

The Code

Our Culture, Code of Conduct, and Shared Commitments

I. Our Mission, Vision, and Values

- **Mission:** Provide high-quality and affordable vaccines to improve human well-being
- **Vision:** To become a global leader in the vaccine industry.
- **Values:**

User Orientation: Taking the needs of end users as the starting point and responding to those needs with action.

Innovation and Excellence: Continuously innovating and pursuing excellence, always striving to be better today than yesterday.

Diligent Action and Accountability: Focusing on practical execution, persevering through challenges, daring to try, and taking responsibility.

Inclusion and Collaboration: Embracing diverse cultures with openness, promoting teamwork, and building organizational strength.

II. Employee Code of Conduct

Professional Ethics: Be loyal to the Company, perform duties diligently, comply with laws and regulations, value quality, act with integrity, and strictly protect the Company's business and technical secrets.

Workplace Etiquette: Maintain a professional appearance, communicate and behave with civility, and ensure professional and efficient communication .

Work Discipline: Remain at one's post and stay focused on work; respect one another and prohibit any form of harassment, intimidation, or conflict; strictly prohibit alcohol consumption during working hours; uphold financial integrity; and comply with information security and confidentiality requirements.

III. Core Human Resources Policies

1. Occupational Health and Safety

The Company places employee health and safety first. It strictly complies with GMP and biosafety requirements, provides a safe working environment and necessary protective measures, and regularly organizes health check-ups. Special provisions: smoking is prohibited throughout the entire plant area; unrelated items such as food, beverages, and personal medicines are prohibited in restricted production and laboratory areas.

2. Harmonious Labor Relations

Recruitment and Onboarding: Uphold the principles of openness, fairness, and impartiality; implement the conflict-of-interest avoidance system for relatives; and ensure that background information is truthful.

Employment Contracts: Employment contracts shall be signed in accordance with the law, clearly defining the rights and obligations of both parties.

Employee Separation: The Company respects employees' choices. Employees may terminate their contracts by giving advance notice in accordance with the law, and the Company will handle the procedures as required.

3. Growth and Care

Training and Development: Provide diverse training programs, including job skills and management capabilities, to help employees succeed in and go beyond their current roles.

Performance Management: Use a scientific performance management system to promote communication, unlock potential, and enable employees and the Company to grow together.

Promotion and Transfer: Provide internal-priority opportunities for promotion and job transfer. Please refer to the Promotion Management Policy for details.

Diverse Leave Entitlements: Provide annual leave, sick leave, marriage leave, maternity leave, paternity leave, parental leave, and other types of leave in accordance with the law.

Distinctive Benefits: In addition to statutory benefits, provide commuter shuttle service, meal subsidies, free vaccination with Company vaccines, marriage and childbirth gifts, birthday greetings, team activities, and other benefits.

4. Rewards, Disciplinary Actions, and Compliance

The Company establishes a clear, fair, and impartial reward and disciplinary mechanism. For serious violations of Company rules and regulations, fraud, gross dereliction of duty, or similar conduct, the Company reserves the right to terminate the employment contract in accordance with the law.

IV. Validity and Communication of the Handbook

The Employee Handbook is a basic agreement jointly observed by the Company and its employees. The Company has the right to revise and publish the Handbook in due course based on changes in laws and regulations and operational needs. Employees may access all rules and

regulations through internal channels. If employees have any questions about the contents of the policies, they may consult the Human Resources Department.

The Company is committed to working together with all employees through transparent policies and an open culture to achieve its shared vision.