

# 2025

## 環境、社會和管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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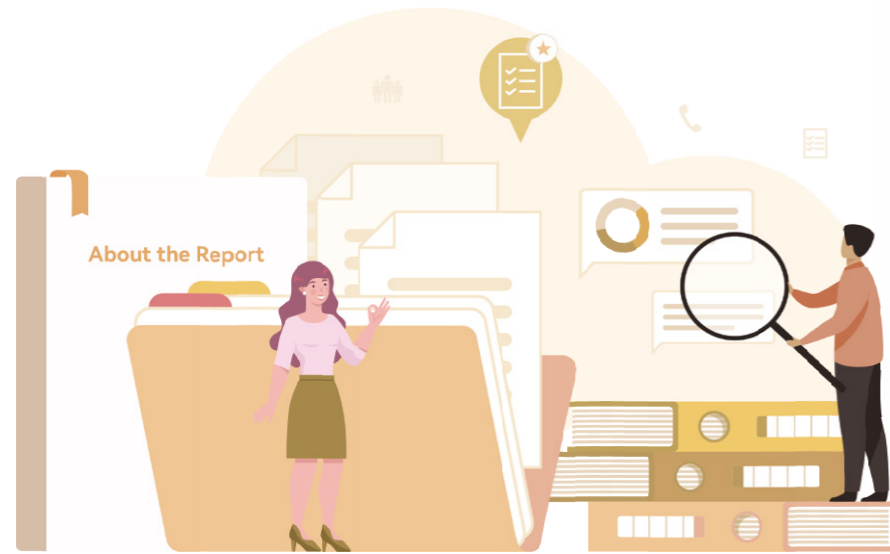
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# 關於本報告 About the Report



## 報告概覽

本報告是江蘇瑞科生物技術股份有限公司（以下簡稱「瑞科生物」「我們」或「公司」）發佈的第五份環境、社會及管治（ESG）報告（以下簡稱「ESG 報告」），旨在真實反映瑞科生物 2025 年度在 ESG 方面的理念、實踐和成果。

## 報告範圍

本報告涵蓋瑞科生物及其全部子公司，報告範圍與年報一致。相較於 2025 年 4 月發佈的 2024 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 2025 年 1 月 1 日至 2025 年 12 月 31 日（以下簡稱「報告期」），部分信息案例可能涉及報告期外。

## Report Overview

This report is the fifth Environmental, Social and Governance (ESG) report ("ESG Report") released by Jiangsu Recbio Technology Co., Ltd. ("Recbio", "we" or "the Company"), and is intended to faithfully reflect Recbio's ESG philosophy, practices, and achievements for 2025.

## 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 2024 ESG Report released in April 2025, there is no significant adjustment in the scope of the report.

The report covers the period from January 1, 2025 to December 31, 2025 (the "Reporting Period"), while some information and cases may fall beyond the Reporting Period.

## 報告準則

本報告根據《香港聯合交易所有限公司證券上市規則》附錄 C2《環境、社會及管治報告守則》（以下簡稱「《ESG 報告守則》」）編製。

公司根據《ESG 報告守則》對相關層面及關鍵績效指標（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 報告守則》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針，附帶量化數據說明，闡述其目的和影響，并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在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 2024 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 2025 年度合并財務報表，該報表已經過安永會計師事務所獨立審計，其他信息和數據主要來源於公司內部相關統計報告或文件。本報告中涉及貨幣金額以人民幣作為計量幣種。

## 確認與批准

本報告經管理層確認後，於 2026 年 3 月 24 日獲董事會審批通過。

## Reporting Principles

The report is prepared with reference to the *Environmental, Social and Governance Reporting Code* (the "ESG Reporting Code") 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 Code*. 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 Code*:

**"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 2024 ESG Report and has not been substantially changed.

## Data Description

The financial data in the report is derived from the 2025 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 24, 2026 upon confirmation by the management.

## 董事長致辭 Chairman's Statement



徐浩宇  
江蘇瑞科生物技術股份有限公司董事長  
XU Haoyu  
Chairman of the Board of Jiangsu Recbio Technology Co., Ltd.

尊敬的讀者：

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

過去一年，是瑞科生物從研發突破邁向商業化落地的關鍵之年。在產業化進程中，我們的核心產品管線穩步推進，帶狀疱疹疫苗 REC610 上市申請獲國家藥監局正式受理，九價 HPV 疫苗完成首次免疫後 48 個月隨訪。在國際商務拓展方面，我們與多家海外夥伴達成戰略合作，讓創新成果走向世界。與此同時，我們憑藉「基於新型佐劑、蛋白工程和免疫評價的 HPV 疫苗智能工廠」項目入選 2025 年江蘇省先進級智能工廠，標誌著外界對瑞科核心技術的認可，更印證了瑞科以新質生產力驅動生物醫藥智造的深度實踐。

Dear readers :

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

The past year marked a pivotal transition for Recbio, as we moved from R&D breakthroughs toward commercial realization. During the industrialization process, our core product pipeline has been steadily advancing. The marketing application for the shingles vaccine REC610 has been formally accepted by the National Medical Products Administration, and the nine-valent HPV vaccine has completed its 48-month follow-up after the initial immunization. On the international business front, the Company forged strategic partnerships with multiple overseas collaborators, bringing its innovations to the global stage. Concurrently, the Company's "HPV Vaccine Smart Factory Powered by Novel Adjuvants, Protein Engineering, and Immunological Evaluation" was selected as a 2025 Jiangsu Advanced Smart Factory, which signifies external validation of the Company's core technologies and underscores Recbio's deep commitment to driving biopharmaceutical intelligent manufacturing through new quality productive forces.

在實現業務突破的同時，我們持續深化 ESG 實踐，將可持續發展理念轉化為務實行動，為應對未來挑戰積蓄內在動力。

### 筑牢治理根基，提升可持續決策效能

我們始終將合規運營與治理體系建設視作企業可持續發展的根基。遵循「相互制衡、權責明確、規範高效」的原則，我們建立權責清晰的可持續治理架構，並不斷優化公司治理體系，確保各項決策科學合理、風險管理全面覆蓋。2025 年，我們進一步建立以董事會為最高決策機構的氣候治理架構，逐步將氣候風險納入公司風險管理體系。

### 聚焦臨床價值，打造創新研發新勢能

我們始終秉持精益求精的研發理念，讓研發創新指向最迫切的臨床需求。2025 年，我們以新佐劑重組帶狀疱疹疫苗 REC610 和重組九價 HPV 疫苗 REC603 為戰略重心，持續加強新型佐劑、蛋白工程、免疫評價、工藝開發等技術平台的能力建設，推動核心產品管線穩步邁向收穫期，進一步築牢技術護城河。

### 激活人才引擎，構建價值共創的發展生態

我們始終堅持以人為本的核心理念，致力於構建與業務戰略協同的人力資源體系。2025 年，我們持續優化兼顧內部公平性與外部競爭力的薪酬績效機制，暢通員工晉升通道。依託內部學習平台，我們為員工提供充足的學習平台與資源支持，賦能員工職業成長、實現自我價值。同時，我們持續關注員工福祉，為員工提供全面的福利保障與健康關懷，力求營造員工與企業共同發展的良好生態。

While achieving business breakthroughs, we have continued to deepen our ESG practices, translating the principles of sustainable development into concrete actions and building internal momentum to address future challenges.

### Strengthening the Governance Foundation to Enhance Sustainable Decision-Making

We consistently regard compliant operations and a robust governance system as the bedrock of sustainable corporate development. Adhering to the principles of "mutual checks and balances, clear rights and responsibilities, and standardized efficiency", we have established a clearly defined sustainable governance structure and continuously optimized our corporate governance system to ensure scientifically sound decision-making and comprehensive risk management coverage. In 2025, we further instituted a climate governance framework with the Board of Directors as the highest decision-making body, progressively integrating climate-related risks into the Company's overall risk management system.

### Focusing on Clinical Value to Forge New Momentum in Innovative R&D

We steadfastly uphold an R&D philosophy of continuous improvement, directing our innovation toward the most pressing clinical needs. In 2025, with our strategic focus on the novel adjuvant recombinant shingles vaccine REC610 and the recombinant nine-valent HPV vaccine REC603, we continuously strengthened the capabilities of our technology platforms including Novel Adjuvants, Protein Engineering, Immunological Evaluation, and Process Development Platform, which has propelled our core product pipeline steadily toward a harvest phase, further solidifying our technological moat.

### Activating the Talent Engine to Build a Development Ecosystem of Shared Value

We remain committed to a people-centric philosophy, striving to build a human resources system that aligns with our business strategy. In 2025, we continuously optimized our compensation and performance mechanisms, balancing internal equity with external competitiveness, and smoothed pathways for employee advancement. Leveraging our internal learning platform, we provided employees with ample learning opportunities and resources, empowering their professional growth and helping them realize their personal value. Concurrently, we maintained a strong focus on employee well-being, offering comprehensive benefits and health support, and fostering an environment conducive to the mutual development of both employees and the Company.

### 融入綠色基因，探索產業低碳轉型路徑

我們始終以綠色低碳為方向，將可持續發展理念融入企業生產與運營的每一個環節。在國家「雙碳」目標引領下，我們積極完善環境管理體系，強化氣候變化風險管理，加大節能減碳力度，提高資源利用效率。2025年，公司建成光伏發電系統，實現清潔電力自發自用，同時積極採取中水回用措施，以智能化與綠色化的深度融合，探索生物醫藥產業的可持續發展道路。

### 擴大協同效應，踐行企業社會責任擔當

我們始終以開放協作的態度，將企業成長與行業進步緊密相連。我們積極與國內外政府、協會、高校及行業夥伴合作，致力於推動生物醫藥行業高質量發展，同時圍繞藥品可及性和公平定價構建系統化機制，切實降低患者用藥門檻。2025年，我們承辦疫苗行業論壇，並依託技術平台與多所高校及科研機構開展合作研究，持續夯實在重大疾病領域的科研積澱與行業影響力。

展望未來，我們將牢牢抓住「同類最佳」和「同類首創」定位不放鬆，推動人才、技術、資源等方面協同發力。我們堅信，秉承「創製一流疫苗，守護人類健康」的初心，憑藉全體瑞科人的不懈奮鬥，我們必將跨越產業化征程上的每一道關口，開放更加輝煌的篇章！

### Embedding Green into Our DNA to Explore Low-Carbon Transformation Pathways for the Industry

We are consistently guided by the principles of green and low-carbon development, integrating sustainable practices into every facet of our production and operations. Under the guidance of the national "dual carbon" goals, we actively refine our environmental management system, strengthen climate change risk management, intensify our energy conservation and carbon reduction efforts, and improve resource efficiency. In 2025, we completed the installation of a photovoltaic power generation system, enabling self-consumption of clean electricity. Concurrently, we actively implemented water reuse measures, exploring a sustainable development path for the biopharmaceutical industry through the deep integration of intelligence and green initiatives.

### Expanding Synergistic Effects to Fulfill Corporate Social Responsibility

We consistently embrace an attitude of openness and collaboration, closely linking our corporate growth with the advancement of industry. We actively cooperate with domestic and international governments, associations, universities, and industry partners, striving to promote the high-quality development of the biopharmaceutical industry. Simultaneously, we are building systematic mechanisms around drug accessibility and fair pricing to effectively lower the threshold for patient access to medications. In 2025, we hosted a vaccine industry forum and, leveraging our technology platforms, engaged in collaborative research with several universities and scientific institutions, continuously strengthening our scientific foundation and industry influence in major disease areas.

Looking ahead, we will firmly adhere to our "best-in-class" and "first-in-class" positioning, driving synergistic efforts in talent, technology, and resources. We firmly believe that, guided by our founding mission to "Protect human health with best-in-class vaccines", and through the unwavering dedication of all Recbio employees, we will overcome every challenge on our path to industrialization and embark on an even more brilliant chapter.

## 董事會聲明

## Board Statement

### 董事會責任

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

### Responsibility of the Board

As the highest body responsible for the ESG affairs of Recbio, the Board assumes the supervisory responsibility for ESG governance, reviewing material ESG issues and formulating ESG-related strategies, policies and objectives. The members of the Board hold regular meetings to review the risks and opportunities related to our ESG issues, and regularly review and evaluate progress on ESG objectives and the results of ESG initiatives.

### ESG 事務執行

由證券合規中心牽頭組成 ESG 工作小組，主要負責了解 ESG 發展最新趨勢與要求、評估與厘定 ESG 相關風險與機遇、與利益相關方保持良好溝通、確定年度 ESG 重要性議題，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。

### Implementation of ESG Affairs

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

### 重要性分析

瑞科生物與內外部利益相關方保持緊密溝通，及時識別利益相關方的期望與要求。我們通過開展重要性評估和排序工作，就利益相關方重點關注的 ESG 議題展開溝通，以確認 ESG 目標與戰略方針，並對相關工作進行管理和回顧，以持續提升響應水平。瑞科生物 2025 年 ESG 重要性議題分析結果詳見報告正文「可持續管理體系 - 重要性議題評估」。

### Materiality Analysis

Recbio maintains close communication with internal and external stakeholders, and identifies their expectations and demands in time. Through materiality assessment and prioritization, we engage with stakeholders on ESG issues of significant concern, thereby confirming ESG objectives and strategy, while managing and reviewing related efforts to continuously enhance responsiveness. For detailed results of Recbio's 2025 ESG materiality analysis, please refer to the "Sustainability Management System - Assessment of Materiality Issues".

# 走近瑞科生物 Get to Know Recbio

## 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。公司已構建新型佐劑、蛋白工程、免疫評價及工藝開發四大創新疫苗技術平台。作為全球少數幾家有能力和生產全系列新型佐劑的公司之一，公司四大平台密切協同，持續開發性能領先的重磅疫苗品種。

截至報告期末，瑞科生物已構建包含 10 餘款高價值創新疫苗管綫組合，包括我們的兩款戰略級產品：REC610，一款新佐劑重組帶狀疱疹疫苗，目前處於中國上市申請階段；REC603，一款重組九價 HPV 疫苗，目前處於 III 期臨床試驗階段。

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

## 企業文化

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。

## About Recbio

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

As of the end of the Reporting Period, Recbio has built a portfolio of over 10 high-value innovative vaccine candidates, including two strategic-level products: REC610, a novel adjuvant recombinant shingles vaccine currently in the New Drug Application stage in China; and REC603, a recombinant nine-valent HPV vaccine currently in Phase III clinical trials.

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

## Corporate Culture

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



### 企業使命 Corporate Mission

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



### 企業願景 Corporate Vision

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

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



### 企業價值觀 Corporate Values

- **價值創造**：價值創造是瑞科存在的唯一理由，我們存在的意義就是為社會、客戶、股東、員工持續創造價值。質量是價值創造的前提，創新是價值創造的源泉
- **集體奮鬥**：集體奮鬥是價值創造的根本路徑，將組織內的每個部門、每個員工集成一個相互協作、高效運作的整體
- **敬業專業**：敬業專業是瑞科人的精神特質。敬業是敬畏流程，是利他擔當。專業是立身之本，是持續創新的基石，是價值創造的保障
- **包容進步**：包容進步是瑞科的人才觀。我們包容每一位創造價值的個體，包容多樣性和多元文化。包容的目的是進步，是持續改進、追求卓越，是信任和尊重的基礎願景
- **Value creation**: Value creation is the only reason Recbio exists. Our value lies in constantly creating value for society, customers, shareholders and employees. Quality is the premise of value creation, and innovation is the source of value creation
- **Collective striving**: Collective striving is the fundamental manner to value creation, with which we integrate each department and each employee into a coordinated and efficient organization
- **Dedication and professionalism**: Dedication and professionalism are our spiritual characteristics. Dedication is to respect the process and to help others. Professionalism is the foundation of one's career, the cornerstone of continuous innovation, and the guarantee of value creation
- **Inclusiveness and progress**: Inclusiveness and progress are the talent concept adopted by Recbio. We accommodate every individual who creates value, diversity and multiculturalism. The purpose of inclusiveness is making progress, continuous improvement, and pursuit of excellence, and is also the foundation of trust and respect

## 獎項及榮譽

## Awards and Honors

### 瑞科生物成功入選江蘇省星級上雲企業（五星）

Recbio was successfully selected as a "Five-Star Cloud-Connected Enterprise" in Jiangsu Province

### 瑞科生物成功入選「2025 年江蘇省先進級智能工廠」

Recbio was successfully recognized as an "Advanced Intelligent Factory in Jiangsu Province (2025)"

### 瑞科生物被認定為泰州市首批企業離岸創新中心

Recbio has been designated as one of the first batch of enterprise offshore innovation centers in Taizhou

### 武漢瑞科獲得「科技型中小企業」資質

Wuhan Recbio has obtained the qualification of "Small and Medium-Sized Technology-Based Enterprise"



## 01 可持續管理體系

## Sustainable Management System

瑞科生物始終將可持續發展管理置於公司戰略的重要地位，並致力將可持續理念融入公司治理與業務運營的各個環節。通過構建並持續完善可持續管理體系，公司著力推動自身實現高質量、可持續發展，以持續賦能創新型疫苗行業，為全球健康事業貢獻力量。

Recbio has always prioritized sustainable development management as a key component of its corporate strategy and is committed to integrating sustainability principles into every aspect of its corporate governance and business operations. By establishing and continuously refining its sustainability management system, the Company strives to achieve high-quality and sustainable development, thereby empowering the innovative vaccine industry and contributing to global health causes.





## 可持續發展治理

瑞科生物踐行可持續發展理念，聚焦創新驅動、綠色運營、以人為本、回饋社會、合規治理等關鍵領域，致力推動可持續發展理念與各領域業務的深度融合與協同發展。在此基礎上，公司逐步將 ESG 風險嵌入企業風險管理體系，持續完善 ESG 風險管理體系，力求實現風險管控與可持續發展的深度耦合，全面推動可持續發展戰略的落地實施。

瑞科生物持續完善 ESG 治理頂層設計，建立了權責清晰的三級 ESG 治理架構：董事會作為 ESG 治理最高決策機構，負責定期審閱公司 ESG 戰略及目標設定；ESG 工作小組居中協調、統籌推進具體工作，並定期向董事會匯報工作進展；各職能部門則負責相關工作的落地執行。依託自上而下的管理機制，公司有效推動可持續理念與管理策略貫穿運營全流程，形成從戰略到執行管理閉環。

為加強董事會及管理層對可持續發展議題的重視和參與程度，公司將逐步建立 ESG 績效掛鉤機制，將關鍵 ESG 指標納入相關人員的績效考核與薪酬激勵體系，推動公司可持續管理水平的進一步提升。

## Sustainability Governance

Recbio actively practices the principles of sustainable development by focusing on key areas such as innovation-driven, green operations, people-oriented approach, community engagement, and compliant governance. The Company is dedicated to fostering the deep integration and synergistic development of sustainability principles across all these areas. Building on this foundation, the Company is progressively embedding ESG risks into its enterprise risk management framework and continuously refining its ESG risk management system, aiming to achieve a deep coupling of risk control and sustainable development, comprehensively advancing the implementation of its sustainable development strategy.

Recbio continuously refines the top-level design of its ESG governance and has established a clearly defined three-tier ESG governance structure: the Board of Directors, as the highest decision-making body for ESG governance, is responsible for regularly reviewing the Company's ESG strategy and goal setting; the ESG Working Group coordinates and oversees the implementation of specific initiatives at the intermediate level, and regularly reports progress to the Board; and functional departments are responsible for the execution of relevant tasks. Through this top-down management mechanism, the Company effectively integrates sustainability principles and management strategies across its entire operations, forming a closed-loop management system that spans from strategy development to execution.

To strengthen the Board and management's attention to and participation in sustainability issues, the Company will progressively establish an ESG performance-linked mechanism, incorporating key ESG indicators into the performance assessment and compensation incentive system of relevant personnel, thereby further enhancing the Company's sustainable management level.

## 瑞科生物可持續發展治理架構 Recbio Sustainability Governance Structure



## 利益相關方溝通

瑞科生物高度重視利益相關方的關注與期待，依託多元化的溝通渠道和常態化的溝通機制，與重點利益相關方保持密切溝通。同時，公司積極回應利益相關方的訴求與建議，致力構建雙向互信、長期穩定的合作關係，攜手各利益相關方共同推動價值鏈可持續發展。

## Communication with Stakeholder

Recbio places high importance on the concerns and expectations of its stakeholders. By leveraging diversified communication channels and normalized communication mechanisms, the Company maintains close engagement with key stakeholders. Concurrently, Recbio actively responds to the demands and suggestions of its stakeholders, striving to build two-way trust and long-term, stable cooperative relationships, working jointly with all stakeholders to promote sustainable development 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	企業治理 行業發展與共贏 科技倫理 合理穩定收益 信息披露  Corporate Governance Industry Development and Mutual Benefit Scientific and Technological Ethics Reasonable and Stable Returns Information Disclosure	股東會 投資者調研 路演活動 股東熱線 投資者關係郵箱 實地考察 官網 微信公眾號  General Meetings Investor Survey Roadshow Shareholder Hotline Investor Relations Email On-the-spot Inspection Official Website Enterprise WeChat Public Account
 員工 Employees	人才招聘與留任 員工培訓與發展 員工福利與關懷 職業健康與安全 民主溝通  Talent Acquisition and Retention Employee Training and Development Employee Benefits and Care Occupational Health and Safety Democratic Communication	員工培訓與績效評估 員工代表大會和工會委員會 員工大會、座談會 員工投訴與舉報郵箱 微信公眾號  Employee Training and Performance Evaluation Employee Congress and Labor Union Committee Employee Meetings and Forums Employee Complaint and Reporting Email Enterprise WeChat Public Account

 政府與監管機構 Government and Regulators	信息安全與隱私保護 反貪污與商業道德 公益慈善 普惠醫療 應對氣候變化 能源管理 水資源管理 排放物管理 生態系統與生物多樣性保護  Information Security and Privacy Protection Anti-corruption and Business Ethics Charity and Philanthropy Universal Access to Healthcare Addressing Climate Change Energy Management Water Resources Management Emissions Management Ecosystem and Biodiversity Protection	政策諮詢 會議交流 監管考察 新聞稿  Policy Consultation Meetings and Exchanges Supervision and Inspections Press Releases
 客戶 Customers	產品質量與安全 信息安全與隱私保護 研發與創新 負責任營銷 客戶服務保障 循環經濟  Product Quality and Safety Information Security and Privacy Protection R&D and Innovation Responsible Marketing Customer Service and Guarantees Circular Economy	藥品不良事件反饋 客服熱線 客戶調研 投訴渠道  Feedback of Adverse Drug Event Customer Service Hotline Customer Satisfaction Survey Complaint Channels
 社區 Community	公益慈善 排放物管理 生態系統與生物多樣性保護 普惠醫療  Charity and Philanthropy Emissions Management Ecosystem and Biodiversity Protection Universal Access to Healthcare	微信公眾號 社區活動 環保宣傳 健康支持  Enterprise WeChat Public Account Community Activities Environmental Protection Campaigns Health Support
 供應商 Supplier	供應鏈管理 反貪污與商業道德 行業發展與共贏  Supply Chain Management Anti-corruption and Business Ethics Industry Development and Mutual Benefit	行業交流活動 供應商行為準則 供應商評估 供應商網站平台 供應商日常溝通 現場指導與檢查  Industry-wide Exchange Activities Supplier Code of Conduct Supplier Assessment Supplier Website Platform Daily Communication with Suppliers On-site Guidance and Inspection

## 重要性議題評估

重要性議題評估是 ESG 管理的關鍵環節，瑞科生物定期結合利益相關方期望、行業熱點議題及自身業務運營情況開展重要性議題識別與評估，以聚焦公司 ESG 管理的關鍵領域、精準回應利益相關方期望，持續提升 ESG 管理成效。

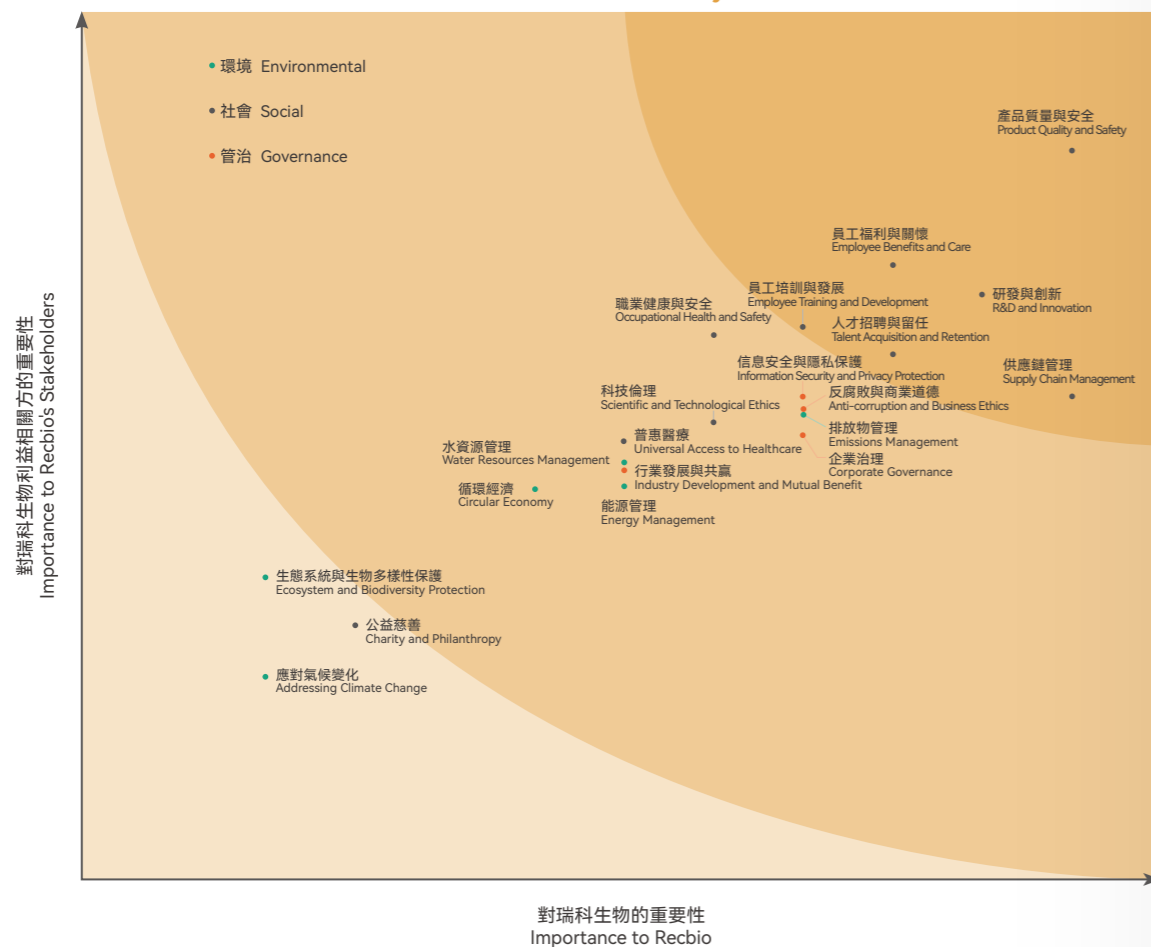
報告期內，公司依據監管要求、評級標準及同業對標情況，初步識別出 20 項 ESG 重要性議題。為進一步評估各議題的管理優先級，公司面向政府及監管機構、股東及投資者、供應商及合作夥伴、員工等內外部利益相關方開展問卷調研，並依據各相關方反饋對議題重要性進行排序，最終形成重要性議題矩陣，作為公司 ESG 管理的重要參考。

## Assessment of Materiality Issues

Materiality assessment is a critical component of ESG management. Recbio regularly identifies and evaluates material issues by integrating stakeholder expectations, industry hot topics, and its own business operations. This process enables the Company to focus on key areas of ESG management, accurately respond to stakeholder expectations, and continuously improve its ESG management performance.

During the Reporting Period, the Company preliminarily identified 20 ESG material issues based on regulatory requirements, ESG rating criteria, and peer benchmarking. To further assess the management priority of each issue, the Company conducted a questionnaire survey among internal and external stakeholders, including government and regulators, shareholders and investors, suppliers and partners, and employees etc. Based on stakeholder feedback, the issues were prioritized, ultimately forming a materiality matrix that serves as a key reference for the Company's ESG management.

瑞科生物 2025 年重要性議題矩陣  
Recbio 2025 Materiality Matrix



## 聯合國可持續發展目標響應

瑞科生物積極響應與自身業務密切相關的聯合國可持續發展目標（United Nations Sustainable Development Goals, UN SDGs），通過與各利益相關方建立共識、深化協作，公司致力於以實際行動助力可持續發展目標的加速實現，在貢獻全球議程的同時，實現經濟、社會與環境層面的長期價值創造。

## Response to SDGs

Recbio actively responds to the United Nations Sustainable Development Goals (UN SDGs) that are closely related to its business. By building consensus and deepening collaboration with various stakeholders, the Company is committed to contributing through concrete actions to the accelerated achievement of the Sustainable Development Goals. While contributing to the global agenda, Recbio aims to generate long-term value across economic, social, and environmental dimensions.

SDGs	對應報告章節 Chapters	瑞科生物回應 Recbio's Response
 <p>良好健康與福祉 Good Health and Well-being</p>	<p>創新驅動 責任鑄就品質 聚賢育才 賦能全面發展 同心共建 踐行普惠擔當</p> <p>Innovation-Driven, Forging Quality with Responsibility Talent Cultivation, Empowering Holistic Development Collaborative Efforts, Delivering Inclusive Responsibility</p>	<ul style="list-style-type: none"> <li>通過研發創新和惠民項目提升優質疫苗可及性</li> <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>為全體員工提供年度健康體檢</li> <li>與行業夥伴和學術機構開展醫藥技術交流</li> </ul> <ul style="list-style-type: none"> <li>Enhancing access to high-quality vaccines through R&amp;D innovation and public welfare programs</li> <li>Building a portfolio of high-value innovative vaccines covering major disease areas such as cervical cancer, shingles, and respiratory syncytial virus (RSV) infection to protect human health</li> <li>Implementing a dual prevention mechanism combining safety risk classification control and hidden danger investigation and management to safeguard employees' occupational health and safety</li> <li>Providing annual health checkups for all employees</li> <li>Engaging in medical technology exchanges with industry partners and academic institutions</li> </ul>
 <p>優質教育 Quality Education</p>	<p>聚賢育才 賦能全面發展</p> <p>Talent Cultivation, Empowering Holistic Development</p>	<ul style="list-style-type: none"> <li>完善員工培訓體系，支持員工學歷提升</li> <li>支持教育事業，積極開展校企合作教學</li> </ul> <ul style="list-style-type: none"> <li>Improving the employee training system and supporting employees in pursuing further education</li> <li>Supporting educational initiatives and actively engaging in collaborative teaching programs with universities and schools</li> </ul>

 <p>性別平等 Gender Equality</p>	<p>聚賢育才 賦能全面發展 Talent Cultivation, Empowering Holistic Development</p>	<ul style="list-style-type: none"> <li>堅持性別平等，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>Upholding gender equality and equal pay for equal work</li> <li>Adopting a zero-tolerance policy towards discrimination and harassment based on gender</li> </ul>
 <p>清潔飲水和衛生設施 Clean Water and Sanitation</p>	<p>向綠而行 共築低碳未來 Striving for Green, Co-Creating a Low-Carbon Future</p>	<ul style="list-style-type: none"> <li>制訂節水目標，對水資源進行綜合管理，落實各項節水措施</li> <li>執行嚴格的廢水排放標準，確保廢水排放合規</li> <li>Establishing water conservation targets, implementing comprehensive water resource management, and enforcing various water-saving measures</li> <li>Adhering to stringent wastewater discharge standards to ensure full compliance</li> </ul>
 <p>廉價和清潔能源 Affordable and Clean Energy</p>	<p>向綠而行 共築低碳未來 Striving for Green, Co-Creating a Low-Carbon Future</p>	<ul style="list-style-type: none"> <li>建成並投運分佈式光伏發電系統，實現清潔電力自發自用</li> <li>Completed and put into operation a distributed photovoltaic power generation system, enabling self-consumption of clean electricity</li> </ul>
 <p>體面工作和經濟增長 Decent Work and Economic Growth</p>	<p>聚賢育才 賦能全面發展 Talent Cultivation, Empowering Holistic Development</p>	<ul style="list-style-type: none"> <li>建立科學合理的薪酬體系，保障員工福利</li> <li>嚴禁任何形式的童工和強制勞工</li> <li>Establishing a scientific and reasonable compensation system to safeguard employee benefits</li> <li>Strictly prohibiting any form of child labor and forced labor</li> </ul>
 <p>產業、創新和基礎設施 Industry, Innovation and Infrastructure</p>	<p>創新驅動 責任鑄就品質 Innovation-Driven, Forging Quality with Responsibility</p>	<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>建造產業化基地，推進產業化產品</li> <li>Building core technology platforms to continuously enhance innovation capabilities</li> <li>Advancing vaccine trials and R&amp;D progress, and optimizing the R&amp;D pipeline</li> <li>Constructing industrialization bases to advance commercialized products</li> </ul>
 <p>減少不平等 Reduced Inequalities</p>	<p>聚賢育才 賦能全面發展 Talent Cultivation, Empowering Holistic Development</p>	<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>Fostering a diverse and equitable workplace atmosphere, eliminating all forms of discrimination</li> <li>Promoting and supporting the career development of female employees</li> </ul>

 <p>可持續城市和社區 Sustainable Cities and Communities</p>	<p>同心共建 踐行普惠擔當 Collaborative Efforts, Delivering Inclusive Responsibility</p>	<ul style="list-style-type: none"> <li>積極參與鄉村振興與公益慈善行動，提升社會福祉</li> <li>Actively participating in rural revitalization and charitable initiatives to enhance social well-being</li> </ul>
 <p>負責任消費和生產 Responsible Consumption and Production</p>	<p>創新驅動 責任鑄就品質 Innovation-Driven, Forging Quality with Responsibility</p>	<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，保證質量管理可靠性</li> <li>開展質量審計，確保產品質量標準符合監管要求</li> <li>Establishing a quality management system and defining clear quality objectives</li> <li>Developing quality management processes, quality risk management procedures, deviation management, and corrective and preventive action (CAPA) management procedures to ensure the reliability of quality management</li> <li>Conducting quality audits to ensure product quality standards comply with regulatory requirements</li> </ul>
 <p>氣候行動 Climate Action</p>	<p>向綠而行 共築低碳未來 Striving for Green, Co-Creating a Low-Carbon Future</p>	<ul style="list-style-type: none"> <li>制訂減排目標，識別氣候變化對運營產生的風險，並制訂風險應急管理程序，預防和減輕相關風險</li> <li>Establishing emission reduction targets, identifying climate change-related risks to operations, and developing risk emergency management procedures to prevent and mitigate associated risks</li> </ul>
 <p>和平、正義與強大機構 Peace, Justice and Strong Institution</p>	<p>合規為先 堅實企業治理 Putting Compliance First, Strengthening Corporate Governance</p>	<ul style="list-style-type: none"> <li>築牢反貪污與反商業道德違規防線，持續強化自身運營及供應鏈環節的廉政督察與宣貫</li> <li>加強企業合規治理水平，打造合規文化</li> <li>Strengthening the defence against anti-corruption and anti-bribery violations, and continuously enhancing integrity supervision and awareness promotion within the Company's own operations and across its supply chain</li> <li>Enhancing the level of corporate compliance governance to foster a culture of compliance</li> </ul>
 <p>促進目標實現的夥伴關係 Partnerships for the Goals</p>	<p>聚賢育才 賦能全面發展 同心共建 踐行普惠擔當 Talent Cultivation, Empowering Holistic Development Collaborative Efforts, Delivering Inclusive Responsibility</p>	<ul style="list-style-type: none"> <li>與南京醫科大學共建國家疫苗研發創新平台</li> <li>與高校及科研機構共同推進疫苗研究項目</li> <li>Collaborates with Nanjing Medical University to Establish a National Vaccine R&amp;D Innovation Platform</li> <li>Advancing vaccine research projects in collaboration with universities and scientific research institutions</li> </ul>

# 02 創新驅動 責任鑄就品質

## Innovation-Driven, Forging Quality with Responsibility

瑞科生物堅持以創新為引領，將責任理念貫穿於產品全生命週期，以強大的研發創新能力夯實發展根基，以完善的知識產權體系護航技術成果，以嚴格的質量管理保障產品品質，以優質的客戶服務傳遞品牌價值，以可持續供應鏈建設構建共贏生態，致力於以創新驅動發展，以責任鑄就品質，穩步邁向行業引領者。

Recbio is committed to innovation-driven development, embedding the principle of responsibility throughout the entire product lifecycle. By leveraging strong R&D and innovation capabilities, the Company solidifies its foundation for growth. A robust intellectual property system safeguards its technological achievements, while stringent quality management ensures product excellence. High-quality customer service delivers brand value, and the development of a sustainable supply chain fosters a mutually beneficial ecosystem. Through innovation-driven growth and a steadfast commitment to quality forged by responsibility, Recbio steadily advances toward becoming an industry leader.

