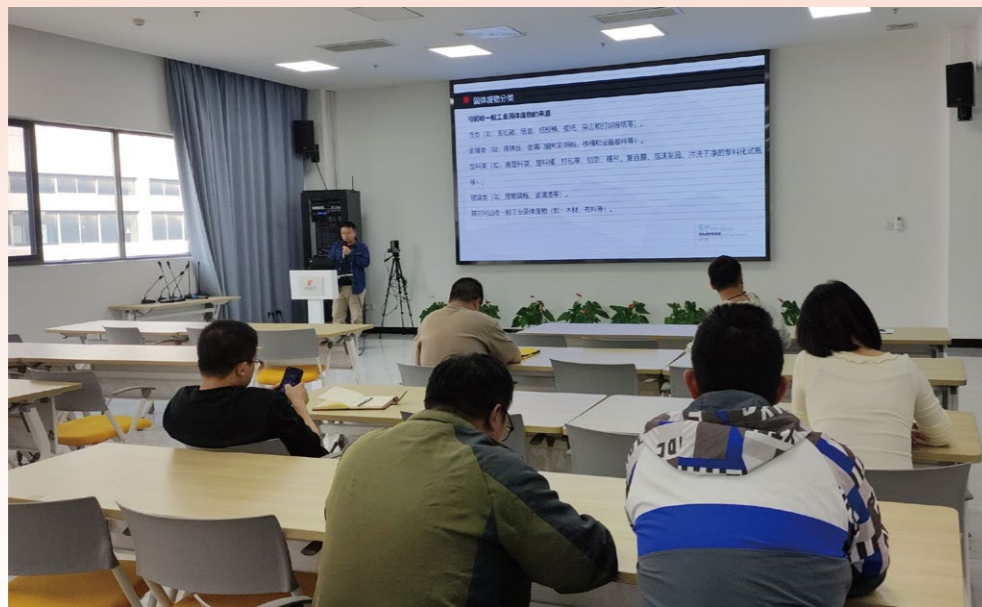
呵護生態 綠色共榮

PROTECTING ECOLOGY FOR GREEN PROSPERITY

固體廢物規範化管理培訓  
Training on Standardized Solid Waste Management

2023年10月，我們在公司內部開展固體廢物規範化管理培訓，為員工詳細講解了危廢入庫和貯存要求、危廢處理應急措施等內容，並用實際且深刻的事例強調規範管理危廢的重要性，加強員工對危廢進行合規管理的意識。

In October 2023, we carried out internal training on standardized solid waste management. During the training, we detailed the requirements for hazardous waste inbound and storage, and hazardous waste emergency response. Moreover, we presented real cases to emphasize the importance of managing hazardous waste in a standardized manner and to enhance employees' awareness of compliance in hazardous waste management.



固體廢物規範化管理培訓現場  
Standardized Solid Waste Management Training Site

廢棄物排放績效表現 Waste Emission Performance

指標 Indicator	單位 Unit	2023	2022	2021
危險廢棄物總量 <sup>1</sup> Total hazardous wastes <sup>1</sup>	噸 tonne	42.93	35.17	14.95
危險廢棄物總量強度 Intensity of total hazardous wastes	噸/平方米 tonne/m <sup>2</sup>	0.00072	0.00068	0.00057
無害廢棄物總量 Total non-hazardous wastes	噸 tonne	21.19	20.38	22.90
無害廢棄物總量強度 Intensity of total non-hazardous wastes	噸/平方米 tonne/m <sup>2</sup>	0.00035	0.00039	0.00088

注：1. 由於2023年產品生產增多，以及新的生產項目導致產生新類別的危險廢棄物，2023年危險廢棄物總量較2022年水平有所上升。

Note: 1. The total amount of hazardous waste in 2023 has increased from that in 2022 due to the increased production in 2023 and new production projects resulting in the generation of new categories of hazardous waste.

