

Employee Diversity, Development and Training

AIM Vaccine upholds an open and inclusive attitude and is committed to incorporating the principle of diversity into the recruitment and promotion policies of various positions, fairly and impartially evaluating employee performance and making promotion decisions, valuing diverse perspectives from different backgrounds, and avoiding any form of discrimination and prejudice.

AIM Vaccine believes that creating a diverse workforce will enhance the company's competitiveness in decision-making and R&D processes, and enhance team cohesion and employee loyalty. In the recruitment process, the company is committed to recruiting diverse talents based on objective facts, and does not interfere with talent selection based on gender, age, nationality, marital status, disability, race, skin color, ethnicity, sexual orientation, religious beliefs and other factors. In the recruitment process, AIM Vaccine ensures that talent recruitment is based on job qualifications and candidate capabilities, and provides equal employment opportunities and broad development opportunities for every ambitious candidate. The company strictly abides by laws and regulations, scientifically plans the recruitment process, ensures the accuracy of recruitment and the standardization of recruitment, fairly evaluates candidates, and guarantees talent supply. At the same time, the company strictly implements personnel bans and resolutely puts an end to discrimination, harassment, illegal employment, bribery, exclusion of dissidents, unauthorized changes in employment standards, and disclosure of company personnel information.

AIM Vaccine is committed to building a salary system with internal and external competitive advantages, determining salary and promotion decisions based on employees' work performance, and will not be affected by nationality, race, religious beliefs, gender, age, disability, marital status, cultural background or other legally protected identities. Salaries will take into account factors such as positions and work performance, and strive to ensure the fairness and scientific nature of performance management and indicators, ensure that the process is transparent and open, and that the assessment results are fair and just.

AIM Vaccine treats employees from different backgrounds fairly and impartially, and provides all employees with skills and knowledge development training programs that integrate job functions and personal development on demand. Including leadership training, production management skills training, high-potential talent training programs, job-specific development training, etc. At the same time, in the promotion process,

always maintain fairness and transparency, and strive to eliminate all forms of discrimination and prejudice. The company adheres to the values of gender equality, opposes any form of workplace bullying and harassment, and is committed to creating a healthy workplace environment.