本章節包含的重要性議題  
Material Issues Covered in This Chapter

研發與創新、產品質量與安全、供應鏈管理  
R&D and Innovation, Product Quality and Safety, Supply Chain Management

本章節回應的 SDGs 目標  
SDGs Addressed in This Chapter



## 激發創新活力

瑞科生物秉持「創製一流疫苗，守護人類健康」的企業使命，以領先研發戰略為引領，持續完善研發管理體系，深化核心技術平台建設，加速創新成果轉化，致力於成為自主研發能力領先的創新型疫苗公司。

## 創新研發管理

瑞科生物高度關注研發管理體系建設，力求以精細化、系統化的管理機制保障研發項目科學決策與高效執行。公司構建了由集成組合管理團隊 (IPMT)、組合管理團隊 (PMT)、研發項目部、質量保證部及各業務模塊協同運作的研發項目管理體系，通過清晰的職責分工與高效的跨部門協作，確保研發項目高質量落地。

公司制定《研發項目立項規程》，並持續優化預研管理和產品開發管理流程。報告期內，公司修訂完善《產品開發技術評審原則》《產品開發決策評審原則》《規劃項目管理辦法》《預研項目管理辦法》等制度文件，並配合公司《績效管理制度》修訂《項目績效考核細則》，以績效目標設定作為起點，構建了項目績效管理的完整閉環，提升管理的科學性和靈活性。

公司結合集成產品開發 (Integrated Product Development, IPD) 理念、行業特點和公司業務實際情況完善產品全生命週期管理體系，將產品從概念到上市的全過程劃分為規劃、預研、開發、臨床、產業化、營銷六個階段。其中，研發項目管理體系聚焦規劃、預研、開發三大核心階段，通過分階段管理與過程把控，持續提升項目管理質量和效率。

## Unleashing Innovation Vitality

Guided by its corporate mission to "Protect human health with best-in-class vaccines", Recbio pursues a leading R&D strategy, continuously improves its R&D management system, deepens the development of its core technology platforms, and accelerates the translation of innovation into tangible outcomes, striving to become an innovative vaccine company with leading independent R&D capabilities.

## Innovation R&D Management

Recbio places high importance on the development of its R&D management system, striving to ensure scientific decision-making and efficient execution of R&D projects through a refined and systematic management mechanism. The Company has established an R&D project management system that operates collaboratively across the Integrated Portfolio Management Team (IPMT), the Portfolio Management Team (PMT), the R&D Project Department, the Quality Assurance Department, and various business modules. Through clear division of responsibilities and efficient cross-departmental collaboration, the Company ensures the high-quality delivery of R&D projects.

The Company has formulated the *R&D Project Approval Procedure* and continuously optimized its preliminary research management and product development management processes. During the Reporting Period, the Company revised and enhanced internal documents such as the *Product Development Technical Review Principles*, *Product Development Decision Review Principles*, *Planning Project Management Measures*, and *Pre-research Project Management Measures*. In conjunction with the Company's *Performance Management System*, we also revised the *Project Performance Assessment Rules*, establishing performance target setting as the starting point and creating a complete closed loop for project performance management, thereby enhancing the scientific rigor and flexibility of its management.

Drawing on the principles of Integrated Product Development (IPD), industry characteristics, and actual business operations, the Company has refined its product lifecycle management system, dividing the entire process from product concept to market launch into six stages: planning, preliminary research, development, clinical trials, industrialization, and marketing. The R&D project management system focuses on the three core stages of planning, preliminary research, and development, leveraging stage-based management and process control to continuously improve project management quality and efficiency.



## 創新研發能力

瑞科生物將平台戰略視為研發創新的基礎，依託領先的創新能力，持續強化新型佐劑、蛋白工程、免疫評價、工藝開發等平台的技術能力與協同效能，確保各平台在行業中的競爭力，為覆蓋宮頸癌、帶狀疱疹、呼吸道合胞病毒感染等重大疾病領域的多元化疫苗管線提供有利支撐。在此基礎上，公司前瞻佈局粘膜免疫給藥與評價技術，並密切關注 mRNA 技術的發展趨勢，評估其對未來管線和平台的戰略價值，推動創新平台向更廣領域延伸。

## Innovation R&D Capability

Recbio views platform strategy as the foundation of its R&D innovation. Leveraging its leading innovation capabilities, the Company continuously strengthens the technical capabilities and synergistic efficiency of its platforms, including novel adjuvants, protein engineering, immunological evaluation, process development, ensuring their competitiveness within the industry. These platforms provide strong support for a diversified vaccine pipeline covering major disease areas such as cervical cancer, shingles, and respiratory syncytial virus (RSV) infection. Building on this foundation, the Company is proactively advancing mucosal immunization delivery and evaluation technologies, while closely monitoring the development trends of mRNA technology and assessing its strategic value for future pipelines and platforms, thereby extending its innovation platforms into broader fields.

## 瑞科生物創新平台 Recbio Innovation Platforms



瑞科生物深知穩定的研發投入與高素質人才隊伍對於強化企業創新能力的重要意義。2025 年，公司研發總投入達 5.21 億元，為在研管線的推進提供堅實保障。人才隊伍培育方面，公司根據研發戰略需要持續引進和培養專業人才，並依據「獲得分享制」原則推出項目激勵制度，以充分的價值回報激發團隊的創新積極性。同時，公司通過組織多樣化的學術交流活動，持續推動員工知識積累與能力提升。截至報告期末，瑞科生物碩士研究生及以上學歷的員工佔比達 20.28%，其中包含博士研究生 21 人。

Recbio recognizes the critical importance of stable R&D investment and a high-caliber talent pool in strengthening its innovation capabilities. In 2025, the Company's total R&D investment reached RMB 521 million, providing solid support for the advancement of its pipeline. In terms of talent development, the Company continues to recruit and cultivate specialized professionals in line with its R&D strategy, and has introduced a project incentive system based on the principle of "shared rewards", using substantial value returns to stimulate innovation enthusiasm among its teams. Additionally, the Company organizes diverse academic exchange activities to continuously enhance employee knowledge and capabilities. As of the end of the Reporting Period, employees with a master's degree or above accounted for 20.28% of Recbio's total workforce, including 21 employees with doctoral degrees.

### 深化學術交流，提升研發創新能力

#### Deepening Academic Exchanges to Enhance R&D Innovation Capability

2025 年，瑞科生物圍繞核心產品管線與前沿技術方向舉辦了九場內部學術交流活動，活動議題覆蓋從基礎免疫機制到轉化應用的完整鏈條，包括《CMV memory inflation》《CMV 與宿主免疫系統的相互作用》等病原免疫學機理的深度探討以及《HPV 疫苗交叉保護作用》《HSV 疫苗臨床研究進展》等產品臨床價值的系統剖析等內容，有效促進了知識融合與研發戰略共識的達成，加速前沿研發信息的內部流轉。

In 2025, Recbio hosted nine internal academic exchange events focused on its core product pipeline and cutting-edge technology directions. The topics covered a complete spectrum from fundamental immunological mechanisms to translational applications, including in-depth discussions on pathogenic immunology such as *CMV Memory Inflation* and *The Interaction Between CMV and the Host Immune System*, as well as systematic analyses of product clinical value, including *Cross-Protective Effects of HPV Vaccines* and *Advances in HSV Vaccine Clinical Research*. These events effectively promoted the integration of knowledge, facilitated alignment on R&D strategy, and accelerated the internal flow of cutting-edge R&D information.

## 創新研發成果

2025 年，公司聚焦核心產品管線，以新佐劑重組帶狀疱疹疫苗（REC610）和重組九價 HPV 疫苗（REC603）為戰略重心，同步推進巨細胞病毒（CMV）、呼吸道合胞病毒（RSV）等後續梯隊疫苗的臨床研究，致力於實現研發創新成果的穩步落地。

## Innovation R&D Achievements

In 2025, the Company focused on its core product pipeline, with strategic emphasis on the novel adjuvant recombinant shingles vaccine (REC610) and the recombinant nine-valent HPV vaccine (REC603). Concurrently, it advanced clinical research on subsequent pipeline vaccines, including cytomegalovirus (CMV), respiratory syncytial virus (RSV), striving to steadily realize its R&D innovation outcomes.

### 新佐劑重組帶狀疱疹疫苗 REC610

#### Novel Adjuvant Recombinant Shingles Vaccine REC610

採用自研新佐劑的 REC610 已完成 III 期臨床全部受試者的入組與全程接種工作，新藥上市申請獲國家藥品監督管理局受理。

REC610, which utilizes a self-developed novel adjuvant, has completed the enrollment and full-course vaccination of all subjects in its Phase III clinical trial, and its New Drug Application has been accepted by the National Medical Products Administration.

### 重組九價 HPV 疫苗 REC603

#### Recombinant Nine-Valent HPV Vaccine REC603

重組九價 HPV 疫苗 REC603 已處於中國 III 期臨床試驗階段，並同步啟動海外市場佈局。

The recombinant nine-valent HPV vaccine REC603 is currently in the Phase III clinical trial stage in China, while the Company has simultaneously initiated its overseas market expansion efforts.

在推進核心產品管線的同時，公司圍繞重大疾病領域開展前瞻性研發布局，為中長期發展儲備理論基礎與技術能力。

While advancing its core product pipeline, the Company is also conducting forward-looking R&D initiatives in major disease areas, laying a theoretical foundation and building technical capabilities for its medium- to long-term development.



### 粘膜免疫領域 Mucosal Immunity

開展呼吸道免疫機制研究，探索多種佐劑類型和遞送系統，為開發呼吸道、消化道等粘膜途徑疫苗儲備理論知識與技術路徑。

The Company is conducting research on respiratory mucosal immune mechanisms and exploring various adjuvant types and delivery systems, building theoretical knowledge and technical pathways for the development of mucosal vaccines targeting the respiratory and digestive tracts.

### 抗體藥物領域 Antibody Therapeutics

聚焦廣譜中和抗體 (bnAbs)、長效抗體 (laAbs)、雙特异性抗體 (bisAbs) 等新興方向，明確抗體與疫苗協同開發戰略，助力打造「預防 + 治療」一體化產品組合。

Focusing on emerging areas such as broad-spectrum neutralizing antibodies (bnAbs), long-acting antibodies (laAbs), and bispecific antibodies (bisAbs), the Company is defining a strategy for the coordinated development of antibodies and vaccines, supporting the creation of an integrated product portfolio combining "prevention + treatment".

公司依託新型佐劑、蛋白工程等技術平台的協同優勢，推動創新能力向研發成果高效轉化，各平台聚焦關鍵技術攻關與重點管線賦能，為產品管線的快速推進提供了有力支撐。

Leveraging the synergistic advantages of its technology platforms, including novel adjuvants and protein engineering, the Company is driving the efficient translation of innovation capabilities into R&D outcomes. Each platform focuses on addressing key technical challenges and empowering critical pipeline assets, providing strong support for the rapid advancement of the product pipeline.

### 佐劑技術升級與成果轉化

#### Adjuvant Technology Upgrades and Achievement Translation

2025 年，新型佐劑平台完成 BFA50 等 6 種佐劑的系統性研究，涵蓋理化性質、工藝和製劑處方、穩定性及免疫原性、安全性等關鍵指標，有效擴充了公司的佐劑工具箱。此外，公司研發的 BFA01 和 BFA03 佐劑已被納入流行病防範創新聯盟 (Coalition for Epidemic Preparedness Innovations, CEPI) 佐劑庫。

In 2025, the Novel Adjuvant Platform completed systematic research on six adjuvants, including BFA50, covering key attributes such as physicochemical properties, process and formulation, stability, immunogenicity, and safety. This has effectively expanded the Company's adjuvant toolkit. Additionally, BFA01 and BFA03 adjuvants developed by the Company were incorporated into the adjuvant library of the Coalition for Epidemic Preparedness Innovations (CEPI).

### AI 賦能抗原設計效率提升

#### AI-Enabled Antigen Design Efficiency Enhancement

蛋白工程平台加強 AI 技術在抗原設計中的應用，以呼吸道合胞病毒 (RSV) F 抗原和帶狀疱疹病毒 (VZV) gE 抗原為靶標，成功實踐了「結構生物學 + AI」的設計策略，通過多輪實驗篩選與組合評價獲得了符合預期目標的抗原分子，藉助 AI 應用有效提升抗原設計效率。

The Protein Engineering Platform strengthened the application of AI technology in antigen design. Targeting the respiratory syncytial virus (RSV) F antigen and the varicella-zoster virus (VZV) gE antigen, the platform successfully implemented a "structural biology + AI" design strategy. Through multiple rounds of experimental screening and combinatorial evaluation, antigen molecules meeting the desired objectives were identified, with the application of AI effectively enhancing antigen design efficiency.

## 知識產權保護

瑞科生物深刻理解知識產權保護對於維護公司創新成果、保護核心技術競爭力的重要性。公司嚴格遵守《中華人民共和國專利法》《中華人民共和國商標法》等法律法規，並以《江蘇瑞科生物技術股份有限公司專利管理制度（試行）》為綱領性文件，系統推進公司知識產權的規範化管理。此外，公司通過下發《瑞科生物企業文化及學術宣導激勵制度（徵求意見稿）》明確知識產權的激勵標準、權利歸屬及激勵申報與評審流程等內容，旨在有效激發員工的創新活力，推動高價值的知識產權產出與成果轉化。

公司將專利和商標作為知識產權保護的管理重點，圍繞項目研發、戰略佈局、產品宣傳及上市推廣等實際需求，通過專利和商標檢索調研、分析、申報及維護，強化知識產權全流程閉環管理。此外，公司結合不同知識產權的法律屬性，對專利和商標採取差異化的管理措施，不斷完善知識產權保護體系。

## Intellectual Property Protection

Recbio fully recognizes the importance of intellectual property protection in safeguarding its innovation achievements and maintaining the competitiveness of its core technologies. The Company strictly complies with the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, and other relevant laws and regulations, and follows the *Patent Management Measures of Jiangsu Recbio Technology Co., Ltd. (Trial)* as a guiding document to systematically advance the standardized management of its intellectual property. In addition, the Company has issued the *Recbio Corporate Culture and Academic Promotion Incentive System (Draft for Comments)*, which sets forth the incentive criteria for intellectual property, the ownership of rights, and the incentive application and review process. This initiative aims to effectively stimulate employees' innovation vitality and promote the creation of high-value intellectual property assets and the translation of research outcomes into tangible results.

The Company prioritizes patents and trademarks as key areas of intellectual property management. Through patent and trademark search, analysis, filing, and maintenance aligned with project R&D, strategic planning, product promotion, and market launch needs, it strengthens closed-loop management across the entire intellectual property lifecycle. Furthermore, taking into account the distinct legal characteristics of different forms of intellectual property, the Company implements differentiated management measures for patents and trademarks, continuously improving its intellectual property protection system.



## 知識產權管理措施

### Intellectual Property Management Measures

 專利 Patent	 商標 Trademark
<ul style="list-style-type: none"> <li>· <b>概念階段</b>：開展知識產權預警分析，評估產品侵權風險並制定規避方案；圍繞技術路線進行專利檢索並提供專利技術支持；制定知識產權策略和計劃，佈局早期專利申請。</li> <li>· <b>計劃階段</b>：針對概要設計方案進行專利檢索與侵權分析，必要時開展專利自由實施（Freedom to Operate, FTO）分析；撰寫專利優先權文件，啟動專利成果保護。</li> <li>· <b>開發階段</b>：將研發過程中積累的關鍵數據補充至專利優先權文件，保證專利成果完整性；持續追蹤競爭對手專利動態，提供技術支持和預警分析。</li> <li>· <b>驗證階段</b>：跟進專利申請流程，處理審查意見答覆，推進授權確認。</li> <li>· <b>Concept Phase</b>: Conduct IP risk warning analysis, assess product infringement risks, and develop avoidance strategies; perform patent searches and provide patent technology support around technology roadmaps; formulate IP strategies and plans, and arrange early-stage patent filings.</li> <li>· <b>Planning Phase</b>: Perform patent searches and infringement analyses for preliminary design solutions, and conduct Freedom to Operate (FTO) analysis when necessary; draft patent priority documents and initiate patent protection efforts.</li> <li>· <b>Development Phase</b>: Supplement patent priority documents with key data generated during the R&amp;D process to ensure the completeness of patent outcomes; continuously monitor competitor patent activities, and provide technical support and early warning analysis.</li> <li>· <b>Validation Phase</b>: Follow up on the patent application process, handle responses to office actions, and facilitate the confirmation of patent grants.</li> </ul>	<ul style="list-style-type: none"> <li>· <b>調研及分析</b>：協同相關部門開展國內外競品商標調研，避免侵權風險。</li> <li>· <b>檢索及申報策略制定</b>：針對擬申報商標在目標國進行近似檢索，避免近似商標申請或提供規避方案。</li> <li>· <b>申報及維護</b>：委託專業代理機構完成商標申報，實時跟蹤審查動態，並持續推進註冊後維護管理。</li> <li>· <b>Research and Analysis</b>: Collaborate with relevant departments to conduct research on competitor trademarks domestically and internationally to mitigate infringement risks.</li> <li>· <b>Search and Filing Strategy Development</b>: Conduct similarity searches for intended trademarks in target countries to avoid applications for similar trademarks or to provide avoidance solutions.</li> <li>· <b>Filing and Maintenance</b>: Engage professional agencies to complete trademark filings, monitor examination progress in real time, and continuously manage post-registration maintenance.</li> </ul>

為加強自身知識產權保護，公司圍繞重點研發項目開展全球專利態勢分析，規劃高價值專利組合，並及時完成核心品牌在主要業務地區的商標註冊。此外，公司高度重視避免侵犯他人知識產權，在產品立項及設計階段實施專利檢索與侵權風險分析，以識別潛在侵權風險並預先採取規避策略；同時公司定期檢索競爭對手的研究成果和重點佈局，針對性跟蹤重點技術的研究進展並分析知識產權保護情況，定期開展知識產權風險評估以及時規避法律風險。

To strengthen its own intellectual property protection, the Company conducts global patent landscape analyses around key R&D projects, plans high-value patent portfolios, and completes trademark registrations for its core brands in major business regions in a timely manner. In addition, the Company places great emphasis on avoiding infringement of third-party intellectual property rights. During the product initiation and design phases, it performs patent searches and infringement risk analyses to identify potential infringement risks and preemptively adopt avoidance strategies. Concurrently, the Company regularly monitors the research outcomes and key layouts of competitors, tracks the progress of key technologies in a targeted manner, and analyzes intellectual property protection status, conducting periodic IP risk assessments to promptly mitigate legal risks.



### 報告期內 During the Reporting Period

公司未發生與知識產權侵權相關的法律訴訟事件。

The Company was not involved in any legal proceedings related to intellectual property infringement.

瑞科生物提交發明專利申請共計 **16** 件，獲得 **8** 件專利授權；申請商標數 **2** 件（含中國及境外），獲得 **1** 件註冊商標（含中國及境外）。

Recbio filed **16** invention patent applications and was granted **8** patents; it filed **2** trademark applications (including those in China and overseas) and was granted **1** registered trademark (including those in China and overseas).

瑞科生物榮獲「基因重組水痘一帶狀疱疹毒融合蛋白技術」發明專利授權。

Recbio was granted an invention patent for "Recombinant Varicella-Zoster Virus Fusion Protein Technology".



## 嚴守質量責任

### 質量管理

瑞科生物嚴格遵守《中華人民共和國藥品管理法》《中華人民共和國疫苗管理法》《中華人民共和國生物安全法》《藥品註冊管理辦法》《藥品生產監督管理辦法》《藥品生產質量管理規範》等藥品與疫苗質量安全相關法律法規，並參考 ISO 9001 質量管理要求完善內部制度體系建設，圍繞機構人員、廠房設施、物料產品等核心要素，制定《偏差管理程序》《變更控制管理程序》《糾正和預防措施管理程序》《物料管理指南》《生產計劃管理程序》等內部管理程序，以實現對生產管理、質量控制與保證、追溯體系建設、警戒監測與不良反應報告、產品發運與召回等關鍵環節的全面管理，推動質量管理體系的精細化、規範化和高效化。

為強化質量決策機制，公司成立質量管理委員會，並制定《質量管理委員會管理程序》，明確委員會組成人員、職責分工及更新機制。該委員會由公司總經理擔任主任委員，生產負責人、質量負責人及首席人力官擔任副主任委員，各生產、質量等關鍵業務部門負責人擔任委員，統籌協調質量相關事宜，確保重大質量事項得到全面評估與科學決策。此外，公司於報告期內成立藥物警戒部，全面負責上市後藥物警戒質量體系的搭建、不良反應事件的收集與處理等工作，以前瞻性響應產品上市要求。

## Upholding Quality Responsibility

### Quality Management

Recbio strictly complies with laws and regulations related to drug and vaccine quality and safety, 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*, and the *Good Manufacturing Practice for Pharmaceutical Products*. With reference to the ISO 9001 quality management requirements, the Company continuously improves its internal system framework. Focusing on core elements such as organizational structure and personnel, facility and equipment, and materials and products, the Company has established internal management procedures including the *Deviation Management Procedure*, *Change Control Management Procedure*, *Corrective and Preventive Action Management Procedure*, *Material Management Guidelines*, and *Production Planning Management Procedure*. These procedures enable comprehensive management of key areas such as production management, quality control and assurance, traceability system development, pharmacovigilance and adverse event reporting, and product distribution and recall, driving the quality management system toward greater precision, standardization, and efficiency.

To strengthen its quality decision-making mechanism, the Company established a Quality Management Committee and formulated the *Quality Management Committee Management Procedure*, which defines the committee's composition, roles and responsibilities, and update mechanism. The committee is chaired by the General Manager of the Company, with the production and quality leads and the Chief Human Resources Officer serving as vice chairpersons, the heads of all production and quality-related key business departments serving as committee members. The committee coordinates quality-related matters to ensure that major quality issues undergo comprehensive evaluation and sound decision-making. Additionally, during the Reporting Period, the Company established a Pharmacovigilance Department, which is fully responsible for the establishment of the post-marketing pharmacovigilance quality system, as well as the collection and handling of adverse event reports, proactively preparing for product launch requirements.

## 質量管理架構 Quality Management Structure

<p><b>主任委員</b> 總經理</p> <p><b>Chairperson</b> General Manager</p>	<ul style="list-style-type: none"> <li>· 領導並授權開展公司質量管理工作</li> <li>· Leading and authorizing to carry out the quality management of the Company</li> </ul>
<p><b>副主任委員</b> 生產負責人 / 質量負責人 / 首席人力官</p> <p><b>Vice Chairperson</b> Production Manager/Quality Manager/Chief Human Resources Officer</p>	<ul style="list-style-type: none"> <li>· 制訂公司的質量方針、目標和發展規劃，並推動各部門實施</li> <li>· 定期召開質量管理會議，總結質量管理工作，討論質量相關問題</li> <li>· 提出改進措施和建議</li> <li>· Formulating the quality policy, objectives and development plans of the Company and promoting the implementation in all departments</li> <li>· Holding periodic quality management meetings to summarize quality management and discuss quality-related problems</li> <li>· Propose improvement measures and recommendations</li> </ul>
<p><b>執行監督層</b> 各業務模块副總 / 質量管理 / 生產管理 / 質量控制 / 藥物警戒 / 工程 / 各生產相關部門負責人</p> <p><b>Executive Supervision</b> Vice Presidents of Various Business Units/Quality Management/ Production Management/Quality Control/Pharmacovigilance/ Engineering/Heads of Various Production-Related Departments</p>	<ul style="list-style-type: none"> <li>· 實施質量管理規劃，並定期向質量部門更新執行情況和遇到的問題</li> <li>· 監督本部門質量管理，確保本部門各項工作滿足公司質量管理要求</li> <li>· Implementing the quality management plan and regularly reporting the execution and problems to the Quality Department</li> <li>· Supervising the quality management within the department to ensure that all tasks meet the Company's quality management requirements</li> </ul>

瑞科生物圍繞質量管理體系的核心要求，設立明確的質量目標，通過全員參與和過程管控，全方位保障產品質量，不斷增強企業的核心市場競爭力。

Recbio has established clear quality objectives aligned with the core requirements of its quality management system. Through full employee engagement and process control, the Company ensures product quality across all dimensions and continuously strengthens its core market competitiveness.

### 報告期內 During the Reporting Period

公司重組帶狀疱疹疫苗工藝驗證工程一次成功率達到 **100%**。

The Company achieved a **100%** first-time success rate in the process validation engineering for its recombinant shingles vaccine.

## 瑞科生物質量目標 Quality Objectives

持續提高產品質量，確保產品安全有效，保持 100% 批簽發合格率，不發生重大質量事故和因產品質量引起的群體性不良事件，提高顧客滿意度。  
To continuously improve product quality, ensure product safety and effectiveness, maintain a 100% lot release pass-rate, 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（WHOPQ）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.

瑞科生物圍繞質量目標，明確覆蓋物料和設備的規範化管理要求，通過對關鍵源頭的嚴格把控，確保最終產品的安全性與可靠性。

Recbio has established standardized management requirements for materials and equipment aligned with its quality objectives. By exercising strict control over these critical sources, the Company ensures the safety and reliability of its final products.

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

<p><b>物料質量管理</b> Material quality management</p>	<ul style="list-style-type: none"> <li>· 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。</li> <li>· 對輔料安全性指標進行檢測、關鍵物料屬性評估，並對原輔料開瓶效期驗證實施風險評估。</li> <li>· All materials are inspected batch by batch upon entering the Company. They are received and stored through the warehouse management system, and are only used after passing quality testing.</li> <li>· Safety indicators for excipients are tested, critical material attributes are evaluated, and risk assessments are conducted for the validation of opening expiration periods for raw and auxiliary materials.</li> </ul>
<p><b>設備質量管理</b> Equipment quality management</p>	<ul style="list-style-type: none"> <li>· 使用部門負責設備的登記、確認、校準及標識，並對日常使用和維護情況進行記錄，確保可追溯。</li> <li>· 工程部則歸口負責設備的週期性校準工作，保障量值準確。</li> <li>· User departments are responsible for equipment registration, qualification, calibration, and labeling, as well as documenting daily usage and maintenance activities to ensure traceability.</li> <li>· The Engineering Department is responsible for the periodic calibration of equipment to ensure measurement accuracy.</li> </ul>
<p><b>產品質量管理</b> Product quality management</p>	<ul style="list-style-type: none"> <li>· 所有產品按批檢查，核對信息後系統入庫，經過檢測並符合質量要求的產品，在完成相應的批記錄後、獲得國家批簽發後，上市銷售。</li> <li>· All products are inspected batch by batch. Upon verification of information, they are entered into the system for storage. Products that have passed testing and meet quality requirements are released for sale only after the corresponding batch records are completed and national lot release is obtained.</li> </ul>

在強化自身質量管理的基礎上，瑞科生物堅持從物料採購源頭深化質量管控，通過與供應商簽訂質量協議，明確雙方在物料質量方面的職責與義務，確保全面滿足 GMP 及相關法規要求。

在供應商質量監督方面，公司將逐步增加對受控耗材及培養基的現場審計頻次，通過實地核查進一步確保供應物料的質量水平。此外，公司持續完善與供應商的投訴與反饋機制，確保質量問題能夠及時溝通並有效解決，從源頭上築牢產品質量防線。

## 質量風險

瑞科生物將質量風險管理貫穿於產品全生命週期，通過持續完善的制度體系與規範的管控機制，系統識別、評估和控制潛在質量風險。公司建立並持續優化質量風險管理制度體系，通過《質量風險管理程序》明確風險評估流程時限要求及風險管理項目終止機制，並引入《風險管理工具決策表》指導風險評估工具的選擇，提升風險識別與控制效率。

此外，公司基於《偏差管理程序》和《糾正和預防措施管理程序》，建立偏差分級管控機制，根據質量風險程度將偏差劃分為不同級別，形成從申請、評估、調查到關閉的全流程管理，同時將處理偏差過程中產生的糾正與預防措施（Corrective and Preventive Action, CAPA）同步轉入 CAPA 管理程序進行跟蹤管控，保障質量管理體系的持續有效運行。

Building on its efforts to strengthen internal quality management, Recbio is committed to deepening quality control at the source by entering into quality agreements with its suppliers. These agreements clearly define the responsibilities and obligations of both parties regarding material quality, ensuring full compliance with GMP and relevant regulatory requirements.

In terms of supplier quality oversight, the Company will gradually increase the frequency of on-site audits for controlled consumables and culture media, conducting on-site inspections to further ensure the quality of supplied materials. Additionally, the Company continues to enhance its complaint and feedback mechanisms with suppliers, ensuring that quality issues can be promptly communicated and effectively resolved, thereby strengthening the quality defense line at the source.

## Quality Risk

Recbio integrates quality risk management throughout the entire product lifecycle, systematically identifying, assessing, and controlling potential quality risks through its continuously refined system framework and standardized control mechanisms. The Company has established and consistently enhances its quality risk management system. The *Quality Risk Management Procedure* defines the timeframes for risk assessment processes and the mechanisms for terminating risk management projects. The introduction of the *Risk Management Tool Decision Sheet* guides the selection of risk assessment tools, thereby improving the efficiency of risk identification and control.

Furthermore, based on the *Deviation Management Procedure* and the *Corrective and Preventive Action Management Procedure*, the Company has established a deviation classification control mechanism. Deviations are categorized into different levels according to their quality risk severity, forming a full-process management framework that spans from application and assessment to investigation and closure. Meanwhile, corrective and preventive actions (CAPA) generated during deviation handling are transferred into the CAPA management procedure for tracking and control, ensuring the continued effective operation of the quality management system.



公司建立了明確的質量風險管理流程，依託「風險識別—風險分析—風險評價—風險控制—風險回顧」的閉環機制，確保所有質量風險得到系統管控。風險識別環節，申報部門牽頭組織相關業務部門結合專業知識、實踐經驗及內外部信息，系統排查特定事件或過程中可能存在的質量風險；隨後藉助特定風險管理工具，對已識別的危險源進行分析與評價，結合其潛在影響及發生可能性制定針對性的控制措施；控制措施執行完畢後及時開展風險回顧，全面評估控制效果，確認風險已降至可接受水平，同時總結經驗，為後續風險管控提供參考與輸入。

報告期內，公司圍繞污染控制、物料管理及工藝控制等重點領域落實質量風險識別與管控實踐，推動質量風險防控能力的持續提升。

The Company has established a clear quality risk management process, underpinned by a closed-loop mechanism of "risk identification – risk analysis – risk evaluation – risk control – risk review", ensuring that all quality risks are systematically managed. In the risk identification phase, the initiating department leads relevant business units in systematically identifying potential quality risks associated with specific events or processes, leveraging professional expertise, practical experience, and internal and external information. Subsequently, specific risk management tools are used to analyze and evaluate the identified hazards, and targeted control measures are developed based on their potential impact and likelihood of occurrence. After the implementation of control measures, a timely risk review is conducted to comprehensively assess the effectiveness of the controls, confirm that the risk has been reduced to an acceptable level, and capture lessons learned to provide reference and input for future risk management efforts.

During the Reporting Period, the Company implemented quality risk identification and control practices across key areas such as contamination control, material management, and process control, driving the continuous enhancement of its quality risk prevention and control capabilities.

### 污染控制 Contamination Control

開展污染控制策略（Contamination Control Strategy, CCS）評估工作，依據《無菌藥品生產污染控制策略技術指南》等法規要求，系統識別污染控制要素，開展現有控制措施與指南要求的差距分析，並制定針對性改進措施。

Conducted Contamination Control Strategy (CCS) assessments. In accordance with regulatory requirements such as the *Technical Guidelines for Contamination Control Strategies in Sterile Drug Production*, systematically identified contamination control elements, performed gap analyses between existing control measures and guideline requirements, and developed targeted improvement measures.

### 物料管理 Material Management

開展物料安全性、有效性方面的質量風險評估，包括動物源性物料風險評估、帶疤項目原輔料開瓶效期驗證風險評估等。

Conducted quality risk assessments related to material safety and efficacy, including risk assessments for materials of animal origin and risk assessments for the validation of opening expiration periods for raw and auxiliary materials used in the shingles vaccine project.

### 工藝控制 Process Control

在產品工藝驗證前完成關鍵質量屬性（Critical Quality Attribute, CQA）及關鍵工藝參數（Critical Process Parameter, CPP）評估報告，基於產品工藝流程、步驟及質量標準系統識別關鍵控制點；工藝驗證結束後，結合實施結果及時更新評估報告。

Completed Critical Quality Attribute (CQA) and Critical Process Parameter (CPP) assessment reports prior to product process validation, systematically identifying critical control points based on product process flows, steps, and quality standards. Following the completion of process validation, updated the assessment reports in a timely manner based on implementation results.

## 質量驗證

瑞科生物高度重視產品研發與生產質量的穩定性，制定《工藝驗證指南》《廠房、設備、儀器驗證指南》《再驗證週期指南》等指南文件，為質量驗證的規範化管理提供制度保障。同時，公司設立質量驗證管理委員會和驗證評審委員會，分別承擔驗證方案制訂與驗證評價審核職能，並由質量保證部下設的驗證管理組負責統籌質量驗證工作的開展，形成權責清晰的驗證管理機制。

## Quality Validation

Recbio places great emphasis on the stability of product development and production quality. It has established guideline documents such as the *Process Validation Guideline, Facility, Equipment, and Instrument Validation Guideline, and Revalidation Cycle Guideline*, providing a systematic framework for the standardized management of quality validation. Additionally, the Company has established a Quality Validation Management Committee and a Validation Review Committee, which are responsible for validation protocol development and validation evaluation review, respectively. The Validation Management Group, under the Quality Assurance Department, oversees the coordination of quality validation activities, forming a validation management mechanism with clearly defined roles and responsibilities.