呵護生態 綠色共榮

PROTECTING ECOLOGY FOR GREEN PROSPERITY

資源協調

用水管理

瑞科生物嚴格遵守《中華人民共和國環境保護法》《中華人民共和國水法》等法律法規，實施改善生產工藝、更新設備、優化用水管理等措施，提高水資源利用率。

瑞科生物用水主要來源為市政供水。報告期內，我們依據制水設備運行狀況，將設備的反洗時間由24小時/次調整為36小時/次，單次節水15噸，實現全年節水3,600噸；冷卻水塔排水自動排放改為水質監測排放，由原先每月用水50噸降至每月用水20噸，實現全年節水360噸。

RESOURCE COORDINATION

WATER MANAGEMENT

Strictly abiding by the Environmental Protection Law of the People's Republic of China, the Water Law of the People's Republic of China and other laws and regulations, Recbio adopts measures such as improving production processes, upgrading equipment, and optimizing water management to increase the utilization rate of water resources.

Municipal water supply is the main water source of the Company. During the Reporting Period, we adjusted the backwashing cycle of water treatment equipment from 24h to 36h based on the operating condition of the equipment. As a result, 15 tonnes of water has been saved for each backwashing and 3,600 tonnes of water for the year. As for drainage of the cooling water tower, we changed the automatic discharge mode to discharge based on water quality result, reducing monthly water consumption from 50 tonnes to 20 tonnes and saving 360 tonnes of water for the year.

水資源績效表現

Water Resource Performance

指標 Indicator	單位 Unit	2023	2022	2021
耗水總量 Total water consumption	噸 tonne	92,477.00	107,630.00	32,997.76
耗水總量強度 Total water consumption intensity	噸/平方米 tonne/m <sup>2</sup>	1.55	2.08	1.26



## 呵護生態 綠色共榮

### 包材減量

瑞科生物致力於減少包裝材料的使用，通過優化、替代和循環的方式實現包材減量。我們生產運營中使用到的包裝材料包括紙箱、小盒、中盒、說明書、PET/PE/EVA 覆膜、PVC 藥用硬片等。2023 年，我們在選購產業化包裝生產線時，藥品內托由 PVC 塑托改為全紙材質內托，實現包裝材料的 100% 可降解和可回收。

## PROTECTING ECOLOGY FOR GREEN PROSPERITY

### REDUCTION OF PACKAGING MATERIALS

We are committed to reducing the use of packaging materials through optimization, substitution, and recycling. The packaging materials used by Recbio in production and operation include cartons, small boxes, medium boxes, instruction manuals, PET/PE/EVA membrane, and pharmaceutical rigid PVC film, etc. In 2023, we changed the support material for medicines from PVC to paper when selecting the industrial packaging line, making 100% of packaging materials biodegradable and recyclable.



藥品紙質內托  
Paper Support for Medicine

### 包裝材料績效表現 Packaging Materials Performance

指標 Indicator	單位 Unit	2023	2022	2021
包裝使用總量 Total consumption of packaging materials	千克 kg	1,704.80	1,591.00	794.20
包裝材料使用強度 Packaging materials consumption intensity	千克/平方米 kg/m <sup>2</sup>	0.03	0.03	0.03

# 共享共贏 向上向善

## COMMON PROSPERITY FOR A BETTER TOMORROW



83 行業協作  
INDUSTRY COLLABORATIONS

86 回饋社會  
GIVING BACK TO SOCIETY

## 共享共贏 向上向善

## COMMON PROSPERITY FOR A BETTER TOMORROW

### 行業協作

瑞科生物秉持「創制一流疫苗，守護人類健康」的企業初心，持續探索疫苗研發，致力於疫苗國產化及商業化。為促進生物醫藥行業高質量發展，瑞科生物積極與國內外政府、協會、高校、行業夥伴等開展交流合作，共同探討行業未來創新。

### INDUSTRY COLLABORATIONS

Adhering to the corporate slogan of “Protecting human health with best-in-class vaccines”, Recbio makes constant efforts in vaccine R&D, striving for the localization and commercialization of vaccines. To promote the high-quality development of the bio-pharmaceutical industry, we are actively engaged in exchanges and cooperation with domestic and foreign governments, associations, universities, and industry partners to discuss future innovations in the industry.