### 質量驗證管理架構 Quality Verification Management Framework

驗證管理委員會 Verification Management Committee	驗證評審委員會 Verification Review Committee
<ul style="list-style-type: none"> <li>包括主任、委員會成員和實施小組組長</li> <li>負責組織起草方案，對驗證方案的制定、驗證組員的培訓、驗證方案的實施、驗證過程發生的變更和風險評估、驗證報告的編制等工作負責</li> <li>Including the chairperson, committee members, and implementation team leader</li> <li>Responsible for organizing the drafting of plans, formulating verification plans, training verification team members, implementing verification plans, handling changes and conducting risk assessment during the verification process, and compiling verification reports</li> </ul>	<ul style="list-style-type: none"> <li>由各部門負責人擔任委員會成員</li> <li>負責評價和審核方案，從法規符合性、方案有效性、可行性角度，對驗證過程中發生的變更、偏差、風險評估、糾正性措施和預防性措施進行評價，對驗證評價的準確性負責</li> <li>Composed of department heads as committee members</li> <li>Responsible for evaluating and reviewing plans, assessing changes, deviations, risk assessments, corrective actions, and preventive measures during verification from the perspectives of regulatory compliance, plan effectiveness, and feasibility, and for ensuring the accuracy of the verification evaluation</li> </ul>
質量保證部 驗證管理組 Verification Management Group under the Quality Assurance Department	
<ul style="list-style-type: none"> <li>統籌組織開展公司各類驗證工作，確保研發、生產等環節符合質量標準，通過制定並執行驗證計劃、分析並匯報驗證結果，全面保障公司產品的質量和安全性</li> <li>Responsible for organizing and coordinating the Company's various verification activities to ensure that research and development, production, and other stages meet quality standards; ensuring the quality and safety of the Company's products by formulating and implementing verification plans and analyzing and reporting verification results</li> </ul>	

公司依據年度質量驗證計劃，定期對廠房設施、生產設備、清潔方法、生產工藝、檢驗方法及冷鏈運輸等關鍵環節開展系統驗證，並針對生產區域及微生物實驗室等重點場所持續開展日常環境監測與分析工作，引入環境監測系統（EMS）對潔淨區的溫濕度、壓差等關鍵參數進行智能實時監控，為生產質量提供動態保障。

The Company conducts systematic validation of key areas on a regular basis in accordance with the annual quality validation plan, covering facility infrastructure, production equipment, cleaning methods, manufacturing processes, testing methods, and cold chain transportation. Routine environmental monitoring and analysis are continuously carried out in critical areas such as production zones and microbiological laboratories. An Environmental Monitoring System (EMS) has been implemented to enable intelligent real-time monitoring of key parameters—including temperature, humidity, and differential pressure—in clean areas, providing dynamic assurance of production quality.

報告期內，公司持續推進帶狀疱疹疫苗產業化項目，已完成關鍵工藝驗證與清潔驗證工作並形成各階段驗證報告。

During the Reporting Period, the Company continued to advance its shingles vaccine industrialization project, completing key process validation and cleaning validation, and preparing validation reports for each phase.

## 質量審計

瑞科生物將質量審計作為檢驗質量管理體系運行有效性、識別缺陷項的重要環節，定期開展內外部質量審計，確保生產活動持續符合國際及國內藥品生產質量管理規範（Good Manufacturing Practice, GMP）要求，保障藥品質量。

## Quality Audit

Recbio regards quality auditing as a critical step in evaluating the effectiveness of its quality management system and identifying areas for improvement. The Company conducts regular internal and external quality audits to ensure that production activities consistently meet domestic and international Good Manufacturing Practice (GMP) requirements, thereby safeguarding drug quality.

### 外部質量審計

#### External Quality Audit

**預審與模擬核查：**2025 年，針對帶狀疱疹疫苗項目生產許可增項及註冊現場核查，邀請監管機構開展預審；針對數據完整性與 QC 電子數據管理，邀請外部專家開展專項審計；針對帶狀疱疹項目研製及註冊現場核查，開展模擬審計。

**合作方質量審計：**2025 年，接受 2 次國外 HPV 項目合作審計，相關問題已按計劃推進整改。

**監管現場審計：**2025 年，接受藥品生產許可證變更生產地址及生產範圍的現場審計，相關缺陷項已完成整改落實。

**Pre-Assessment and Mock Inspections:** In 2025, in preparation for manufacturing license expansion and pre-market registration inspections for the shingles vaccine project, the Company invited regulatory authorities to conduct pre-assessments. Special audits were conducted by external experts focusing on data integrity and QC electronic data management. A mock inspection was also performed in preparation for the R&D and registration site inspection for the shingles vaccine project.

**Partner Quality Audits:** In 2025, the Company underwent two quality audits conducted by international partners for its HPV project. Corrective actions related to the identified findings are being implemented as planned.

**Regulatory Site Inspections:** In 2025, the Company underwent site inspections related to the change of manufacturing address and scope for its Drug Manufacturing License. Identified findings have been addressed and corrective actions completed.

公司制定《自檢管理程序》，規範內部審計的組織實施流程。報告期內，結合帶狀疱疹疫苗及九價 HPV 疫苗的整體進展，公司完成兩個項目工藝驗證批次生產前的自檢工作，對發現項實施跟進整改並形成自檢報告，確保工藝驗證批次的生產與檢驗活動有序推進，持續符合 GMP 要求。

The Company has established the *Self-Inspection Management Procedure* to standardize the organization and implementation of internal audits. During the Reporting Period, in alignment with the overall progress of the shingles vaccine and nine-valent HPV vaccine, the Company completed self-inspections prior to the production of process validation batches for both projects. Follow-up corrective actions were implemented for identified findings, and self-inspection reports were prepared, ensuring that the production and testing activities for process validation batches proceeded in an orderly manner and remained in continuous compliance with GMP requirements.

## 產品處置

瑞科生物建立嚴格的不合格品管控機制，依據《不合格品管理規程》對不合格品進行規範處置，同時設立不合格品專區和不合格品標識，對其實施有效的物理隔離與妥善管控。質量保證部負責對不合格品進行評估並確定後續處理方式，經質量負責人批准後監督相關部門落實處置工作，並完整記錄全過程，確保不合格品管理可追溯、可核查。

## Product Disposition

Recbio has established a rigorous non-conforming product control mechanism. In accordance with the *Non-Conforming Product Management Procedure*, non-conforming products are subject to standardized disposition. Dedicated areas and clear labeling are designated for non-conforming products, ensuring effective physical segregation and proper control. The Quality Assurance Department is responsible for evaluating non-conforming products and determining the appropriate disposition method. Following approval by the Head of Quality, the department oversees the implementation of disposition actions by relevant functions and maintains comprehensive records throughout the process, ensuring that the management of non-conforming products remains traceable and verifiable.

公司制定《產品召回管理程序》《產品召回預案》，建立產品召回分級處理機制，對可能涉及健康與安全隱患的產品及時開展調查與評估，切實保障公眾用藥安全。此外，質量管理部定期組織模擬召回演練，持續驗證召回體系的有效性與響應能力。

The Company has established the *Product Recall Management Procedure* and the *Product Recall Plan*, implementing a tiered product recall mechanism. For products that may pose potential health or safety concerns, the Company promptly conducts investigations and assessments to effectively safeguard public medication safety. Additionally, the Quality Management Department regularly organizes mock recall exercises to continuously verify the effectiveness and responsiveness of the recall system.

### 報告期內 During the Reporting Period

公司尚未有規模性產品上市，未發生產品因健康與安全理由而需召回產品的事件。

As the Company had not yet launched any products at scale, there were no product recalls due to health or safety reasons.

## 質量改善

瑞科生物將質量改善作為提升質量管理水平的核心驅動力，通過年度質量回顧、法規對標、質量考核、供應商質量保障等常態化舉措，不斷夯實質量管理基礎。

## Quality Improvement

Recbio regards quality improvement as the core driver for enhancing its quality management standards. Through regular initiatives such as annual quality reviews, regulatory benchmarking, quality assessments, and supplier quality assurance, the Company continuously strengthens its quality management foundation.

### 瑞科生物質量改善措施 Recbio Quality Improvement Measures

<p>法規查新及對標 Regulatory Research and Benchmarking</p>	<p>開展法規查新與技術指南對標工作，確保產業化體系在清潔驗證、工藝驗證等方面滿足最新指南要求，同時依據《疫苗佐劑非臨床研究技術指導原則（徵求意見稿）》《預防用疫苗佐劑藥學研究技術指導原則（徵求意見稿）》《疫苗生產檢驗電子化記錄技術指南（修訂稿徵求意見稿）》等文件不斷優化佐劑內控標準，完善 CSV 驗證管理。報告期內，共完成國內法規查新 72 份、國外查新 22 份，產出合規性評價表 6 單。</p> <p>Conducts regulatory research and technical guideline benchmarking to ensure that the industrialization system meets the latest requirements in areas such as cleaning validation and process validation. In accordance with documents including the <i>Technical Guideline for Nonclinical Studies of Vaccine Adjuvants (Draft for Comments)</i>, <i>Technical Guideline for Pharmaceutical Studies of Vaccine Adjuvants for Preventive Vaccines (Draft for Comments)</i>, and <i>Technical Guideline for Electronic Recording of Vaccine Production and Testing (Revised Draft for Comments)</i>, the Company continuously optimizes its internal adjuvant control standards and enhances CSV validation management. During the Reporting Period, the Company completed 72 domestic and 22 international regulatory research tasks, and produced 6 compliance evaluation forms.</p>
<p>質量考核 Quality Assessment</p>	<p>持續開展 GMP 相關部門季度質量考核，強化過程管控與執行效果跟蹤。</p> <p>Conducts quarterly quality assessments for GMP-related departments to strengthen process control and monitor implementation effectiveness.</p>
<p>專項質量提升 Targeted Quality Improvement</p>	<p>通過開展 CCS 評估、年度質量回顧等工作，系統梳理各業務模塊管理體系的運行情況，識別改進機會並推動優化升級。</p> <p>Systematically reviews the operational status of management systems across business units through initiatives such as CCS assessments and annual quality reviews, identifying opportunities for improvement and driving optimization and upgrades.</p>

此外，公司聚焦質量技術能力建設，2025 年新增支原體檢測和製劑密封性檢測兩項能力，進一步強化產品質量技術保障。

In addition, the Company focuses on building quality technical capabilities. In 2025, it added two new capabilities: mycoplasma testing and container closure integrity testing, further strengthening its product quality assurance capabilities.

### 檢測技術升級

#### Testing Technology Upgrades

**支原體檢測：**依據《中國藥典》培養法建立檢測方法，覆蓋從細胞庫到細胞培養收穫液的全流程支原體檢查，確保產品無菌，提升生物製品安全性。

**製劑密封性檢測：**引入真空衰減與壓力衰減二合一檢測儀，通過微生物侵入法確定靈敏度基線，並採用真空衰減法實現 3µm 檢測靈敏度，確保無菌產品安全性。

**Mycoplasma Testing:** A testing method was established in accordance with the *Chinese Pharmacopoeia* culture method, covering mycoplasma testing across the entire process from cell banks to cell culture harvest fluids, ensuring product sterility and enhancing the safety of biological products.

**Container Closure Integrity Testing:** A combined vacuum decay and pressure decay testing instrument was introduced. Sensitivity baselines were established using the microbial ingress method, and the vacuum decay method was adopted to achieve a detection sensitivity of 3µm, ensuring the safety of sterile products.

## 質量數字化

瑞科生物積極擁抱數字化轉型，通過建立符合 GMP 等法規要求的信息化系統，將數字化工具深度融入製造、倉儲、實驗室等質量關鍵環節，實現以數據驅動的高效質量管控，為產品開發與生產提供堅實保障。截至報告期末，公司已完成實驗室信息管理系統 (LIMS)、倉儲管理系統 (WMS) 及企業資源計劃系統 (SAP) 的項目建設並正式上線運行，實現實驗室管理、物料倉儲管理的全過程信息化追溯。

在生產數字化方面，公司結合重組帶狀疱疹疫苗及九價 HPV 疫苗產業化項目建設，同步推進製造執行系統 (MES) 與數據採集與監視控制系統 (SCADA) 的建設和部署，其中 HPV 疫苗項目的 SCADA 系統已完成建設並正式上線運行。此外，公司於報告期內啟動質量管理系統 (QMS)、文檔管理系統 (DMS) 及培訓管理系統 (TMS) 的項目建設，以進一步提升合規管理、文件管理及培訓管理的數字化水平。在系統建設過程中，公司同步推進各系統間的對接集成，實現數據互聯互通。

## Quality Digitalization

Recbio actively embraces digital transformation by establishing information systems that comply with GMP and other regulatory requirements. Digital tools are deeply integrated into key quality-related areas such as manufacturing, warehousing, and laboratories, enabling data-driven, efficient quality control and providing robust support for product development and production. As of the end of the Reporting Period, the Company had completed the implementation of its Laboratory Information Management System (LIMS), Warehouse Management System (WMS), and Enterprise Resource Planning (SAP) system, all of which are now officially operational. These systems enable full-process information traceability for laboratory management and material warehousing.

In terms of manufacturing digitalization, the Company has been advancing the construction and deployment of a Manufacturing Execution System (MES) and a Supervisory Control and Data Acquisition (SCADA) system in parallel with the industrialization projects for its recombinant shingles vaccine and nine-valent HPV vaccine. The SCADA system for the HPV vaccine project has been completed and is now officially operational. Additionally, during the Reporting Period, the Company initiated projects for a Quality Management System (QMS), Document Management System (DMS), and Training Management System (TMS) to further enhance the digitalization of compliance management, document management, and training management. Throughout the system implementation process, the Company is simultaneously promoting integration among these systems to achieve seamless data connectivity.

## 質量文化

瑞科生物致力於營造全員參與的質量文化，通過系統化、常態化的質量培訓推動質量意識融入員工日常工作。公司依據年度質量培訓計劃有序開展培訓工作，並結合業務需求組織臨時培訓，確保全員深入學習質量法律法規，持續強化質量風險意識。

## Quality Culture

Recbio is dedicated to fostering a quality culture characterized by full employee participation. Through systematic and regular quality training, the Company embeds quality awareness into employees' daily work. The Company conducts training in an orderly manner in accordance with the annual quality training plan, and organizes ad hoc training sessions based on business needs, ensuring that all employees thoroughly study quality-related laws and regulations and continuously strengthen their quality risk awareness.

### 報告期內 During the Reporting Period

公司各部門按規定開展三級培訓及臨時培訓，並組織 12 場公司級質量培訓，內容包括人員衛生及人員行為規範、消毒劑的使用及清場要求、無菌產品控制、微生物基礎知識、法律法規及技術指南普及等關鍵維度，參與人次數達 2,533 人，涵蓋 GMP 涉及的所有部門及員工。

All departments of the Company carried out three-tier training and ad hoc training as required, and organized 12 company-wide quality training sessions covering key areas such as personnel hygiene and behavioral standards, use of disinfectants and cleaning requirements, sterile product control, basic microbiology knowledge, and dissemination of laws, regulations, and technical guidelines. A total of 2,533 participants were involved, covering all departments and employees under GMP requirements.

### 生物製品藥學研製和生產核查相關技術培訓班

#### Training Course on Pharmaceutical R&D and Production Inspection Technologies for Biological Products

2025 年，公司 500 餘名員工參加了由國家藥品監督管理局食品藥品審核驗中心 (CFDI) 主辦的「生物製品藥學研製和生產核查相關技術培訓班」，通過學習生物製品研製、藥品註冊核查最新動態與技術要求等內容，有效提升參訓員工的知識儲備。

In 2025, over 500 employees of the Company participated in the "Training Course on Pharmaceutical R&D and Production Inspection Technologies for Biological Products", hosted by the Center for Food and Drug Inspection (CFDI) of the National Medical Products Administration. Through the course, employees enhanced their knowledge base by studying topics such as the latest developments and technical requirements in biological product R&D and drug registration inspections.



技術培訓班現場  
Training Sessions

## 客戶服務管理

瑞科生物堅持以客戶為中心，高度重視客戶服務質量和消費者用藥安全，通過建立多元化的溝通渠道、標準化的投訴處理機制與改進流程，持續提升客戶服務能力，切實保障用藥安全與用戶權益。公司制定《客戶投訴管理程序》，明確投訴登記、分類、評估、調查及處理等各環節要求，為藥品上市後投訴的規範化管理提供制度支撐。

公司建立暢通的溝通渠道，如遇疫苗接種不良反應，當地疫苗接種中心可通過疾控中心與代理商業務員及時對接，代理商將第一時間將信息告知企業；如遇過敏性休克、紫癜等嚴重不良反應，企業人員需在 48 小時內抵達現場協助處置。

此外，公司建立標準化的客戶投訴處理流程，確保每例投訴得到閉環管理。公司各部門接到投訴後，由專員將投訴信息記錄於《客戶投訴處理單》並向客戶提供初步反饋。針對嚴重質量投訴，公司將迅速成立緊急處理小組，調取相關批次的生產及檢驗記錄，按照質量標準對產品進行全項檢驗並對同批次或受影響批次產品實施隔離存放。經調查確屬公司產品質量問題，公司將依據《產品召回管理程序》啟動緊急召回；如涉及嚴重不良反應投訴或存在產品可能危及客戶安全的情形，將同步啟動《上市後產品個例安全性報告處理程序》進行記錄與上報。針對每一例合理投訴，公司均制定針對性的糾正與預防措施（Corrective and Prevention Action, CAPA），並對 CAPA 執行進度與有效性進行跟蹤評估。調查處理結束後，公司將確認結果與處理意見正式反饋客戶，並定期對投訴記錄進行回顧與趨勢分析，持續推動服務質量改進與風險管理優化。

## Customer Service Management

Recbio is committed to being customer-centric and places great emphasis on the quality of customer service and consumer medication safety. By establishing diversified communication channels, standardized complaint handling mechanisms, and continuous improvement processes, the Company consistently enhances its customer service capabilities and effectively safeguards medication safety and user rights. The Company has developed the *Management Procedures for Customer Complaints*, which defines the requirements for complaint registration, classification, assessment, investigation, and handling, providing a systematic framework for the standardized management of post-marketing complaints.

The Company has established smooth communication channels. In the event of an adverse reaction following vaccination, local vaccination centers can promptly connect with distributors' sales representatives through disease control centers, and distributors will immediately notify the Company. In the case of serious adverse reactions such as anaphylactic shock or purpura, company personnel are required to arrive at the site within 48 hours to assist in handling.

Additionally, the Company has established a standardized customer complaint handling process to ensure that each complaint is managed through a closed-loop system. Upon receipt of a complaint, relevant departments designate a specialist to record the complaint information in the *Customer Complaint Handling Form* and provide initial feedback to the customer. For serious quality complaints, the Company promptly forms an Emergency Response Team, retrieves production and testing records for the relevant batch, conducts full testing of the product against quality standards, and implements isolated storage for the same batch or affected batches. If the investigation confirms that the issue is due to the Company's product quality, the Company initiates an emergency recall in accordance with the *Management Procedures for Product Recalls*. If the complaint involves a serious adverse reaction or if the product may pose a risk to customer safety, the *Procedure for Handling Individual Case Safety Reports of Post-Marketing Products* is also initiated for documentation and reporting. For each justified complaint, the Company develops targeted corrective and preventive actions (CAPA), and tracks and evaluates the progress and effectiveness of CAPA implementation. Following the conclusion of the investigation and handling, the Company formally provides the confirmed results and handling opinions to the customer, and regularly reviews complaint records and conducts trend analysis to continuously drive service quality improvements and risk management optimization.

### 客戶投訴處理流程 Customer Complaint Handling Process



#### 報告期內 During the Reporting Period

公司尚未有規模性產品上市，各項客戶服務體系制度運行良好，未發生產品及服務投訴事宜。

As the Company had not yet launched any products at scale, all customer service system procedures operated effectively, and no product or service complaints were received.

## 打造責任採購

瑞科生物以供應商全流程管理為核心，系統推進供應商質量管控與可持續供應鏈建設的協同發展，通過持續強化供應鏈風險防控、落實責任採購，我們致力於攜手合作夥伴共同構建責任共擔、合作共贏的可持續供應鏈生態。

## Building Responsible Procurement

Recbio places supplier lifecycle management at the core of its efforts to systematically advance the coordinated development of supplier quality control and sustainable supply chain construction. By continuously strengthening supply chain risk prevention and implementing responsible procurement practices, the Company is committed to working with its partners to build a sustainable supply chain ecosystem grounded in shared responsibility and mutually beneficial collaboration.

## 供應鏈全流程管理

為實現供應商的規範化管理並提升管理效率，公司制定《供應商管理程序》《變更控制管理程序》《供應商現場管理程序》等一系列內部程序文件，圍繞供應商的開發准入、日常審計、淘汰退出等關鍵環節實施全流程管理，嚴格把控供應商質量。

## Supply Chain Lifecycle Management

To achieve standardized supplier management and enhance management efficiency, the Company has established a series of internal procedure documents, including the *Supplier Management Procedure*, *Change Control Management Procedure*, and *Supplier On-Site Management Procedure*. These procedures support full lifecycle management covering key stages such as supplier access, routine audits, and elimination, ensuring rigorous supplier quality control.

<p><b>開發准入</b> Supplier Access</p>	<ul style="list-style-type: none"> <li>出現新增採購需求時，採購部將首先調查供應商資質、質量、規模、供貨能力、服務等，填寫《供應商資質評價表》並提交質量保證部審核，待質量保證部審核通過後，相關供應商將被列為待審計供應商進行管理。</li> <li>我們採用書面審計與現場審計兩種模式對供應商進行准入評估。根據 WHO GMP、中國 GMP、歐盟 GMP、國際藥品認證合作組織 (PIC/S) GMP 的要求，專業審計小組將對供應商質量管理體系、生產、物料管理、驗證、環境衛生及職業健康安全進行審計評估。我們按需對供應商進行樣品檢驗與試生產，以確認物料質量。</li> <li>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 8 家供應商的資質收集，並與 18 家供應商簽訂質量協議。</li> </ul> <p>When new procurement needs arise, the Procurement Department first investigates supplier qualifications, quality, scale, supply capacity, and service, completing the <i>Supplier Qualification Evaluation Form</i> and submitting it to the Quality Assurance Department for review. Upon approval by the Quality Assurance Department, the relevant supplier is designated as a pending audit supplier for further management.</p> <p>The Company uses both desk audits and on-site audits to assess supplier access. In accordance with WHO GMP, China GMP, EU GMP, and Pharmaceutical Inspection Co-operation Scheme (PIC/S) GMP requirements, a professional audit team evaluates the supplier's quality management system, production, material management, validation, environmental hygiene, and occupational health and safety management. As needed, the Company conducts sample testing and trial production to confirm material quality.</p> <p>Once the access assessment process and qualification approval for approved suppliers are completed, the Quality Assurance Department signs quality agreements with key material suppliers and updates the Approved Supplier Directory. During the Reporting Period, the Company completed qualification documentation for 8 suppliers and signed quality agreements with 18 suppliers.</p>
<p><b>日常審計</b> Routine Audits</p>	<ul style="list-style-type: none"> <li>我們制訂《年度供應商審計計劃》，對合格供應商的資質材料、採購質量、驗收質量、檢驗質量、使用投訴、質量體系評估等方面進行再評估，並依據評估結果對供應商進行等級評定，實施分級分類管理措施。此外，我們定期優化供應商管理策略，根據實際業務發展情況對主要供應商名單進行動態調整並採用差異化的審計形式和審計頻率。</li> <li>審計結束後，我們將完成供應商審計缺陷通報記錄，完整記錄發現的問題並提出相應整改建議。在此基礎上，我們將對缺陷項開展風險評估，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，同時委派專人持續跟進缺陷整改情況，確保問題得到閉環管理。</li> </ul> <p>The Company develops the <i>Annual Supplier Audit Plan</i>, conducting reassessments of approved suppliers in areas such as qualification documentation, procurement quality, acceptance quality, testing quality, usage complaints, and quality system evaluation. Based on the assessment results, suppliers are rated and subject to tiered classification management measures. Additionally, the Company regularly optimizes its supplier management strategy, dynamically adjusting the list of key suppliers based on actual business developments and applying differentiated audit formats and frequencies.</p> <p>Upon completion of an audit, the Company prepares a supplier audit non-conformance report, thoroughly documenting identified issues and proposing corresponding corrective recommendations. Based on this, a risk assessment of the non-conformities is conducted, and measures such as strengthening raw material quality monitoring or disqualifying the supplier are implemented based on the level of risk. Dedicated personnel are assigned to follow up on the implementation of corrective actions to ensure issues are addressed through a closed-loop management process.</p>
<p><b>淘汰退出</b> Supplier Elimination</p>	<ul style="list-style-type: none"> <li>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。</li> </ul> <p>If a supplier experiences serious quality deviations or the number of quality complaints reaches the prescribed limit, the supplier will be suspended from the supply list. Once the quality incident has been thoroughly investigated and key non-conformities have been corrected, the supplier may be reinstated to the Approved Supplier Directory. For suppliers that are unable or unwilling to address non-conformities, consideration is given to removing them from the Approved Supplier Directory after analysis and evaluation.</p>

為提升供應鏈質量保障能力、強化採購環節的責任落實，公司制定「檢測合格率不低於 98%」及「採購部全年無責任偏差」兩項關鍵目標並定期跟蹤目標達成情況。報告期內，上述目標均已達成。

To enhance the quality assurance capability of the supply chain and strengthen accountability in the procurement process, the Company has established two key targets: "a testing pass rate of no less than 98%" and "zero responsible deviations in the Procurement Department for the full year", with regular tracking of progress against these targets. During the Reporting Period, both targets were achieved.

供應商管理績效 Supplier Management Performance	2025
境內供應商數目 Number of domestic suppliers	1,524
境外供應商數目 Number of overseas suppliers	36
已接受審計的供應商數目 Number of audited suppliers	47
已接受年度現場審計的供應商數目 Number of suppliers that have undergone annual on-site audits	16
已接受年度書面審計的供應商數目 Number of suppliers that have undergone annual written audits	31

## 可持續供應鏈

瑞科生物將可持續發展理念嵌入供應鏈管理與採購實踐，始終踐行環保綠色、廉潔誠信的合作準則，致力於與供應商攜手打造可持續、負責任的供應鏈。我們依據《供應商現場審計管理程序》，明確供應商在環境衛生及職業健康安全等方面的准入要求，通過供應商准入評估機制嚴格把控供應商資質，並逐步將環境、職業健康等可持續要素納入審計評估體系。此外，我們綜合考量供應商環境與社會表現，優先選擇 ESG 績效優異的供應商建立長期合作關係。

## Sustainable Supply Chain

Recbio embeds the sustainability concept into its supply chain management and procurement practices. The Company consistently upholds the principles of environmental responsibility, integrity, and ethical collaboration, and is committed to working with suppliers to build a sustainable and responsible supply chain. In accordance with the *Supplier On-Site Audit Management Procedure*, Recbio defines clear access requirements for suppliers in areas such as environmental hygiene and occupational health and safety management. Supplier qualifications are strictly controlled through a supplier access evaluation mechanism, and sustainability elements such as environmental and occupational health factors are gradually being incorporated into the audit and assessment system. Additionally, the Company takes into account the environmental and social performance of its suppliers, giving preference to those with strong ESG performance when establishing long-term partnerships.

# 03

## 向綠而行 共築低碳未來

### Striving for Green, Co-Creating a Low-Carbon Future

瑞科生物秉持綠色發展理念，積極應對氣候變化。公司以系統化的環境管理為核心，持續完善相關管理體系，嚴格執行排放管控及廢棄物合規處置，並積極探索資源高效利用與循環經濟模式，不斷提升資源使用效率。通過推行綠色營運實踐及加強氣候風險管理，公司致力推動可持續發展目標的實現。

Recbio adheres to the principles of green development and actively addresses climate change. The Company places systematic environmental management at the core of its operations, continuously enhancing its environmental management systems while strictly implementing emission control measures and ensuring compliant waste management. Furthermore, the Company actively explores efficient resource utilization and circular economy practices to improve resource efficiency. Through green operational practices and strengthened climate risk management, the Company is committed to advancing the achievement of sustainable development goals.

#### 本章節包含的重要性議題 Material Issues Covered in This Chapter

應對氣候變化、能源管理、水資源管理、排放物管理、生態系統和生物多樣性保護、循環經濟

Addressing Climate Change, Energy Management, Water Resources Management, Emissions Management, Ecosystem and Biodiversity Protection, Circular Economy

#### 本章節回應的 SDGs 目標 SDGs Addressed in This Chapter



## 應對氣候變化

為響應國家「雙碳」戰略，瑞科生物將氣候變化納入可持續發展核心議題，並建立以董事會為最高決策機構的氣候治理體系。此外，我們系統性識別氣候相關風險與機遇並制定應對策略，逐步將氣候風險納入公司整體風險管理體系，科學設定溫室氣體減排目標並持續跟蹤落實。未來，公司將持續完善氣候治理機制，強化風險管控，提升氣候韌性，保障企業長期穩健發展。

## 治理

瑞科生物致力將氣候相關因素納入公司整體 ESG 治理體系，並構建權責清晰、自上而下的三層治理架構。董事會作為氣候治理的最高決策機構，對氣候相關事宜擁有最終審閱及決策權；ESG 工作小組作為管理層，負責氣候相關事宜的管理與統籌工作；同時，公司建立由工程部、採購部及生產運營部組成的氣候相關職能小組，全面推動氣候相關工作的落實。

## Addressing Climate Change

In response to the national goal of "carbon peaking and carbon neutrality", Recbio has incorporated climate change into its core sustainability agenda and established a climate governance framework with the Board of Directors serving as the highest decision-making body. In addition, the Company systematically identifies climate change-related risks and opportunities and formulates corresponding response strategies, gradually integrating climate-related risks into its overall risk management system. The Company has also set greenhouse gas emission reduction targets and continuously monitors their implementation. Looking ahead, the Company will continue to enhance its climate governance mechanisms, strengthen risk management and improve climate resilience to support its long-term and stable development.

## Governance

Recbio is committed to integrating climate-related considerations into its overall ESG governance framework and has established a clear three-tier governance structure with top-down oversight. The Board of Directors serves as the highest decision-making body for climate governance and holds the ultimate authority to review and decide on climate-related matters. The ESG Working Group, at the management level, is responsible for the coordination and management of climate-related issues. In addition, the Company has established a Climate-related Task Force comprising the Engineering Department, Procurement Department and Production and Operations Department to implement climate-related initiatives across the organization.

## 氣候治理架構 Climate Governance Structure



未來，公司將開展氣候相關培訓，以提升管理層在氣候議題方面的知識與技能，為公司在氣候相關事宜上的決策提供支持。

Looking ahead, the Company will conduct climate-related training to enhance management's knowledge and skills on climate issues, supporting informed decision-making in this area.

## 戰略

瑞科生物將氣候變化納入公司核心營運策略，積極響應《巴黎協定》及國家「雙碳」目標，制定並落實氣候減緩與適應措施，穩步推進溫室氣體減排。報告期內，公司參照氣候相關財務信息披露工作組（TCFD）建議框架，系統識別並評估主營業務面臨的氣候相關風險與機遇，分析其潛在影響並制定相應應對措施。

## Strategy

Recbio has incorporated climate change into its core operational strategy in response to the *Paris Agreement* and the national goal of "carbon peaking and carbon neutrality". The Company formulates and implements climate mitigation and adaptation measures to steadily advance greenhouse gas emission reductions. During the Reporting Period, the Company referred to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to systematically identify and assess climate-related risks and opportunities associated with its principal business operations, analyze their potential impacts and formulate corresponding response measures.

## 氣候相關風險分析及應對措施 Climate-related risks and response measures

風險類別 Risk Category	風險描述 Risk Description	應對措施 Response Measures	
物理風險 Physical Risk	平均氣溫升高 Average temperature rise	<p>高溫條件下，公司對溫控要求較高的生產車間需增加能源投入以維持生產環境穩定，導致運營成本上升。</p> <p>Under high-temperature conditions, production workshops with stringent temperature control requirements may require increased energy input to maintain a stable production environment, leading to higher operating costs.</p>	<p>公司進一步升級生產車間能源智能控制系統，使能源管理更為精準高效，並加強內部節水節電措施。</p> <p>The Company has further upgraded the intelligent energy control system of production workshops to achieve more precise and efficient energy management, while strengthening internal water and electricity conservation measures.</p>
	極端天氣頻繁 Frequent extreme weather	<p>極端天氣可能破壞廠房，干擾精密儀器的穩定運行。同時，亦可能導致物流運輸受阻，延遲關鍵原材料供應。</p> <p>Extreme weather may damage factory facilities and disrupt the stable operation of precision instruments. It may also interrupt logistics and delay the supply of key raw materials.</p>	<p>公司制定自然災害專項應急預案，成立應急小組，明確疏散警戒、搶險救援及後勤保障等職責。</p> <p>The Company has formulated a special emergency plan for natural disasters, established an emergency response team, and defined responsibilities including evacuation, emergency rescue, and logistical support.</p>
	水資源短缺 Water scarcity	<p>受氣候變化影響，水資源日益緊張。枯水期可能導致原水雜質濃度上升，增加水處理成本與工藝難度，從而對企業合規生產與穩定運營帶來潛在風險。</p> <p>Water resources are becoming increasingly constrained due to climate change. During dry seasons, the concentration of impurities in raw water may increase, raising water treatment costs and operational complexity, thereby posing potential risks to compliant production and stable operations.</p>	<p>公司通過優化制水設備運行效率，並系統推進蒸汽冷凝水回收及中水回用等措施，以促進水資源節約與循環利用。</p> <p>The Company improves the operational efficiency of water treatment equipment and implements measures such as steam condensate recovery and reclaimed water reuse to promote water conservation and circular utilization.</p>
轉型風險 Transition Risk	<p>政策與法律風險 Policy and regulatory risk</p> <p>隨著政府氣候政策的推進及監管機構對信息披露要求的提升，相關企業的運營成本與合規負擔可能增加。</p> <p>With the strengthening of government climate policies and regulatory disclosure requirements, companies may face increased operating costs and compliance burdens.</p>	<p>公司持續關注 ESG 相關法規與政策動態，並及時制定及更新內部管理制度。同時，公司系統開展溫室氣體排放數據核算與披露，並通過強化內部數據收集與治理提升 ESG 管理及信息披露質量。</p> <p>The Company closely monitors ESG-related regulatory and policy developments and updates its internal management systems accordingly. It also conducts systematic accounting and disclosure of greenhouse gas emissions data while strengthening internal data collection and governance to enhance ESG management and disclosure quality.</p>	

氣候相關風險分析及應對措施  
Climate-related risks and response measures

風險類別 Risk Category	風險描述 Risk Description	應對措施 Response Measures
轉型風險 Transition Risk	<p>技術風險 Technological risk</p> <p>隨著能源與低碳轉型持續推進，公司需要加大對低碳技術的投入，這可能對現有運營模式產生影響。</p> <p>With the ongoing energy and low-carbon transition, the Company may need to increase its investment in low-carbon technologies, which could impact existing operational models.</p>	<p>在確保運營穩定的前提下，公司持續推進生產流程優化及高能效設備升級，並落實各項減排措施。</p> <p>While maintaining operational stability, the Company continues to optimize production processes, upgrade to high-efficiency equipment, and implement various emission reduction measures.</p>
	<p>市場風險 Market risk</p> <p>氣候變化可能導致關鍵原材料供應中斷，迫使企業尋求替代方案或調整配方；由此帶來的供應短缺及價格上升，可能壓縮企業利潤空間。</p> <p>Climate change may disrupt the supply of key raw materials, requiring companies to seek alternatives or adjust formulations. Resulting shortages and price increases may put pressure on profit margins.</p>	<p>公司通過拓展採購渠道及建立安全庫存，提升供應鏈對氣候風險的適應能力；同時密切監控市場動態並預測需求，以降低價格波動帶來的成本風險。</p> <p>The Company enhances supply chain resilience by expanding procurement channels and maintaining safety inventory. It also closely monitors market trends and forecasts demand to mitigate cost risks arising from price fluctuations.</p>
	<p>聲譽風險 Reputational risk</p> <p>隨著監管機構與投資者對氣候變化問題的關注度提升，監管要求日趨嚴格。披露不足或延遲可能導致聲譽受損，影響公司融資能力及資本市場表現。同時，與氣候相關的爭議事件亦可能帶來聲譽風險。</p> <p>As regulators and investors place increasing attention on climate issues, regulatory requirements continue to grow. Insufficient or delayed disclosure may lead to reputational damage and affect the Company's financing capability and capital market performance. Climate-related controversies may also pose reputational risks.</p>	<p>公司持續完善內部治理機制並加強信息披露，透過與利益相關方積極溝通提升透明度與可持續發展表現。同時，公司建立穩健的合規及投資者關係管理體系，以增強營運韌性與市場信任。</p> <p>The Company continues to improve its internal governance mechanisms and strengthen information disclosure. By maintaining active communication with stakeholders, the Company enhances transparency and sustainability performance. In addition, it strengthens compliance management and investor relations to reinforce operational resilience and market confidence.</p>

氣候相關機遇分析及應對措施  
Climate-related opportunities and response measures

機遇類別 Opportunity Category	機遇描述 Opportunity Description	應對措施 Response Measures
轉型機遇 Transition Opportunity	<p>能源來源 Energy source</p> <p>探索化石能源替代方案，通過安裝分佈式光伏發電系統，提高可再生能源使用比例。</p> <p>Explore alternatives to fossil energy by installing distributed photovoltaic power generation systems to increase the share of renewable energy.</p>	<p>公司已建成光伏發電系統，實現清潔電力的自發自用。</p> <p>The Company has established a photovoltaic power generation system to enable the self-generation and self-consumption of clean electricity.</p>
	<p>資源效率 Resource efficiency</p> <p>逐步推進循環經濟，減少能源消耗，降低運營成本。</p> <p>Promote the circular economy to reduce energy consumption and lower operating costs.</p>	<p>公司將循環經濟理念融入日常運營，並持續推行節能降耗措施。</p> <p>The Company integrates the concept of the circular economy into its daily operations and continues to implement energy-saving and consumption reduction measures.</p>

## 風險管理

瑞科生物逐步將氣候風險納入公司整體風險管理框架，建立系統化的識別、評估、排序及監控機制，並針對各類風險制定相應的應對措施。

公司制定《自然災害專項應急預案》，以應對可能影響公司正常運營及員工安全的氣象災害。預案設立應急小組，明確疏散警戒、搶險救援及後勤保障等職責，並規範預警及應急響應流程。在預防與預警方面，公司通過監控危險源及收集氣象信息預判風險，並依據預警級別啟動相應措施。現場處置措施包括關閉相關設施、加強防凍防滑、檢查排水系統及佩戴個人防護裝備等。同時，預案亦明確應急物資及裝備的配置要求。通過上述安排，公司致力減輕氣象災害造成的損失，並保障應急救援人員的安全。

## Risk Management

Recbio gradually integrates climate-related risks into its overall risk management framework and has established a systematic mechanism for the identification, assessment, prioritization and monitoring of such risks. Corresponding response measures are formulated to address different types of risks.

The Company has formulated the *Special Emergency Plan for Natural Disasters* to address meteorological disasters that may affect its normal operations and employee safety. The plan establishes an emergency response team and defines responsibilities including evacuation, emergency rescue, and logistical support, while standardizing early warning and response procedures. For prevention and early warning, the Company identifies potential hazards and collects meteorological information to anticipate risks, activating corresponding measures according to different alert levels. On-site response measures include shutting down affected facilities, implementing freeze protection and slip prevention measures, inspecting drainage systems, and using personal protective equipment. The plan also specifies requirements for emergency supplies and equipment. Through these arrangements, the Company aims to minimize losses caused by meteorological disasters and ensure the safety of emergency response personnel.

## 指標與目標

瑞科生物以 2021 年為基準年，科學設定溫室氣體減排目標，並每年對目標達成情況進行監督與審查，穩步推進綠色轉型。同時，公司持續優化溫室氣體排放數據收集與核算體系，以提升氣候績效評估的準確性與可靠性。

## Metrics and Targets

Taking 2021 as the baseline year, Recbio has set greenhouse gas emission reduction targets and conducts annual supervision and review of the progress towards the targets to steadily advance its green transition. Furthermore, the Company continues to improve its greenhouse gas emissions data collection and accounting system to enhance the accuracy and reliability of climate performance evaluation.

### 亮點目標 Key Target

溫室氣體減排目標：  
到 2030 年，溫室氣體排放強度下降 **8%** Greenhouse Gas Emission Reduction Target:  
By 2030, greenhouse gas emission intensity will decrease by **8%**

### 溫室氣體排放績效表現

#### Greenhouse Gas Emissions Performance

指標 Indicator	單位 Unit	2025	2024	2023
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	21.17	15.44	26.37
範圍二溫室氣體排放 Scope 2 greenhouse gas emissions	噸二氧化碳當量 tCO <sub>2</sub> e	26,215.72	19,501.99	8,471.50
範圍三溫室氣體排放 Scope 3 greenhouse gas emissions	噸二氧化碳當量 tCO <sub>2</sub> e	426.74	/	/
溫室氣體排放總量（範圍一 + 二） Total greenhouse gas emissions (Scope 1+2)	噸二氧化碳當量 tCO <sub>2</sub> e	26,236.89	19,517.43	8,497.87
溫室氣體排放總量（範圍一 + 二 + 三） Total greenhouse gas emissions (Scope 1+2+3)	噸二氧化碳當量 tCO <sub>2</sub> e	26,663.64	/	/
溫室氣體排放強度（範圍一 + 二） Greenhouse gas emission intensity (Scope 1+2)	噸二氧化碳當量 / 平方米 tCO <sub>2</sub> e/m <sup>2</sup>	0.43	0.31	0.14
溫室氣體排放強度（範圍一 + 二 + 三） Greenhouse gas emission intensity (Scope 1+2+3)	噸二氧化碳當量 / 平方米 tCO <sub>2</sub> e/m <sup>2</sup>	0.43	/	/

註：

1. 瑞科生物的溫室氣體排放包括範圍一：直接排放（包括公務車消耗的汽油）；範圍二：間接排放（包括外購電力及外購蒸汽）；範圍三：商務差旅及員工通勤。溫室氣體排放按二氧化碳當量進行核算及呈列。

2. 範圍一中汽油的排放因子參考國家發展和改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南》及 IPCC 發佈的《IPCC 2006 年國家溫室氣體清單指南》。

3. 範圍二中外購電力的排放因子來源於中華人民共和國生態環境部及國家統計局聯合發佈的《關於發佈 2023 年電力二氧化碳排放因子的公告》，外購蒸汽的排放因子則參考國家發展和改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南》。

4. 公司於本年度首次披露範圍三溫室氣體排放，基於數據可得性，選取商務差旅及員工通勤兩個類別進行核算。範圍三排放因子參考英國能源安全與淨零排放部發佈的《溫室氣體報告：2025 排放因子》。

5. 由於 2025 年公司外購電力消耗量增加，導致溫室氣體排放大幅上升。目前，瑞科生物尚未實現碳達峰，公司將積極履行減排承諾，持續推進碳減排工作。

Note:

1. Recbio's greenhouse gas emissions consist of Scope 1 (direct emissions), which include gasoline consumed by official vehicles; Scope 2 (indirect emissions), which include purchased electricity and purchased steam; and Scope 3, which covers business travel and employee commuting. Greenhouse gas emissions are presented in tonnes of CO<sub>2</sub>e.

2. For Scope 1, the emission factor for gasoline is based on the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions for Industrial Enterprises in Other Industries* issued by the National Development and Reform Commission, as well as the *2006 IPCC Guidelines for National Greenhouse Gas Inventories*.

3. For Scope 2, the emission factor for purchased electricity is sourced from the *Notice on the Release of Carbon Dioxide Emission Factors for Electricity in 2023*, jointly issued by the Ministry of Ecology and Environment and the National Bureau of Statistics. The emission factor for purchased steam is based on the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions for Industrial Enterprises in Other Industries* issued by the National Development and Reform Commission.

4. The Company made its first disclosure of Scope 3 greenhouse gas emissions. Business travel and employee commuting were selected for Scope 3 greenhouse gas emissions calculation based on data availability. Emission factors for Scope 3 are based on the *UK Government GHG Conversion Factors for Company Reporting: 2025* issued by the Department for Energy Security and Net Zero.

5. The significant increase in greenhouse gas emissions in 2025 was primarily due to a rise in the Company's purchased electricity consumption. Currently, Recbio has not yet achieved carbon peak. The Company will actively fulfill its emission reduction commitments and continue to advance its carbon reduction efforts.

## 完善環境管理

瑞科生物持續完善環境管理體系，精準識別並管控環境風險，不斷提升環境合規管理水平。我們依法依規處理廢水、廢氣及廢棄物（「三廢」），致力於將生產運營對環境的負面影響降至最低。

## Strengthening Environmental Management

Recbio continuously improves its environmental management system to effectively identify and control environmental risks, thereby enhancing its environmental compliance performance. The Company manages wastewater, waste gas and solid waste (the "three wastes") in strict accordance with relevant laws and regulations, striving to minimize the environmental impact arising from its production and operational activities.

## 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，並制定《環境因素識別與評價管理程序》《全員 EHS 責任制管理制度》《排污許可證運行管理程序》等內部制度政策，以確保所有生產營運過程符合相關法規要求。

## Environmental Management System

We strictly comply with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Environmental Impact Assessment*, the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, and the *Water Pollution Prevention and Control Law of the People's Republic of China*. The Company has formulated internal policies including the *Environmental Factor Identification and Evaluation Management Procedure*, the *All-staff EHS Responsibility Management Policy*, and the *Operation and Management Procedures for the Pollutant Discharge Permit* to ensure that all production and operational processes comply with relevant regulatory requirements.

依託環境、健康與安全（EHS）管理體系框架，瑞科生物持續完善環境管理體系，建立全員 EHS 責任制管理架構，並明確各級人員在環境、健康與安全方面的職責、目標及考核標準，系統推動包括污染物合規排放以內的各項 EHS 管理目標的落實。

Leveraging the framework of its Environment, Health, and Safety (EHS) management system, Recbio continues to enhance its environmental management system by establishing an all-staff EHS responsibility management structure. Responsibilities, objectives and assessment standards related to environment, health, and safety are clearly defined for personnel at all levels, thereby systematically promoting the implementation of EHS targets, including the compliant discharge of pollutants.

### EHS 全員責任制管理架構 Management structure of the all-staff EHS responsibility system

責任部門 Responsible Department	權責劃分 Responsibilities
企業主要負責人 Principal Person in Charge	企業主要負責人為第一責任人，全面領導公司 EHS 工作，負責建立、健全並落實全員 EHS 責任制，並定期組織符合性評審。 The Company's principal person in charge serves as the first responsible person for EHS management, providing overall leadership for the Company's EHS work. The person is responsible for establishing, improving and implementing the all-staff EHS responsibility system and organizing regular compliance reviews.
EHS 部門 EHS Department	EHS 部門協助建立並落實全員 EHS 責任制，每年組織全面評審，並對各部門負責人履行 EHS 職責情況進行考核。 The EHS Department assists in establishing and implementing the all-staff EHS responsibility system, organizes comprehensive annual reviews, and evaluates the performance of departmental heads in fulfilling their EHS responsibilities.
各部門或車間負責人 Heads of Departments or Workshops	各部門或車間負責人對本單位 EHS 工作承擔直接管理責任，督促各層級人員履行 EHS 職責，確保責任制執行到位。 Heads of departments or workshops assume direct management responsibility for EHS within their respective units, supervise personnel at all levels in fulfilling their EHS responsibilities and ensure the effective implementation of the responsibility system.
全體員工 All Employees	明確並嚴格履行各自崗位的 EHS 目標與職責。 Clearly understand and strictly fulfil the EHS objectives and responsibilities associated with their respective positions.

## 環境風險管理

我們持續完善環境影響的系統化管理，對環境風險進行預防與識別，並制定相應的應對措施。報告期內，公司針對新增營運場地取得《環境風險評估報告》，重新申請並獲得《排污許可證》，並修訂及向政府備案《突發環境事件應急預案》，以確保環境管理符合法規要求。

我們採用「三因子評價法」系統識別、評估並持續更新關鍵環境因素，涵蓋大氣污染、水體污染、能源使用及資源消耗等重點領域，並根據識別結果制定相應的應對措施。針對突發環境事件，公司通過環境風險評估程序對事件等級進行劃分。

## Environmental Risk Management

The Company continues to enhance the systematic management of environmental impacts by identifying and preventing environmental risks and developing corresponding response measures. During the Reporting Period, the Company obtained an *Environmental Risk Assessment Report* for newly added operating sites, reapplied for and obtained the *Pollutant Discharge Permit*, and revised and filed the *Contingency Plan for Environmental Emergencies* with the relevant authorities to ensure compliance in environmental management.

The Company adopts the three-factor assessment method to systematically identify, assess and regularly update key environmental factors, covering major areas such as air pollution, water pollution, energy use and resource consumption. Based on the assessment results, the Company formulates corresponding control measures. For environmental emergencies, the Company classifies incidents using a structured environmental risk assessment procedure.

### 環境風險評估程序

#### Environmental Risk Assessment Procedure



為應對突發環境事件，公司成立突發環境事件應急領導小組，建立突發環境事件報告制度，明確環境風險事故發生時的應急人員安排、應急方法及措施。在日常管理中，公司每月組織對環境風險點源進行專項檢查，並對各項環保設施進行巡查及定期保養，以確保環境風險得到有效控制。此外，公司儲備各類應急物資，包括應急救援設施及消防設備等，並定期進行檢查，以確保應急工作的有效性。

在化學品管理方面，公司根據種類及特性對危險化學品進行分類分區儲存與使用，並嚴格執行供應商資質審核及採購備案制度。報告期內，公司未發生危險化學品洩漏或中毒事故。

To respond to environmental emergencies, the Company has established an Environmental Emergency Response Leading Group and implemented an environmental incident reporting mechanism, clearly defining personnel arrangements, emergency response methods and procedures in the event of environmental risk incidents. In daily management, the Company conducts monthly inspections of environmental risk sources and conducts regular inspections and maintenance of environmental protection facilities to ensure effective risk control. In addition, the Company maintains emergency supplies, including rescue equipment and fire-fighting facilities, and conducts regular inspections to ensure emergency preparedness.

For chemical management, the Company classifies and stores hazardous chemicals in designated areas based on their types and characteristics and strictly implements supplier qualification reviews and procurement registration procedures. During the Reporting Period, the Company had no incidents of hazardous chemical leakage or poisoning.

## 廢水管理

公司嚴格遵循《生物製藥行業水和大氣污染物排放限值》(DB32/3560-2019)對污染物排放進行管控，並制定《污水處理設施使用、清潔、維護保養操作程序》及《排污許可證運行管理程序》等內部管理制度，對關鍵排放指標進行系統監控。

公司廢水主要包括生活污水及研發生產廢水，主要污染物為化學需氧量 (COD)、氨氮 (NH<sub>3</sub>-N)、總氮及總磷。公司通過自建污水處理站，採用調節池收集、水解酸化及沉澱等處理工藝，確保出水達到排放標準。處理過程中產生的污泥經脫水後，委託具備資質的第三方機構進行規範處置。

公司已在排污接管口設置在線監測設備，並定期開展水質檢測，以全面保障廢水排放的合規性及環境管理的有效性。

## Wastewater Management

The Company strictly monitors and controls pollutant discharges in accordance with the *Emission Limits of Water and Air Pollutants for Bio-pharmaceutical Industry (DB32/3560-2019)*. It has also formulated internal management policies, including the *Operating Procedures for the Use, Cleaning and Maintenance of Sewage Treatment Facilities* and the *Operation and Management Procedures for the Pollutant Discharge Permit*, to systematically monitor key discharge indicators.

The Company's wastewater mainly consists of domestic wastewater and wastewater generated from research, development and production activities. Major pollutants include chemical oxygen demand (COD), ammonia nitrogen (NH<sub>3</sub>-N), total nitrogen and total phosphorus. The Company operates its own sewage treatment station, where wastewater is treated through processes including collection in regulating tanks, hydrolysis acidification and sedimentation to ensure that effluent meets the required discharge standards. Sludge generated during the treatment process is dewatered and entrusted to qualified third-party institutions for proper disposal.

The Company has installed online monitoring equipment at the sewage discharge connection point and conducts regular water quality testing to ensure both wastewater discharge compliance and effective environmental management.

### 廢水排放績效表現 Wastewater Discharge Performance

指標 Indicator	單位 Unit	2025	2024	2023
工業污水綜合排放量 Industrial wastewater discharged	噸 tonne	57,419.26	19,421.27	46,885.24
生活污水排放量 Domestic wastewater discharged	噸 tonne	415.00	264.00	389.00
COD 排放量 Chemical oxygen demand (COD)	噸 tonne	1.07	0.74	0.38
NH <sub>3</sub> -N 排放量 NH <sub>3</sub> -N discharged	千克 kg	50.27	9.57	3.20

註：

1. 2024 年，公司 HPV 產業化基地處於在建及調試階段，未納入廢水排放數據統計。2025 年，統計範圍擴大至 HPV 產業化基地及创新型佐劑產業化基地的全部數據，因此廢水排放數據較上年大幅上升。

Note:

1. In 2024, the Company's HPV industrialization base was under construction and commissioning, and was therefore not included in the wastewater discharge data statistics. In 2025, the statistical scope was expanded to include all data from both the HPV industrialization base and the innovative adjuvant industrialization base, resulting in a significant increase in wastewater discharge data.

## 廢氣管理

針對廢氣排放，瑞科生物嚴格參照《大氣污染物綜合排放標準 (DB32/4041-2021)》《製藥工業大氣污染物排放標準 (DB32/4042-2021)》等標準，並制定《大氣污染管理程序》等內部制度，以系統化管控並減少廢氣排放。

生產過程中產生的廢氣主要包括氯化氫、非甲烷總烴、硫化氫及氨氣等，主要來源於危廢庫、污水處理站、提取濃縮工序、質檢環節及疫苗生產工藝。針對工藝廢氣，公司通過專業廢氣處理系統進行淨化後，經排氣筒高空排放；生產過程中產生的粉塵則經粉塵處理裝置收集並淨化後排放。

除接受政府部門的不定期外部監督監測外，公司亦制定年度廢氣監測計劃，並委託具備資質的第三方機構按月、按半年及按年度開展定期監測，以確保對廢氣排放的全過程有效管控。

## Waste Gas Management

For waste gas emissions, Recbio strictly complies with relevant standards including the *Integrated Emission Standard of Air Pollutants (DB32/4041-2021)* and the *Emission Standard of Air Pollutants for Pharmaceutical Industry (DB32/4042-2021)*. The Company has formulated internal policies, including the *Management Procedures for Air Pollution*, to systematically control and reduce waste gas emissions.

Waste gas generated during production mainly includes hydrogen chloride, non-methane hydrocarbons, hydrogen sulfide and ammonia, primarily originating from the hazardous waste storage area, sewage treatment station, extraction and concentration processes, quality inspection processes and vaccine production procedures. Process-generated waste gas is treated through specialized waste gas treatment systems and discharged at height through exhaust stacks, while dust generated during production is collected and treated through dust treatment facilities before discharge.

In addition to undergoing irregular external monitoring conducted by government authorities, the Company has established an annual waste gas monitoring plan and engages qualified third-party institutions to conduct regular monitoring on a monthly, semi-annual and annual basis, ensuring effective end-to-end management of waste gas emissions.

廢氣排放績效表現  
Waste Gas Emission Performance

指標 Indicator	單位 Unit	2025	2024	2023
氯化氫排放量 Hydrogen chloride emissions	千克 kg	90.60	0.00	0.01
非甲烷總烴排放量 Non-methane hydrocarbon emissions	千克 kg	73.04	35.04	123.25
氨氣排放量 Ammonia emissions	千克 kg	62.90	8.64	28.15
硫化氫排放量 Hydrogen sulfide emissions	千克 kg	3.15	/	/

註：  
1. 2024 年，公司 HPV 產業化基地處於在建及調試階段，未納入廢氣排放數據統計。2025 年，統計範圍擴大至 HPV 產業化基地及创新型佐劑產業化基地的全部數據，因此廢氣排放數據較上年大幅上升。

Note:  
1. In 2024, the Company's HPV industrialization base was under construction and commissioning, and was therefore not included in the waste gas emissions data statistics. In 2025, the statistical scope was expanded to include all data from both the HPV industrialization base and the innovative adjuvant industrialization base, resulting in a significant increase in waste gas emissions data.

## 廢棄物管理

我們嚴格遵循《中華人民共和國固體廢物污染環境防治法》，並制定《固體廢物污染環境防治管理程序》等內部制度，對生產經營過程中產生的各類廢棄物進行系統化管控，以防範及管理相關安全與環境風險。

公司對危險廢棄物實施從產生、貯存、運輸至處置的全流程閉環管理。危險廢棄物主要包括廢吸附劑、廢原液、不合格品、廢包裝物、實驗室廢棄物及水處理污泥等。我們依據《國家危險廢物名錄》《危險廢物鑑別標準通則》(GB 5085.7-2019)等規範進行分類鑑別，各部門據此建立《危險廢棄物清單》及管理台帳，並設置專用貯存庫分區存放。所有危險廢棄物均委託持有《危險廢物經營許可證》的單位進行合規處置。

針對一般廢棄物，如生活垃圾、廢膠塞、西林瓶及紙盒等，公司實施分類存放與處理。可回收部分交由具備資質的單位進行回收，不可回收部分則委託合規第三方進行處置。

## Waste Management

The Company strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste* and has formulated internal policies including the *Management Procedures for the Prevention and Control of Environmental Pollution Caused by Solid Waste* to systematically manage various wastes generated during production and operations, thereby mitigating related safety and environmental risks.

The Company implements a closed-loop management system for hazardous wastes covering the entire lifecycle from generation, storage and transportation to final disposal. Hazardous wastes mainly include spent adsorbents, waste stock solutions, non-conforming products, waste packaging materials, laboratory wastes and sludge from water treatment processes. These wastes are classified and identified in accordance with relevant standards including the *National Catalogue of Hazardous Wastes* and the *General Rules for Identification of Hazardous Waste (GB 5085.7-2019)*. Based on these standards, each department establishes a *Hazardous Waste Inventory* and corresponding management records, while dedicated storage facilities are set up for classified storage. All hazardous wastes are entrusted to qualified entities holding the *Hazardous Waste Operation License* for compliant disposal.

For non-hazardous wastes, such as domestic waste, rubber stoppers, vials and paper boxes, the Company implements classified storage and treatment. Recyclable wastes are transferred to qualified recycling entities, while non-recyclable wastes are entrusted to compliant third-party institutions for proper disposal.

### 報告期內 During the Reporting Period

公司未發生任何與廢棄物處理相關的違規事件或行政處罰。

Recbio had no violations or administrative penalties related to waste management.

### 亮點目標 Key Target

危險廢棄物減排目標：  
到 2030 年，危險廢棄物強度下降

5%

Hazardous Waste Reduction Target:

By 2030, the intensity of hazardous waste will decrease by

5%

廢棄物排放績效表現  
Waste Emission Performance

指標 Indicator	單位 Unit	2025	2024	2023
危險廢棄物總量 Total hazardous wastes	噸 tonne	72.52	55.45	42.93
危險廢棄物總量強度 Intensity of total hazardous wastes	噸 / 平方米 tonne/m <sup>2</sup>	0.00118	0.00088	0.00072
無害廢棄物總量 Total non-hazardous wastes	噸 tonne	23.21	23.20	21.19
無害廢棄物總量強度 Intensity of total non-hazardous wastes	噸 / 平方米 tonne/m <sup>2</sup>	0.00038	0.00037	0.00035

註：

1. 2025 年，由於公司創新型佐劑項目啟動，新增佐劑生產線，隨之產生大量廢液、廢試劑及細胞殘渣，導致有害廢棄物排放量顯著上升。

Note:

1. In 2025, the significant increase in hazardous waste generation was primarily due to the launch of Recbio's innovative adjuvant project. The addition of a new adjuvant production line led to the generation of substantial amounts of waste liquids, waste reagents, and cell residues.

環保培訓

瑞科生物通過系統化的環保培訓，提升員工的環境保護意識及專業技能。培訓主題涵蓋危險廢棄物及危險化學品管理等內容，進一步加強員工對相關法規及內部制度的理解與執行能力。

Environmental Protection Training

Recbio conducts systematic environmental protection training to enhance employees' environmental awareness and professional competencies. The training covers the management of hazardous waste and hazardous chemicals, thereby strengthening employees' understanding of and compliance with relevant regulations and internal policies.

瑞科生物開展危險廢棄物知識培訓

Recbio Conducted Training on Hazardous Waste Management

2025 年 10 月，瑞科生物組織各危險廢棄物產生部門開展了「危險廢棄物知識培訓」。本次培訓以線下形式進行，系統講解了危險廢棄物的定義、規範化管理、台賬申報、應急預案及產生廢棄物單位的責任與義務等內容，並組織了專項考核，有效提升了相關人員的合規操作能力與責任意識。

In October 2025, Recbio organized training on hazardous waste management for departments generating hazardous waste. The training was conducted offline and provided systematic coverage of topics including the definition of hazardous waste, standardized management practices, record and reporting requirements, emergency response plans, and the responsibilities of waste-generating entities. A dedicated assessment was also conducted to further strengthen participants' compliance competency and awareness of responsibilities.



危險廢棄物知識培訓  
Hazardous Waste Management Training

資源高效利用

我們系統化推行能源管理策略，積極採用可再生能源，持續推進水資源循環利用與節水管理，全面落實循環經濟與綠色辦公實踐，以實現資源的高效利用及運營的低碳轉型。

Efficient Use of Resources

The Company systematically implements energy management strategies, actively adopts renewable energy, and continues to promote water recycling and water conservation. It also advances circular economy practices and green office initiatives to enhance resource efficiency and support the low-carbon transition of its operations.

能源管理

在實踐綠色發展的過程中，我們充分認識到能源管理對運營效率與環境責任的關鍵作用。為此，我們以 2021 年為基準年，設定了明確的能耗強度目標，通過系統性的能效管理與持續優化，致力提升能源使用效率，降低單位產出的資源消耗。

Energy Management

In advancing its green development strategy, the Company fully recognizes the critical role of energy management in operational efficiency and environmental responsibility. With the year of 2021 as the baseline, we have set energy consumption intensity targets, aiming to continuously optimize energy utilization efficiency and reduce energy consumption per unit of output through systematic management.

亮點目標  
Key Target

能耗強度目標：  
到 2030 年，能耗強度下降 **8%**

Energy Consumption Intensity Target:  
By 2030, energy consumption intensity will decrease by **8%**

我們通過靈活的動態能源管理與精細化節能舉措，在滿足環境控制需求的同時降低能耗。

We leverage flexible and dynamic energy management alongside targeted energy-saving measures to reduce energy consumption while meeting environmental control requirements.

動態能源管理  
Dynamic Energy Management

- 為滿足廠區恆溫恆濕的環境要求，我們實施動態能源管理策略，根據生產及停產期間的能源負荷差異，靈活調節設備運行台數及運行模式，以提升能源使用效率並減少浪費。
- Implement dynamic energy management strategies to meet the constant temperature and humidity requirements in the factory area, flexibly adjusting the number of active units and operating modes based on energy load variations between production and non-production periods to improve energy efficiency and reduce waste.

精細化節能舉措  
Refined Energy-saving Measures

- 通過優化滅菌櫃裝載驗證流程，有效降低蒸汽及電力消耗。
- 持續對空壓、空調及冷凍等關鍵公共設施進行能耗監測與管理，並對高耗能設備採取關停、降頻等運行優化措施。
- 主動停用閒置變壓器。
- Optimize the sterilizer loading verification process, effectively reducing steam and electricity consumption.
- Monitor and manage the energy consumption of key utility systems, including air compressors, air conditioning, and refrigeration equipment, and implement operational optimization measures such as shutting down or reducing the frequency of high-energy-consumption equipment.
- Proactively take idle transformers out of operation.

### 能源管理績效表現 Energy Consumption Performance

指標 Indicator	單位 Unit	2025	2024	2023
直接能源消耗總量 Total direct energy consumption	兆瓦時 MWh	458.66	60.76	103.75
汽油 Petrol	兆瓦時 MWh	82.86	60.76	103.75
自發可再生電力 Self-generated renewable electricity	兆瓦時 MWh	375.80	/	/
間接能源消耗總量 Total indirect energy consumption	兆瓦時 MWh	56,499.61	51,380.05	20,891.70
外購蒸汽 Purchased steam	兆瓦時 MWh	31,843.11	31,718.89	11,989.41
外購電力 Purchased electricity	兆瓦時 MWh	24,656.50	19,661.16	8,902.28
能源消耗總量 Total energy consumption	兆瓦時 MWh	56,958.27	51,440.81	20,995.45
能源消耗強度 Energy consumption intensity	兆瓦時 / 平方米 MWh/m <sup>2</sup>	0.93	0.81	0.35

註：

1. 瑞科生物的能耗核算依據國家市場監督管理總局和國家標準化管理委員會發佈的《綜合能耗計算通則》(GB 2589-2020) 進行核算。
2. 2025 年，由於將自發可再生電力使用納入統計口徑，導致直接能源消耗總量相應上升。

Note:

1. The energy consumption of Recbio is calculated by reference to the *General Rules for Calculation of the Comprehensive Energy Consumption* (GB 2589-2020) issued by the State Administration for Market Regulation and the Standardization Administration.
2. In 2025, the inclusion of self-generated renewable electricity usage within the statistical scope resulted in a corresponding increase in total direct energy consumption.



## 可再生能源

為提升綠色電力的使用比例，瑞科生物於綜合倉庫屋面建成總容量為 413.22kW 的光伏發電系統，現已全面投入運行，實現清潔電力的自發自用。經測算，該系統綜合效率約為 80%，首年發電量預計可達 45.9 萬 kWh。在未來二十五年的運行週期內，系統累計發電量預計約為 1,048 萬 kWh，年均發電量約為 41.92 萬 kWh，將持續為公司日常運營提供穩定可靠的清潔能源。

## 水資源利用

為提升水資源利用效率，公司積極推行中水回用措施，對疫苗樓制水系統產生的清下水進行單獨收集，並回用於冷卻塔補水、綠化灌溉及景觀噴泉等用途，每月節水約 60 噸。同時，公司通過優化工藝流程、升級相關設備及提升員工節水意識，持續推動水資源的科學管理與可持續利用。

## Renewable Energy

To increase the proportion of green electricity, Recbio has installed a photovoltaic power generation system with a total capacity of 413.22 kW on the rooftop of its warehouse. The system has been fully commissioned and enables the self-generation and self-consumption of green electricity. The system operates at an overall efficiency of approximately 80%, with expected power generation of approximately 459,000 kWh in the first year. Over a projected lifecycle of 25 years, the system is expected to generate approximately 10.48 million kWh of electricity in total, with an average annual generation of around 419,200 kWh, providing a stable and reliable source of clean energy for the Company's daily operations.

## Water Resource Management

To improve water utilization efficiency, the Company actively implements reclaimed water reuse measures. Clean drainage from the vaccine building's purified water system is separately collected and reused for cooling tower replenishment, landscaping irrigation, and fountains, achieving monthly water savings of approximately 60 tonnes. In addition, the Company continues to promote the scientific management and sustainable use of water resources through process optimization, equipment upgrades, and enhanced employee awareness of water conservation.



### 報告期內 During the Reporting Period

公司在取水方面未出現任何問題。

The Company experienced no issues in sourcing water for its operations.



### 亮點目標 Key Target

耗水強度目標：  
到 2030 年，耗水強度下降 **5%**

Water Consumption Intensity Target:  
By 2030, water consumption intensity will decrease by **5%**

### 水資源績效表現 Water Resource Performance

指標 Indicator	單位 Unit	2025	2024	2023
耗水總量 Total water consumption	噸 tonne	364,633.00	262,070.00	92,477.00
耗水總量強度 Water consumption intensity	噸 / 平方米 tonne/m <sup>2</sup>	5.94	4.15	1.55

註：

1. 2024 年，公司 HPV 產業化基地處於在建及調試階段，未納入耗水量統計。2025 年，統計範圍擴大至 HPV 產業化基地及创新型佐劑產業化基地的全部數據，因此耗水總量較上年大幅上升。

Note:

1. In 2024, the Company's HPV industrialization base was under construction and commissioning, and was therefore not included in the water consumption statistics. In 2025, the statistical scope was expanded to include all data from both the HPV industrialization base and the innovative adjuvant industrialization base, resulting in a significant increase in total water consumption.

## 循环经济

瑞科生物秉持循環經濟理念，採取器具回收利用等措施。在生產與實驗過程中，各相關部門將使用後的廢棄試劑桶進行回收，並作為廢液儲存容器再次利用，避免其直接轉為危險廢棄物進行處置。2025年，公司回收利用了約200個25L塑料桶。此外，檢驗部門已推行以玻璃器具替代一次性檢驗瓶等用品，經清洗後可重複使用，從源頭減少廢棄物的產生。

## Circular Economy

Recbio adheres to the principles of the circular economy and implements measures such as the recycling and reuse of equipment and materials. Production and laboratory departments collect used reagent containers and reuse them as storage containers for waste liquids, thereby avoiding their direct disposal as hazardous waste. In 2025, the Company reused approximately 200 plastic containers of 25 liters each. In addition, the inspection department has promoted the use of glassware as a substitute for disposable testing bottles and similar items, which can be cleaned and reused, thereby reducing waste generation at the source.

## 绿色办公

瑞科生物致力推動綠色辦公，減少日常運營過程中的能源及資源消耗，營造低碳環保的工作環境。

## Green Office Practices

Recbio promotes green office practices to reduce energy and resource consumption in daily operations and foster a low-carbon and environmentally friendly workplace.