### 國內交流

### DOMESTIC EXCHANGES

#### 亮相泰州醫藥博覽會，共話醫藥新未來 Recbio Attends Taizhou Medical Fair to Discuss the Prospects of the Pharmaceutical Industry

2023年10月，第十四屆中國(泰州)國際醫藥博覽會在泰州中國醫藥城成功舉辦。瑞科生物以「新型佐劑、開放共贏、紮根藥城、走向世界」為主題，帶著新型佐劑、蛋白工程、免疫評價三大技術平台及重磅產品管線亮點信息亮相博覽會。開幕式上，瑞科生物創始人、董事會主席兼總經理劉勇博士出席生物醫藥產業供應鏈聯盟倡議暨成立儀式並宣讀倡議書。展會期間，劉勇博士接受泰州日報訪談，分享瑞科生物產品研發、技術創新情況，並表示，作為紮根中國醫藥城的本土企業，瑞科生物應作表率向全球展示泰州城市新形象、發展新機遇、產業新未來，拓寬國際合作，為更高水平中國醫藥城建設注入新動力。

In October 2023, the 14th China (Taizhou) International Pharmaceutical Fair was held at China Pharmaceutical City in Taizhou. With the theme of “Novel Adjuvant, Open and Win-Win Situation, Rooted in the China Pharmaceutical City, and Going to the World”, Recbio appeared at the expo with three major technical platforms (novel adjuvant, protein engineering and immunological evaluation platforms) and highlights of key product pipelines. At the opening ceremony, Dr. Liu Yong, Founder, Chairman and General Manager of Recbio, attended the Initiative and Establishment Ceremony of the Biomedical Industrial Supply Chain Alliance and gave an advocacy speech. During the exhibition, Dr. Liu Yong was interviewed by Taizhou Daily, where he shared Recbio's product R&D and technological innovation landscape. He said, as a local enterprise rooted in China Pharmaceutical City, Recbio shall set an example to show the world a new city image of Taizhou, as well as the new development opportunities and blueprint of the industry, promoting more international cooperation programs and contributing to the development of China Pharmaceutical City to a new level.



劉勇博士出席生物醫藥產業供應鏈聯盟成立儀式  
Dr. Liu Yong at Establishment Ceremony of the Biomedical Industrial Supply Chain Alliance



瑞科生物亮相醫藥博覽會  
Recbio's Booth at the Pharmaceutical Fair

## 共享共贏 向上向善

## COMMON PROSPERITY FOR A BETTER TOMORROW

### 瑞科生物產學研合作 Integration of Production, Education, and Research

瑞科生物重視產學研合作，推進「技術合作開發模式」和「人才培養模式」的產學研協同創新模式，與南京醫科大學及同業公司合作，成功獲批建設「國家醫學攻關產教融合疫苗研發創新平台」項目。

Attaching importance to the integration of production, education, and research, Recbio promotes the innovative collaboration modes of “technology cooperation and development mode” and “talent training mode”. Through cooperation with Nanjing Medical University and peer companies, Recbio has gained the permit for the program of “National Vaccine Innovation Platform of Nanjing Medical University”.



創新平台建設獲批  
Establishment of Innovation Platform



## 共享共贏 向上向善

## COMMON PROSPERITY FOR A BETTER TOMORROW

### 國際交流

在緊抓國內發展新機遇的同時，瑞科生物拓展國際視野，積極開展國際交流，與「一帶一路」國家的行業夥伴開展共建，讓疫苗造福更多當地人群。

### INTERNATIONAL EXCHANGES

While seizing the opportunities in China, Recbio has also expanded its international horizon to work with partners in countries underpinning the “Belt and Road” initiative to benefit local people with vaccines.

### 瑞科生物助力津巴布韋新冠疫苗生產 Recbio Supports Production of Covid-19 Vaccine in Zimbabwe

2023年10月，瑞科生物與國際遺傳工程和生物技術中心中國區域研究中心、津巴布韋國家生物技術管理局簽署戰略合作協議，向津巴布韋提供疫苗生產相關技術支持，包括人員培訓、廠房設計、臨床試驗以及原液技術轉移等，為津巴布韋和非洲實現本地化疫苗生產貢獻力量。

In October 2023, Recbio signed a strategic cooperation agreement with the International Centre for Genetic Engineering and Biotechnology (ICGEB) China Regional Centre and the National Biotechnology Authority of Zimbabwe (Zimbabwe NBA) to provide technical support to Zimbabwe in vaccine production. Recbio will offer support in personnel training, plant design, clinical trials, and transfer of stock solution technologies, contributing to the localization of vaccine production in Zimbabwe and Africa.