### 綠色辦公舉措 Green Office Practices

設定空調溫度標準：夏季不低於 26°C，冬季不高於 20°C  
Setting air conditioning temperature standards: not lower than 26°C in summer and not higher than 20°C in winter

優化照明系統，推行節能使用策略  
Optimizing lighting systems and implementing energy-saving strategies

減少高能耗電器使用，以降低整體能源消耗  
Reducing the use of high energy-consuming electrical appliances to lower overall energy consumption

在辦公區域張貼節能標識，提升員工節能意識  
Posting energy-saving signage in office areas to enhance employees' awareness of energy conservation

基於瑞科生物的業務特性，公司在運營過程中並未涉及大量使用不可再生能源或森林資源。因此，本報告僅根據公司現有舉措對關鍵績效指標 A3「環境及天然資源」進行相應回應。

Given the business characteristics of Recbio, the Company does not involve extensive use of non-renewable energy or forest resources in its operations. Therefore, this report only provides corresponding responses to KPI A3: The Environment and Natural Resources based on the Company's existing initiatives.

報告期內，由於公司尚無產品上市，因此未產生包裝材料消耗。

During the Reporting Period, no packaging consumption was generated as the Company had no products launched to the market.



# 04

## 聚賢育才 賦能全面發展

### Talent Cultivation, Empowering Holistic Development

瑞科生物秉持「以人為本」的核心價值觀，致力於營造公平、多元及包容的工作環境。公司持續優化人才結構，完善制度體系，切實保障員工的合法權益，以吸引及留住優秀人才。在薪酬福利方面，公司建立以績效為導向的薪酬與激勵機制，為員工提供兼具內部公平性及外部競爭力的綜合待遇。在員工發展方面，公司高度重視培訓體系建設及產學研合作，開展多領域、多層級的系統化培訓，支持員工持續進修，並為不同專業序列員工設計清晰的職業發展通道。在職業健康與安全方面，公司構建完善的職業健康與安全管理體系，落實各項防護措施，保障員工身心健康。未來，瑞科生物將持續加大人力資本投入，賦能員工全面發展，在助力員工實現職業價值的同時，為企業可持續發展奠定堅實的人才基礎。

Recbio adheres to the core value of being people-oriented and is committed to creating an equitable, diverse and inclusive workplace. The Company continuously optimizes its talent structure, improves its management systems and safeguards the legitimate rights and interests of employees to attract and retain high-quality talents. For remuneration and benefits, the Company has established a performance-based remuneration and incentive system, providing employees with a comprehensive package that ensures both internal fairness and external competitiveness. For employee development, the Company places great emphasis on building its training system and fostering industry-academia-research collaboration. It offers systematic training programs across multiple fields and levels, supports continuing education, and establishes clear career development pathways for employees across different professional tracks. In terms of occupational health and safety, the Company has established a comprehensive occupational health and safety management system and implements effective protective measures to safeguard the physical and mental well-being of employees. Looking ahead, Recbio will continue to invest in human capital to empower employees' holistic development, thereby enabling them to realize their career value and laying a solid talent foundation for the Company's sustainable development.

本章節包含的重要議題  
Material Issues Covered in This Chapter

人才招聘與留任、員工福利與關懷、員工培訓與發展、職業健康與安全

Talent Recruitment and Retention, Employee Benefits and Care, Employee Training and Development, Occupational Health and Safety

本章節回應的 SDGs 目標  
SDGs Addressed in This Chapter



## 人才招聘與留任

瑞科生物嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國婦女權益保障法（修正）》《中華人民共和國勞動爭議調解仲裁法》《禁止使用童工規定》等法律法規，並制訂《員工手冊》等內部制度，系統性規範招聘與解聘、薪酬與晉升、工時與休假等管理流程，切實保障員工的合法權益。

我們在招聘時秉持「公平公正」的基本原則，通過多渠道吸納優秀人才。我們依據公司戰略部署、各部門業務需求及實際人員變動情況，確定具體招聘崗位與任職要求，經內部審批程序通過後，由人力資源部統一組織實施招聘工作。

公司秉持「內部培養為主，外部引進為輔」的人才選拔理念，制定以內部推薦及競聘上崗為優先的人才招聘策略，以激發員工成長動力及提升組織活力。當出現崗位空缺時，我們優先面向內部發佈通知並開展競聘評估，鼓勵員工參與競聘或推薦合適人選；同時，積極推行本地化僱傭，結合崗位特點優先選用當地優秀人才，以促進本地就業及經濟發展。此外，公司亦通過線上招聘平台拓展人才引進渠道，並深化校企合作等多元方式，系統推動人才引進及儲備工作。

我們重視人才結構的多元化與包容性，主動吸納不同性別、年齡、學歷背景、專業領域及少數民族的人才。截至報告期末，瑞科生物共有 498 名員工，其中包含 491 名全職員工和 7 名勞務派遣員工。我們為特殊群體提供平等的就業機會，助力其實現職業價值與社會價值。報告期內，公司共安置 7 名特殊群體就業，並根據其身體狀況及技能特長等實際情況，精準開發適配崗位，涵蓋行政支援及後勤保障等多個領域。

## Talent Recruitment and Retention

Recbio strictly abides by the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Women's Rights and Interests (2022 Revision)*, the *Law of the People's Republic of China on Labor-dispute Mediation and Arbitration* and the *Provisions on the Prohibition of Using Child Labor*. The Company has also formulated internal policies, including the *Employee Handbook*, to regulate management processes such as recruitment and termination, remuneration and promotion, and working hours and leave, thereby safeguarding the legitimate rights and interests of employees.

We uphold the fundamental principle of "fairness and equality" in recruitment, recruiting outstanding talent through multiple channels. Based on the Company's strategic planning, business needs across departments, and actual staffing changes, we define specific job positions and requirements. After internal approval, the Human Resources Department coordinates and executes the recruitment process.

The Company follows the talent selection philosophy of prioritizing internal development supplemented by external recruitment and adopts a recruitment strategy that gives priority to internal recommendation and internal competition, to stimulate employees' development and enhance organizational vitality. When vacancies arise, the Company gives priority to internal recruitment and conducts internal assessments, encouraging employees to apply or recommend suitable candidates. Meanwhile, the Company actively promotes local recruitment, giving priority to outstanding local talents based on job requirements to support local employment and economic development. In addition, the Company expands its talent acquisition channels through online recruitment platforms and strengthens school-enterprise cooperation and other diversified approaches to support systematic talent recruitment and development.

The Company values diversity and inclusiveness in its workforce and actively recruits talents of different genders, ages, educational backgrounds, professional fields and ethnic groups. As of the end of the Reporting Period, Recbio had a total of 498 employees, including 491 full-time employees and 7 dispatched workers. The Company provides equal employment opportunities for special groups to support their realization of professional and social value. During the Reporting Period, the Company employed 7 individuals from special groups and developed suitable positions based on their physical conditions and skill sets, covering areas such as administrative support and logistics support.

員工構成 Employee Structure					
類別 Category		單位 Unit	2025	2024	2023
僱員總人數 Total employees		人	498	531	472
按性別劃分 By gender	男性 Male	人	268	311	262
	女性 Female	人	230	220	210
按年齡劃分 By age	30 周歲及以下 Aged 30 and below	人	184	236	206
	31-50 周歲 Aged between 31 and 50	人	306	290	260
	51 周歲及以上 Aged 51 and above	人	8	5	6
按地區劃分 By region	北京 Beijing	人	83	84	97
	湖北 Hubei Province	人	16	18	19
	江蘇 Jiangsu Province	人	399	429	355
按學歷劃分 By education level	博士研究生 Doctoral degree	人	21	15	15
	碩士研究生 Master's degree	人	80	81	81
	其他 Others	人	397	435	376



員工流失情況 Employee Turnover					
類別 Category		單位 Unit	2025	2024	2023
按性別劃分 By gender	男性 Male	%	20	17	35
	女性 Female	%	11	12	52
按年齡劃分 By age	30 周歲及以下 Aged 30 and below	%	19	16	41
	31-50 周歲 Aged between 31 and 50	%	13	14	43
	51 周歲及以上 Aged 51 and above	%	25	40	67
按地區劃分 By region	北京 Beijing	%	16	23	81
	湖北 Hubei Province	%	44	13	21
	江蘇 Jiangsu Province	%	15	28	33

註：

1. 湖北地區員工流失率較高，主要受業務正常變動下的人員結構調整影響，同時由於湖北地區整體員工人數基數較小，個別人員的變動在比例上更容易造成流失率的波動，屬正常情況。

Note:

1. The relatively high turnover rate in Hubei Province is primarily attributable to workforce restructuring in the context of normal business fluctuations. Additionally, given the relatively small overall employee base in Hubei Province, individual personnel changes are more likely to result in proportional fluctuations in the turnover rate, which is considered normal.

## 員工權益保障

瑞科生物尊重並維護勞工人權，堅決杜絕童工、強迫勞動以及任何形式的歧視與騷擾。在招聘過程中，公司對應聘者的身份信息進行嚴格審核，以確保其年齡符合最低法定用工要求。公司對童工現象採取零容忍態度，若發現並核實存在童工情況，將立即與其解除勞動合同，並為受影響的兒童提供必要的支持。同時，公司嚴格執行國家及地方相關休假政策，並在勞動合同中明確規定工作時間及休假安排，以保障員工的合法權益。報告期內，公司未發生任何僱傭童工或強制勞動事件。

## Employee Rights Protection

Recbio respects and safeguards labor rights and strictly prohibits any form of child labor, forced labor, discrimination, and harassment. During the recruitment process, the Company conducts rigorous verification of candidates' identity information to ensure compliance with the minimum legal working age requirements. The Company adopts a zero-tolerance approach towards child labor. If any case of child labor is identified and verified, the Company will immediately terminate the labor contract and provide necessary support to the affected children. Meanwhile, the Company strictly implements national and regional leave policies and clearly specifies working hours and leave arrangements in labor contracts to protect the legitimate rights and interests of employees. During the Reporting Period, the Company had no incidents of child labor or forced labor.

## 報告期內 During the Reporting Period

公司為持續完善管理及保障員工權益，對《員工手冊》進行了共計 16 處的系統性修訂。本次修訂進一步規範了績效獎金、出勤考勤等制度，並納入平等僱傭政策及反性騷擾制度。相關修訂已經職工代表大會審議通過，旨在持續完善內部治理機制，強化對員工權益的制度性保障。《員工手冊》明確界定並禁止任何形式的歧視行為，包括基於性別、年齡、種族、宗教信仰、婚姻狀況、殘疾及地域等因素的歧視，並將反歧視要求貫穿於招聘、錄用、培訓、晉升及薪酬福利等全僱傭週期。針對女性員工等特殊群體，《員工手冊》進一步強化權益保障內容，明確其在孕期、產期及哺乳期的各項合法權益。同時，公司積極倡導「去性別化」理念，遵循男女同工同酬原則，支持女性員工的職業發展。

The Company made a total of 16 systematic revisions to the *Employee Handbook* to further enhance its management framework and safeguard employees' rights and interests. The revisions standardized policies related to performance bonuses and attendance management and incorporated equal employment policies and anti-sexual harassment measures. The revised version was reviewed and approved by the worker representative assemblies, with the objective of strengthening internal governance and enhancing the institutional protection of employees' rights and interests. The *Employee Handbook* clearly defines and prohibits all forms of discrimination, including those based on gender, age, race, religious beliefs, marital status, disability and place of origin, and integrates anti-discrimination requirements throughout the entire employment cycle, including recruitment, hiring, training, promotion and remuneration and benefits. For female employees and other special groups, the *Employee Handbook* further strengthens protection measures and clearly stipulates their legal rights during pregnancy, maternity and breastfeeding periods. The Company promotes the concept of "gender neutrality", adheres to the principle of equal pay for equal work and supports the career development of female employees.

此外，公司亦制定了尊重與反性騷擾制度，明確禁止任何形式的性騷擾行為，包括但不限於以明示或暗示方式提出與性相關的要求、傳送具有性暗示的訊息、實施不當肢體接觸，以及其他基於身份差異的侮辱性及冒犯性言行。該制度清晰列明了舉報途徑、調查程序及處理機制，員工可根據實際情況，通過工會、人力資源部或所屬部門管理層等任何渠道提出舉報。公司確保每宗舉報均能獲得及時、公正的處理，以保障員工權益，並產生有效的威懾作用。與此同時，公司加強預防性教育，通過政策宣導與培訓，提升全體員工對職場騷擾危害的認知，增強識別及介入騷擾行為的能力，從源頭上防止騷擾事件的發生。於報告期內，公司未發生任何騷擾或歧視事件，展現了相關制度與措施的實際成效。

In addition, the Company has established a policy on Respect and Prevention of Sexual Harassment, which strictly prohibits any form of sexual harassment. This includes, but is not limited to, making sexually related requests explicitly or implicitly, sending messages with sexual implications, engaging in inappropriate physical contact, and other offensive and derogatory conduct based on identity differences. The policy clearly outlines reporting channels, investigation procedures, and response mechanisms. Employees may file a report through any of the designated channels, such as the Trade Union, the Human Resources Department, or their respective departmental management, ensuring accessibility and convenience based on individual circumstances. The Company is committed to ensuring that all reported cases are addressed promptly and impartially, safeguarding employees' rights and creating an effective deterrent. Furthermore, the Company places strong emphasis on preventive education. Through ongoing policy communication and training initiatives, awareness of the serious impact of workplace harassment is reinforced across all levels of the organization. These efforts aim to strengthen employees' ability to recognize, respond to, and intervene in potentially inappropriate behaviors, effectively mitigating risks at the source. During the Reporting Period, the Company had no incidents of harassment or discrimination, reflecting the effectiveness of its preventive and responsive measures.

## 薪酬與福利

### 薪酬體系

為吸引、激勵及留住人才，瑞科生物在董事會下設薪酬與考核委員會，並制定《薪酬管理制度》《績效管理制度》《即時激勵管理辦法》等內部制度政策，構建以績效為導向的薪酬體系，以提升員工的積極性及競爭力，從而提升公司整體效益。

在薪酬架構上，公司打破傳統職級薪酬觀念，推行「寬帶薪酬模式」。公司薪酬由崗位工資、技能工資、獎金（包括績效獎金）、福利津貼以及股權或期權五部分組成，並以崗位價值確定薪酬級別，以能力與績效確定薪酬檔位，以提升人崗匹配程度，確保薪酬體系兼具內部公平性及外部競爭力。薪酬帶寬為不同能力及業績的員工提供充足的發展空間，鼓勵員工向專業深化或複合能力方向發展，成長為資深專家或複合型人才，從而實現人才價值與企業發展的協同提升，並為員工提供清晰的成長預期及回報機制。

## Remuneration and Benefits

### Remuneration System

To attract, motivate and retain talents, Recbio has established the Remuneration and Appraisal Committee of the Board of Directors and formulated internal policies including the *Remuneration Management Policy*, the *Performance Management Policy* and the *Immediate Incentive Management Measures*. The Company has established a performance-based remuneration system to enhance employees' motivation and competitiveness, thereby improving overall corporate performance.

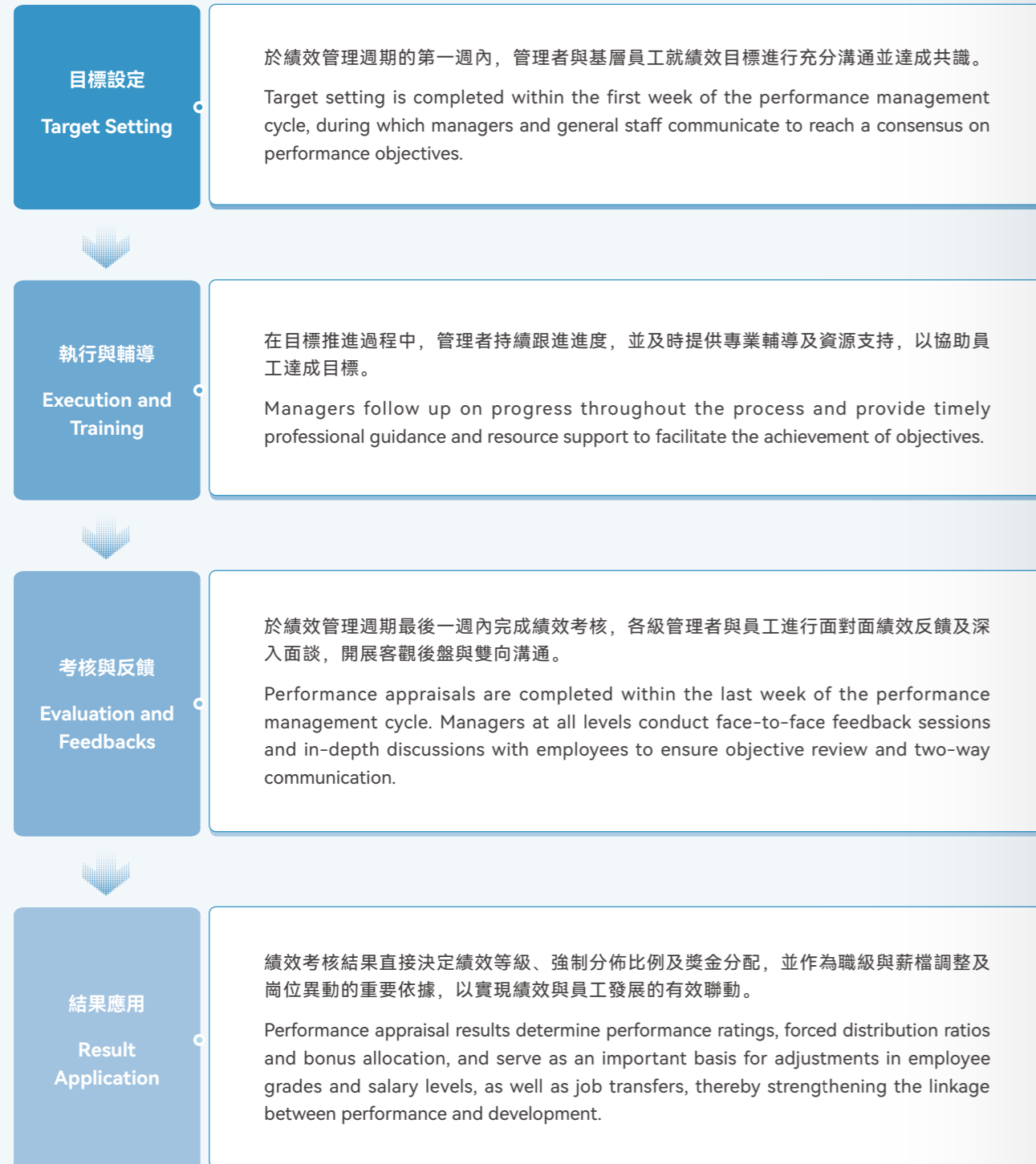
In terms of remuneration structure, the Company adopts the "broad-banding salary model" in place of the traditional job grade-based remuneration approach. The remuneration package comprises position-based salary, skill-based salary, bonuses (including performance bonuses), allowances and benefits, and equity or share options. Remuneration levels are determined based on the value of positions, while remuneration ranges are determined based on employees' competence and performance, thereby enhancing the alignment between employees and positions and ensuring both internal fairness and external competitiveness of the remuneration system. The salary bands provide sufficient flexibility to accommodate employees with different levels of capability and performance, encouraging professional specialization and the development of multi-disciplinary capabilities, and supporting employees in growing into senior experts or versatile talents. This approach helps align individual value with the Company's development while providing employees with clear expectations for career progression and rewards.

此外，公司強化目標設定與績效之間的聯繫，並按既定流程每季度開展績效考核。

The Company also strengthens the linkage between target setting and performance and conducts performance appraisals on a quarterly basis in accordance with established procedures.

### 績效考核流程

#### Performance Evaluation Process



報告期內，公司對《績效管理制度》進行修訂，系統建立分層績效管理機制，優化評估方式並調整結算週期，以強化績效薪酬的激勵導向。

During the Reporting Period, the Company revised the *Performance Management Policy*, introduced a tiered performance management mechanism, optimized evaluation methods and adjusted the settlement cycle to further strengthen the incentive effect of performance-based remuneration.

### 《績效管理制度》修訂內容

#### Revisions to the Performance Management Policy

##### 建立分層績效管理責任制 Establishment of a Tiered Performance Management Responsibility System

- ▶ 明確績效管理中各管理層級 (如總經理、分管領導及部門負責人等) 的逐級負責機制，職級越高則績效分佈要求越嚴格，強調關鍵人員的帶動作用，並通過分層審核機制確保責任的有效傳遞與落實，以解決原有制度中執行不到位的問題。
- ▶ A tiered accountability mechanism is established across management levels, including executives and department heads. Higher-level positions are subject to more stringent performance distribution requirements, reinforcing the leading role of key personnel. A hierarchical review mechanism ensures the effective transmission and execution of responsibilities, addressing previous issues of inadequate implementation.

##### 差異化設置績效發放週期 Differentiated Performance Payment Cycles

- ▶ 根據職級序列調整績效發放頻率：高層按年度發放，中層按季度發放，基層員工按月發放並實施季度考核。該調整兼顧不同崗位的績效特點，同時縮短基層員工績效兌現週期，以保障其生活穩定。
- ▶ Performance payment cycles are adjusted based on job levels: annual payments for senior management, quarterly payments for middle management, and monthly payments for general staff, along with quarterly appraisals. This approach reflects the characteristics of different positions while shortening the performance realisation cycle for general staff to support income stability.

##### 增設年終績效評估環節 Introduction of Year-end Performance Evaluation

- ▶ 將年度績效計算方式調整為：各週期考核平均分佔 70%，新增年終績效評價佔 30%。通過加權計算方式，避免員工因日常表現良好但年終關鍵目標未完成而導致評價不全面，提升年度績效評估的系統性與合理性。
- ▶ The annual performance calculation method is adjusted such that the average scores of periodic assessments account for 70%, while a newly introduced year-end performance evaluation accounts for 30%. This weighted approach ensures a more comprehensive assessment, preventing incomplete evaluations in which key annual objectives are not achieved despite strong routine performance.

##### 完善績效關聯調薪機制 Enhancement of Performance-linked Salary Adjustment Mechanism

- ▶ 建立與績效結果直接掛鈎的年度調薪機制，明確各職級在不同績效等級下的薪檔調整幅度，擴大適用範圍，並規定當績效評級為 C 或 D 時的降檔規則，以提升調薪機制的公平性及激勵導向。
- ▶ An annual salary adjustment mechanism directly linked to performance results is established, specifying adjustment ranges for different performance levels across job grades. The coverage of the mechanism is expanded, and rules for downward salary adjustment in cases of performance ratings of C or D are defined, thereby enhancing fairness and strengthening the incentive effect.

##### 核心價值觀納入考核 Integration of Core Values into Performance Evaluation

- ▶ 將公司核心價值觀納入績效評價的行為維度，並對業績指標進行簡化及量化描述，以提升可理解性及執行效果。
- ▶ The Company's core values are incorporated into the behavioural dimension of performance evaluation, and performance indicators are simplified and quantified to improve clarity and implementation effectiveness.

## 激勵體系

為激發員工的積極性與創造力，促進跨部門協作及企業文化建設，公司制定《即時激勵管理辦法》，並推行以「榮譽卡」及「感恩卡」為核心的即時激勵機制，對員工的突出業績、正面行為及合理化建議給予及時且公開的認可，從而有效提升整體工作效率與執行力。自 2023 年實施以來，兩類激勵卡片累計使用 1,627 張，其中榮譽卡 771 張、感恩卡 856 張。同一季度內累計獲得 2 張及以上卡片的員工，可進入季度榮譽榜單並獲得相應的物質獎勵，獲獎員工將於《瑞科人》雜誌「瑞之星」專欄刊載，形成持續正向的激勵循環。

## Incentive System

To stimulate employees' motivation and creativity, promote cross-departmental collaboration and strengthen corporate culture, the Company has formulated the *Immediate Incentive Management Measures* and implemented an instant incentive mechanism centered on "Honor Cards" and "Gratitude Cards". This mechanism provides timely and transparent recognition for employees' outstanding performance, positive behaviors and reasonable suggestions, thereby enhancing overall work efficiency and execution capability. Since its implementation in 2023, a total of 1,627 incentive cards have been issued, including 771 Honor Cards and 856 Gratitude Cards. Employees who receive two or more cards within a quarter are eligible to be included in the quarterly honor list and receive corresponding material rewards. Awarded employees are featured in the "Recbio Star" section of the *Recbio People* magazine, creating a sustainable positive incentive cycle.

報告期內，已有 16 名員工子女參與合作機構的英語課程，公司為其承擔 80% 的培訓費用。為促進團隊協作與溝通，公司設立月度團隊活動基金，支持各部門開展多元化的團隊建設活動，持續提升組織活力，營造積極和諧的工作氛圍。

During the Reporting Period, a total of 16 employees' children had participated in English training programs organized by partner institutions, with 80% of the training fees covered by the Company. To enhance team collaboration and communication, the Company has established a monthly team activity fund to support departments in organizing diverse team-building activities, thereby boosting organizational vitality and fostering a positive and harmonious working environment.

## 瑞科生物福利體系 Recbio's Benefits System

### 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, marriage leave, maternity leave, breastfeeding leave, parental leave, carer's leave, etc
- Social insurance and housing provident 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
- 團建基金
- 司齡紀念禮物
- Festival greetings and birthday gifts
- Annual health examination and travel activities
- Supplemental medical insurance for employees and their children
- Special leave such as leave for children companionship and elderly care
- Training programs for employees' children, such as English training
- Team-building fund
- Long-service anniversary gifts

### 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 examinations for employees exposed to occupational hazards

### 激勵性福利 Incentive Benefits

- 培訓進修機會
- Training and further education opportunities



《瑞科人》刊載榮譽榮譽卡季度榜單員工  
Employees featured in *Recbio People* for receiving Honor Cards in the quarterly leaderboard



《瑞科人》刊載榮譽感恩卡季度榜單員工  
Employees featured in *Recbio People* for receiving Gratitude Cards in the quarterly leaderboard

## 員工福利

為鞏固人才競爭優勢，瑞科生物制定《福利管理規定》，為全體員工提供完善且多層次的福利體系。該體系涵蓋法定福利、通用福利、職務福利及激勵性福利四個層面。在依法繳納社會保險及住房公積金的基礎上，公司亦提供多項補充福利，包括每年 6 天特色假期、節日禮品及慰問金，以及員工及其子女的英語培訓支持。

## Employee Welfare

To strengthen its talent competitiveness, Recbio established the *Welfare Management Regulations* to provide employees with a comprehensive and multi-level welfare system. This system comprises statutory benefits, general benefits, job-related benefits and incentive benefits. In addition to statutory social insurance and housing provident fund contributions, the Company provides various supplementary benefits, including six days of special leave per year, festive gifts and allowances, as well as English training support for employees and their children.

為營造積極融洽的團隊氛圍，公司定期組織員工關懷活動，豐富員工業餘生活，支持員工實現工作與生活的平衡。

The Company organizes employee care activities on a regular basis to foster a positive and harmonious team atmosphere, enrich employees' leisure time and support work-life balance.

### 瑞科生物員工集體生日會

#### Recbio Employee Birthday Celebrations

公司於每季度末為當季生日的員工舉辦集體生日會，增強員工對公司的認同感及歸屬感，營造「快樂工作，認真生活」的良好氛圍，並推動企業文化建設。

The Company organizes collective birthday celebrations for employees with birthdays in each quarter, helping enhance employees' sense of belonging and identification with the Company, foster a positive and engaging working atmosphere, and promote the development of corporate culture.



員工集體生日會  
Employee birthday celebrations

### 端午節節日活動

#### Dragon Boat Festival Celebration

2025年5月，瑞科生物為員工舉辦了端午節節日活動，弘揚中國傳統文化，豐富公司員工文化生活，提升員工工作熱情，增強公司企業文化凝聚力。

In May 2025, Recbio hosted a Dragon Boat Festival celebration for its employees to promote traditional Chinese culture, enrich the cultural life of staff, boost work enthusiasm, and strengthen corporate cultural cohesion.



端午節節日活動  
Dragon Boat Festival Celebration

### 婦女節節日活動

#### Women's Day Celebration

2025年3月，瑞科生物為員工舉辦婦女節節日活動，並向公司180名女性員工發放節日鮮花及禮品。

In March 2025, Recbio organized a Women's Day celebration for employees and distributed flowers and gifts to 180 female employees.



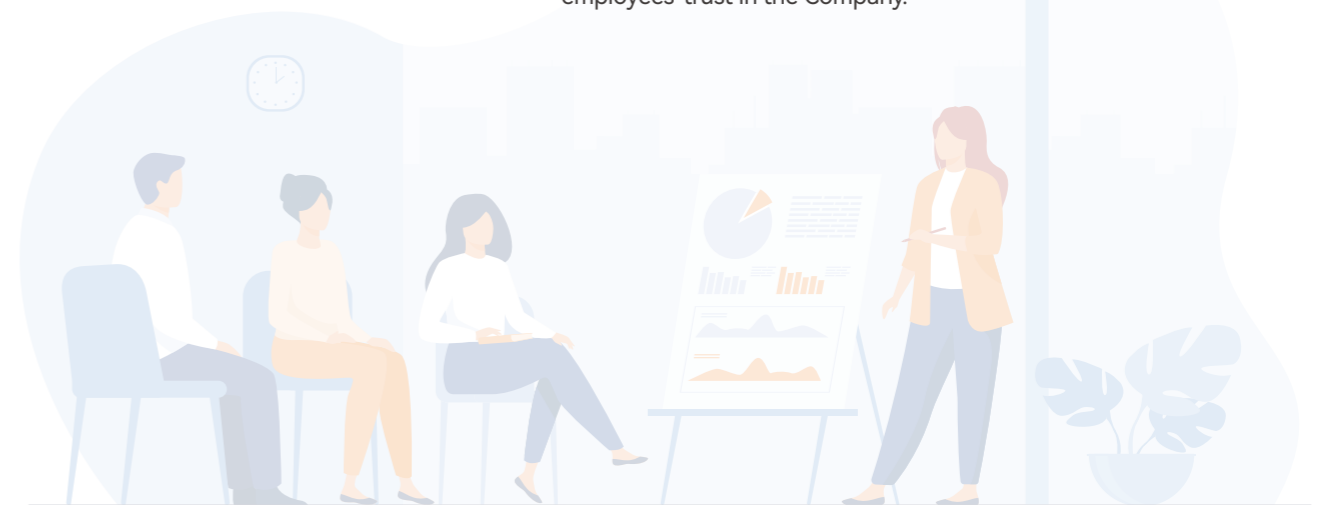
婦女節節日活動  
Women's Day celebration

### 員工溝通

瑞科生物嚴格遵循《中華人民共和國工會法》，致力於構建讓全體員工感受到尊重、歸屬與融入的企業文化。為及時回應員工需求，公司建立公平、透明的溝通機制，並通過工會委員會、職工代表大會等組織定期開展溝通與對話，持續聽取員工在生活需求及職業發展等方面的意見與訴求，推動實際問題的解決，進一步提升員工對公司的信任。

### Employee Communication

Recbio strictly abides by the *Trade Union Law of the People's Republic of China* and is committed to fostering a corporate culture in which all employees feel respected, valued and included. To respond promptly to employees' needs, the Company has established a fair and transparent communication mechanism. Through channels such as the labor union committee and Employee Representative Congress, the Company conducts regular dialogue and continuously collects employees' feedback on their daily needs and career development, thereby facilitating the resolution of practical issues and strengthening employees' trust in the Company.



## 瑞科生物召開職工代表大會

### Recbio Held Employee Representative Congress

2025年5月，江蘇瑞科生物技術股份有限公司工會第一屆三次職工代表大會於公司召開。大會應到職工代表45人，實到代表40人，出席人數超過代表總數的三分之二，符合《中華人民共和國工會法》的相關規定。會上，全體與會人員聽取了工會委員會第一屆工會主席就工會成立以來工作開展情況的匯報，並對《員工手冊》修訂版進行舉手表決，最終獲得全票通過。

In May 2025, the third session of the first Employee Representative Congress of the labor union of Jiangsu Recbio Technology Co., Ltd. was held at the Company. Of the 45 employee representatives entitled to attend, 40 were present, exceeding two-thirds of the total number of representatives and meeting the requirements of the *Trade Union Law of the People's Republic of China*. During the meeting, all attendees heard a report delivered by the chairperson of the first labor union committee on the work carried out since the establishment of the labor union, and voted on the revised *Employee Handbook*, which was approved unanimously.



職工代表大會  
Employee Representative Congress



此外，公司通過溝通訪談、績效面談、專屬反饋郵箱及員工代表等多維度渠道系統收集意見，確保每一項意見均能得到有效傳遞與回應。公司內部倡導開放包容及坦誠溝通的氛圍。2025年，公司對內部通訊平台進行升級，並上線全員個人主頁功能，集中展示員工的基本信息、業務分工及興趣特長，促進團隊快速建立相互了解，提升協作效率，進一步落實集體奮鬥理念。該平台同時向全體員工公開管理層聯繫方式，鼓勵員工直接反映意見並提出建議。每位員工均享有自由表達及跨級溝通的權利，相關意見由對應職能部門及時跟進、反饋並推動落實。

In addition, the Company collects feedback through multiple channels, including communication interviews, performance appraisal discussions, dedicated feedback mailboxes and employee representatives, ensuring that all feedback is effectively communicated and addressed. The Company promotes an open and inclusive communication culture that encourages open dialogue. In 2025, the Company upgraded its internal communication platform and launched personal profile pages for all employees, which consolidate employees' basic information, job responsibilities and areas of expertise, facilitating mutual understanding and improving collaboration efficiency. The platform also provides employees with access to the contact details of senior management, encouraging direct communication and the submission of suggestions. Employees are entitled to express their views freely and communicate across levels, and relevant feedback is acted upon and followed through by the corresponding functional departments in a timely manner.

## 員工培訓與發展

### 員工晉升

瑞科生物建立了系統化的人才晉升體系，並高度重視員工培養，通過提供豐富的學習資源及實踐機會，持續提升員工的專業能力及綜合素質，在推動員工個人成長的同時，亦為公司持續創新及快速發展奠定堅實的人才基礎。

公司制定《崗位任職資格標準手冊》，涵蓋研發序列及專業序列共98個崗位的任職資格標準。該體系從基本條件、專業知識、專業能力、通用能力及價值觀認同五個維度進行分級評估，並依據崗位特性設置差異化權重，以實現晉升管理的標準化。此外，基於任職資格體系，公司構建了管理與技術雙通道發展路徑：管理通道側重領導與統籌能力培養，技術通道聚焦專業深度與技能精進，為各類人才提供清晰的職業發展方向。通過體系與薪酬激勵的聯動，有效激發員工的成長動力。

在內部人才培養及幹部管理方面，公司制定《幹部管理制度》，明確幹部的選拔、培養、任用、評價、激勵及調整機制。該制度採用「先晉升後培養」的模式，從績效、文化、能力及作風等多維度進行綜合評估，推動幹部隊伍建設的系統化及規範化。未來，公司將持續優化及完善《幹部管理制度》，不斷以新時代標準完善內部人才晉升體系。

## Employee Training and Development

### Talent Promotion

Recbio has established a systematic talent promotion system and places great emphasis on employee development. By providing ample learning resources and practical opportunities, the Company continuously enhances employees' professional skills and overall capabilities, thereby supporting individual growth while laying a solid talent foundation for the Company's continued innovation and rapid development.