戰略合作簽約儀式  
Signing Ceremony of Cooperation

## 共享共贏 向上向善

## COMMON PROSPERITY FOR A BETTER TOMORROW

### 瑞科生物與 SPIMACO 就重組九價 HPV 疫苗在中東及北非 15 國市場達成授權與戰略合作 Recbio enters a Licensing and Strategic Cooperation with SPIMACO for Recombinant HPV 9-valent vaccine Program in 15 Countries in the Middle East and North Africa

2024年1月，瑞科生物與沙特阿拉伯製藥公司 SPIMACO 就重組九價 HPV 疫苗 REC603 簽署框架協議並達成授權與戰略合作，瑞科生物獨家授權 SPIMACO 在含沙特阿拉伯等 15 個中東及北非國家對重組九價 HPV 疫苗 REC603 進行開發、註冊與商業化。本次戰略合作覆蓋了中東及北非國家約 3.8 億總人口，代表瑞科生物的專業技術及產品將與 SPIMACO 在中東北非地區已經建立的業務渠道相結合，協同推動沙特醫療轉型，使整個中東及北非地區的人口受益。

In January 2024, Recbio signed a framework agreement with SPIMACO, a Saudi Arabian pharmaceutical manufacturer, on licensing and strategic cooperation with respect to the Recombinant HPV 9-valent vaccine REC603. SPIMACO received an exclusive license from Recbio to develop, register, and commercialize REC603 in 15 Middle Eastern and North African (MENA) countries, including Saudi Arabia. This partnership covers a total population of approximate 380 million people in MENA countries and represents an integration of Recbio's expertise and products with SPIMACO's existing business channels in MENA countries. This initiative is bound to drive the transformation of the medical industry in Saudi Arabia, benefiting people of these countries.

### 回饋社會

公司搭建由「集中培訓、行業法規學習、部門實習」三大模塊組成的校企合作育苗計劃，並充分利用自身資源為多家高校輸送專業的高級人才。此外，我們為高校醫藥人才提供專項獎學金，助力有志學子接受高質量的教育，實現醫藥夢想。2023年，瑞科生物向瀋陽藥科大學捐贈 10 萬元獎學金。自 2021 年起，公司累計向武漢大學和瀋陽藥科大學捐贈 120 萬元「瑞科生物獎學金」。

### GIVING BACK TO SOCIETY

The Company has established a school-enterprise cooperation training program consisting of three modules: centralized training, industry regulation learning, and departmental internship. We also made full use of our resources to provide senior professionals for multiple universities. Moreover, we have provided special scholarships to help aspiring medical students receive quality education and realize their dreams. In 2023, the Company donated scholarship of RMB100,000 to Shenyang Pharmaceutical University. Since 2021, the Company has donated a total of RMB1.2 million to Wuhan University and Shenyang Pharmaceutical University through the “Recbio Scholarship” program.

共享共贏 向上向善

COMMON PROSPERITY FOR A BETTER TOMORROW

瑞科生物代表團訪問瀋陽藥科大學生命科學與生物製藥學院  
Recbio Delegation Visits School of Life Sciences and Biopharmaceutical Sciences in Shenyang Pharmaceutical University

為鼓勵先進，以獎促學，加強人才交流培養，2023年3月，瑞科生物代表團訪問瀋陽藥科大學生命科學與生物製藥學院，雙方就未來合作進行進一步的探討和交流，以期加速推進院校企產學研合作，完善科研與人才培養合作機制。訪問過程中舉行「瑞科生物啟航獎學金」頒獎儀式，宣讀獎學金獲獎名單，並為獲得獎學金的同學們頒發榮譽證書。學院代表及獲獎學生代表對瑞科生物表示衷心感謝。

To promote learning and advancement through awards and to enhance the talent exchange and cultivation, in March 2023, Recbio representatives visited the School of Life Sciences and Biopharmaceutical Sciences in Shenyang Pharmaceutical University. Both parties exchanged opinions on future cooperation so as to accelerate school-enterprise cooperation and improve the cooperation mechanism for scientific research and talent cultivation.