The Company has formulated the *Position Qualification Standards Manual*, covering qualification standards for 98 positions across R&D and professional sequences. The system evaluates employees across five dimensions, namely basic requirements, professional knowledge, professional capabilities, general competencies and value recognition, and assigns differentiated weightings based on job characteristics to achieve standardized promotion management. Based on this qualification framework, the Company has established dual career development pathways, including a management track focusing on leadership and coordination capabilities, and a technical track emphasizing professional depth and skill enhancement, providing clear career development directions for different types of talents. Through the integration of this system with remuneration incentives, employees' motivation for development is effectively stimulated.

In terms of internal talent development and cadre management, the Company has formulated the *Cadre Management System*, which defines mechanisms for the selection, cultivation, appointment, evaluation, incentive and adjustment of cadres. The system adopts the model of "promotion before cultivation" and conducts comprehensive evaluations across multiple dimensions, including performance, culture, capability and conduct, thereby promoting the systematic and standardized development of the cadre team. Looking ahead, the Company will continue to refine and improve the *Cadre Management System* and further enhance its internal talent promotion framework in line with evolving standards.

## 員工培訓

瑞科生物致力於構建終身學習的企業文化，持續完善以職業發展為導向的多層次培養體系，支持各層級員工實現持續成長與能力提升。公司通過制定《培訓管理指南》《培訓管理程序》等制度，規範培訓的組織方式、培訓內容及相關責任，系統強化培訓管理機制。公司建立了公司級、部門級及班組級三級聯動的人才培訓體系，圍繞公司戰略與業務需求，結合員工不同發展階段及實際工作挑戰，提供包括入職培訓、崗位技能培訓及管理能力提升等多元化培養項目。

## Talent Training

Recbio is committed to creating a culture of lifelong learning and continuously improving a multi-level talent development system oriented towards career development, supporting employees at all levels in achieving continuous growth and capability enhancement. The Company has formulated the *Training Management Guidelines* and the *Training Management Procedures* to standardize training organization, content and responsibilities, thereby strengthening the training management mechanism. The Company has established a three-level talent training system at the corporate, department and team levels. Based on strategic and business needs and taking into account employees' development stages and practical challenges, the Company provides diversified training programs, including employee onboarding training, job skill training and management capability enhancement training.

### 藥品生產質量管理規範（GMP）相關培訓

#### Good Manufacturing Practice (GMP) Related Training

報告期內，公司各部門及班組圍繞藥品生產質量管理規範（GMP）體系要求，共計組織開展相關培訓 412 場。培訓內容涵蓋人員衛生與行為規範、微生物基礎知識、消毒劑使用及清場管理、無菌產品控制、法規解讀以及 QMS 文件培訓等重點領域。

During the Reporting Period, Recbio's departments and teams organized a total of 412 training sessions in accordance with the requirements of GMP. The training covered key areas including personnel hygiene and behavioral standards, basic microbiology knowledge, disinfectant usage and cleaning management, sterile product control, regulatory interpretation, and Quality Management System (QMS) documentation training.



GMP 培訓  
GMP Related Training



此外，公司通過學習平台全面推行線上培訓，支持各部門及各層級員工靈活安排學習內容，顯著提升培訓覆蓋效率及學習自主性。報告期內，平台全年共上傳內外部視頻超過 1,000 個，新增課程 103 門，參與學習員工 443 人，累計學習達 2,045 人次，總學習時長超過 4,000 小時。

In addition, the Company implements online training through its learning platform, enabling employees across departments and levels to arrange learning content flexibly, thereby improving training coverage and enhancing learning autonomy. During the Reporting Period, more than 1,000 internal and external videos were uploaded to the platform, and 103 new courses were added. A total of 443 employees participated in the training, recording 2,045 attendances and accumulating more than 4,000 learning hours.

2025 年，公司新上線「銳進同學營」「專業學堂」「啟瑞學堂」等專題培訓欄目，系統開展幹部賦能及全員通識教育，有效支撐管理能力提升、專業深化及行業視野拓展，持續滿足員工多元化學習需求。

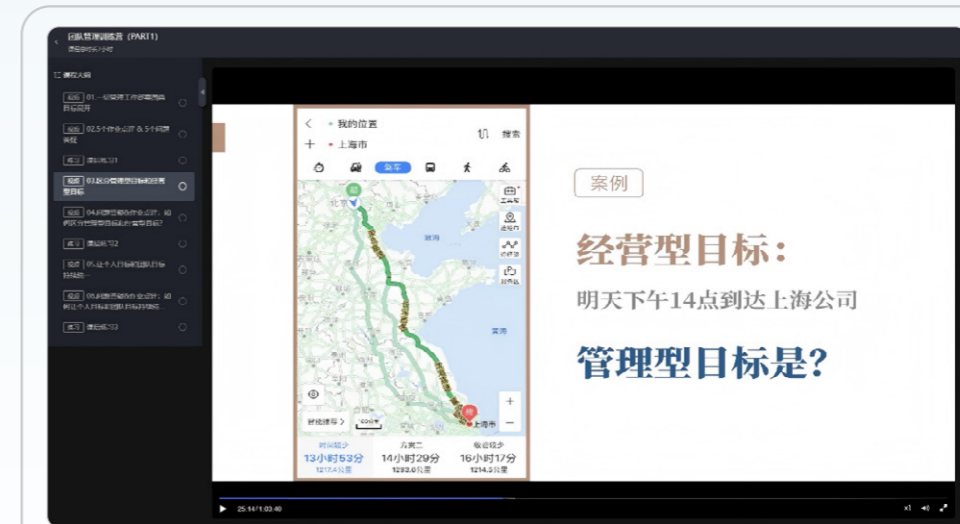
In 2025, the Company launched specialized training programs, including "Ruijin Learning Camp", "Professional Academy" and "Qirui Academy", to systematically support cadre development and general training for all employees. These programs facilitate the enhancement of management capabilities, the deepening of professional expertise and the expansion of industry perspectives, thereby meeting employees' diverse learning needs.

### 銳進同學營

#### Ruijin Learning Camp

公司重視幹部梯隊建設，為持續提升各層級的管理能力，面向基層、中層及高層幹部分層設計賦能課程，並組織相應培訓。全年按不同層級分別開展 4 期線上學習營，累計共 12 期，課程總學習時長超過 2,000 小時，各層級的學習參與率及完成率均接近 100%。

The Company places great emphasis on the development of its cadre pipeline. To continuously enhance cadres' management capabilities at different levels, it has designed tiered training programs for junior, middle and senior management and organized corresponding training sessions. During the year, four online learning camps were conducted for each management level, with a total of 12 sessions delivered. The total learning duration exceeded 2,000 hours, with participation and completion rates for all levels approaching 100%.



銳進同學營  
Ruijin Learning Camp

### 專業學堂

#### Professional Academy

公司創建「專業學堂」，秉承「精研、深學、洞見、基石」的理念，致力提升專業技術人才的能力與素質。該項目聚焦疫苗及生物製品領域，系統上線《蛋白工程》《細胞生物學》等與業務深度融合的專業課程。課程通過線上學習平台按月發佈，憑藉其高度的專業性與系統性獲得員工廣泛認可，年度累計學習時長近 **250** 小時。

The Company has established the "Professional Academy", guided by the principles of "in-depth research, continuous learning, insight and foundation", with the aim of enhancing the capabilities and competencies of its professional and technical personnel. Focusing on the fields of vaccines and biopharmaceuticals, the program has systematically introduced specialized courses, including *Protein Engineering* and *Cell Biology*, which are closely aligned with business operations. These courses are released monthly through the online learning platform and have been widely recognized by employees for their high level of professionalism and systematic structure. During the year, the total learning duration reached approximately **250** hours.



專業學堂  
Professional Academy

### 啟瑞學堂

#### Qirui Academy

為構建持續學習的組織氛圍及提升全員綜合素養，公司設立「啟瑞學堂」。該項目以「精選優質資源、促進思維啟發、拓展視野及提升技能」為目標，課程突出「短、小、新、專題化及迭代式」特點，圍繞大健康及宏觀形勢等與行業及組織發展相關的前沿主題展開。培訓面向全體員工，以線上形式常態化運營並定期更新。2025 年度累計課程學習時長超過 **230** 小時，有效促進員工知識儲備及認知視野的持續提升，為組織人力資本價值的提升提供有力支撐。

To foster a culture of continuous learning and enhance the overall capabilities of employees, the Company has established the "Qirui Academy". The program aims to provide high-quality learning resources that stimulate thinking, broaden perspectives and enhance skills. Its courses are characterized by being concise, up-to-date, thematic and iterative, and focus on frontier topics relevant to industry and organizational development, such as the healthcare sector and macroeconomic trends. The training is open to all employees and is delivered through an online platform with regular updates. In 2025, the total learning duration exceeded

**230** hours, effectively enhancing employees' knowledge base and cognitive perspectives and supporting the continuous improvement of the Company's human capital value.



啟瑞學堂  
Qirui Academy

### 報告期內 During the Reporting Period

公司組織開展九場內部疫苗專題研討會，幫助員工及時掌握前沿動態。研討內容聚焦行業熱點及研究進展，涵蓋巨細胞病毒（CMV）免疫學研究、疫苗技術創新與研發策略，以及特定病原體疫苗的臨床研究等議題。

The Company organized nine internal thematic seminars on vaccines to support employees in keeping abreast of the latest developments. The seminars focused on industry trends and research progress, covering topics such as cytomegalovirus (CMV) immunology research, vaccine technology innovation and R&D strategies, as well as clinical research on vaccines targeting specific pathogens.

員工培訓 Employee Training					
員工受訓百分比 Percentage of Employees Trained					
類別 Category		單位 Unit	2025	2024	2023
按性別劃分 By gender	男性 Male	%	55.48	57.43	54.52
	女性 Female	%	44.52	42.57	45.48
按職級劃分 By level	高級管理層 Senior management	%	1.76	1.81	2.00
	中級管理層 Middle management	%	10.37	11.65	12.00
	基層員工 General staff	%	87.87	86.35	86.00
員工受訓平均時長 Average Training Hours of Employees					
類別 Category		單位 Unit	2025	2024	2023
按性別劃分 By gender	男性 Male	小時 Hours	22.06	23.05	21.57
	女性 Female	小時 Hours	21.62	21.05	23.28
按職級劃分 By level	高級管理層 Senior management	小時 Hours	6.09	8.11	20.00
	中級管理層 Middle management	小時 Hours	18.37	18.47	15.73
	基層員工 General staff	小時 Hours	24.76	23.63	28.65

## 校企合作

瑞科生物重視員工的長期發展，支持員工樹立終身學習理念，並基於職業發展需求提供多元化的再教育支持。為鼓勵員工提升專業資質，公司對取得官方學位、學歷及外部認證的員工提供學費報銷；同時與揚州大學合作開辦碩士學位進修班，為員工深造創造便利條件。

在人才培養及產學研合作方面，公司已與國內多所高校建立穩定合作關係：與貴州醫科大學共建實習就業基地，與南通大學聯合設立研究生培養基地。2025年12月，公司獲武漢大學生命科學學院聘為「燭光育人共同體——首批實踐基地」。

## School-Enterprise Cooperation

Recbio attaches great importance to employees' long-term development and supports the establishment of a culture of lifelong learning by providing diversified re-education support based on career development needs. To encourage employees to enhance their professional qualifications, the Company provides tuition reimbursement for employees who obtain officially recognized degrees, diplomas and external certifications. In addition, the Company collaborates with Yangzhou University to offer master's degree programs, providing employees with convenient opportunities for further study.

In terms of talent development and industry-academia-research cooperation, the Company has established stable partnerships with several Chinese universities, including the establishment of an internship and employment base with Guizhou Medical University and a joint postgraduate training base with Nantong University. In December 2025, the Company was appointed by the School of Life Sciences of Wuhan University as a "Candlelight Education Community – First Batch Practice Base".

### 揚州大學碩士合作班項目

#### Master's Program in Collaboration with Yangzhou University and Recbio

公司與揚州大學合作，在泰州醫藥產業園區開設在職藥學碩士進修班。該項目學制為三年，採用集中面授與自學相結合、線上與線下融合的教學模式，集中授課安排於業餘時間，線下面授地點設於泰州，充分兼顧員工的工作與學習需求。截至報告期末，公司共有7名員工參與該課程學習，其中2人已通過全國英語統一考試，並進入畢業論文準備階段。

The Company collaborates with Yangzhou University to offer an on-the-job Master's Program in Pharmacy at the Taizhou Pharmaceutical Industrial Park. The program has a duration of three years and adopts a blended learning model combining intensive face-to-face instruction with self-study, as well as online and offline teaching. Centralized classes are scheduled during non-working hours, with offline sessions conducted in Taizhou, allowing employees to balance work and study commitments. As of the end of the Reporting Period, a total of 7 employees were enrolled in the program, of whom 2 have passed the National English Examination and have entered the stage of thesis preparation.



揚州大學藥學碩士項目  
Master's Program in Pharmacy in collaboration  
with Yangzhou University and Recbio

### 瑞科生物與南京醫科大學共建國家疫苗研發創新平台

#### Recbio Collaborates with Nanjing Medical University to Establish a National Vaccine Innovation Platform

公司與南京醫科大學共同參與國家疫苗研發創新平台建設，開展產學研合作。平台儀器設備向公司開放共享，雙方圍繞疫苗研發關鍵技術難題開展聯合攻關，並定期交流研發項目。學校提供智力與技術支撐，公司則提供試驗場地支持，並共同申報國家及省部級重大科技專項。雙方互聘產業兼職導師，公司承擔部分教學任務並為學生提供實踐基地。此外，雙方聯合舉辦學術交流活動，推動創新資源向園區集聚。

The Company collaborates with Nanjing Medical University in the establishment of a National Vaccine Innovation Platform and conducts industry-academia-research cooperation. Laboratory instruments and equipment under the platform are shared with the Company, and both parties jointly address key technical challenges in vaccine R&D while regularly exchanging information on research projects. The university provides intellectual and technical support, while the Company offers experimental facilities and jointly applies for national and provincial-level major scientific research projects. Both parties appoint industry adjunct mentors, with the Company undertaking certain teaching responsibilities and providing practical training bases for students. In addition, joint academic exchange activities are organized to promote the aggregation of innovation resources within the industrial park.



南京医科大学国家疫苗研发创新平台揭牌仪式  
Inauguration ceremony of the National Vaccine  
Innovation Platform at Nanjing Medical University



## 職業健康與安全

保障員工健康與安全是瑞科生物的首要任務。瑞科生物嚴格遵守《中華人民共和國安全生產法》《中華人民共和國職業病防治法》《工作場所職業衛生監督管理規定》《職業病危害項目申報辦法》等國家法律法規，並制定《職業健康管理程序》《工傷保險管理程序》等公司內部制度，致力將職業健康風險對員工健康與安全的影響降至最低。

## 職業健康與安全管理體系

瑞科生物建立並完善職業健康與安全管理體系。我們遵循「屬地管理、分級負責、防治結合」原則與「安全第一，預防為主，綜合治理」方針，設立安全生產委員會，由總經理擔任安全生產委員會主任，統籌協調、指導監督全公司安全工作。委員會負責審核安全目標、建立健全並監督安全生產責任制，定期召開安委會及安全例會，分析安全生產形勢。2025 年，委員會每週召開工程項目例會，由各部門負責人彙報進展及安全事項，持續強化日常安全管理。

## Occupational Health and Safety

Safeguarding employees' health and safety is the top priority of Recbio. The Company strictly complies with the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, the *Provisions on the Supervision and Administration of Occupational Health at Work Sites* and the *Measures for the Declaration of Projects with Occupational Hazards*, and has formulated internal policies including the *Management Procedures for Occupational Health* and the *Work Injury Insurance Management Procedure* to minimize the impact of occupational health hazards on employees' health and safety.

## Occupational Health and Safety Management System

Recbio has established and continuously improved its occupational health and safety management system. We adhere to the principles of "local management, hierarchical responsibility, prevention and control integration," as well as the guidelines of "safety first, prevention-oriented, and comprehensive governance." To oversee and coordinate safety efforts across the organization, we have established a Safety Production Committee, chaired by the General Manager, who leads the overall planning, guidance, and supervision of company-wide safety operations. The Committee is responsible for reviewing safety objectives, establishing and enforcing a sound safety production responsibility system, and regularly convening Safety Production Committee meetings and routine safety briefings to analyze the current safety landscape. In 2025, the Committee held weekly project engineering regular meetings, during which all heads of departments reported on project developments and safety-related matters, thereby strengthening day-to-day safety management and ensuring sustained operational safety.



瑞科生物持續優化職業健康與安全管理工作，確保工傷及職業病危害事件的處理合規及高效。在工傷管理方面，公司規範從事故報告、緊急送醫、原因調查、工傷認定申請至勞動能力鑑定的全流程管理，系統控制職業健康與安全風險。針對職業病危害事故，公司規定須於 1 小時內向主管部門報告，並同步啟動應急預案，落實現場控制、人員疏散、傷員救治及事後整改等措施。

公司通過系統化的審計與檢查機制推動管理持續改進。工程部每年制定《EHS 審計計劃表》，按月確定審計重點，對隱患進行記錄並跟蹤整改。工程部 EHS 定期對各車間開展職業健康專項審計，審計內容涵蓋教育培訓、職業健康檢查、防護設施及勞保用品管理等方面，並對不合格情況要求限期整改。報告期內，職業健康專項審計隱患整改率達 100%。此外，公司持續開展內部檢查，並主動接受政府及第三方機構的外部監督。報告期內，瑞科生物共計接受並通過 13 次涵蓋執法檢查及安全檢查等多類型的外部檢查。公司因工傷損失工作日數 6 天。

Recbio continuously optimizes its occupational health and safety management to ensure compliant and efficient handling of work-related injuries and occupational disease hazard incidents. In terms of work injury management, the Company standardizes the entire process, including incident reporting, emergency medical treatment, cause investigation, application for work injury recognition and labor capacity assessment, thereby systematically controlling occupational health and safety risks. In the event of occupational disease-related incidents, the Company requires that such incidents be reported to the competent authorities within one hour and that the emergency plan be activated simultaneously, with measures implemented including on-site control, personnel evacuation, medical treatment for the injured and post-incident rectification.

The Company promotes continuous improvement on occupational health and safety management system through systematic audit and inspection mechanisms. The Engineering Department formulates the *EHS Audit Plan Schedule* on an annual basis, determines key audit focuses for each month, and records identified hazards and follows up on rectification. The EHS function of the Engineering Department conducts regular occupational health audits across workshops, covering areas such as EHS training, occupational health examinations, the management of protective facilities and personal protective equipment, and requires rectification within a specified timeframe for any non-compliance. During the Reporting Period, the rectification rate of identified issues in occupational health audits reached 100%. In addition, the Company conducts regular internal inspections and actively accepts external supervision from government authorities and third-party organizations. During the Reporting Period, Recbio underwent and passed a total of 13 external inspections, including law enforcement inspections and safety inspections. The number of days lost due to work injury at Recbio was 6.

2023 至 2025 年，瑞科生物：

From 2023 to 2025, Recbio:

因工亡故人數：0

Number of work-related fatalities: 0

因工亡故比率：0

Work-related fatality rate: 0

## 職業健康與安全管理舉措

公司全面執行建設項目職業健康與安全「三同時」管理制度，持續完善安全風險分級管控與隱患排查治理雙重預防機制，確保各類安全隱患得到及時識別與消除。針對新建、改建及擴建項目，公司在可行性研究、工藝設計及設備選型等初始階段即納入職業病防控要求，系統推進職業病危害預評價、防護設施設計、控制效果評價及評審驗收工作，實現對職業病風險的源頭治理與全過程控制。

針對存在職業病風險的崗位，公司規範配備工作服、防護手套、勞保鞋及防毒面具等個人防護裝備，並嚴格執行定期檢查與維護。同時，公司組織相關崗位員工開展上崗前、在崗期間及離崗時的職業健康檢查，並建立《勞動者個人職業健康監護檔案》及《人員體檢情況跟蹤統計記錄》，以系統化管理員工的職業健康。

我們將員工身心健康置於首位。除為特定崗位配備專業防護措施外，公司亦為全體員工提供年度健康體檢。在員工心理健康支持方面，公司通過各業務部門的 HRBP 常態化關注員工的身心狀況，並通過定期溝通及情緒觀察，及時識別員工在工作及生活中遇到的困擾，並提供相應的支持與疏導。

## Occupational Health and Safety Management Initiatives

Recbio fully implements the "three simultaneous" management regulations for occupational health and safety in construction projects and continues to improve the dual-prevention mechanism consisting of grade-based safety risk control and hidden hazard investigation and control, ensuring that potential safety hazards are identified and eliminated in a timely manner. For new, renovation and expansion projects, the Company integrates occupational disease prevention and control requirements at the initial stages, including feasibility studies, process design and equipment selection. The Company systematically carries out pre-assessment of occupational disease hazards, design of protective facilities, evaluation of control effectiveness, and review and acceptance procedures. This ensures source control and process management of occupational health risks.

For positions exposed to occupational disease risks, the Company provides standardized personal protective equipment, including work uniforms, protective gloves, safety shoes and gas masks, and implements regular inspection and maintenance. The Company also organizes occupational health examinations for relevant employees before, during and after employment, and establishes records including the *Personal Occupational Health Monitoring File* and the *Employee Health Examination Tracking Record* to systematically manage employees' occupational health.

The Company places the physical and mental well-being of employees as a top priority. In addition to providing specialized protective measures for specific positions, the Company offers annual health examinations covering all employees. In terms of psychological well-being support, the Company monitors employees' physical and mental conditions through HR Business Partners (HRBPs) across business units. Through regular communication and observation between HRBPs and Employees, potential concerns encountered by employees in their work and personal lives are identified in a timely manner, and appropriate support and guidance are provided.

### 報告期內 During the Reporting Period

公司對創新型佐劑產業化項目開展職業病危害因素檢測，檢測範圍涵蓋各部門生產車間及工程設施等涉及職業危害因素的場所。評價報告顯示，各項檢測結果均符合相關要求。

The Company conducted occupational hazard factor testing for the innovative adjuvant industrialization project, covering production workshops and engineering facilities across departments where occupational hazards may be present. The evaluation report confirmed that all testing results complied with the relevant requirements.

## 職業健康與安全文化建設

為確保員工充分了解職業健康風險並掌握相關防護技能，公司建立了系統化的告知與培訓機制。在與員工簽訂勞動合同時，公司已明確告知崗位存在的職業病危害因素、可能產生的後果及相應的防護措施。同時，公司在公告欄定期宣傳職業衛生知識，並在各車間相關崗位的醒目位置，按照《工作場所職業病危害警示標識》(GBZ158)的要求設置警示標識及告知卡。

公司定期開展職業衛生專題培訓，內容涵蓋崗位危害因素及檢測結果、防護設施及勞保用品使用、防塵防毒技能、職業健康體檢安排，以及相關法律法規與操作規程，確保員工具備必要的職業健康防護知識及实操能力。

## Occupational Health and Safety Culture Building

To ensure that employees fully understand occupational health risks and are equipped with appropriate protective knowledge, the Company has established a systematic occupational health and safety notification and training mechanism. When entering into labor contracts, the Company clearly informs employees of occupational hazard factors associated with their positions, the potential consequences and the corresponding protective measures. The Company also regularly disseminates occupational health knowledge through internal notice boards and, in accordance with the requirements of the *Warning Signs for Occupational Hazards in the Workplace (GBZ158)*, sets up warning signs and notification cards at prominent locations in relevant workshop areas.

The Company conducts regular occupational health training programs covering hazard factors associated with specific positions and corresponding testing results, the use of protective facilities and personal protective equipment, dust and toxic substance protection skills, occupational health examination arrangements, as well as relevant laws, regulations and operating procedures. This ensures that employees possess the necessary knowledge and practical capabilities for occupational health protection.

### 職業衛生培訓體系 Occupational Health Training System

#### 崗前培訓 Pre-job Training

- 新入職員工在入廠時接受 EHS 培訓
- 部門或車間員工上崗前開展職業衛生培訓
- New employees receive EHS training upon entry
- Occupational health training is conducted for employees before taking up their positions

#### 崗中培訓 On-the-job Training

- 部門或車間每年組織員工進行一次崗中職業衛生培訓
- 員工從非職業病危害崗位調入職業病危害崗位、職業病危害崗位調入其它職業病危害崗位、同種職業病危害崗位調崗前，均需開展職業衛生培訓
- Departments or production workshops organize at least one occupational health training session annually for employees
- Occupational health training is conducted when employees are transferred from non-hazardous positions to hazardous positions, between different hazardous positions, or prior to role changes within the same category of hazardous positions

#### 年度培訓 Annual Training

- EHS 每年對職業病危害崗位部門或車間負責人及各部門或車間 EHS 管理人員開展一次職業衛生培訓及考核
- EHS conducts annual occupational health training and assessment for the heads of departments or workshops with occupational disease hazard positions, as well as for the EHS management personnel of each department or workshop

報告期內 During the Reporting Period

公司共開展了 **14** 次 EHS 培訓，內容涵蓋安全意識及安全知識、安全風險分級管控與隱患排查治理、生物安全、消防安全等，覆蓋全體員工及相關特定部門，累計培訓時數達 **54** 小時。

The Company conducted a total of **14** EHS training sessions covering topics such as safety production awareness and knowledge, safety risk classification management and hazard identification and mitigation, biosafety, and fire safety. The training reached all employees and relevant specialized departments, with a total training duration of **54** hours.

職業健康與安全培訓

Occupational Health and Safety Training

2025 年 7 月，公司就修訂後的《職業健康管理程序》《工傷保險管理程序》開展培訓，內容涵蓋相關法律法規與政策、職業危害識別、防護措施、健康監護及應急響應等。工程部、生產部及質量控制部等相關部門員工參加本次培訓。

In July 2025, the Company conducted training on the revised *Management Procedures for Occupational Health* and the *Work Injury Insurance Management Procedure*, covering areas such as relevant laws and regulations, hazard identification, protective measures, health monitoring and emergency response. Employees from the Engineering Department, Production Department and Quality Control Department, among other relevant departments, participated in the training.



職業健康與安全培訓  
Occupational Health and Safety Training

報告期內 During the Reporting Period

為持續提升員工的應急響應能力，公司圍繞消防逃生與滅火、危險化學品洩漏、蒸汽管道洩漏及生物實驗室洩漏等重點風險場景，共組織開展 **5** 次專項應急演練。

To continuously enhance employees' emergency response capabilities, the Company organized a total of **5** emergency drills covering key risk scenarios, including fire evacuation and firefighting, hazardous chemical leakage, steam pipeline leakage and biological laboratory leakage.

瑞科生物開展危險化學品洩漏演練

Recbio Conducted a Hazardous Chemical Leakage Emergency Drill

2025 年 6 月，瑞科生物組織開展危險化學品洩漏應急演練。本次演練模擬甲醇洩漏及飛濺事故，涵蓋儲運部、EHS 部等多個部門員工參與，並完整執行事故上報、人員急救、洩漏封堵、現場吸附清理及危險廢棄物處置等全流程。

In June 2025, Recbio carried out a hazardous chemical leakage drill simulating a methanol leakage and splashing incident, involving employees from multiple departments, including the Storage and Logistics Department and the EHS Department. The drill executed the entire process of incident reporting, first aid, leak containment, on-site absorption and clean-up, and hazardous waste disposal.



危化品洩漏演練  
Hazardous chemical leakage drill

瑞科生物開展消防演練

Recbio Conducted a Fire Safety Drill

2025 年 11 月，瑞科生物組織開展滅火及應急疏散消防演練。本次演練涵蓋消防控制室值班人員的應急處置、人員疏散逃生以及滅火器材的實操使用等內容。

In November 2025, Recbio organized a fire safety drill covering firefighting and emergency evacuation. The drill included emergency response procedures for personnel in the fire control room, evacuation and escape procedures, as well as hands-on use of firefighting equipment.



消防演練  
Fire Safety Drill



# 05

## 同心共建 踐行普惠擔當

### Collaborative Efforts, Delivering Inclusive Responsibility

瑞科生物以「創製一流疫苗，守護人類健康」為初心，以開放協作的態度投身行業共建，以患者需求為核心推動普惠醫療，並以實際行動履行慈善公益責任。在行業共建方面，公司通過高頻次、多層次的學術交流與合作研發，積極融入並推動生物醫藥產業的生態發展；在普惠醫療實踐中，我們圍繞藥品可及性與公平定價構建系統化機制，切實降低患者用藥門檻；在慈善公益領域，公司創新開展助農惠工等可持續公益項目，實現社會價值與企業發展的良性互動。未來，瑞科生物將繼續攜手各方力量，以科技創新為驅動，以社會責任為根基，為實現更公平、更可及的健康未來持續貢獻企業力量。

Recbio was founded with the mission of "Protect human health with best-in-class vaccines". Guided by this vision, the Company actively engages in industry collaboration through an open and cooperative approach, advances inclusive healthcare centered on patient needs, and fulfils its charitable and social responsibilities through concrete actions. In industry co-development, Recbio promotes the growth of the biopharmaceutical ecosystem through frequent and multi-level academic exchanges and collaborative R&D initiatives. In advancing inclusive healthcare, we have established systematic mechanisms focused on drug accessibility and equitable pricing, effectively lowering barriers to treatment for patients. In the realm of philanthropy, the Company has pioneered sustainable social initiatives, such as agricultural support and worker welfare programs, that foster a virtuous cycle between social impact and corporate development. In the future, Recbio will continue to partner with stakeholders across sectors, driven by technological innovation and grounded in social responsibility, to contribute meaningfully to a healthier, fairer, and more accessible future for all.

本章節包含的重要議題  
Material Issues Covered in This Chapter

行業發展與共贏、普惠醫療、公益慈善  
Industry Development and Mutual Benefit, Universal Access to Healthcare, Charity and Philanthropy

本章節回應的 SDGs 目標  
SDGs Addressed in This Chapter



## 行業共建

### 行業交流

瑞科生物始終秉持開放協作的理念，加強與行業內外夥伴在生物技術方面的交流與戰略合作，助力產業發展。作為行業創新力量的代表，公司攜手科研院所及產業夥伴，積極參與學術研討會、行業論壇等高端交流活動，持續推進產學研深度融合，有效整合行業優質資源，助力醫藥健康產業生態的可持續發展。

## Industry Co-Development

### Industry Engagement

Guided by a philosophy of openness and collaboration, Recbio actively strengthens scientific exchange and strategic partnerships with partners across and within the biotechnology sector to drive industrial advancement. As a leading innovator in the industry, the Company collaborates closely with research institutes and industrial partners, actively participating in high-level forums, academic symposia, and industry conferences. Through these engagements, Recbio promotes deep integration among industry, academia, and research institutions, effectively consolidating high-quality resources to support the sustainable development of the healthcare and pharmaceutical ecosystem.

### 雙輪驅動，助力疫苗高質量發展論壇

#### Dual-Engine Drive for High-Quality Vaccine Development Forum

2025年5月9日至12日，在中國食藥安全促進會的主導下，瑞科生物攜手三醫協同高質量發展專業委員會與明度智雲，共同承辦「雙輪驅動，助力疫苗高質量發展論壇」。本次會議圍繞疫苗研發、質量標準、醫保政策、接種防控、出海戰略及國際化佈局等核心議題展開，匯聚了百餘位來自國內外的院士、專家、學者、企業代表及監管機構人員，共同探討中國疫苗產業高質量發展的路徑與未來，為書寫疫苗行業高質量發展嶄新篇章貢獻力量。

From May 9 to 12, 2025, under the leadership of the China Food and Drug Safety Promotion Association, Recbio co-organized the "Dual-Engine Drive for High-Quality Vaccine Development Forum" with the Professional Committee on High-Quality Development of Tri-Sector Synergy in Healthcare and Mingdu Intelligence Cloud. The forum focused on key topics including vaccine R&D, quality standards, medical insurance policies, vaccination and disease prevention, global market entry strategies, and internationalization planning. It brought together over 100 academicians, experts, scholars, industry leaders, and regulatory representatives from China and abroad, to discuss the pathways and future of high-quality development in China's vaccine industry. The event contributed meaningfully to shaping a new chapter of innovation, excellence, and sustainability in the global vaccine ecosystem.



瑞科生物助力疫苗高質量發展論壇現場  
Recbio at the High-Quality Vaccine Development Forum

## 合作研發

瑞科生物依托其建立的蛋白工程、免疫評價、工藝開發及新型佐劑等核心技術平台，與多所高等院校及科研機構開展深入的合作研究，並聯合發表多篇高質量學術論文。這一系列成果，有力印證了公司在特定疾病領域所具備的深厚學術積累與敏銳科研洞察力。

## Collaborative Research and Development

Leveraging its core technology platforms, including protein engineering, immunological evaluation, process development, and novel adjuvants, Recbio has conducted in-depth collaborative research with multiple universities and scientific research institutions. Together, these partnerships have resulted in the co-publication of numerous high-quality academic papers. These achievements strongly demonstrate the Company's substantial academic foundation and keen scientific insight in targeted disease areas.

技術平台 Technology Platform	合作項目 Collaborative Project
瑞科生物免疫評價平台 Recbio Immunological Evaluation Platform	與首都醫科大學附屬北京地壇醫院聯合開展「北京市自然科學基金—昌平創新聯合基金」培育項目研究 Jointly conducted a "Beijing Natural Science Foundation- Changping Innovation Joint Fund" incubation project in collaboration with Beijing Ditan Hospital, Capital Medical University

### 報告期內 During the Reporting Period

瑞科生物發表文獻綜述 **2** 篇，實驗性 SCI **1** 篇  
Recbio published **2** literature reviews, published **1** experimental SCI paper

## 協會任職

瑞科生物積極組織、參與行業協會相關活動，截至 2025 年底參與協會的名單如下：

## Association Appointments

Recbio actively organizes and participates in industry association-related activities. The list of associations participated in as of the end of 2025 is as follows:

### 協會任職 Association Appointments

- 中國疫苗行業協會會員單位
- 中國食品藥品質量安全促進會副會長單位
- 江蘇省生物技術協會常務理事單位
- 江蘇省生物藥及生物製造產業聯盟成員單位
- 泰州醫藥高新區（高港區）大健康產業知識產權聯盟會員單位
- Member Unit of China Vaccine Industry Association
- Vice President Unit of China Association for Promotion of Food and Drug Safety
- Standing Council Member Unit of Jiangsu Biotechnology Association
- Member Unit of Jiangsu Biopharmaceutical and Bio-manufacturing Industry Alliance
- Member Unit of Taizhou Medical High-tech Zone (Gaogang District) Health Industry Intellectual Property Alliance

## 普惠醫療

### 藥品可及性

瑞科生物始終以患者需求為核心，致力於研發、供應更多樣化的優質藥品，持續提升產品在市場上的可及性。我們堅持以科研創新為根基、以市場需求為導向，通過多渠道普及藥品知識、優化用藥指導服務體系，讓更多患者能夠便捷了解、安心購買並安全使用我們的產品，切實助力公眾健康水平的提升。

## Inclusive Healthcare

### Medicinal Product Accessibility

Recbio always takes patients' needs as the core and is committed to developing and supplying a more diverse range of high-quality medicines, continuously improving product accessibility in the market. We adhere to scientific innovation as our foundation and market demand as our guide. Through multi-channel dissemination of pharmaceutical knowledge and optimization of medication guidance service systems, we enable more patients to conveniently access information, confidently purchase, and safely use our products, effectively contributing to the improvement of public health.