During the visit, the “Recbio Embarking Scholarship” award ceremony was held, in which our representatives announced the list of winners and presented certificates of honor to them. School representatives and the winners expressed their heartfelt gratitude to us.



「瑞科生物」啟航獎學金頒獎儀式  
Recbio Embarking Scholarship Award Ceremony

瑞科生物積極投身公益事業，倡導互助互愛、無私奉獻。2023年，我們舉辦愛心義賣等活動，提升員工社會責任感。

Upholding the spirit of helping others and unselfish devotion, Recbio has been actively engaged in public welfare activities. In 2023, we organized charity sale and other activities to foster a sense of social responsibility among our employees.

共享共贏 向上向善

COMMON PROSPERITY FOR A BETTER TOMORROW

中秋遇生辰，愛心暖公益  
Mid-Autumn Festival & Birthday Celebration, Warm Everyone with Love

2023年9月，瑞科生物舉辦「中秋遇生辰，愛心暖公益」活動，為員工壽星慶生，同時開展愛心義賣活動，籌集4,000元善款捐入紅十字會，將公司的愛與溫暖傳遞給社會。

In September 2023, we held an employee birthday celebration with the theme “Mid-Autumn Festival & Birthday Celebration, Warm Everyone with Love”. While celebrating the birthday of our employees, we carried out a charity sale and raised RMB4,000 to donate to the Red Cross to pass on the love and warmth of the Company to the society.



愛心義賣活動  
Charity Sale



附錄

APPENDIX

ESG 報告指標索引表

ESG REPORTING GUIDE INDEX

層面 Aspect	描述 Description	章節名稱 Title of Section
A1	<b>排放物 Emissions</b>	
一般披露 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	5.1 氣候變化 5.2 環境守護 5.1 CLIMATE CHANGE 5.2 ENVIRONMENTAL PROTECTION
A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	5.2 環境守護 5.2 ENVIRONMENTAL PROTECTION
A1.2	直接(範圍 1)及能源間接(範圍 2)溫室氣體排放量及密度。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	5.1 氣候變化 5.1 CLIMATE CHANGE
A1.3	所產生有害廢棄物總量及密度。 Total hazardous waste produced and intensity.	5.2 環境守護 5.2 ENVIRONMENTAL PROTECTION
A1.4	所產生無害廢棄物總量及密度。 Total non-hazardous waste produced and intensity.	5.2 環境守護 5.2 ENVIRONMENTAL PROTECTION
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emission target(s) set and steps taken to achieve them.	5.1 氣候變化 5.2 環境守護 5.1 CLIMATE CHANGE 5.2 ENVIRONMENTAL PROTECTION
A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	5.2 環境守護 5.2 ENVIRONMENTAL PROTECTION

附錄

APPENDIX

層面 Aspect	描述 Description	章節名稱 Title of Section
A2	<b>資源使用 Use of Resources</b>	
一般披露 General Disclosure	有效使用資源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	5.1 氣候變化 5.2 環境守護 5.3 資源協調 5.1 CLIMATE CHANGE 5.2 ENVIRONMENTAL PROTECTION 5.3 RESOURCE COORDINATION
A2.1	按類型劃分的直接及 / 或間接能源總耗量及密度。 Direct and/or indirect energy consumption by type in total and intensity.	5.1 氣候變化 5.1 CLIMATE CHANGE
A2.2	總耗水量及密度。 Water consumption in total and intensity.	5.3 資源協調 5.3 RESOURCE COORDINATION
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	5.1 氣候變化 5.2 環境守護 5.1 CLIMATE CHANGE 5.2 ENVIRONMENTAL PROTECTION
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	5.1 氣候變化 5.3 資源協調 5.1 CLIMATE CHANGE 5.3 RESOURCE COORDINATION
A2.5	製成品所用包裝材料的總量及每生產單位占量。 Total packaging material used for finished products with reference to per unit produced.	5.3 資源協調 5.3 RESOURCE COORDINATION
A3	<b>環境及天然資源 The Environment and Natural Resources</b>	
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimizing the issuer's significant impacts on the environment and natural resources.	5.2 環境守護 5.2 ENVIRONMENTAL PROTECTION
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	5.2 環境守護 5.2 ENVIRONMENTAL PROTECTION
A4	<b>氣候變化 Climate Change</b>	
一般披露 General Disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	5.1 氣候變化 5.1 CLIMATE CHANGE
A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	5.1 氣候變化 5.1 CLIMATE CHANGE