### 瑞科生物對標 GSK 帶疱疫苗，積極推廣惠民行動

#### Recbio Benchmarks Against GSK's Herpes Zoster Vaccine and Actively Promotes Public-Benefit Initiatives

為提升帶狀疱疹疫苗的可及性，GSK 帶疱疫苗自 2025 年 4 月中旬起在全國逐步推出「打一免一」惠民接種活動。自活動開展以來，接種覆蓋率穩步上升，取得良好社會反響。該惠民接種活動有效提升了疫苗的可及性與公眾接種意願，為更多中老年人提供了疾病預防支持。瑞科生物帶疱疫苗作為 GSK 帶疱疫苗的全球首仿，將持續評估惠民活動成效與公共衛生需求，積極對標同業在推動藥品可及方面的優秀實踐，以持續助力我國帶狀疱疹防控事業。

To enhance the accessibility of the herpes zoster vaccine, GSK's shingles vaccine has been gradually launching a "One Paid, One Free" public-benefit vaccination program nationwide since mid-April 2025. Since the launch of the program, vaccination coverage has steadily increased and received positive social feedback. This public-benefit vaccination initiative has effectively improved vaccine accessibility and public willingness to be vaccinated, providing disease prevention support to more middle-aged and elderly populations. As the first global biosimilar of GSK's shingles vaccine, Recbio's shingles vaccine will continue to evaluate the effectiveness of the public-benefit program and public health needs, actively benchmark against industry best practices in promoting drug accessibility, and continuously contribute to the prevention and control of herpes zoster in China.

### 瑞科生物基於行業平台推動藥品可及性

#### Recbio Promotes Medicinal Product Accessibility Through Industry Platforms

2025 年，瑞科生物積極參與第三屆基層醫療與疫苗健康發展大會。該會議圍繞「推動藥品可及性，服務大眾健康」為主題，通過學術交流與公益行動相結合的方式，助力實現醫藥資源的公平可及。

通過參與本次大會，瑞科生物進一步強化了以專業推動藥品普及、以科普促進健康公平的雙軌實踐，為推動基層醫療水平提升、增強公共衛生服務普惠性貢獻了企業力量。

In 2025, Recbio actively participated in the 3rd Primary Healthcare and Vaccine Development Conference. Centered on the theme of "Promoting Medicinal Product Accessibility, Serving Public Health", the conference advanced equitable access to medical and pharmaceutical resources through a combination of academic exchange and public welfare initiatives.

Through participating in this conference, Recbio has further strengthened its dual-track approach of promoting medicine accessibility through professional engagement and advancing health equity through science communication, contributing corporate efforts to improving primary healthcare standards and enhancing the inclusiveness of public health services.

## 公平定價

瑞科生物在推進普惠醫療的實踐中，始終將公平定價作為企業責任的核心組成部分。為確保產品的可及性與定價合理性，公司建立了嚴謹的內控定價機制：首先基於研發、生產及運營的全週期成本進行精細化核算，同時深入調研市場需求、患者支付能力及同類產品定價水平；在此基礎上，形成初步定價方案，並提交由跨部門高管組成的評審委員會進行多輪審議與校準。整個流程堅持科學評估與人文關切相結合，杜絕隨意定價，力求在保障企業可持續發展的同時，真正讓更多患者受益於創新生物醫藥產品。

## 慈善公益

瑞科生物堅守社會責任，秉持業務與社會價值共創的理念，將鄉村振興與慈善公益納入企業可持續發展願景，依托自身資源優勢，積極組織開展鄉村振興與慈善公益活動，通過多種形式持續參與社會公益事業，以實際行動回饋社會。

## Fair Pricing

In advancing inclusive healthcare, Recbio consistently regards fair pricing as a core component of corporate responsibility. To ensure product accessibility and pricing reasonableness, the Company has established a rigorous internal pricing control mechanism: first conducting detailed calculations based on the full-cycle costs of research and development, production, and operations, while simultaneously conducting in-depth research on market demand, patients' payment capacity, and pricing levels of similar products; on this basis, formulating a preliminary pricing proposal, which is then submitted to a review committee composed of senior executives from multiple departments for multiple rounds of deliberation and calibration. The entire process adheres to a combination of scientific assessment and humanistic consideration, eliminating arbitrary pricing, and striving to enable more patients to benefit from innovative biopharmaceutical products while ensuring the Company's sustainable development.

## Charitable Initiatives

Recbio upholds its social responsibility and adheres to the concept of co-creating business and social value, incorporating rural revitalization and charity and public welfare initiatives into its corporate sustainable development vision. Leveraging its own resource advantages, the Company actively organizes and conducts rural revitalization and charitable activities, continuously participating in public welfare endeavors through various forms and giving back to society through concrete actions.



### 「紅」暖鄉村，「薯」遞溫情——瑞科生物助農惠工雙向賦能實踐

"Red" Warms the Countryside, "Sweet Potatoes" Deliver Care: Recbio's Dual Empowerment for Farmers and Employees

為深入踐行企業社會責任，積極響應國家鄉村振興戰略號召，瑞科生物於 2025 年啟動了以「助農惠工、共享發展」為主題的專項實踐行動。在總經理的親自牽頭與示範引領下，公司主動對接鄉村振興重點地區，與當地優質農產品種植基地建立定向幫扶合作機制，集中採購其生產的特色紅薯等農產品。所購物資全部納入員工福利體系，通過節日慰問、日常關懷等形式發放給全體在職員工，實現「從田間到心間」的完整傳遞。

此次行動不僅為鄉村產業發展注入了穩定市場動力，助力農戶增收與農業現代化轉型，也豐富了公司員工關懷的內涵，強化了內部凝聚力與文化認同。項目充分體現了瑞科生物「商業向善、發展共融」的價值理念，形成了「企業—鄉村—員工」三方受益的可持續公益模式，為企業參與鄉村振興提供了可複製、可推廣的實踐範本。

To deeply implement corporate social responsibility and actively respond to the national call for the rural revitalization strategy, Recbio launched in 2025 a special practice initiative themed "Supporting Farmers, Benefiting Workers, Sharing Development". Under the personal leadership and exemplary guidance of the general manager, the Company proactively connected with key rural revitalization regions, established a targeted assistance cooperation mechanism with local high-quality agricultural product cultivation bases, and centrally procured specialty agricultural products such as sweet potatoes produced by them. All purchased goods were fully incorporated into the employee welfare system and distributed to all current employees through festival greetings and daily care activities, achieving a complete transmission "from the fields to the heart".

This initiative not only injected stable market momentum into rural industrial development, helping farmers increase income and advance agricultural modernization, but also enriched the connotation of employee care and strengthened internal cohesion and cultural identity. The project fully embodies Recbio's values of "business for good, inclusive development", establishing a sustainable public welfare model that benefits three parties "enterprise, village, and employees" and provides a replicable and scalable practical model for enterprises participating in rural revitalization.



### 報告期內 During the Reporting Period

公司社區公益活動資金投入達 **30** 萬元

The Company's financial investment in community public welfare activities amounted to **300,000** yuan



# 合規為先 堅實企業治理

## Putting Compliance First, Strengthening Corporate Governance

瑞科生物始終將合規運營與治理體系建設作為企業可持續發展的根基。在治理層面，公司構建了權責清晰、制衡有效的「兩會一層」架構，並持續優化董事會多元化構成與專業決策能力；在風險管控方面，通過確立「三道防線」體系與常態化風險管理機制，實現風險識別、評估與監督的全流程覆蓋；同時，公司恪守商業道德，堅決打擊腐敗行為，並通過制度、文化與監督三位一體築牢廉潔防線；此外，我們以系統化舉措全面保障信息安全、強化科技倫理管理，將受試者保護與動物福利融入研發全週期。未來，瑞科生物將繼續以高標準治理推動規範運營，以負責任創新護航企業發展，持續夯實可持續成長的制度根基與文化底蘊。

Recbio has always regarded compliant operations and governance system construction as the foundation for sustainable corporate development. At the governance level, the Company has established a clear and effective "Two Committees and One Management Layer" structure, and continues to optimize board diversity and professional decision-making capabilities. In terms of risk management, the Company has established a "Three Lines of Defense" system and a routine risk management mechanism to achieve full-process coverage of risk identification, assessment, and supervision. Meanwhile, the Company strictly adheres to business ethics, resolutely combats corruption, and strengthens integrity through an integrated approach of systems, culture, and supervision. Furthermore, we systematically ensure information security, enhance scientific and technological ethics management, and integrate subject protection and animal welfare into the entire R&D lifecycle. In the future, Recbio will continue to promote standardized operations through high-standard governance and safeguard corporate development through responsible innovation, continuously strengthening the institutional foundation and cultural heritage for sustainable growth.

本章節包含的重要性議題  
Material Issues Covered in This Chapter

企業治理、反腐敗與商業道德、信息安全與隱私保護、科技倫理

Corporate Governance, Anti-corruption and Business Ethics, Information Security and Privacy Protection, Scientific and Technological Ethics

本章節回應的 SDGs 目標  
SDGs Addressed in This Chapter



## 完善公司治理

### 治理架構

瑞科生物嚴格遵守《中華人民共和國公司法》《香港聯合交易所有限公司證券上市規則》附錄 C1《企業管治守則》等相關法律法規及交易所監管要求，並依據「相互制衡、權責明確、規範高效」的原則，持續優化公司治理機制，強化合規運營，為企業的可持續發展奠定堅實基礎。

公司建立了「兩會一層」的治理模式，由股東會、董事會和經營管理層組成，並遵循《公司章程》定期對董事會成員進行選舉和更換。董事會下設審計委員會、薪酬與考核委員會及提名委員會，各委員會依據章程獨立運行，充分發揮專業優勢，為董事會提供決策支持，提升決策的科學性與戰略前瞻性，持續推動公司治理機制的優化與完善。

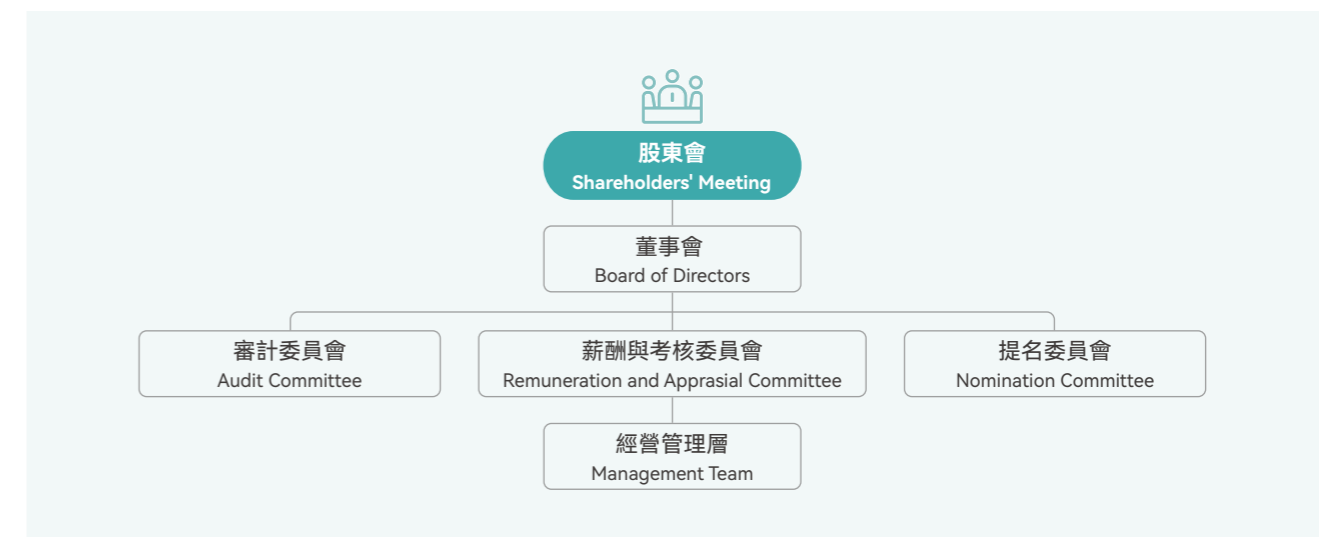
## Enhancing Corporate Governance

### Governance Structure

Recbio strictly complies with relevant laws and regulations, including the *Company Law of the People's Republic of China* and the *Corporate Governance Code* (Appendix C1 to the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*), as well as the regulatory requirements of the Stock Exchange. Guided by the principles of "checks and balances, clear delineation of responsibilities and authority, and standardized and efficient operations", the Company continuously optimizes its corporate governance mechanisms, strengthens compliant operations, and lays a solid foundation for its sustainable development.

The Company has established a "two committees and one management level" governance structure, consisting of the Shareholders' Meeting, the Board of Directors, and the Management Team, and conducts regular elections and replacements of board members in accordance with the *Articles of Association*. There is an Audit Committee, a Remuneration and Appraisal Committee and a Nomination Committee under the Board. Each committee operates independently in accordance with its charter, fully leveraging its professional expertise to provide decision-making support to the board, enhancing the scientific nature and strategic foresight of decision-making, and continuously promoting the optimization and improvement of the corporate governance mechanism.

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



董事會的專業度和多元化構成是企業實現穩健發展的重要保障。在公司制定的多元化政策指導下，提名委員會對董事會的架構、人數及成員技能、知識和經驗等方面的組成情況進行至少每年一次的檢討，針對公司策略向董事會提出變動建議，並在適當情況下對多元化政策進行審核，以確保董事會成員構成的多樣性和專業性，包括但不限於董事的性別、背景、技能、行業經驗等。

截至報告期末，瑞科生物董事會由 12 名成員構成，其中包括 1 名女性董事，7 名博士學位董事，非執行董事佔比達到三分之二。不同背景董事人數如下：

董事知識經驗背景分類 Classification of Directors' Knowledge and Experience Background	單位 Unit	2025
擁有風險管理背景成員 Directors with a risk management background	人 persons	4
擁有行業管理背景成員 Directors with an industry management background	人 persons	4
擁有法律管理背景成員 Directors with a legal management background	人 persons	2
擁有可持續發展管理背景成員 Directors with a sustainability management background	人 persons	2

## 合規經營

瑞科生物以架構、制度和機制為核心，不斷完善合規體系的建設，全面覆蓋人力資源管理、財務管理、市場營銷、供應鏈管理等關鍵環節，持續推動公司合規管理水準提升。

公司設有以證券合規中心作為合規管理責任部門，負責高效推進日常合規管理工作，統籌監督各項合規事宜；法務模塊、內審內控模塊深度參與並落實各項合規舉措，確保合規要求自上而下有效貫通，持續優化整體合規體系運作效能。

The professionalism and diversity of the Board of Directors are key safeguards for the Company's steady development. Under the guidance of the Company's board diversity policy, the Nomination Committee reviews the structure, size, and composition of the Board at least annually, including the skills, knowledge, and experience of its members. Based on the Company's strategy, it makes recommendations to the Board regarding any proposed changes and, where appropriate, reviews the diversity policy to ensure a diverse and highly qualified Board composition, including but not limited to directors' gender, background, skills, and industry experience.

As of the end of the Reporting Period, Recbio's Board of Directors comprised 12 members, including 1 female director and 7 directors holding doctoral degrees. Non-executive directors accounted for two-thirds of the Board. The distribution of directors by background is as follows:

## Compliance Management

Recbio continuously enhances the development of its compliance system, with a focus on organizational structure, policies, and mechanisms. The system comprehensively covers key areas such as human resources management, financial management, marketing, and supply chain management, thereby steadily improving the Company's overall compliance management standards.

The Company has established the Securities Compliance Center as the department responsible for compliance management, overseeing the efficient execution of daily compliance tasks and coordinating the supervision of all compliance-related matters. The Legal Module and the internal audit and control function are deeply involved in implementing compliance measures, ensuring that compliance requirements are effectively cascaded from top to bottom, and continuously optimizing the operational effectiveness of the overall compliance system.

在制度建設方面，經董事會審議，瑞科生物頒佈、實施了一系列重要合規管理制度，包括《內幕消息知情人管理辦法》《董事、監事及有關員工證券交易守則》《利益衝突投資交易管理辦法》《關聯交易管理辦法》等，並定期進行修訂和更新，以確保流程和標準的規範以及公司運營的公正性和透明度。為持續增強公司領導層的自律意識和合規理念，我們每年圍繞不同主題開展針對董事、監事及高級管理人員的合規專項培訓，進一步明確規範運作的關鍵要求與注意事項。報告期內，我們共組織 4 次有關證券交易合規的董監高專題培訓。

## 強化風險管理

瑞科生物依托科學的風險管理架構及風險管理機制建立了完善健全的風險管理體系，以保障風險識別、評估和管控工作的系統化、常態化推進。同時，公司持續開展風險監督，動態排查運營過程中的潛在風險，及時識別並優化待改進環節，切實保障企業安全與穩健運營。

## 風險管理架構

為支持風險管理實踐有效落實，公司建立了明確且穩定的風險管理架構。公司自上而下設立有董事會、審計委員會、管理層、內控內審及其他模塊四個層級，形成覆蓋全面、職責分明的風險管理架構。各層級通過協同高效的工作機制，切實落實公司常態化和專項風險控制工作的執行，持續提升風險管理的系統性與實效性。

In terms of institutional development, upon review and approval by the Board of Directors, Recbio has promulgated and implemented a series of key compliance management policies, including 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*. These policies are regularly revised and updated to ensure standardized processes and criteria, as well as the fairness and transparency of the Company's operations. To further strengthen the self-discipline awareness and compliance mindset of the Company's leadership, we conduct annual thematic compliance training sessions for directors, supervisors, and senior management, focusing on different topics each year. These sessions reinforce key requirements and important considerations for standardized operations. During the Reporting Period, we organized a total of four specialized training sessions on securities transaction compliance for directors, supervisors, and senior management.

## Strengthening Risk Management

Recbio has established a comprehensive and robust risk management system, supported by a well-structured risk management framework and mechanisms, to ensure the systematic and routine advancement of risk identification, assessment, and control. At the same time, the Company continuously conducts risk monitoring, dynamically identifies potential risks in its operations, and promptly detects and improves areas requiring enhancement, thereby effectively safeguarding the Company's safety and stable operations.

## Risk Management Structure

To support the effective implementation of risk management practices, Recbio has established a clear and well-defined risk management structure. The Company has set up a four-tier governance framework from top to bottom, comprising the Board of Directors, the Audit Committee, Management, and Internal control and Internal audit functions, forming a comprehensive and well-defined risk management structure with clear responsibilities at each level. Through coordinated and efficient working mechanisms across all levels, the Company effectively implements both routine and special risk control measures, continuously enhancing the systematic approach and effectiveness of its risk management.

## 瑞科生物風險管理和內部控制架構 Recbio Risk Management and Internal Control Structure

### 董事會 Board of Directors

- 對風險管理和內部控制系統的有效性進行監督審核
- Monitor and review the effectiveness of risk management and internal control systems

### 審計委員會 Audit Committee

- 檢查內部監控制度的執行和效果
- 監管內部審計、評價與完善公司內部控制體系
- 對公司正在運作的重大投資項目等進行風險評估
- Examine the execution and effectiveness of internal control policies
- Oversee internal audit, evaluate and improve the Company's internal control system
- Conduct risk assessments of the Company's major investment projects

### 管理層 Management

- 負責公司內部控制的日常運作
- Take charge of the daily operations of the Company's internal controls

### 內審內控模塊及其他模塊 Internal Audit and Control Module and Other Modules

- 評估風險發生的可能性、提供應對計劃及監督風險管理進度
- Assess the likelihood of risks, provide response plans and monitor the progress of risk management

## 風險管理機制

依托常態化風險管理機制，公司定期開展風險摸排和梳理工作。同時，為提高公司對於 ESG 的風險管理意識，我們在日常風險管理工作中融入 ESG 風險管控，以保障 ESG 戰略的有效落實。

此外，公司各部門協同構建了風險管理的「三道防線」體系：業務及職能部門作為第一道防線，承擔風險管理的首要責任，在日常運營中實施實時風險監控與內部控制；法務模塊作為第二道防線，專注於風險的識別、評估與合規審核，提供專業支持與指導；內審內控模塊則作為第三道防線，開展定期審查與評估，全面檢視風險管理體系的運行成效，確保其有效性、合規性與持續優化能力。三道防線層層遞進、協同聯動，構築起堅實的風險管理屏障。

## Risk Management Mechanism

Leveraging a normalized risk management mechanism, the Company regularly conducts risk identification and assessment activities. At the same time, to enhance its awareness of ESG risk management, the Company has integrated ESG risk control into its routine risk management processes, ensuring the effective implementation of its ESG strategy.

In addition, all departments collaboratively establish a "three lines of defense" risk management system. Business and Functional Departments serve as the first line of defense, assuming primary responsibility for risk management by implementing real-time risk monitoring and internal controls in daily operations. The Legal Function acts as the second line of defense, focusing on risk identification, assessment, and compliance review, while providing professional support and guidance. The Internal Audit and Internal Control Function serves as the third line of defense, conducting regular reviews and evaluations to comprehensively assess the effectiveness of the risk management system and ensure its effectiveness, compliance, and continuous improvement. These three lines of defense operate in a progressive and coordinated manner, forming a robust barrier for risk management.

## 瑞科生物風險管理三道防線 Recbio's Three Lines of Defense in Risk Management



## 風險監督管理

瑞科生物充分發揮內部控制在風險監督管理中的系統性作用，通過深入開展內部審計與內控評價工作，持續提升公司風險管控的規範性與有效性，全面強化風險管理監督能力。公司 2025 年持續開展內部控制評價工作，開展了費用管理、存貨管理、採購業務、資訊系統、工程項目的內控評價，形成問題清單和整改計劃表，並定期跟蹤整改情況，實現閉環管理。

報告期內，共提出審計發現 30 項，已整改 19 項。其中未整改項中有 10 項未到計劃完成時間，1 項需持續整改。

## Risk Oversight and Management

Recbio fully leverages the systematic role of internal control in risk oversight and management. By conducting in-depth internal audits and internal control evaluations, the Company continuously enhances the standardization and effectiveness of its risk management practices, thereby strengthening its overall risk oversight capabilities. In 2025, the Company continued to carry out internal control evaluations across areas including expense management, inventory management, procurement operations, information systems, and engineering projects. It developed issue lists and corrective action plans, and regularly tracked the progress of rectification to achieve closed-loop management.

During the Reporting Period, a total of 30 audit findings were identified, of which 19 have been rectified. Among the outstanding items, 10 have not yet reached their scheduled completion deadlines, and 1 requires ongoing remediation.

## 恪守商業道德

### 商業道德與反腐敗

瑞科生物堅持誠信經營、廉潔自律的原則，嚴格遵守《中華人民共和國反不正當競爭法》《關於禁止商業賄賂行為的暫行規定》等法律法規，制定並定期根據國家法律法規修訂《反舞弊制度》等內部政策制度，對收受賄賂、利益衝突等違規行為作出了明確規定，劃定商業道德紅線，規範員工商業道德行為，強化廉潔自律意識，促進公司廉潔建設和反貪污工作的有序開展。

公司明確了各部門在反腐工作中的具體職責，構建起上下聯動、齊抓共管的協同工作機制。董事會負責推動廉潔文化環境的建設，並對反腐敗相關制度進行審議批准；證券合規中心則負責具體制度、流程及政策的制定，並監督其有效實施。我們要求全體員工嚴格遵守國家法律法規、職業道德與公司內部制度，規範職業行為，同時著力構建「公司制度防線、員工思想防線、監督舉報防線」三道屏障，持續加強對內部員工和外部合作夥伴的反腐監督與管理力度。

瑞科生物持續加強供應鏈廉潔建設，持續修訂《招標管理制度》，致力於不斷提高招標透明度。在商業合作中，瑞科生物在與供應商簽訂的合同中明確納入反商業賄賂相關條款，並要求所有與公司有業務、經濟往來的客戶、供應商及外部合作夥伴簽署《廉潔協議書》，規範商業行為，維護公平競爭秩序和雙贏的合作環境。

#### 報告期內 During the Reporting Period

已審結的因貪污腐敗發生的訴訟案件數量：0 次

Number of concluded litigation cases related to corruption: 0

## Adherence to Business Ethics

### Business Ethics and Anti-Corruption

Recbio adheres to the principles of integrity and self-discipline in its operations, strictly complying with relevant laws and regulations such as the *Anti-Unfair Competition Law of the People's Republic of China* and the *Interim Provisions on Banning Commercial Bribery*. The Company has established internal policies, including the *Anti-Fraud Policy*, which are regularly updated in accordance with national laws and regulations. These policies clearly define violations such as bribery and conflicts of interest, set clear boundaries for business ethics, regulate employee conduct, strengthen integrity awareness, and promote the orderly advancement of clean governance and anti-corruption efforts.

The Company has clearly defined the responsibilities of each department in anti-corruption efforts and established a coordinated working mechanism featuring top-down alignment and joint accountability. The Board of Directors is responsible for promoting a culture of integrity and reviewing and approving anti-corruption-related policies, while the Securities Compliance Center is responsible for formulating relevant systems, procedures, and policies, as well as supervising their effective implementation. All employees are required to strictly comply with national laws and regulations, professional ethics, and internal policies, standardizing their professional conduct. At the same time, the Company is committed to building three lines of defense: corporate policies, employee ethical awareness, and supervision and whistleblowing mechanisms, to continuously strengthen anti-corruption oversight and management of both internal employees and external partners.

Recbio continues to strengthen integrity management across its supply chain by regularly updating its *Tendering Management Policy* to enhance transparency in procurement processes. In business cooperation, the Company incorporates anti-commercial bribery clauses into contracts with suppliers and requires all customers, suppliers, and external partners with business or financial dealings to sign the *Clean Conduct Agreement*. This helps standardize business practices, maintain fair competition, foster a mutually beneficial cooperation environment, and prevent commercial bribery.

## 舉報管理

瑞科生物對任何貪污腐敗及違反商業道德的行為採取「零容忍」的態度，堅決打擊腐敗與舞弊行為。公司設立包括電子信箱、信函等多種舞弊案件投訴和舉報渠道，建立完善的舉報處理機制，接收員工實名或匿名、外部第三方實名或匿名舉報，並對所反映的問題及時跟進及調查，切實維護企業誠信文化和員工合法權益。



瑞科生物舉報途徑  
Recbio Whistleblowing Channels

瑞科生物舉報專用郵箱：neishen@recbio.cn  
Dedicated Whistleblowing Email：neishen@recbio.cn

為了保證舉報人勇於從不同渠道反映問題，保護舉報人的安全，瑞科生物對舉報人的個人信息及舉報人提供的所有舉報資料均嚴格保密，確保其私密性得到有效保護。公司禁止任何非法歧視或報復行為，或對於參與調查的員工採取敵對措施。對違規洩露檢舉人員信息或對舉報人員採取打擊報復的人員，公司將予以撤職、解除勞動合同，並將按照國家法律法規及公司制度從嚴從重處理。

## 反貪腐文化建設

瑞科生物積極推動公司反貪腐文化建設，致力於不斷強化公司高層及普通員工的合規意識與道德操守，從思想源頭構建道德防線。公司結合業務需求，不定期開展反貪腐專題宣貫，強化團隊的反貪腐意識。2025年，公司針對全體董事開展了以商業道德及董事誠信為主題的專題培訓，有效提升了公司治理的規範水平，強化了董事的合規履職能力。

## Whistleblowing Management

Recbio adopts a zero-tolerance approach toward any form of corruption or violations of business ethics, and is firmly committed to combating corrupt and fraudulent activities. The Company has established multiple channels for reporting and complaints related to misconduct, including email and written correspondence, and has put in place a comprehensive whistleblowing mechanism. It accepts both named and anonymous reports from employees as well as from external third parties, and promptly follows up on and investigates reported issues, effectively safeguarding the Company's culture of integrity and the legitimate rights and interests of its employees.

To encourage whistleblowers to report issues through various channels and to ensure their safety, Recbio strictly protects the confidentiality of whistleblowers' personal information and all materials they provide, ensuring that their privacy is effectively safeguarded. The Company strictly prohibits any form of unlawful discrimination or retaliation, as well as any hostile actions against employees participating in investigations. Any individual who improperly discloses whistleblower information or retaliates against whistleblowers will be subject to disciplinary actions, including removal from position or termination of employment, and will be dealt with severely in accordance with applicable laws, regulations, and company policies.

## Building an Anti-Corruption Culture

Recbio actively promotes the development of an anti-corruption culture, continuously strengthening the compliance awareness and ethical standards of both senior management and general employees, and building a strong ethical defense from the source. In line with business needs, the Company conducts periodic anti-corruption awareness and communication initiatives to reinforce the team's understanding and commitment to anti-corruption practices. In 2025, the Company organized a specialized training session for all directors on business ethics and directors' integrity, effectively enhancing the standardization of corporate governance and strengthening directors' ability to perform their duties in compliance with relevant requirements.

## 保障信息安全

瑞科生物高度重視數據與信息安全，嚴格遵守《中華人民共和國數據安全法》《中華人民共和國網絡安全法》《中華人民共和國個人信息保護法》等相關法律法規，制訂並定期修訂包括《江蘇瑞科生物技術股份有限公司資訊管理制度》《江蘇瑞科生物技術股份有限公司網絡安全管理制度》《信息系統日常支援管理辦法》《IT 固定資產管理制度》等一系列內部制度與管理辦法，以最新的監管要求、更嚴格的標準保障業務運營系統的數據與信息安全，規避安全風險，全方位保障公司的數據與信息安全。

為確保信息與數據安全，公司建立了一套完整的信息安全保護體系，通過專業化分工與協同機制全面強化安全防護體系，自上而下對信息安全進行日常監督與管理。公司高度重視信息安全風險的識別與防控，建立了以奇安信網絡安全系統為核心，華為、深信服為輔助支撐的全方位防護體系。該體系覆蓋終端防護、服務器安全、防火牆、行為管理與威脅預警等多個層面，實現高效聯動，並通過統一的天擎平台實施集中化管理。公司對服務器層採取專區隔離措施，並設置獨立防火牆，進一步增強服務器整體安全性。同時，公司部署的奇安信威脅預警（APT）系統持續跟蹤內外網潛在威脅，一旦發現異常，系統將自動阻斷可疑流量並通過郵件及平台介面等渠道進行及時警報，管理員可根據系統建議及時開展排查。系統每月還自動生成網絡安全報告，提供智能化的改進策略，輔助管理員持續優化防護機制，提升企業整體安全防禦能力。

## Ensuring Information Security

Recbio places great importance on data and information security, strictly complying with relevant laws and regulations such as the *Data Security Law of the People's Republic of China*, the *Cybersecurity Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*. The Company has established and regularly updated a series of internal policies and management measures, including the *Information Management Measures of Jiangsu Recbio Technology Co., Ltd.*, the *Network Security Management Measures of Jiangsu Recbio Technology Co., Ltd.*, the *Management Method for Daily Support of Information Systems*, and the *IT Fixed Assets Management Measures*. These measures are designed to ensure the security of data and information within business operating systems in accordance with the latest regulatory requirements and more stringent standards, mitigate security risks, and comprehensively safeguard the Company's data and information security.

To ensure the security of information and data, the Company has established a comprehensive information security protection system. Through specialized division of responsibilities and coordinated mechanisms, it has strengthened its security framework in a systematic manner and conducts day-to-day supervision and management of information security from top to bottom. The Company places great emphasis on the identification and prevention of information security risks and has built a comprehensive protection system centered on QAX cybersecurity solutions, with Huawei and Sangfor providing supplementary support. This system covers multiple layers, including endpoint protection, server security, firewalls, behavior management, and threat warning, enabling efficient coordination and centralized management through a unified Tianqing platform. At the server level, the Company adopts zone-based isolation measures and deploys dedicated firewalls to further enhance overall server security. In addition, the Advanced Persistent Threat (APT) of QAX detection system continuously monitors potential threats across both internal and external networks. Upon detecting anomalies, the system automatically blocks suspicious traffic and issues timely alerts via email and platform interfaces, enabling administrators to promptly conduct investigations based on system recommendations. The system also automatically generates monthly cybersecurity reports and provides intelligent improvement strategies, supporting administrators in continuously optimizing protection mechanisms and enhancing the Company's overall cybersecurity capabilities.

瑞科生物實施多項提升信息安全的舉措，旨在持續加強信息與數據安全防護建設。

Recbio implemented multiple initiatives to enhance information security, with the aim of continuously strengthening the protection of information and data security.

### 瑞科生物保障信息安全相關舉措 Recbio's Information Security Assurance Measures

<p><b>信息安全制度建設</b> Information Security Measures Development</p>	<ul style="list-style-type: none"> <li>對《江蘇瑞科生物技術股份有限公司信息管理制度》進行修訂，更新對員工隱私數據保護、內部部門隱私數據調取、AI 平台使用的相關要求</li> <li>制訂並發佈《IT 固定資產管理制度》，內容涵蓋 IT 類固定資產的全生命周期管理規範與流程，通過對 IT 資產進行更為規範的管理，以降低因固資使用不善所造成的資訊資產安全風險</li> <li>Revised the <i>Information Management Measures of Jiangsu Recbio Technology Co., Ltd.</i>, updating requirements related to employee privacy data protection, cross-departmental access to internal sensitive data, and the use of AI platforms</li> <li>Formulated and issued the <i>IT Fixed Assets Management Measures</i>, covering lifecycle management standards and processes for IT fixed assets, to standardize IT asset management and reduce information security risks arising from improper asset use</li> </ul>
<p><b>信息安全體系建設</b> Information Security System Development</p>	<ul style="list-style-type: none"> <li>重新編制員工手冊，明確信息安全管理相關要求</li> <li>將信息安全培訓納入至入職培訓固定必修課程中</li> <li>持續推進將外部信息安全系列課程引入至瑞科學院專欄的相關工作</li> <li>Updated the employee handbook to clearly define information security management requirements</li> <li>Incorporated information security training into mandatory onboarding programs</li> <li>Continued to introduce external information security training courses into the Recbio Academy program</li> </ul>
<p><b>信息安全防護建設</b> Information Security Protection Development</p>	<ul style="list-style-type: none"> <li>採購並部署數據加密系統，與公司系統進行數據聯動，進一步覆蓋公司核心業務層面數據，以更合規的隱私保護、更小的日常體驗影響和更高的安全性能提供數據保護服務</li> <li>優化核心出口前端預警平台運行策略，提升預警和監測效率</li> <li>不斷優化公司網絡架構，實施嚴格的物理隔離措施，將生產網絡、實驗室網絡、辦公網絡與外部網絡分離，提升信息安全防護能力</li> <li>Procured and deployed a data encryption system integrated with company systems to further cover core business data, providing more compliant privacy protection, minimal impact on daily operations, and enhanced security performance</li> <li>Optimized operational strategies of the core outbound early warning platform to improve alerting and monitoring efficiency</li> <li>Continuously optimized network architecture and implemented strict physical isolation measures, separating production, laboratory, office, and external networks to enhance information security protection capabilities</li> </ul>

#### 報告期內 During the Reporting Period

發生數據安全或客戶隱私洩露的事件：0 起

Number of data security or customer privacy leakage incidents: 0

為強化信息安全威脅預警與整體防護能力，公司針對信息安全系統性地開展內外部安全巡檢、測試以及審計工作。我們引入第三方專業平台，定期對系統部署進行巡檢與滲透測試，涵蓋設備常規檢查、軟硬件運行狀態監測、安全防護平台數據的定性分析等內容，並針對檢測中發現的潛在威脅問題進行專項分析與修復，全力保障系統的高可用性。與此同時，信息管理部負責執行日常設備巡檢工作，詳細記錄巡檢情況，確保各類設備持續安全、穩定運行。

To strengthen information security threat warning and overall protection capabilities, the Company systematically conducts both internal and external security inspections, testing, and audit activities. We have engaged third-party professional platforms to perform regular system inspections and penetration testing, covering routine equipment checks, monitoring of hardware and software operating conditions, and qualitative analysis of data from security protection platforms. Targeted analysis and remediation are carried out for potential threats identified during these processes to ensure high system availability. Meanwhile, the Information Management Department is responsible for conducting routine equipment inspections, maintaining detailed inspection records, and ensuring the continuous safe and stable operation of all equipment.