附錄

APPENDIX

層面 Aspect	描述 Description	章節名稱 Title of Section
B1	<b>僱傭 Employment</b>	
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	4.1 合規多元 4.2 薪酬績效 4.3 人才培養 4.5 關懷溝通 4.1 COMPLIANCE AND DIVERSITY 4.2 REMUNERATION AND PERFORMANCE 4.3 TALENT TRAINING 4.5 COMMUNICATION AND CARE
B1.1	按性別、僱傭類型、年齡組別及地區劃分的雇員總數。 Total workforce by gender, employment type, age group and geographical region.	4.1 合規多元 4.1 COMPLIANCE AND DIVERSITY
B1.2	按性別、年齡組別及地區劃分的雇員流失比率。 Employee turnover rate by gender, age group and geographical region.	4.1 合規多元 4.1 COMPLIANCE AND DIVERSITY
B2	<b>健康與安全 Health and Safety</b>	
一般披露 General Disclosure	有關提供安全工作環境及保障雇員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.4 健康安全 4.4 HEALTH AND SAFETY
B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.4 健康安全 4.4 HEALTH AND SAFETY
B2.2	因工傷損失工作日數。 Lost days due to work injury.	4.4 健康安全 4.4 HEALTH AND SAFETY
B2.3	描述所採納的職業健康與安全措施, 以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.4 健康安全 4.4 HEALTH AND SAFETY

附錄

APPENDIX

層面 Aspect	描述 Description	章節名稱 Title of Section
B3	<b>發展及培訓 Development and Training</b>	
一般披露 General Disclosure	有關提升雇員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4.3 人才培養 4.3. TALENT TRAINING
B3.1	按性別及僱傭類別(如高級管理層、中級管理層等)劃分的受訓雇員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.3 人才培養 4.3. TALENT TRAINING
B3.2	按性別及雇員類別劃分, 每名雇員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	4.3 人才培養 4.3. TALENT TRAINING
B4	<b>勞工準則 Labour Standards</b>	
一般披露 General Disclosure	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	4.1 合規多元 4.1 COMPLIANCE AND DIVERSITY
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	4.1 合規多元 4.1 COMPLIANCE AND DIVERSITY
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	4.1 合規多元 4.1 COMPLIANCE AND DIVERSITY
B5	<b>供應鏈管理 Supply Chain Management</b>	
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	3.4 責任採購 3.4 RESPONSIBLE PROCUREMENT
B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	3.4 責任採購 3.4 RESPONSIBLE PROCUREMENT
B5.2	描述有關聘用供應商的慣例, 向其執行有關慣例的供應商數目以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	3.4 責任採購 3.4 RESPONSIBLE PROCUREMENT
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例, 以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	3.4 責任採購 3.4 RESPONSIBLE PROCUREMENT
B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例, 以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	3.4 責任採購 3.4 RESPONSIBLE PROCUREMENT



附錄

APPENDIX

層面 Aspect	描述 Description	章節名稱 Title of Section
B6	<b>產品責任</b> Product Responsibility	
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	2.5 信息安全 2.5 INFORMATION SECURITY
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	3.2 質量保障 3.2 QUALITY ASSURANCE
B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	3.3 客戶服務 3.3 CUSTOMER SERVICES
B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	3.1 持續創新 3.1 CEASELESS INNOVATION
B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	3.2 質量保障 3.2 QUALITY ASSURANCE
B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	2.5 信息安全 2.5 INFORMATION SECURITY
B7	<b>反貪污</b> Anti-corruption	
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	2.3 商業道德 2.3 BUSINESS ETHICS
B7.1	於匯報期內對發行人或其雇員提出並已審結的貪污訴訟案件的數目及訴訟結果。 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	2.3 商業道德 2.3 BUSINESS ETHICS
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	2.3 商業道德 2.3 BUSINESS ETHICS
B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	2.3 商業道德 2.3 BUSINESS ETHICS

附錄

APPENDIX

層面 Aspect	描述 Description	章節名稱 Title of Section
B8	<b>社區投資</b> Community Investment	
一般披露 General Disclosure	有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	6.1 行業協作 6.2 回饋社會 6.1 INDUSTRY COLLABORATIONS 6.2 GIVING BACK TO SOCIETY
B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	6.1 行業協作 6.2 回饋社會 6.1 INDUSTRY COLLABORATIONS 6.2 GIVING BACK TO SOCIETY
B8.2	在專注範疇所動用資源(如金錢或時間)。 Resources contributed (e.g. money or time) to the focus area.	6.2 回饋社會 6.2 GIVING BACK TO SOCIETY



## 報告評價及建議

本報告是瑞科生物面向社會公開發佈的2023 環境、社會和管治(ESG)報告。為了持續完善 ESG 管理工作，不斷提高履行社會責任的能力和水平，我們非常希望傾聽您的意見和建議。懇請您協助完成反饋意見表中提出的相關問題，您可以通過電子郵件、郵寄以及線上回覆的方式反饋給我們。

電子郵箱: ir@recbio.cn

郵寄地址: 江蘇省泰州市醫藥高新區中國醫藥城六期 29 棟

收件人: 瑞科生物 ESG 工作組

郵編: 225300



問卷

## REPORT EVALUATION AND RECOMMENDATIONS

This report is Recbio's 2023 ESG Report released to the public. In order to keep enhancing our management on ESG and improving our ability and level on fulfilling social responsibilities, we are looking forward to your opinions and suggestions. We earnestly ask you to complete the questions in the feedback form and send it back by email, mail or online replies.

E-mail: ir@recbio.cn

Mailing address: Building 29, China Medical City VI, Medical Hi-Tech District, Taizhou City, Jiangsu Province

Addressee: ESG Working Group of Recbio

Postcode: 225300



Questionnaire

## 报告评价及建议

1、您對瑞科生物 ESG 報告的總體評價是？

好 較好 一般 差

2、您對瑞科生物履行經濟、社會、環境責任的評價是？

經濟責任: 好 較好 一般 差

社會責任: 好 較好 一般 差

環境責任: 好 較好 一般 差

3、您最關心報告裡的哪些議題？

產品質量與安全 研發與創新

員工健康及安全 反腐敗與商業道德

知識產權保護 其他

4、您認為本報告是否能反映瑞科生物對經濟、社會、環境和企業治理的重大影響？

能 一般 不能 不瞭解

5、您認為本報告所披露信息和數據的清晰度、準確度、完整度如何？

清晰度: 高 較高 一般 較低 低

準確度: 高 較高 一般 較低 低

完整度: 高 較高 一般 較低 低

6、您認為報告的哪些方面需要改進？

版面設計 數據類型 議題覆蓋 參考標準

7、歡迎您在此提出對瑞科生物 ESG 工作和本報告的其他意見和建議：

## REPORT EVALUATION AND RECOMMENDATIONS

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

Good  Relatively good  Average  Bad

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

Economic Responsibility:  Good  Relatively good  Average  Bad

Social Responsibility:  Good  Relatively good  Average  Bad

Environmental Responsibility:  Good  Relatively good  Average  Bad

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

Product quality and safety  Research and innovation

Staff health and safety  Anti-corruption and business ethics

Intellectual property  Others

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

Yes  Average  No  No idea

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

Clearness:  High  Relatively high  Average  Relatively low  Low

Accuracy:  High  Relatively high  Average  Relatively low  Low

Completeness:  High  Relatively high  Average  Relatively low  Low

6. What should be improved in this report?

Page layout  Data type  Topic coverage  Reference standard

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