### 瑞科生物信息安全事件應急演練

#### Recbio Information Security Incident Emergency Drills

為了進一步提升信息安全事件的響應與處置能力，瑞科生物於 2025 年有針對性地開展了信息安全事件應急演練，主要涵蓋各計算機化系統、超融合平台及質控實驗室關鍵儀器集群。

公司各計算機化系統及實驗室安全應急演練：公司於 2025 年對實驗室安捷倫高效氣相、液相系統、質控實驗室關鍵儀器集群進行服務器異常斷電、斷網的應急演練工作，模擬環境問題導致的業務中斷場景。在應急演練中，公司員工按照相關操作流程成功完成處置，保障關鍵數據與信息不遺失、不洩露。

超融合平台安全應急演練：瑞科生物部署多套超融合平台，並且在 2025 年投入使用一套國產自研平台，以替代國外品牌，降低地緣因素造成的服務中斷風險，進而為各類不同業務提供不同級別的服務器資源。同年，公司組織開展了覆蓋核心業務系統的災備演練，模擬系統宕機後的數據恢復與驗證流程，檢驗了備份數據的完整性與業務恢復的及時性，進一步鞏固了系統韌性。

通過開展安全事件應急演練，公司有效提升了員工在面對緊急異常情況時的響應與處置能力，進一步保障了關鍵設備的穩定運行及公司信息資產的安全。

To further enhance its capability to respond to and handle information security incidents, Recbio conducted targeted emergency drills for information security incidents in 2025, covering various computerized systems, hyper-converged platforms, and key instrument clusters in quality control laboratories.

Emergency Drills for Computerized Systems and Laboratory Security: In 2025, the Company carried out emergency drills simulating unexpected server power outages and network disruptions affecting Agilent gas and liquid chromatography systems and key instrument clusters in quality control laboratories. These drills simulated business interruption scenarios caused by environmental issues. During the exercises, employees successfully followed established procedures to complete response actions, ensuring that critical data and information were neither lost nor leaked.

Emergency Drills for Hyper-Converged Platform Security: Recbio has deployed multiple hyper-converged platforms and, in 2025, put into operation a domestically developed platform to replace foreign brands, thereby reducing the risk of service disruptions caused by geopolitical factors and providing differentiated server resources for various business needs. In the same year, the Company organized disaster recovery drills covering core business systems, simulating system outages and subsequent data recovery and validation processes. These drills verified the integrity of backup data and the timeliness of business recovery, further strengthening system resilience.

Through these emergency drills, the Company effectively enhanced employees' ability to respond to and handle emergency situations, further ensuring the stable operation of critical equipment and the security of the Company's information assets.

### 瑞科生物內外部信息安全巡檢與審計開展情況

#### Recbio's Internal and External Information Security Inspections and Audits

<p>網絡核心設備巡檢 Core Network Equipment Inspection</p>	<p>頻率：周巡 / 日巡 巡檢內容：日巡查核對設備運行指示燈、端口流量 / 連通性；周巡檢檢查配置合規性、災備配置有效性、固件版本更新情況 成效：有效保障網絡核心設備穩定運行</p> <p>Frequency: Weekly/Daily Scope: Daily inspections include checking equipment operation indicator lights, port traffic, and connectivity; weekly inspections include verifying configuration compliance, the effectiveness of disaster recovery configurations, and firmware version updates Outcome: Effectively ensures stable operation of core network equipment</p>
<p>服務器設備巡檢 Server Equipment Inspection</p>	<p>頻率：周巡 巡檢內容：每日核查服務器負載、日快照 / 日差異備份任務狀態、系統日誌異常信息 成效：新增備份失敗自動告警配置，有效縮短故障響應時間</p> <p>Frequency: Weekly Scope: Daily checks include monitoring server load, the status of daily snapshot and differential backup tasks, and any anomalies in system logs Outcome: Implemented automatic alerts for backup failures, effectively reducing response time to incidents</p>
<p>機房設施巡檢 Data Center Facility Inspection</p>	<p>頻率：周巡 巡檢內容：對包括機房門禁權限、機房溫控系統、消防系統、UPS 電池系統進行檢查 成效：及時調整監控死角的攝像頭角度，實現全區域覆蓋</p> <p>Frequency: Weekly Scope: Inspection of the server room's access control, temperature control system, fire protection system, and UPS battery system Outcome: Adjusted camera angles in blind spots to achieve full-area monitoring coverage</p>
<p>外部審計與滲透測試 External Audits and Penetration Testing</p>	<p>頻率：定期 / 不定期 審計內容：每月統計彙報奇安信 APT 流量監測平台具體鏡像流量情況，自動提供具體的網絡安全類審計報告 測試內容：2025 年度由外部供應商深信服進行滲透測試，提升網絡安全保障</p> <p>Frequency: Regular/ Ad Hoc Audit Scope: Monthly statistical summaries are compiled and reported on the mirrored traffic data of the QAX APT traffic monitoring platform, which automatically generates detailed cybersecurity audit reports Testing Scope: In 2025, penetration testing was conducted by the external vendor Sangfor to enhance network security protection</p>

此外，為提高公司員工網絡安全意識、技能水平與數據保護意識，保障公司信息安全，瑞科生物積極開展信息安全培訓工作。2025 年，公司針對新員工開展一系列信息安全相關培訓，主題包括信息類設備分類認知、各類常用信息系統使用、公司及個人網絡使用須知、信息安全意識、商業軟件版權意識等，新員工信息安全培訓覆蓋率為 100%。

In addition, to enhance employees' awareness of cybersecurity, technical capabilities, and data protection consciousness, and to safeguard the Company's information security, Recbio actively carried out information security training programs. In 2025, the Company organized a series of information security training sessions for new employees, covering topics such as classification and understanding of information equipment, usage of commonly used information systems, guidelines for corporate and personal network usage, information security awareness, and awareness of commercial software copyright. The training coverage rate for new employees reached 100%.

## 科技倫理

### 臨床實驗安全管理

在瑞科生物的臨床試驗管理體系中，患者的健康與安全始終居於核心位置。我們深知，臨床試驗的設計、執行與全過程管理直接關係到研究合規性與受試者福祉。為此，我們以國內外最高標準為準則，嚴格遵循《赫爾辛基宣言》《藥物臨床試驗質量管理規範》《藥物非臨床研究質量管理規範》等法律法規，並將其系統融入公司內部管理制度。

為確保持續合規與過程可控，瑞科生物建立了涵蓋臨床試驗全週期的制度體系，制訂了包括《臨床試驗項目管理標準管理規程》《臨床試驗質量控制標準管理規程》《臨床試驗方案制定標準管理規程》《臨床試驗立項及倫理資料準備標準管理規程》《臨床試驗監查標準管理規程》《臨床試驗稽查標準操作規程》《不良事件和嚴重不良事件報告標準管理規程》等內部制度。這些制度不僅明確各方職責與流程，更貫穿於項目立項、執行、監測與結題的全過程，從而保障每一項臨床與非臨床研究均具備嚴格的科學基礎與倫理保障，切實維護受試者安全與權益。

2025 年，公司在臨床試驗中接受了多次內外部合規性審查與稽查，包括內部常規質控性審查、第三方臨床試驗稽查、內部交叉互查等，均成功通過審查。

## Scientific and Technological Ethics

### Clinical Trial Safety Management

Within Recbio's clinical trial management system, patient health and safety are always placed at the core. We recognize that the design, execution, and full-process management of clinical trials are directly related to research compliance and the well-being of participants. To this end, we adhere to the highest domestic and international standards, strictly complying with laws and regulations such as the *Declaration of Helsinki*, the *Good Clinical Practice (GCP)*, and the *Good Laboratory Practice (GLP)*, and systematically integrate these requirements into our internal management framework.

To ensure continuous compliance and effective process control, Recbio has established a comprehensive institutional system covering the entire lifecycle of clinical trials. This includes internal measures such as the *Standard Operating Procedures for Clinical Trial Project Management*, *Standard Operating Procedures for Clinical Trial Quality Control*, *Standard Operating Procedures for Clinical Trial Protocol Development*, *Standard Operating Procedures for Clinical Trial Initiation and Ethics Documentation Preparation*, *Standard Operating Procedures for Clinical Trial Monitoring*, *Standard Operating Procedures for Clinical Trial Auditing*, and *Standard Operating Procedures for Adverse Events and Serious Adverse Events Reporting*. These measures clearly define responsibilities and processes for all parties and are implemented throughout the entire process, from project initiation and execution to monitoring and completion, ensuring that every clinical and non-clinical study is conducted on a rigorous scientific and ethical basis, and effectively safeguarding the safety and rights of trial participants.

In 2025, the Company underwent multiple internal and external compliance reviews and audits in its clinical trials, including routine internal quality control inspections, third-party clinical trial audits, and internal cross-checks, all of which were successfully passed.

### 瑞科生物臨床試驗內外部合規性審查情況

#### Recbio Clinical Trial Internal and External Compliance Review Status

內部常規質控性定期審查：2025 年，公司通過內部常規質控性監查機制，對臨床試驗全過程開展定期、系統的質量督查。該機制涵蓋試驗實施的各關鍵環節，重點評估研究操作的合規性與執行質量，並形成《試驗研究過程中訪視監查報告》。報告期內，公司累計完成 30 份該類報告，為持續優化臨床試驗管理體系、保障研究規範與數據真實提供了重要依據。

第三方臨床試驗稽查：在第三方臨床試驗稽查中，瑞科生物引入具有相應資質的獨立機構，對試驗開展全方位、客觀的合規性與質量評估。稽查內容全面覆蓋臨床試驗條件與整體合規性、試驗實施全過程的操作規範性，以及臨床試驗相關文件與數據的完整性及可追溯性。報告期內，公司共進行兩輪 15 個臨床現場和一個中心試驗室外部第三方稽查並出具稽查報告。

內部交叉互查：在內部交叉互查機制中，瑞科生物組織不同項目團隊之間進行相互審查與質量互評，通過跨部門、跨試驗單元的獨立視角，對臨床試驗的關鍵環節開展系統性核查。該機制覆蓋試驗設計、執行合規、文檔管理等多維度內容，並最終形成《項目交叉質控方案》及相關報告，為核心流程的持續優化與風險防控提供內部驗證支持。

Routine Internal Quality Control Reviews: In 2025, the Company conducted regular and systematic quality oversight throughout the entire clinical trial process through its routine internal quality control monitoring mechanism. This mechanism covers all key stages of trial implementation, with a focus on evaluating the compliance and execution quality of research activities, and generates *Clinical Trial Monitoring Visit Reports*. During the Reporting Period, the Company completed a total of 30 such reports, providing important support for continuously optimizing the clinical trial management system and ensuring research standardization and data integrity.

Third-Party Clinical Trial Audits: For third-party clinical trial audits, Recbio engaged qualified independent institutions to conduct comprehensive and objective evaluations of compliance and quality. The audit scope covered clinical trial conditions and overall compliance, the standardization of operations throughout the trial process, as well as the completeness and traceability of clinical trial-related documents and data. During the Reporting Period, the Company conducted two rounds of external third-party audits across 15 clinical sites and one central laboratory, with audit reports issued accordingly.

Internal Cross-Checks: Under the internal cross-check mechanism, Recbio organized mutual reviews and quality assessments among different project teams. Through independent perspectives across departments and trial units, systematic reviews were conducted on key aspects of clinical trials. This mechanism covers multiple dimensions, including trial design, execution compliance, and documentation management, and results in the development of *Project Cross-Quality Control Plans* and related reports, providing internal validation to support continuous process optimization and risk control.

在 40 岁及以上健康受试者中评价重组带状疱疹疫苗 (CHO 细胞) 的保护效力、安全性及免疫原性的随机、双盲、安慰剂对照 III 期临床试验  
多中心交叉质控方案

方案编号: REC010C301

申办者: 江苏瑞科生物技术股份有限公司  
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瑞科生物臨床試驗多中心交叉質控方案  
Recbio Multi-Center Cross-Quality Control Plan  
for Clinical Trials

## 受試者保護

在臨床試驗開展過程中，瑞科生物始終將受試者權益保護置於首位，並貫穿於研究設計、執行與後續跟進的全過程。我們嚴格執行知情同意程序，確保受試者在充分了解研究目的、流程、潛在風險與獲益的基礎上自願參與。同時，公司設立倫理審查與不良事件監測體系，確保試驗全程符合倫理規範與安全標準，切實履行對受試者尊嚴、安全與權益的鄭重承諾。

## Participant Protection

During the conduct of clinical trials, Recbio consistently places the protection of trial participants' rights and interests as a top priority, integrating it throughout the entire process of study design, execution, and follow-up. We strictly implement informed consent procedures to ensure that participants voluntarily take part in studies based on a full understanding of the research purpose, procedures, potential risks, and benefits. At the same time, the Company has established an ethics review and adverse event monitoring system to ensure that all trials comply with ethical standards and safety requirements, and to uphold our strong commitment to safeguarding the dignity, safety, and rights of all participants.

### 瑞科生物受試者權益保護舉措 Recbio's Participant Protection Measures

<p><b>臨床試驗合規保障</b> Clinical Trial Compliance Assurance</p>	<p>風險評估體系優化：不斷完善臨床試驗風險評估體系 藥物警戒機制優化：不斷完善藥物警戒相關管理制度，優化不良反應發生時的處理流程</p> <p>Optimization of Risk Assessment System: Continuously improving the clinical trial risk assessment framework Enhancement of Pharmacovigilance Mechanism: Continuously refining pharmacovigilance-related management systems and optimizing procedures for handling adverse events</p>
<p><b>人道主義經濟支持</b> Humanitarian Financial Support</p>	<p>診費報銷：公司對受試者 HPV、帶狀疱疹診療經費進行報銷 路費援助：公司對受試者進行臨床試驗期間產生的路費進行報銷</p> <p>Medical Expense Reimbursement: The Company reimburses participants for medical expenses related to HPV and herpes zoster treatment Travel Expense Support: The Company reimburses travel expenses incurred by participants during clinical trials</p>
<p><b>知情同意書簽署</b> Informed Consent Signing</p>	<p>實驗信息與風險充分告知：與受試者進行充分溝通，確保所有受試者充分知情，並與受試者簽署知情同意書、告知同意書等文件，簽署率 100%</p> <p>Full Disclosure of Study Information and Risks: Ensuring thorough communication with participants so that they are fully informed, and obtaining signed informed consent forms and related documents from all participants, with a 100% signing rate</p>
<p><b>臨床試驗安全保障</b> Clinical Trial Safety Assurance</p>	<p>統一體檢：於臨床實驗前對受試者進行細緻身體檢查 購買保險：購買臨床試驗保險，為公司與受試者提供有效保障</p> <p>Standardized Health Examinations: Conducting comprehensive physical examinations for participants prior to clinical trials Insurance Coverage: Purchasing clinical trial insurance to provide protection for both the Company and participants</p>

### 報告期內 During the Reporting Period

發生臨床試驗嚴重安全事件的次數：0 次

Number of serious safety incidents in clinical trials: 0

發生涉及違反科技倫理的事件：0 次

Number of incidents involving violations of scientific and technological ethics: 0

## 關注動物福祉

瑞科生物高度重視社會對動物福利的關注，積極響應動物倫理政策和相關保護要求，堅持對實驗動物進行科學飼養與規範使用，持續改善動物飼養環境，切實保障實驗動物的福利與權益。我們嚴格遵循《中華人民共和國生物安全法》《實驗動物環境及設施》(GB 14925-2023) 及《實驗室生物安全通用要求》(GB 19489-2008) 等法律法規與強制性國家標準，制訂《動物實驗室管理程序》《實驗動物福利管理程序》等內部制度並不定期進行具有針對性的修訂，系統規範實驗動物福利管理，確保實驗環境、設備及操作流程全面符合動物福利相關要求。

公司已成立實驗動物管理委員會與福利倫理委員會，負責制定內部實驗動物管理制度，規劃並檢查實驗動物設施建設，審核和監督動物實驗的合規性及動物福利落實情況，並確保至少每半年對實驗動物人道使用與管理程序進行一次系統性審查。此外，委員會還負責對任何涉及動物福利的相關問題開展調查與處理。

## Animal Welfare

Recbio places great importance on societal concerns regarding animal welfare, actively responds to animal ethics policies and relevant protection requirements, and is committed to the scientific care and standardized use of laboratory animals. The Company continuously improves animal housing conditions to effectively safeguard the welfare and rights of laboratory animals. We strictly abide by the laws and regulations such as the *Biosafety Law of the People's Republic of China, Laboratory Animal - Requirements of Environment and Housing Facilities (GB 14925-2023)*, and *Laboratory - General Requirements for Biosafety (GB 19489-2008)*. The Company has established and periodically updated internal measures such as the *Management Procedures for Animal Laboratories* and the *Management Procedures for Experimental Animal Welfare*, systematically standardizing animal welfare management and ensuring that experimental environments, equipment, and operational processes fully meet animal welfare requirements.

The Company has established an Experimental Animal Management Committee and a Welfare and Ethics Committee, which are responsible for formulating internal animal management measures, planning and inspecting laboratory animal facilities, reviewing and supervising the compliance of animal experiments and the implementation of animal welfare measures, and ensuring that a systematic review of humane use and management procedures for laboratory animals is conducted at least every six months. In addition, the committees are responsible for investigating and handling any issues related to animal welfare.

### 報告期內 During the Reporting Period

公司未發生任何重大動物福利或倫理爭議問題。

The Company did not experience any major animal welfare or ethical controversies.

為更好地使公司在保障試驗合規性的同時充分尊重動物的生命與權益，報告期內瑞科生物針對動物福祉從多維度開展多種舉措，包括內部制度優化、定期審查與自檢、開展應急演練、組織參與內外部培訓等。

To better ensure both compliance in testing and full respect for the lives and rights of animals, Recbio implemented a range of multi-dimensional measures during the Reporting Period. These included optimizing internal policies, conducting regular reviews and self-inspections, carrying out emergency drills, and organizing as well as participating in internal and external training programs related to animal welfare.

<p><b>內部制度優化</b> Internal Policy Optimization</p>	<ul style="list-style-type: none"> <li>將屏障環境管理、設備設施日常驗證維護等納入常態化監管範疇，銜接 GMP 相關規定執行要求</li> <li>更新《動物實驗室管理程序》，將供應商對於實驗動物的微生物學等級分類的檢測週期由從一年一次收嚴至每季度一次</li> <li>更新《實驗動物福利管理程序》，明確公司福利倫理委員會需至少每半年審核一次公司的實驗動物人性化使用、管理及實驗動物設施</li> </ul>
<p><b>定期審查與自檢</b> Regular Reviews and Self-Inspections</p>	<ul style="list-style-type: none"> <li>Incorporated barrier environment management and routine verification and maintenance of equipment and facilities into normalized supervision, aligning with GMP-related regulatory requirements</li> <li>Updated the <i>Management Procedures for Animal Laboratories</i>, tightening the inspection frequency for suppliers' microbiological classification of laboratory animals from once per year to once per quarter</li> <li>Updated the <i>Management Procedures for Experimental Animal Welfare</i>, specifying that the Company's Welfare and Ethics Committee must review the humane use, management, and facilities of laboratory animals at least once every six months</li> </ul>

<p><b>開展應急演練</b> Emergency Drills</p>	<ul style="list-style-type: none"> <li>實驗動物管理委員會與福利倫理委員會於 2025 年 12 月聯合組織了一場實驗動物生物安全事件應急處置實操模擬演練。本次演練旨在有效預防、及時控制和消除公司範圍內實驗動物安全事件的風險，指導並規範動物房生物安全工作，提升突發實驗動物事件的應對能力，保障工作人員健康與安全，維護正常工作秩序</li> <li>In December 2025, the Experimental Animal Management Committee and the Welfare and Ethics Committee jointly organized a practical simulation drill on emergency response to laboratory animal biosafety incidents. The drill aimed to effectively prevent, promptly control, and eliminate risks associated with laboratory animal safety incidents within the Company, provide guidance and standardization for biosafety practices in animal facilities, enhance the capability to respond to unexpected laboratory animal-related incidents, safeguard the health and safety of personnel, and maintain normal operational order</li> </ul>
<p><b>組織內外部培訓</b> Internal and External Training</p>	<ul style="list-style-type: none"> <li>2025 年 11 月，實驗動物管理委員會成員參加省科技局舉辦的《江蘇省實驗動物管理辦法》說明會，對實驗動物的生產、使用、運輸、廢棄物處理等全流程管理規範進行解釋，明確相關單位主體責任及監管要求</li> <li>2025 年，公司面向實驗室人員開展了一系列動物實驗相關內部培訓，主題包括實驗動物倫理審查流程、生物安全規範、設施管理要求、動物實驗管理與操作等，規範動物實驗操作，提高員工在動物福祉方面的整體合規意識</li> <li>In November 2025, members of the Experimental Animal Management Committee participated in a briefing session on the <i>Measures of Jiangsu Province on Administration of Affairs Concerning Experimental Animals</i> organized by the Provincial Department of Science and Technology. The session provided explanations on full-process management requirements for laboratory animals, including production, use, transportation, and waste disposal, and clarified the responsibilities of relevant entities and regulatory requirements</li> <li>In 2025, the Company conducted a series of internal training sessions for laboratory personnel on animal experimentation, covering topics such as ethical review procedures for laboratory animals, biosafety regulations, facility management requirements, and animal experiment management and operations. These trainings aimed to standardize animal experimentation practices and enhance employees' overall compliance awareness regarding animal welfare</li> </ul>



# 附錄

# APPENDIX

## 香港聯交所附錄 C2 《環境、社會及管治報告守則》索引表

## HKEX Appendix C2 Environmental, Social and Governance Reporting Code Index

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures, and Key Performance Indicators			所在章節 Section
A : 環境 A.Environmental			
層面 A1 : 排放物 Aspect A1 : Emissions	一般披露 General Disclosure	有關廢氣排放、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 emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	3.1 應對氣候變化 3.2 完善環境管理 3.1 Addressing Climate Change 3.2 Strengthening Environmental Management
	關鍵績效指標 A1.1 KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	3.1 應對氣候變化 3.2 完善環境管理 3.1 Addressing Climate Change 3.2 Strengthening Environmental Management
	關鍵績效指標 A1.2 KPI A1.2	[於 2025 年 1 月 1 日刪除] [Repealed 1 January 2025]	/
	關鍵績效指標 A1.3 KPI A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.2 完善環境管理 3.2 Strengthening Environmental Management
	關鍵績效指標 A1.4 KPI A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.2 完善環境管理 3.2 Strengthening Environmental Management
	關鍵績效指標 A1.5 KPI A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emission target(s) set and steps taken to achieve them.	3.1 應對氣候變化 3.2 完善環境管理 3.1 Addressing Climate Change 3.2 Strengthening Environmental Management

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures, and Key Performance Indicators			所在章節 Section
層面 A1 : 排放物 Aspect A1 : Emissions	關鍵績效指標 A1.6 KPI A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	3.2 完善環境管理 3.2 Strengthening Environmental Management
層面 A2 : 資源使用 Aspect A2 : Use of Resources	一般披露 General Disclosure	有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	3.3 資源高效利用 3.3 Efficient Use of Resources
	關鍵績效指標 A2.1 KPI A2.1	按類型劃分的直接及 / 或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	3.3 資源高效利用 3.3 Efficient Use of Resources
	關鍵績效指標 A2.2 KPI A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	3.3 資源高效利用 3.3 Efficient Use of Resources
	關鍵績效指標 A2.3 KPI A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	3.3 資源高效利用 3.3 Efficient Use of Resources
	關鍵績效指標 A2.4 KPI A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	3.3 資源高效利用 3.3 Efficient Use of Resources
	關鍵績效指標 A2.5 KPI A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	3.3 資源高效利用 3.3 Efficient Use of Resources
層面 A3 : 環境及天然資源 Aspect A3 : The Environment and Natural Resources	一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	3.2 完善環境管理 3.3 資源高效利用 3.2 Strengthening Environmental Management 3.3 Efficient Use of Resources
	關鍵績效指標 A3.1 KPI A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	3.2 完善環境管理 3.3 資源高效利用 3.2 Strengthening Environmental Management 3.3 Efficient Use of Resources

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures, and Key Performance Indicators			所在章節 Section
B : 社會 B.Social			
僱傭及勞工常規 Employment and Labor Practices			
層面 B1 : 僱傭 Aspect B1 : Employment	一般披露 General Disclosure	有關薪酬及解僱, 招聘及晉升, 工作時數, 假期, 平等機會, 多元化, 反歧視以及其他待遇及福利的 : (a) 政策 ; 及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	4.1 人才招聘與留任 4.2 員工權益保障 4.3 薪酬與福利 4.4 員工培訓與發展 4.1 Talent Recruitment and Retention 4.2 Employee Rights Protection 4.3 Remuneration and Benefits 4.4 Employee Training and Development
	關鍵績效指標 B1.1 KPI B1.1	按性別、僱傭類型 (如全職或兼職)、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	4.1 人才招聘與留任 4.1 Talent Recruitment and Retention
	關鍵績效指標 B1.2 KPI B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	4.1 人才招聘與留任 4.1 Talent Recruitment and Retention
層面 B2 : 健康與安全 Aspect B2 : Health and Safety	一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的 : (a) 政策 ; 及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.5 職業健康與安全 4.5 Occupational Health and Safety
	關鍵績效指標 B2.1 KPI B2.1	過去三年 (包括匯報年度) 每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.5 職業健康與安全 4.5 Occupational Health and Safety
	關鍵績效指標 B2.2 KPI B2.2	因工傷損失工作日數。 Lost days due to work injury.	4.5 職業健康與安全 4.5 Occupational Health and Safety
	關鍵績效指標 B2.3 KPI B2.3	描述所採納的職業健康與安全措施, 以及相關執行及監察方法。 Description of occupational health and safety measures adopted, how they are implemented and monitored.	4.5 職業健康與安全 4.5 Occupational Health and Safety

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures, and Key Performance Indicators			所在章節 Section
層面 B3 : 發展及培訓 Aspect B3 : Development and Training	一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4.4 員工培訓與發展 4.4 Employee Training and Development
	關鍵績效指標 B3.1 KPI B3.1	按性別及僱員類別 (如高級管理層、中級管理層) 劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.4 員工培訓與發展 4.4 Employee Training and Development
	關鍵績效指標 B3.2 KPI B3.2	按性別及僱員類別劃分, 每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	4.4 員工培訓與發展 4.4 Employee Training and Development
層面 B4 : 勞工準則 Aspect B4 : Labor Standards	一般披露 General Disclosure	有關防止童工或強制勞工的 : (a) 政策 ; 及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	4.1 人才招聘與留任 4.2 員工權益保障 4.1 Talent Recruitment and Retention 4.2 Employee Rights Protection
	關鍵績效指標 B4.1 KPI B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labor.	4.1 人才招聘與留任 4.2 員工權益保障 4.1 Talent Recruitment and Retention 4.2 Employee Rights Protection
	關鍵績效指標 B4.2 KPI B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	4.2 員工權益保障 4.2 Employee Rights Protection
	營運慣例 Operating Practices		
層面 B5 : 供應鏈管理 Aspect B5 : Supply Chain Management	一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policy on managing environmental and social risks in the supply chain.	2.5 打造責任採購 2.5 Building Responsible Procurement
	關鍵績效指標 B5.1 KPI B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	2.5 打造責任採購 2.5 Building Responsible Procurement

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures, and Key Performance Indicators		所在章節 Section	
層面 B5：供應鏈管理 Aspect B5：Supply Chain Management	關鍵績效指標 B5.2 KPI B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	2.5 打造責任採購 2.5 Building Responsible Procurement
	關鍵績效指標 B5.3 KPI B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2.5 打造責任採購 2.5 Building Responsible Procurement
	關鍵績效指標 B5.4 KPI B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2.5 打造責任採購 2.5 Building Responsible Procurement
層面 B6：產品責任 Aspect B6：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.	2.1 激發創新活力 2.2 知識產權保護 2.3 嚴守質量責任 2.4 客戶服務管理 2.1 Unleashing Innovation Vitality 2.2 Intellectual Property Protection 2.3 Upholding Quality Responsibility 2.4 Customer Service Management
	關鍵績效指標 B6.1 KPI B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	2.3 嚴守質量責任 2.3 Upholding Quality Responsibility
	關鍵績效指標 B6.2 KPI B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	2.4 客戶服務管理 2.4 Customer Service Management
	關鍵績效指標 B6.3 KPI B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	2.2 知識產權保護 2.2 Intellectual Property Protection
	關鍵績效指標 B6.4 KPI B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	2.3 嚴守質量責任 2.3 Upholding Quality Responsibility
	關鍵績效指標 B6.5 KPI B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, how they are implemented and monitored.	6.4 保障信息安全 6.4 Ensuring Information Security

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures, and Key Performance Indicators		所在章節 Section	
層面 B7：反貪污 Aspect B7：Anti-corruption	一般披露 General Disclosure	有關防止賄賂，勒索，欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	6.3 恪守商業道德 6.3 Adherence to Business Ethics
	關鍵績效指標 B7.1 KPI B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	6.3 恪守商業道德 6.3 Adherence to Business Ethics
	關鍵績效指標 B7.2 KPI B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	6.3 恪守商業道德 6.3 Adherence to Business Ethics
	關鍵績效指標 B7.3 KPI B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	6.3 恪守商業道德 6.3 Adherence to Business Ethics
<b>社區 Community</b>			
層面 B8：社區投資 Aspect B8：Community Investment	一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	5.2 普惠醫療 5.3 慈善公益 5.2 Inclusive Healthcare 5.3 Charitable Initiatives
	關鍵績效指標 B8.1 KPI B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	5.2 普惠醫療 5.3 慈善公益 5.2 Inclusive Healthcare 5.3 Charitable Initiatives
	關鍵績效指標 B8.2 KPI B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus area.	5.2 普惠醫療 5.3 慈善公益 5.2 Inclusive Healthcare 5.3 Charitable Initiatives

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures, and Key Performance Indicators	所在章節 Section
D 部分：氣候相關披露 Part D: Climate-related Disclosures	
<b>管治</b> Governance	
氣候治理機構與管治流程 Climate Governance Framework and Management Processes	3.1 應對氣候變化 3.1 Addressing Climate Change
<b>策略</b> Strategy	
氣候相關風險和機遇 Climate-related Risks and Opportunities	3.1 應對氣候變化 3.1 Addressing Climate Change
業務模式和價值鏈 Business Model and Value Chain	3.1 應對氣候變化 3.1 Addressing Climate Change
策略和決策 Strategy and Decision-making	3.1 應對氣候變化 3.1 Addressing Climate Change
氣候韌性 Climate Resilience	公司氣候風險管理仍處於能力建設初期，暫未組建專職團隊對氣候相關財務影響進行量化分析及開展氣候情景分析，未來公司逐步完善氣候管治體系，以持續提升氣候信息披露質量。 The Company's climate risk management is still at an early stage of capacity building. A dedicated team has not yet been established to conduct quantitative analysis of climate-related financial impacts or to carry out climate scenario analysis. In the future, the Company will gradually enhance its climate governance system to continuously improve the quality of climate-related disclosures.
財務狀況、財務表現及現金流量 Financial Position, Financial Performance and Cash Flows	
<b>風險管理</b> Risk Management	
識別評估流程與風險整合 Risk Identification, Assessment, and Integration	3.1 應對氣候變化 3.1 Addressing Climate Change
<b>指標及目標</b> Metrics and Targets	
溫室氣體排放 Greenhouse Gas Emissions	3.1 應對氣候變化 3.1 Addressing Climate Change

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures, and Key Performance Indicators	所在章節 Section
內部碳定價 Internal Carbon Prices	公司碳排放管理仍處於能力建設初期，未來公司將逐步評估實行內部碳定價機制的可能性，推動相關部門及子公司主動減排。 The Company's carbon management is still in the early stages of capacity building. In the future, the Company will gradually assess the feasibility of implementing an internal carbon pricing mechanism to encourage relevant departments and subsidiaries to proactively reduce emissions.
薪酬 Remuneration	公司將逐步建立 ESG 績效掛鉤機制，將氣候相關指標納入績效考核與薪酬激勵體系，推動公司可持續管理水平的進一步提升。 The Company will gradually establish an ESG performance linkage mechanism, incorporating climate-related indicators into performance evaluation and compensation incentive systems, thereby further enhancing its sustainable management capabilities.
行業指標 Industry-based Metrics	不適用 Not Applicable
氣候相關目標及量化影響 Climate-related Targets	3.1 應對氣候變化 3.1 Addressing Climate Change

## 報告評價及建議

本報告是瑞科生物面向社會公開發佈的 2025 年度環境、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@rebio.cn

郵寄地址：江蘇省泰州市医药高新区中国医药城六期 29 栋

收件人：瑞科生物 ESG 工作組

郵編：225300

## Report Evaluation and Recommendations

This report is Recbio's 2025 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@rebio.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

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. 您最關心報告裏的哪些議題？

- 產品與質量安全
- 研發與創新
- 職業健康與安全
- 反腐敗與商業道德
- 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. 您認為報告的哪些地方需要改進？

- 版面設計  數據類型  議題覆蓋
- 參考標準

7. 歡迎您在此提出對瑞科生物 ESG 工作和本報告的其他意見和建議：

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

Good  Relatively good  Average  Bad

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

Economic Responsibility :  Good  Relatively good  Average  
 Bad

Social Responsibility :  Good  Relatively good  Average  
 Bad

Environmental Responsibility :  Good  Relatively good  Average  
 Bad

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

- Product quality and safety
- R&D and innovation
- Occupational health and safety
- Anti-corruption and business ethics
- 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: