WuXi Biologics
Global Solution Provider

Sustainability Report 2024

WuXi Biologics (Cayman) Inc.
藥明生物技術有限公司*

(Incorporated in the Cayman Islands with Limited Liability)
Stock Code: 2269

** For identification purpose only*

www.wuxibiologics.com

Contents

A Message from Our CEO 2

2024 Highlights 4

Company Overview 5

Sustainability Strategy 14

ESG Targets and Progress in Line with SDGs 15

Enhancing Governance 19

Corporate Governance 20

Operational Governance 27

Sustainable Supply Chain 43

Giving Back to Society 51

Enabling Clients 52

Fostering Communities 58

Empowering Our People 66

Employee Rights and Development 67

Diversity, Equity, and Inclusion 76

Occupational Health and Safety 80

Greening Our Business 85

Climate Change and Energy Saving 86

Environment Protection 103

Appendix 115

About the Report 146

A Message from Our CEO

At WuXi Biologics, we believe that long-term business success is inseparable from our responsibility to people, society and the planet.

Unleashing the power of our unique CRDMO business model, technology strength and operational excellence, WuXi Biologics has successfully continued to execute our "Follow and Win the Molecule" strategies and has maintained sustainable momentum with notable achievements in 2024.

With sustainability as the enduring cornerstone of our business growth, we keep powering green technology innovations to provide advanced end-to-end Green CRDMO solutions for global clients and partners, while consistently delivering our own ESG excellence. We aim to jointly work with all stakeholders to deliver positive social and environmental impacts, and promote responsible practices to empower the entire value chain.

Guided by a comprehensive sustainability strategy, WuXi Biologics has established strong corporate governance mechanisms and processes. The Company remains committed to a science-based and measurable ESG target matrix — aligned with the United Nations Sustainable Development Goals (UN SDGs) — and has subsequently developed refined roadmaps, which also allow us to track progress for continuous improvement.

WuXi Biologics is fully committed to maintaining transparent dialogues and building strong connections with all stakeholders. As an active participant of the Pharmaceutical Supply Chain Initiative (PSCI), we firmly uphold PSCI principles in the areas of Ethics, Human Rights and Labor, Health and Safety, Environment, and Management Systems, actively engage and collaborate with global suppliers to drive best practices and generate positive impacts.

The Company is proud of all the accomplishments made by our global employees, who are highly dedicated and experienced professionals, representing 53 nationalities with diverse backgrounds. We strongly encourage the career development of women in the areas of Science, Technology, Engineering and Mathematics (STEM), and our success is reflected in the fact that 54% of our STEM positions are held by female employees, far exceeding the industry average.

We see community engagement as a vital part of our aim to create positive social impacts. In 2024, nearly 10,000 employee volunteer hours were logged in our local communities around the world. The use of our core competencies to benefit patients is one of the Company's three pillars of corporate social responsibilities. An important part of that is the work we do with global clients to bring their novel treatments to patients with rare diseases. By the end of 2024, there have been 21 integrated projects of rare disease on our platform.

Ensuring the planet's resilience begins with the choices that are made today. WuXi Biologics recognizes that protecting the planet is not just a responsibility but a necessity for future generations. We are dedicated to the perpetuation of good environmental stewardship regarding climate change, resource efficiency, circularity, ecosystem protection, and green innovation.

In 2024, the Company achieved a 30% intensity reduction of Greenhouse Gas (Scope 1 and Scope 2) emission from the base year 2020, and a 28% intensity reduction of water consumption from the base year 2019. To advance an eco-friendly transition for the biopharmaceutical industry, WuXi Biologics has actively integrated green concepts into multiple innovative and proprietary technology platforms, including WuXiBody™, WuXiUP™, WuXiUI™, WuXiDARx™, etc., and Single-Use Technology (SUT), enabling our global clients with end-to-end green solutions for biologics research, development and manufacturing. Our Green CRDMO solution — with up to 80% product carbon footprint reduction — was selected by the United Nations Global Compact (UNGC) as one of the best 20 case examples of sustainable development over the past 20 years.

To drive continuous improvement for operational excellence, WuXi Biologics Business System (WBS) utilizes Lean Management philosophy and integrates it with our sustainability strategy. Out of all completed Kaizen projects in 2024, over 90% achieved ESG benefits, including reductions in carbon emission, water consumption and waste generation.

WuXi Biologics' persistence in promoting sustainable development has achieved notable recognitions over the past several years. The Company was granted an MSCI AAA Rating; awarded an EcoVadis Platinum Medal; included in the Dow Jones Sustainability Indices (DJSI); named to the CDP Water Security "A list" and awarded an "A-" CDP Climate Change leadership-level score for two consecutive years; recognized as a Sustainalytics industry and regional ESG top-rated company for five consecutive years; selected as a Constituent of the FTSE4Good Index Series; rated as Prime by ISS ESG Corporate Rating; and listed in the Hang Seng ESG 50 Index.

Looking ahead to 2025 and beyond, we will continue to have sustainability serve as the foundation for how we innovate, operate, and grow. By further implementing our new strategy of CRDMO+, with key pillars of Client+, Global+, Innovation+, and Agility+, WuXi Biologics will contribute to accelerating the advancement of UN SDGs, enable global clients to bring life-changing treatments to patients worldwide, and deliver value and shared success to all of our stakeholders for a healthier future.

Dr. Zhisheng Chen
Chief Executive Officer
Chairman of ESG Committee

2024 Highlights

As of December 31, 2024

Enhancing Governance

ESG Committee
Comprised of four board members led by CEO

22
Material ESG issues

100%
Participation in business ethics and anti-corruption training

100%
Supplier Code of Conduct sign off

ISO 27001
Information security management certification

ISO 22301
Business continuity management certification

Giving Back to Society

817
Integrated projects

42
Inspections by global regulatory agencies were passed

1,500+
Client quality audits were passed

21
Integrated projects of rare disease on the platform

9,919
Employee volunteer hours for community

Empowering Our People

46%
Managerial positions held by female employees

54%
STEM positions held by female employees

53
Nationalities of our employees

74 hours
of training per employee

ISO 45001
Occupational health and safety management certification

Greening Our Business

30%
Reduction of GHG emission intensity from 2020 (Scope 1 and Scope 2)

28%
Decrease in water intensity from the base year 2019

ISO 14064
GHG emissions verification

ISO 14001
Environmental management certification

ISO 50001
Energy management certification

Company Overview

Introduction

WuXi Biologics is a leading global Contract Research, Development, and Manufacturing Organization (CRDMO) offering end-to-end solutions to enable partners to discover, develop and manufacture biologics — from concept to commercialization — for the benefit of patients worldwide.

With over 12,000 employees in China, the United States, Ireland, Germany, and Singapore, WuXi Biologics leverages its technologies and expertise to provide clients with efficient and cost-effective biologics discovery, development and manufacturing solutions.

WuXi Biologics views ESG responsibilities as an integral component of our ethos and business strategy, and we aim to be an ESG leader in the biologics CRDMO sector. Our facilities use next-generation biomanufacturing technologies and clean-energy sources. We have also established an ESG committee led by our CEO to steer the comprehensive sustainability strategy and its implementation, enhancing our commitment to sustainability.

Revenue

18,675.4 million RMB

Gross profit

7,650.8 million RMB

Our Vision

Every biologic can be made

Our Mission

Accelerate and transform the discovery, development and manufacturing of biologics to enable our global partners and benefit patients worldwide

Business Performance

151 integrated projects added in 2024, bringing total to 817

66 Phase III and 21 non-COVID commercial manufacturing projects with potential for future growth

20 external projects further secured through “Win-the-Molecule” strategy, including 13 late-phase and commercial manufacturing projects, laying a solid foundation for future revenue growth

Public Recognition

WuXi Biologics has gained global recognition in a number of key areas. The following is a selection of some of our recent awards and honors.

INDUSTRY LEADERSHIP

Life Science Leader
CDMO Leadership Awards in all six core categories
Additional recognition as one of the CHAMPIONS in the Capabilities category **2018–2024**

IMAPAC
Best CDMO Award **2024**

IMAPAC
Bioprocessing Excellence in Greater China Region **2024**

IMAPAC
Best Bioprocessing Supplier Award **2024**

IMAPAC
Best Aseptic Fill-Finish & Packaging CMO of the Year **2024**

The Life Science Industry Awards
Best Engineering Project/Facility **2024**

EMPLOYER BRANDING

sHero
Prime Employers for Women Award **2022–2024**

WELEGAL
Legal Diamond Awards
National Outstanding Compliance Department — Employer Brand Team of the Year **2024**

SUSTAINABILITY EXCELLENCE

The Asset
ESG Corporate Awards — Platinum Award **2021–2024**

HERA
Sustainable Supply Chain Leadership Award **2024**

HERA
ESG Report Benchmark Award **2024**

ESG Performance and Sustainability Commitments

WuXi Biologics' outstanding ESG performance has been recognized by the world's leading ESG rating agencies.

Identified as a global Top 1% S&P Global's Corporate Sustainability Assessment (CSA) ranking, named an industry mover and was included into *Sustainability Yearbook*

Included in 2024 Dow Jones Sustainability™ World Index (DJSI World) and DJSI Emerging Markets Index

Received an AAA rating from MSCI, the highest rating for companies

Awarded a distinguished Platinum Medal in recognition of its sustainability achievements

The only selected pharmaceutical company included in Hang Seng ESG 50 Index of year 2024

Recognized as both an industry top-rated and APAC regional top-rated company

Prime Recognition for industry leading sustainability transparency and performance

Named Constituent of the FTSE4Good Index Series for the fourth year

Named to CDP Water Security "A list"
Received a CDP Climate Change "A-" Leadership-level score

ESG Performance and Sustainability Commitments

WuXi Biologics continuously fulfills sustainability commitments and gains global recognition.

WE SUPPORT UN GLOBAL COMPACT	Participated in United Nations Global Compact, demonstrating robust commitment to sustainability Included in UNGC *20 Case Examples for 20 Years: Private Sector's Sustainable Development in China*
WOMEN'S EMPOWERMENT PRINCIPLES	Committed to the United Nations' Women's Empowerment Principles (WEPs) to further enhance gender equality in the workplace
SCIENCE BASED TARGETS	Committed to Science Based Targets Initiative (SBTi), a new milestone towards net-zero
PSCI Pharmaceutical Supply Chain Initiative Building responsible supply chains	Committed to PSCI principles to promote a responsible supply chain

ISO

ISO 27001	Information Security Management
ISO 45001	Occupational Health and Safety Management
ISO 14001	Environmental Management
ISO 50001	Energy Management
ISO 14064	GHG Emissions Verification
ISO 22301	Business Continuity Management
ISO 9001	Quality Management

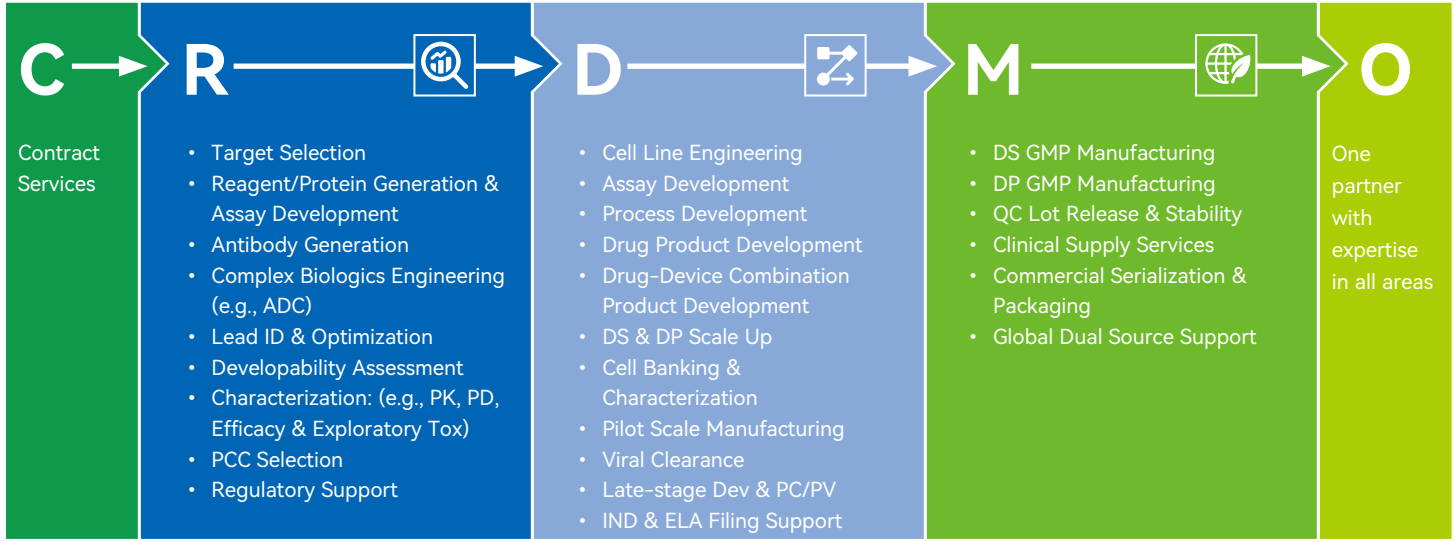
Benefitting Patients, Benefitting the Earth

Green Solutions Across R/D/M Driven by Innovation

Throughout the years, WuXi Biologics has consistently engaged in the development of pioneering technology platforms, successfully addressing a number of industry technological pain points and advancing biotechnological innovation. Ultimately, this endeavor aims to enhance the capabilities of our global partners and make high-quality biologics more accessible and affordable for patients worldwide.

To help drive an eco-friendly and low-carbon transformation of the global biopharmaceutical industry, WuXi Biologics also takes a pioneering stance with a strategy of incorporating green concepts into every facet of our company, including our innovative technology platforms in Research (R), Development (D) and Manufacturing (M). This strategy is seamlessly integrated across all of our operations, including the selection of raw materials or components, direct operations, production and manufacturing processes, internal distribution, storage, and transportation. The goal is to enhance the overall resource efficiency of our products and business — while maximizing productivity and quality, and minimizing environmental impacts — to deliver greater value for our partners and patients worldwide.

To implement our green strategy, we cultivate a range of industry-leading technology platforms that cover the full spectrum of biologics discovery, development and manufacturing. Through innovation, process optimization and management improvements, we deliver best-in-class biologics solutions with positive ESG impacts. We empower our partners to be able to engage in Green Research (R), Green Development (D) and Green Manufacturing (M) of biologics. WuXi Biologics' Green CRDMO case — titled "Leading in Green Biologics Solutions for a Healthier Future" — was selected in November 2024 by the United Nations Global Compact (UNGC) as one of the best 20 case examples of sustainable development over the past 20 years. It was the only pharmaceutical case recognized by the UNGC.



Integrated Discovery Platform from Concept to IND

WuXi Biologics offers a full spectrum of discovery services and technologies for the generation, characterization, engineering, optimization, and selection of high-potency novel antibody therapeutics. These proprietary platforms accelerate the drug development process and drive ongoing cost reduction during the scale-up phase of drug development and commercial production.

In the field of monoclonal antibody (mAb) discovery, WuXi Biologics has established multiple core technology platforms, including hybridoma, phage display, yeast display, and single B-cell screening approaches. For example, the internationally leading WuXiHybrid™ Hybridoma-mAb Technology Platform has undergone continuous innovation to overcome critical technical bottlenecks, significantly enhancing the quality and speed of novel antibody drug development. Based on target biology and target molecule profile (TMP), WuXiHybrid™ platform employs the most appropriate immunization strategy, and the optimized electrofusion technology to markedly improves hybridoma cell fusion rate. The WuXiHybrid™ platform also employs high-throughput multifunctional comprehensive screening methodology and automated equipment to break through the traditional hybridoma screening process, significantly improve the screening positive rate and shorten the screening period. The established process not only saves time and labor costs but also reduces resource consumption and waste liquid generation. Monoclonal antibodies developed via the WuXiHybrid™ platform serve as a critical foundation for the sustainable design and construction of bi-specific, multi-specific, and bi-paratopic antibodies, antibody-drug conjugates (ADCs), and CAR-T cell therapies.

Bi-specific antibodies (bsAbs) are spearheading a new era in biopharmaceuticals. Our innovative proprietary technology platform WuXiBody™ enables the bsAbs generation in various formats and valences (1+1, 1+2, 2+2) to meet a wide range of biological needs. WuXiBody™ platform also enables the effortless assembly of over 90% of monoclonal antibody pairs into bsAb structures, while retaining efficacy comparable to their parental mAbs and exhibiting developability properties on par with mAbs, including high titer, yield, solubility, and stability. As a result, the drug discovery phase is streamlined, trial-and-error iterations are reduced, and the need for complex process development is eliminated. In addition, the platform mitigates stringent environmental maintenance conditions — such as temperature and humidity control — during protein culture, harvest, selection, storage, and transportation. By simplifying the discovery and development of bsAbs, and shortening timelines by 6 to 18 months, the WuXiBody™ platform not only enhances efficiency but also significantly reduces environmental impact through lowered demand for natural resources and energy in maintaining the environmental conditions. This advancement promises to empower the biopharmaceutical industry to achieve more efficient, cost-effective, and eco-friendly bsAb drug development going forward.

Reliable Development Platform from DNA to GMP

WuXi Biologics has established one of the world's largest and most experienced development teams to ensure that we have the resources and expertise to assist our clients in the most efficient and cost-effective manner.

Cell line development marks the beginning of the CMC (Chemistry, Manufacturing, and Controls) process for biologics development. Starting from the DNA or amino acid sequences provided by clients, WuXi Biologics leverages its WuXia™ Cell Line Development Platform — featuring highly optimized host cell lines and proprietary vectors — to deliver high-yielding (up to 11g/L in fed-batch mode), high-quality, and stable cell lines for downstream process development and GMP (Good Manufacturing Practices) manufacturing activities, accelerating our partners' IND filings. The WuXia™ platform employs proprietary CHO-K1 cell lines, which have demonstrated the ability to achieve

WuXiHybrid™

Advanced Hybridoma-monoclonal Antibody Technologies

WuXiBody

Proprietary Universal Bispecific Antibody Platform

WuXia™

Proven, High-Yielding Cell Line Development Platform Accepted by Regulatory Agencies Worldwide

titers matching or exceeding industry benchmarks within shorter timeframes. In addition to CHO-K1, HEK293, WuXia^{ADCC} PLUS™ (FUT8 knockout CHO-K1), and WuXia RidGS™ (GS knockout CHO-K1) host cells are available for diverse cell line development needs. Furthermore, the WuXia™ platform minimizes antibiotic usage during cell line development, enhancing biosafety while reducing environmental impacts from waste discharge. WuXia™ cell lines have been used in over 500 CMC programs for clinical and commercial manufacturing. In addition to WuXia™ platform's accelerated timeline that enables CMC development within 6 months, the platform also works well with other WuXi Biologics' innovative proprietary technology platforms such as WuXiUP™ and WuXiUI™ to enhance productivity and reduce production cost.

Precise control of the drug-to-antibody ratio (DAR) has long been a challenge in the ADC industry. Our WuXiDARx™ platform ensures stringent control over ADC product homogeneity, enabling more exacting quality control. Compared to traditional conjugation technologies, the WuXiDARx™ Platform not only increases the proportion of target DAR species but also enhances the site-specificity of ADC products. With milder reaction conditions and streamlined processes, WuXiDARx™ avoids the demand for enzymes and similar complex raw materials to achieve equivalent homogeneity targets, thereby lowering environmental impact. In addition, the platform enables better assessment of ADC clinical efficacy and, more importantly, leads to improvements in patient safety.

WuXi Biologics' robust and flexible biologics process development platforms support diverse therapeutic modalities while delivering high product quality, cost efficiency, manufacturing flexibility, and reduced environmental impacts, offering global partners a broader range of development options.

One-Stop Manufacturing Platform from DS to DP

WuXi Biologics' diverse technology platforms and next-generation manufacturing strategies demonstrate how the Company incorporates the concept of sustainable innovation into our CRDMO business and embeds a green mindset across all process and manufacturing operations.

WuXi Biologics has established itself as a leader and pioneer in single-use technology (SUT) manufacturing, building a strong SUT commercial manufacturing capability. Leveraging scale-out and continuous process innovation, we have successfully employed SUT manufacturing in over 300 batches of production — ranging in size from 4,000 to 16,000 liters — across multiple facilities. SUT manufacturing can achieve comparable cost of goods (CoGs) compared to stainless-steel reactors, while providing a more eco-friendly solution, and offering clients greater flexibility and a wider range of options. Relevant research and our own internal studies and experience show that SUT can greatly reduce the need for equipment-cleaning and disinfection, thus lessening water usage and waste. A water savings of up to 70% can be attained compared to stainless steel technology at the same production scale. Throughout the life cycle, SUT can also decrease resource use by approximately 33% and minimize the negative effect on climate change by approximately 40%, while having negligible end-of-life impacts. Even though SUT solutions offer significantly reduced environmental impacts compared with traditional stainless-steel technology, WuXi Biologics does continue to explore additional sustainable solutions with clients and suppliers for plastic waste treatment, including material recycling and waste-to-energy (WTE) initiatives.

To address the issue of excessive metabolic by-product accumulation and its negative impact on protein production during the latter stages of fed-batch processes, our WuXiUI™ platform introduced an innovative cell culture bioprocess. The process combines ultra-high seeding density and intermittent-perfusion fed-batch to achieve 3- to 6-fold higher productivity than traditional fed-batch processes while maintaining the highest level of product quality. The platform's distinctive design allows for outstanding adaptability across all common cell lines and diverse modalities, and is readily scalable to 2,000 L–12,000 L (e.g., 6 x 2,000 L or 3 x 4,000 L) with high productivity and a 60–80% reduction in manufacturing CoGs. It also has a lower carbon footprint than traditional or other intensified fed-batch processes due to its more efficient media consumption, decreased waste generation, and smaller need for building space in the production line.

WuXia™

Proven, High-Yielding Cell Line Development Platform Accepted by Regulatory Agencies Worldwide

WuXiDARx™

Comprehensive ADCs Development Platform

WuXiUI™

Ultra-Intensified Feb-Batch Production Platform

Continuous processing is a next-generation solution for biomanufacturing, designed to address the production difficulty and inefficiency of either labile/difficult-to-express or low-expressing-level proteins with minimized environment impact and resource demand. Our WuXiUP™ platform employs an intensified perfusion culture process and continuous harvest, allowing for the manufacture of different types of pharmaceutical proteins with significantly higher productivity (10 to 20 times greater) compared with traditional fed-batch and perfusion culture. This improvement is particularly notable when the process is scaled to 1,000–2,000 L using disposable bioreactors. With stainless steel bioreactors, similar productivity can be obtained only by scaling to 10,000–20,000 L. The WuXiUP™ platform achieves not only higher productivity but also significantly reduces resin usage, with a smaller facility footprint. All these factors collectively lead to substantial cost savings and reduced environmental impact on protein mass basis.

Through the adoption of cutting-edge manufacturing technologies like SUT, innovative proprietary technology platforms — such as WuXiUI™ and WuXiUP™ — and operational excellence driven by WBS, WuXi Biologics realizes substantial green benefits by minimizing environmental impact across all of its operational sites, while continuing to empower our partners by achieving maximum productivity and the highest level of quality.

WuXiUP™

Ultra-High Productivity Continuous Bioprocessing Platform

WuXiUI™

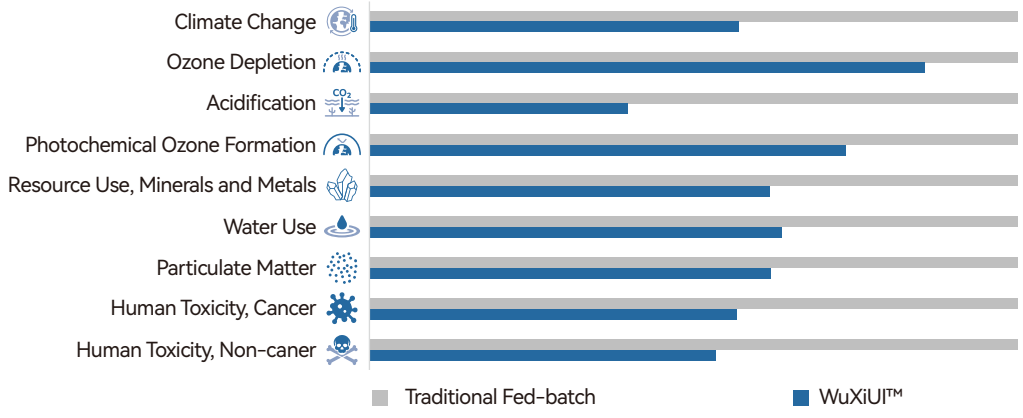
Ultra-Intensified Feb-Batch Production Platform

Sustainable Product Stewardship throughout Life Cycle

While actively developing innovative technology platforms, WuXi Biologics continually assesses environmental impacts and risks throughout the biologics' lifecycle of our manufacturing processes. Analyzing environmental impacts at each stage enables us to identify improvement opportunities, evaluate potential benefits of various optimization initiatives, and provide product-level environmental information to clients.

We collaborate closely with clients and suppliers to conduct transparent and accurate life cycle assessments (LCAs) for products. These assessments are made across the entire biopharmaceutical manufacturing chain — from raw material procurement to manufacturing processes and transportation — and cover the impacts on resource use, ecological consequences, and human health risks, including climate change, ozone depletion, acidification, photochemical ozone formation, resource use of minerals/metals, water use, particulate matter, and human toxicity. We perform LCAs for all product environmental impact evaluation requirements, collaborating with our upstream and downstream partners to achieve sustainability commitments such as Scope 3 emission reductions or net-zero targets across the value chain.

Furthermore, WuXi Biologics proactively conducts environmental impact evaluations for our innovative technology platforms. As an example, we compared the WuXiUI™ platform with traditional fed-batch (TFB) processes and found it achieves a 35%-55% reduction across most environmental impact categories. When combined with SUT, the platform demonstrates an 80% reduction in product carbon footprint (PCF). These results verify that WuXi Biologics' technology platform development not only delivers exceptional quality performance but also generates significant ESG benefits, enabling us to create greater value for clients.



Environmental Impact Comparison of Traditional Fed-batch and WuXiUI™

The Most Cost-Effective Biologics Solution Empowered by WBS

As with all our endeavors at WuXi Biologics, the spirit of incremental improvement that is at the heart of the WuXi Biologics Business System (WBS) has motivated our pursuits and helped us positively impact the world around us in meaningful ways. WBS is the lean management system that enables us to continually improve management processes, reduce costs, improve work efficiency, eliminate waste, reduce excessive working hours, minimize environmental impacts, and, ultimately, to foster the sustainable development of the Company. We strive to achieve deep integration of our WBS approaches with our ESG initiatives to continuously drive ESG improvements throughout our operations. Out of all the completed Kaizen projects in 2024, over 90% achieved ESG improvements with environmental benefits of:

15,156 tCO_2e annual carbon reduction

109,737 tonnes annual water reduction

2,094 tonnes annual waste reduction

To continue to provide the most cost-effective and quality-assured biologics manufacturing solutions for the biopharmaceutical industry and our clients, WuXi Biologics' manufacturing department has established a number of dedicated task forces. Through WBS lean tools such as VSM, VAVE, and VPM, we aim to reduce CoGs through the systematic optimization of production processes, including traditional fed-batch (TFB), intensified fed-batch (IFB), and the WuXiUI™ platform. By optimizing our processes, implementing in-house media and consumable replacement, and establishing new platform strategies and controls, we have made our manufacturing platform capable of achieving an average CoGs reduction exceeding 50% per batch for client-commissioned biologics manufacturing, with maximum reductions surpassing 80%.

Through all these efforts, our driving force has been to create production and technology platforms that minimize manufacturing costs and environmental impact while ensuring high productivity and quality, thereby creating greater value for our partners and, ultimately, for patients worldwide.

About WBS

WBS (WuXi Biologics Business System) is our lean operation and management system launched in 2021. In 2024, the Company executed over 260 WBS Kaizen events, achieving 1-point improvement in gross profit margin through cost-savings, enhanced labor productivities, and inventory reductions. Additionally, ESG-focused Kaizen projects reduced carbon emissions, water usage, waste generation, and material consumption. The Company remains committed to establishing WBS as a lean management system, fostering continuous improvement, talent development, and further enhancing value creation for its clients.

WBS Highlights in 2024

Premier Quality
Reduce quality deviation and improve on-time delivery

Revenue Increase
Enhance customer retention
Expand into new business
Capacity optimization

Labor Efficiency
Deployment on digital initiatives and agile organization

Cash Flow Enhancement
Enhance budget management and new facility design
Virtual Project Management for on-time delivery

Cost Saving
Improve inventory management
Material saving
CoGs optimization

ESG Optimization
Reduction of energy, water, waste and CO_2 emissions

Sustainability Strategy

In line with United Nations Sustainable Development Goals, WuXi Biologics is committed to delivering superior ESG performance which helps us contribute sustainable value for our business and society. With our sustainability strategy, ESG priorities are organized into four themes: enhancing governance, giving back to society, empowering our people, and greening our business. These four areas enable us to address major global sustainable issues and also create long-term value by continuously challenging ourselves to innovate, leading with accountability, and forming collaborative partnerships.

ESG Targets and Progress in Line with SDGs

	Topics	Goals and Targets	2024 Progress	Related SDGs
Enhancing Governance	**Business Ethics**	Maintain 100% anti-corruption training coverage every year	Achieved	12, 16
	Sustainable Supply Chain	Ensure that 100% of suppliers sign the *Code of Business Conduct and Ethics for Business Partner* every year	Achieved[1]	
		Ensure 100% of procurement staff trained on ESG issues	Achieved	
		By the end of 2030, 85% of global suppliers by spending covered into annual sustainability risk assessment	On track: 80% covered in 2024	
Giving Back to Society	**Community Engagement**	Continually expand community involvement and employee volunteer hours	On Track: 9,919 hours and 2,879 person-times of volunteer participation	4, 11, 17
Empowering Our People	**Talent Development**	Ensure that 100% of employees receive training every year	Achieved	3, 4, 5, 8, 10, 11, 12
	Diversity, Equity, and Inclusion	Achieve 50% female representation in our global workforce and at least 45% in management positions by 2030	Achieved: 54% of women in overall workforce and 46% of women in managerial positions globally in 2024	
	Occupational Health and Safety	Deduce the Lost Time Incident Rate (LTIR) to be ≤0.099 by 2025	On track: 0.109 in 2024	
Greening Our Business	**Climate Change and Energy Saving**	Mid-term Goal: Reduce Scope 1 and 2 Greenhouse Gas (GHG) emissions intensity by 50% by 2030 from the base year 2020 (tonnes/RMB10,000) Long-term Goal: Achieve net-zero emissions from overall operations by 2050	On Track: 30% decrease in Scope 1 and 2 GHG emission intensity from the base year 2020	6, 7, 9, 12, 13
	Water Management	Reduce water consumption intensity by 30% by 2025 from the base year 2019 (tonnes/RMB10,000)	On Track: 28% decrease in water intensity from the base year 2019	
		Implement Water Excellence Stewardship (WES)[2] on our priority sites by 2027	On Track: Implemented in Wuxi and Shanghai sites	
	Waste Management	Reduce waste intensity, including hazardous and non-hazardous waste by 10% (tonnes/RMB10,000) by 2027 from the base year 2022	On Track: 6% decrease in waste intensity from the base year 2022	

The Big Picture

As a global citizen, WuXi Biologics not only embeds sustainability concepts into our daily operations as a fundamental part of the Company's operational mindset, but also collaborates with global partners to foster the sustainable development of communities. We consistently align our actions and targets with the SDGs to make meaningful contribution to society and the communities where we operate.

	UN SDGs Indicator		Contributing to SDGs
Goal 3		**Good Health and Well-Being**	With the vision that "Every biologic can be made", we are offering end-to-end solutions to enable partners to discover, develop and manufacture biologics — from concept to commercialization — for the benefit of patients worldwide. Meanwhile, the health and safety of our employees are of great importance to us, laying the foundation for their well-being.
Goal 4		**Quality Education**	Talent is crucial for the growth and success of our company. We are striving to develop a skilled and motivated workforce to better accomplish our mission of benefiting patients worldwide. We believe in the merit of comprehensive and lifelong learning; therefore, we offer our employees an extensive array of learning opportunities, encompassing professional development, leadership training, and a variety of essential skills, among other programs. In addition, collaborative learning is encouraged. Seminars and workshops are held for employees to share their own knowledge and experience with their peers, fostering an interactive and mutually beneficial learning environment. WuXi Biologics has established a dedicated initiative awarding scholarships to students affected by rare diseases. Since its inception four years ago, we have provided scholarships and educational gift packages to almost 100 recipients, supporting their academic pursuits.
Goal 5		**Gender Equality**	We are dedicated to creating a diverse and inclusive working environment, ensuring equitable opportunities for all employees, regardless of gender. We have set targets to achieve balanced gender representation and have surpassed our goal by achieving 46% female representation in managerial positions globally in 2024. The percentage of women in executive management positions has steadily increased over the past two years, reaching 35%. As part of our commitment to fostering an inclusive culture, we have launched initiatives to encourage female employees to increase their representation and unlock their potential in STEM fields. By the end of 2024, women held 54% of STEM roles at WuXi Biologics, showcasing our strides towards gender equality in the workplace. In 2024, WuXi Biologics has committed to the United Nations' Women's Empowerment Principles to further enhance gender equality in the workplace.
Goal 6		**Clean Water and Sanitation**	We strive to achieve good water stewardship throughout our operations as an effort to mitigate global water scarcity and promote water conservation. We seek to increase water efficiency by reducing water consumption at the source by applying SUT technologies in manufacturing processes, and maximize the use of recycled water by establishing rainwater harvesting system. In addition, we annually assess water related risk for all operational sites. In 2023, having achieved our water consumption intensity reduction goal ahead of schedule, we proactively upgraded this target from an 18% to a 30% reduction by 2025, with 2019 as the base year. Additionally, we aim to implement Water Excellence Stewardship on our priority sites by 2027, focusing on site-specific water management, ensuring access to safe drinking-water, sanitation and hygiene (WASH), and further reducing water usage. This year, WuXi Biologics was named to CDP 'A List' for water security, reflecting our dedicated efforts toward combating global water scarcity and our strong dedication to environmental sustainability.

	UN SDGs Indicator		Contributing to SDGs
Goal 7	7 AFFORDABLE AND CLEAN ENERGY	**Affordable and Clean Energy**	Acknowledging the significance of the clean energy transition in mitigating and adapting to climate change, we are firmly committed to reducing energy use and maximizing access to renewables. We have set mid-and long-term GHG reduction goals and committed to SBTi in 2023, aligning our climate actions with the *Paris Agreement*. We established an internal energy management system aligned with ISO 50001 standard to enhance energy efficiency and systematically reduce energy consumption. By adopting cutting-edge technologies and advancing green process and manufacturing, we have managed to reduce energy use during manufacturing. Furthermore, we actively deploy photovoltaic systems, biomass solutions, and purchase renewable electricity at our sites to fulfil the clean energy transition.
Goal 8	8 DECENT WORK AND ECONOMIC GROWTH	**Decent Work and Economic Growth**	Decent work and productive environment are vital to sustainable economic growth. We value diversity and generate equal opportunities for all employees, firmly opposing any form of discrimination or illegal employment practices, including child and forced labor. Our commitment to integrity is highlighted by our zero-tolerance policy towards discrimination and harassment, ensuring a respectful and safe working environment. We ensure fair compensation, adhere to minimum living wage standards, and provide competitive benefits, reflecting our commitment to our employees' welfare. Our approach focuses on developing a skilled and motivated workforce prepared for future challenges through continuous learning and professional development opportunities. To gauge and improve employee engagement, we utilize the all-employee engagement survey (PROUD³ Survey) as a crucial tool for making informed decisions and implementing feedback to improve our work environment. We also actively pursue our CSR strategy, recognizing that charitable donations are a vital way to give back to our communities and strengthen our public bonds. By dedicating resources to support various causes, WuXi Biologics reaffirms its commitment to making a positive impact.
Goal 9	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**Industry, Innovation and Infrastructure**	We consistently invest in innovation to enhance our operational efficiency and are at the forefront in adopting the sector's cutting-edge technologies in core operations. WuXi Biologics spearheads the eco-friendly and low-carbon transformation within the biopharmaceutical industry by integrating sustainability across all facets of our operations, including research and development (R&D) and manufacturing. By leveraging technologies such as SUT and our innovative proprietary platforms (e.g., WuXiUI™ and WuXiUP™), we achieve significant environmental benefits and minimize our ecological footprint. To further our commitment, we integrate sustainability into the design of our sites and establish green and low-carbon facilities worldwide to move towards a greener future. Moreover, we understand that integrating a robust Environmental Management System (EMS) throughout our operations enables us to effectively coordinate our efforts for resource conservation and waste reduction. This, in turn, enhances our environmental compliance and minimizes our operational impact on the environment. We continuously monitor our environmental performance through regular internal and external audits, aligned with ISO standards, across all operational sites. Furthermore, we actively promote communication on environmental management issues internally and externally, fostering inclusive industry collaboration and supporting sustainable industrial practices.
Goal 10	10 REDUCED INEQUALITIES	**Reduced Inequalities**	At WuXi Biologics, we believe that a diverse and inclusive workforce is essential for fostering new ideas, perspectives, and developing solutions that can make positive impacts on our clients and patients worldwide. We are committed to empowering every employee, ensuring that no one is discriminated against based on age, sex, disability, race, ethnicity, origin, religion, economic or other status. Our *WuXi Biologics Diversity, Equity, and Inclusion Policy* not only clarifies but also reinforces the critical role of diversity, equity and inclusion in our workplace culture. We actively support this commitment by providing our employees with a range of relevant training programs. Moreover, we uphold the principles of the *UN Guiding Principles on Business and Human Rights*, demonstrating our unwavering commitment to respecting and protecting human rights. WuXi Biologics has proudly been a participant of the UN Global Compact, further solidifying our dedication to labor and human rights, anti-corruption, and environmental sustainability.

	UN SDGs Indicator		Contributing to SDGs
Goal 11	11 SUSTAINABLE CITIES AND COMMUNITIES	**Sustainable Cities and Communities**	Building inclusive, safe, resilient, and sustainable cities and communities is pivotal as part of our strategy to give back to society. We proactively engage with local communities where we operate, maintaining close relationships by, for example, contributing to disaster recovery efforts and supporting local disadvantaged populations through various channels.
Goal 12	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Responsible Consumption and Production**	We continue to pursue responsible production and are committed to reducing our adverse environmental impacts by advancing green process and manufacturing. We promote the efficient, circular use of water and packaging materials to ensure responsible production and disposal. We give preference to suppliers offering low-carbon, environmentally sustainable products, and demonstrating strong commitments to social responsibility. Suppliers must adhere to our *Code of Business Conduct and Ethics for Business Partners*, affirming their dedication to ethical business practices. Furthermore, we conduct sustainability risk assessments and on-site audits to monitor and mitigate potential risks within our supply chain.
Goal 13	13 CLIMATE ACTION	**Climate Action**	The recent United Nations Climate Change Conference (COP29) called for urgent action to address climate change and to keep the global warming objective of the *Paris Agreement* within reach. WuXi Biologics stands firmly committed to decreasing our energy use and reducing emissions. We have set mid-term targets for reducing the intensity of Scope 1 and Scope 2 GHG emissions and long-term targets for achieving net-zero emissions from our overall operations by 2050. To realize these targets, we take a series of actions on carbon reduction and energy efficiency improvement, including adopting low-carbon design for all new construction projects, integrating renewable energy into our energy mix, and maximizing energy efficiency for our manufacturing and operations through technological solutions and actions. Furthermore, we promote wider cooperation to intensify decarbonization efforts across our value chain, including suppliers, clients, and employees. We firmly align our targets and actions with the *Paris Agreement*, aiming to contribute to addressing one of the greatest threats to human.
Goal 16	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	**Peace, Justice and Strong Institutions**	Our pursuit of peace, justice, and strong institutions is fundamental to our sustainability strategy, with integrity as a core value and business ethics integral to our operations. We prioritize the development of effective, accountable, and transparent institutions at all levels while rigorously combating corruption and bribery in all forms. We ensure consistent communication and provide training on business ethics, achieving 100% anti-corruption training coverage annually. Through regular audits and risk assessments, we proactively identify risks and assess the impact of our anti-corruption practices and information security systems. Our *Whistleblowing and Investigation Policy* safeguards whistleblower rights and empowers our employees to maintain high ethical standards. We diligently conduct due diligence on business ethics, including anti-bribery and corruption measures, for all new business partners, such as suppliers, contractors, and consultants. Our ongoing collaboration includes continuous compliance monitoring through audits and risk assessments. Moreover, we have integrated sustainable supply chain targets into our procurement policies, steering the Company towards a supply chain that is not only more transparent and ethical but also responsible.
Goal 17	17 PARTNERSHIPS FOR THE GOALS	**Partnerships for the Goals**	WuXi Biologics is fully committed to ethics and anti-corruption mandates as well as external mandates to protect human rights. We firmly uphold the principles and values laid out in the *United Nations International Bill of Human Rights*, the International Labor Organization's *Declaration on Fundamental Principles and Rights at Work and its Follow-up*, and the *UN Guiding Principles on Business and Human Rights*. As a participant to the UN Global Compact, we are committing to implement the ten principles concerning human rights, labor, environment and anti-corruption.

20 Corporate Governance
27 Operational Governance
43 Sustainable Supply Chain

ENHANCING GOVERNANCE

In the pursuit of corporate objectives, governance serves as the foundation for WuXi Biologics' compliant and effective business management. We operate with a comprehensive, well-established governance mechanism and seek transparent dialogues with our stakeholders. Recognizing ourselves as a corporate citizen, we uphold high standards of ethical behavior and extend the same expectations to our global business partners.

Corporate Governance

The Big Picture

As we face the multiple challenges of adapting to constant environmental and social changes, our strong governance framework and effective management procedures have enabled us to embed sustainability into our business strategy and everything we do. By enhancing oversight, transparency and effectiveness, WuXi Biologics is striving to deliver long-term value for all stakeholders.

ESG GOVERNANCE
BOARD STATEMENT
STAKEHOLDER ENGAGEMENT

Governance Structure

Five committees at the level of the Board of Directors (the Board) have been established with clearly delineated duties, heading up our robust corporate governance framework and accelerating operational excellence. Under the guidance of these committees, we are taking steps to achieve even greater transparency and accountability for our stakeholders.

Board Governance Structure

Board Diversity

A diverse board is essential for us to operate effectively in the continually evolving business environment. WuXi Biologics is committed to supporting and encouraging the diversity of its Board in terms of skills, experience, background, race, and gender, etc. We have established a *Board Diversity Policy*, which includes our approach to achieving and maintaining the diversity of the Board. All Board members are appointed based on their individual competencies and abilities, such as varied and differentiated technical and managerial skills, regional and industry experience, and financial and risk management expertise, among other considerations. This is to ensure an optimal representation of extensive high-level perspectives in the Company.

ESG Governance

Why It Matters

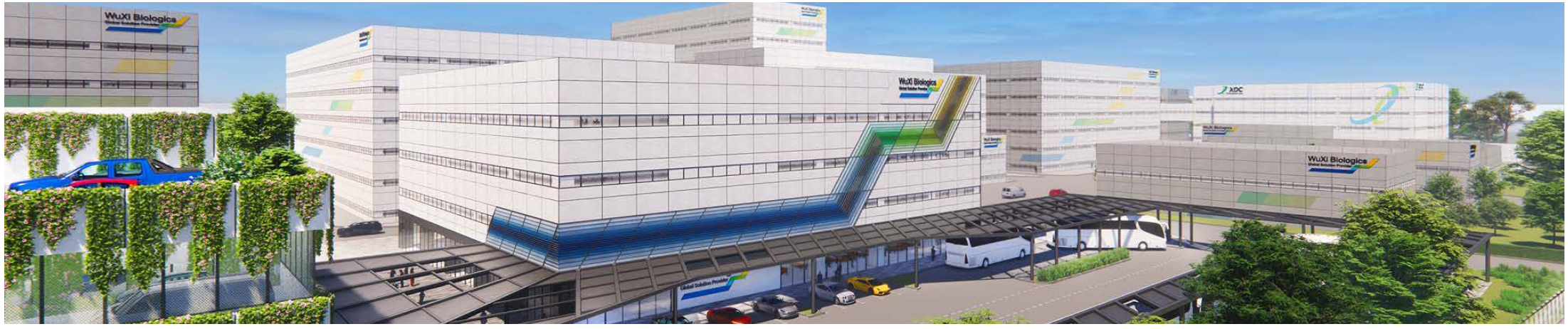
Oversight and management of ESG issues from the Board level ensures that WuXi Biologics' management procedures are effective and that adequate resources are allocated to improve our ESG performance. By virtue of the ongoing attention of the Board and the active executive engagement in ESG topics, we strengthen the integrity of our corporate governance structure and enhance the Company's global competitiveness.

ESG Governance Structure

The Board is our highest decision-making and governing body regarding ESG issues. Its ESG Committee — chaired by the Chief Executive Officer (CEO) and composed of an executive director and three independent non-executive directors — takes primary oversight responsibility for formulating the Company's sustainability vision, target, policy, strategy and progress tracking. It evaluates ESG trends, opportunities and risks in areas such as business ethics and information security, environmental protection and climate change, human capital and diversity, equity, and inclusion, and supply chain sustainability, among others. To drive continuous improvement of our sustainability performance, we have incorporated ESG metrics into the performance and remuneration measurements for the CEO, senior executives and relevant management teams through pre-defined indicators and targets. Their contributions toward our ESG performance are evaluated annually as part of the short-term and long-term incentive mechanisms that are designed to continuously promote the effective management of our prioritized ESG issues.

ESG Management Structure

Organization	Members	Responsibilities
ESG Committee	An executive director and three independent non-executive directors; chaired by the CEO	• Reviews ESG trends, oversees ESG issues and identifies sustainability opportunities • Directs and develops objectives, strategies and structures • Oversees the ESG governance framework and the implementation progress of ESG targets
ESG Steering Group	Company senior executives from all business units	• Provides insights into material issues for the ESG Department to ensure objectives align closely with business • Coordinates resources to ensure effective implementation of sustainability strategy and plan
ESG Department	Dedicated ESG management in parallel with all Business Units, with designated role below C-suit to oversee all ESG issues and progress	• Evaluates ESG performance, with reference to long-term strategy and globally recognized ESG standards • Proactively communicates with stakeholders about material issues and provides advice, directions and suggested solutions for ESG decision-making • Refines action plans for ESG targets approved by the Board and coordinates implementation across departments
Material Issues Task Forces and Relevant Departments	Head of each department and their designated ESG representatives	• Jointly promote the implementation of sustainability strategy and action plans • Continuously innovate and refine operational excellence to improve ESG performance



Board Statement

WuXi Biologics Board of Directors Statement

Supervision of the Board

The Board holds overall accountability for the Company's ESG governance. As the decision-making body, the Board reviews all of the progress on ESG targets and implementation.

The ESG Committee is appointed by the Board and chaired by the CEO. In addition to an executive director, the Committee includes three independent non-executive directors to ensure its independence and effectiveness. To support the Board's oversight responsibilities for ESG management and performance, the Committee regularly monitors the development and implementation of the Company's sustainability strategy, policies, governance structure, and objectives; updates the Board regarding ESG progress and makes recommendations; and approves and assures that all priority topics are covered in the Company's *Sustainability Report*.

Work Implementation

An ESG Steering Group, formed by the Company's senior leadership team, provides strategic insights and resource support for ESG work.

The ESG Department reports to the ESG Committee on a regular basis to provide professional advice. It is also tasked with facilitating communications about ESG implementation and coordinating the engagement of relevant departments, with the goal of embedding sustainability strategy into daily operations. The Department's output and recommendations are overseen and endorsed by the ESG Committee.

Risk Management

A disciplined approach is taken to risk identification and a review process makes sure all ESG-related risks are fully considered and integrated into the enterprise risk management (ERM) system. As a key category in the ERM, ESG risks are assessed by identifying the concerns of stakeholders, along with the integration of the Company's annual materiality assessment results.

Potential ESG-related impacts are fully monitored and discussed by the Audit Committee should any emerging risk be identified. All ESG-related risks and potential impacts are overseen and endorsed by the Audit Committee.

ESG Targets and Progress Tracking

To help assure ESG targets are attained, employees are assigned to take responsibility for target achievement and to regularly collect data, track progress and review performance.

The Board is committed to tracking ESG progress towards goals in response to the concerns and expectations of stakeholders.

Material ESG Issues

As WuXi Biologics is committed to incorporating stakeholders' shared values into its sustainability strategy, a smooth and transparent communication mechanism with all stakeholders has been established to identify and assess material ESG issues, not only in terms of the financial impact of ESG issues, but also the social and environmental impact of the Company's operations.

The Board and ESG Committee meet regularly to discuss stakeholders' area of concerns, identify material ESG issues, and review and assess ESG performance. This allows the Company to continuously refine its sustainability strategy and protocols.

Stakeholder Engagement

Why It Matters

WuXi Biologics has determined the future development direction of its ESG initiatives through systematic and rigorous evaluation. This process considers both the potential impacts of various ESG issues on the Company and the effects of the Company's operations on the environment, society and other external stakeholders. In addition to conducting assessments and updating on material issues, we have established robust communication mechanisms with all stakeholders. These mechanisms enable regular dialogues regarding the Company's ESG performance, focus areas, and operational impacts, ensuring clarity on their expectations and concerns.

Material ESG Issues

In 2024, we conducted a comprehensive analysis of international standards including the European Sustainability Reporting Standards (ESRS), The Ten Principles of the United Nations Global Compact, and standards by Global Reporting Initiative(GRI) , International Sustainability Standards Board (ISSB) and Sustainability Accounting Standards Board (SASB) to identify material issues. Guided by the double materiality principle, we implemented questionnaire surveys and extensive interviews with all stakeholders, including clients, government and regulatory agencies, suppliers, social organizations, media, ESG experts, board members, senior management, relevant departments, and general employees, to evaluate and confirm financial impacts of each ESG issue on the Company and effects of our business operations on the environment and society. This process identified 28 initial issues. Each issue was then assessed from both impact materiality and financial materiality perspectives, resulting in the selection of 22 material issues.

Assessment Process

STEP 1: Identify Issues and Establish an Issue Pool

Based on the features of the industry, an initial issue pool was created with 28 issues.

- Review internal data
- Conduct internal interview
- Analyse current ESG status and trends
- Research international standard requirements
- Examine industry issues and trends

Initial Issue Pool

Environmental (11)
Climate Change | Energy Management | Water Resources Management | Packaging Materials | Environmental Management | Waste Management | Wastewater Discharge Management | Exhaust Emissions | Technology and Innovation | Green Process and Manufacturing | Biodiversity

Social (9)
Employee Development | Diversity, Equity and Inclusion | Community Investment and Development | Labor Rights | Occupational Health and Safety | Access to Healthcare | Product Safety and Quality | Customer Relations | Anima l Welfare

Governance (8)
Corporate Governance | Business Ethics | Risk Management | Information Security | Intellectual Property Protection | Responsible Marketing | Sustainable Supply Chain | Supplier Engagement

STEP 2: Double Materiality Assessment

Evaluate the environmental and social impact from our business operations as well as the financial relevance: review internal data; conduct employees survey; analyse industry-identified issues; assess the impact types of issues (actual or potential, severity and likelihood of the impact), and analyse international reporting standards and guidelines.

Environmental and Social Materiality Analysis

- Reflect sustainability-related evaluation metrics from clients
- Incorporate survey findings from management (as the primary decision-making body) on key issues
- Align with global sustainability disclosure standards and evaluation metrics
- Ensure consistency with corporate strategy
- Survey internal/external stakeholders (employees, independent directors, suppliers, clients, local communities, governments, ESG experts, media, etc.)
- Conduct internal assessments of scale, scope, likelihood and irremediability based on impact characteristics (positive and negative) and types (actual and potential)

Financial Materiality Analysis

Perform internal evaluations of the potential scale and likelihood of issues through interviews and discussions with finance, procurement teams, etc.

- Scale: Degree of potential financial impact (including cash flow, revenue, expenses, EBITA, etc.) and sustainability
- Likelihood: Probability of occurrence for each issue
- Align with global disclosure standards and evaluation metrics from an investor perspective

STEP 3: Select Material Issues

Review and prioritize material issues: Conduct in-depth evaluation based on their financial, environmental and social impact, select 22 material issues, and develop corresponding strategies aligned with ESG goals for each issue.

ESG GOVERNANCE
BOARD STATEMENT
STAKEHOLDER ENGAGEMENT

1 Corporate Governance
2 Business Ethics
3 Intellectual Property Protection
4 Information Security
5 Sustainable Supply Chain
6 Supplier Engagement
7 Risk Management
8 Responsible Marketing
9 Product Safety and Quality
10 Customer Relations
11 Employee Rights and Development
12 Access to Healthcare
13 Community Investment and Development
14 Diversity, Equity and Inclusion
15 Occupational Health and Safety
16 Environmental Management
17 Climate Change
18 Water Resources Management
19 Waste and Discharge Management
20 Technology and Innovation
21 Energy Management
22 Green Process and Manufacturing

During the materiality assessment process, we identified multiple ESG issues that with significant impacts on internal and external stakeholders. We employed quantitative metrics to measure the direct environmental and social impact of our business activities. By converting the output metrics into impact metrics, we assessed external societal or environmental impact. In 2024, WuXi Biologics' materiality assessment metrics and the materiality matrix have been reviewed and approved by the Board of Directors for guiding the Company's sustainability strategies and actions.

We systematically manage these issues in alignment with our sustainability strategy, regularly monitor critical developments, and continuously enhance our response strategies. Materiality assessment has been combined into enterprise risk management (ERM) system process.

Impact Assessment — Product/Service Quality & Safety

Type of impact: Positive

Based on our assessment, external stakeholders hold the same opinion that WuXi Biologics is a high performer in this aspect. Leveraging industry-leading technologies, world-class quality system, and effective execution, we have been enabling our global partners to discover, develop, and manufacture biologics, accelerating their efforts to bring lifesaving therapeutics to benefit patients around the world. Quality is a core value embedded in our culture. Going forward, we will continue to maintain our world-class quality standards and bring long-term value for our clients and patients worldwide.

Impact Assessment — Climate Change

Type of impact: Positive

Pursuit of environmental sustainability has become a consensus among human society, and is considered as an imperative for every company to achieve long-term goals. At WuXi Biologics, we take innovative actions to address climate change and to minimize our impacts on the environment through GHG emission reduction. We set long-term goal to realize Net-zero emissions by 2050 from overall business operations, and try to reduce our carbon footprint with green technologies and platforms. Across our global sites, we have built "Factory of the Future" facilities with innovative green design concept and green manufacturing process, all to accelerate the climate-change transition of the industry and create positive impacts on the whole value chain.

Stakeholder Communications

The *Sustainability Report* is one of the primary ways WuXi Biologics communicates progress on material ESG issues to stakeholders. In addition, we have established regular and transparent communication channels with key internal and external stakeholders to openly and dynamically report on our ESG performance and progress regarding our shared goals.

Stakeholder Engagement Process

STEP 1: Identify Key Stakeholders

- Identify key stakeholders and their corresponding contacts

STEP 2: Engage Stakeholders and Analyze Their Needs

- Fully leverage stakeholder communication log
- Continuously analyze and fulfill stakeholders' needs

STEP 3: Integrate Stakeholder Needs into ESG Management

- Align with annual materiality analysis results
- Integrate into daily operations as well as business decisions made by the management team and the Board
- Address needs from employees and stakeholders while driving satisfaction improvement

Stakeholders	Common Goals	Communication Strategies	Communication Channel
Board of Directors	Corporate governance Product safety and quality guarantee Information security Climate change and energy management	Enhance support for board members to improve the timeliness and accuracy of information provision.	• Board meetings • ESG committee meetings
Clients	Superior delivery capabilities Product safety and quality guarantee Intellectual property protection Information security	Improve accessibility of customer information through online/offline campaigns (e.g., websites, multimedia).	• Client communication and complaint mechanisms • Client satisfaction surveys • Transparent disclosures • Client audits
Employees	Salary and benefits Safeguarding of employee rights and interests Employee developments and training A culture of diversity, equity and inclusion	Strengthen employee access to information via diversified communication channels, facilitate dialogue, and promptly address employee needs.	• Staff Townhall • CEO inbox mailbox • HR Hotline and service desk
Investors	Corporate governance Business ethics and compliance Technology and innovation	Conduct forward-looking communication on investments, operations, and business progress to enhance transparency and timeliness of disclosures.	• Annual general meetings • Investors meetings
Suppliers	Supply chain management Supply chain safeguards	Proactively share WuXi Biologics' supplier-related policies, provide ESG support tailored to suppliers, and promote information exchange.	• Supplier approvals and audits • Communication channels include email, call, regular meetings, and trainings
Government and Regulatory Authorities	Business ethics and compliance Product safety and quality guarantee Climate change and energy management	Monitor regulatory changes proactively, participate actively in ESG initiatives.	• Transparent disclosures
The Public and Affected Communities	Benefits for patients Community engagement and development	Identify affected communities and public needs, strengthen CSR activities aligned with WuXi Biologics' business focus, and deepen collaboration with local non-profit organizations (e.g., schools, charities).	• Transparent disclosures • WuXi Biologics Charity Foundation and Volunteer Hub • Enabling clients to accelerate the launch of new drugs

Operational Governance

The Big Picture

Operating responsibly is a vital step in establishing meaningful societal connections. WuXi Biologics honors the trust that our clients, partners, employees, and communities put in us, and strives to retain it by upholding the highest standards of business ethics. Our key efforts involve anti-corruption, risk management, intellectual property protection, information security, responsible marketing, and animal welfare.

BUSINESS ETHICS
RISK MANAGEMENT
INTELLECTUAL PROPERTY AND TRADE SECRETS
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

Business Ethics

Why It Matters

With integrity as one of our core values, WuXi Biologics is committed to identifying and addressing any potential business ethics risks in our operations. Adherence to strong business ethics is deeply embedded in the way we work, and we aspire to generate real, lasting, positive impacts on the value chain by requiring that our business partners also hold to the same ethical standards.

BUSINESS ETHICS
RISK MANAGEMENT
INTELLECTUAL PROPERTY AND TRADE SECRETS
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

Management Structure and Policies

Our ethics and compliance management system consists of the Ethics and Compliance Committee, the Compliance and Risk Management Center, and other specialized teams[4] focused on various compliance issues. The Audit Committee of the Board of Directors oversees the effectiveness of our compliance system and programs. The Ethics and Compliance Committee — chaired by the Chief Executive Officer and composed of members from the Company's senior management level — exercises comprehensive control of the Company's compliance risk management. The Committee receives quarterly reports on the Company's compliance status and formulates strategies to ensure execution and continuous improvement of the Company's business ethics and compliance management system. The Compliance and Risk Management Center is responsible for formulating compliance strategies; establishing and monitoring the implementation of our compliance system and policies; and reporting any anti-corruption violations or other business ethics-related issues directly to the Audit Committee.

The Company's *Code of Business Conduct and Ethics*, which outlines our compliance principles and standards in detail, applies to all directors, managers and employees of the Company, including its worldwide holding subsidiaries and affiliated companies. In addition to the *Code of Business Conduct and Ethics*, our *Anti-Corruption Policy* and *Conflicts of Interest Policy* were established to address different forms of corruption and bribery. We carry out regular audits on the conformance of our ethical standards and anti-corruption policies to ensure their effectiveness. The frequency of these audits is to be increased in areas where high risks are identified.

In 2024, WuXi Biologics further strengthened its business ethics and compliance framework through strategic policy enhancements. Key revisions were made to the *WuXi Biologics Code of Business Conduct and Ethics*, the *WuXi Biologics Code of Business Conduct and Ethics for Business Partners*, the *Anti-Corruption Policy*, and the *Conflicts of Interest Policy*. These were complemented by new guidelines, such as the *Third-Party Anti-Corruption Management Measures*. Informed by process analysis, industry benchmarks, and data insights, these updates deliver precise behavioral guidance for employees. For example, the refined *Anti-Corruption Policy* offers a comprehensive institutional foundation for addressing various forms of corruption and bribery, while the *Conflicts of Interest Policy* provides enhanced clarification regarding management frameworks and scenario classifications. Our evolving compliance system ensures unwavering adherence to integrity standards across the organization.

Our Approach

WuXi Biologics' business ethics and compliance programs are designed to ensure the effective implementation of our high ethical standards, and to prevent, identify, and respond in a timely manner to any potential business ethics risks. Essential components of the ethics and compliance programs include communication and training, regular audits and risk assessments, employee incentives linked to compliance, and well-established reporting and incident investigation procedures.

Communication and Training

WuXi Biologics steadfastly embeds a culture of compliance within its core values, employing a comprehensive training program to ensure employees understand our business ethics standards. With the release and update of a series of compliance policies in 2024, we have further enhanced the business ethics compliance training framework to align with the expanding global scope of our operations. The new training framework covers key topics such as the latest version of our code of conduct, trade secret protection, anti-corruption and anti-bribery, conflict of interest, and privacy protection. To constantly reinforce the importance of business ethics and compliance, we also leveraged diverse educational channels, including our internal online training platforms, team compliance meetings, specialized lectures, and annual compliance training. Furthermore, we mandate that all employees annually confirm and sign off on compliance policies such as the *Code of Business Conduct and Ethics*, the *Anti-Corruption Policy* and the *Conflicts of Interest Policy*. To solidify understanding and compliance, we deliver a sequence of online courses followed by assessments that affirm employee commitment to our business ethics standards.

100%

of Board of Directors participated in training on ethical standards and anti-corruption

100%

of employees (including part-time employees) participated in annual training and examination on ethical standards and anti-corruption

Parallel to our full-time personnel, we expect the same level of adherence to the compliance culture from our part-time employees (interns) and contractors. We enforce completion of compliance training prior to their onboarding and continually offer comprehensive training sessions. Part-time employees are required to participate in annual compliance training and examinations. Contractors undergo a distinct compliance training program, complete with necessary examinations. This program encompasses topics such as trade secret protection, anti-bribery and anti-corruption, conflict of interest, and privacy protection. In 2024, all contractors were required to compete the training and pass the corresponding examination. These compliance education programs — a reflection of our steadfast dedication to maintaining organizational integrity — were mandated across all workforce tiers to ensure ongoing awareness of and conformity with our ethical and regulatory guidelines.

Regular Risk Assessments and Audits

WuXi Biologics' Compliance and Risk Management Center undertakes all-encompassing annual risk assessments — including on anti-bribery and anti-corruption topics — across our global operations through comprehensive mechanisms that incorporate in-depth engagements with the line managers of each department. These assessments aim to detect areas of high risk and evaluate the possible impacts on our business.

The Global Internal Audit Department formulates a comprehensive risk-based audit plan each year, covering all global business units and support functions. A regular audit mechanism has been established for high-risk business ethics domains (such as corruption, bribery, and conflicts of interest), ensuring audit and review related to business ethics across all global operations are conducted at least once annually.

In 2024, audit activities progressed as scheduled, aligning with the approved audit plan. Multiple audit projects were conducted across global operational sites, focusing on high-risk areas such as supply chain management, procurement processes, and engineering constructions. During the audits, particular attention was paid to employees' compliance with business conduct and ethical standards, business partners' adherence to our ethical standards, and the implementation of corrective actions on violations. This multi-layered oversight framework ensures that business ethical compliance requirements are effectively embedded throughout the entire business operations.

We take forceful measures to deter non-compliance and reduce exposure to unethical opportunities, and we endeavor to eliminate conflicts of interest by sharing information internally on a need-to-know-basis. We also promote transparency in our organization by encouraging employees to understand and recognize conflicts of interest, disclose them in a timely manner, and seek guidance when in doubt. Background checks are used to confirm employees' history of ethical conduct.

Incentives and Discipline Linked to Compliance

The Company includes a consideration of ethical standards as part of our employee performance appraisals, with significant violations adversely affecting the yearly performance results for both the individuals involved and their departments, which results are directly linked to employees' compensation incentives. We implement corresponding disciplinary actions for confirmed violations and issue investigation reports.

Reporting and Incident Investigation Procedures

The Ethics and Integrity Compliance Department is responsible for the administration and oversight of the Company's global whistleblowing system. We strive to cultivate an open environment and encourage our employees, clients, suppliers, and other stakeholders to raise concerns regarding any suspected violations. A 24/7 global hotline and an online reporting platform (wuxibiologics.ethicspoint.com) — with local language services across our global operational sites — are operated by an independent third-party to ensure independency. This service, available to both internal and external stakeholders, provides a means for valuable input that support the effective oversight of WuXi Biologics' business ethics.

Inaugural Compliance Culture Week

In 2024, we launched the inaugural Global Compliance Culture Week under the theme " Safeguard Integrity, Ensure Compliance." The series included CEO Townhall, bilingual training sessions, knowledge competitions, and interactive Q&A activities. Dr. Zhisheng Chen, CEO of WuXi Biologics, inaugurated the event, attracting nearly 5,000 employees worldwide through hybrid participation to gain insights from executives on compliance practices. The cross-departmental promotion activities engaged over 10,000 participants, featuring online Q&A sessions that garnered nearly 20,000 interactions. Additionally, offline promotions spanning our global sites attracted over 6,000 engagements within a week. Bolstered by strong leadership endorsement and enthusiastic employee participation, the event successfully amassed over 40,000 participations in total. Through the effective use of educational materials, the initiative not only enhanced compliance awareness but also innovatively fostered our corporate compliance culture.

We adhere firmly to the *WuXi Biologics Whistleblowing and Investigation Policy*, which sets out clear roles and responsibilities; provides protocols for reporting and investigation; relay information regarding remediation, penalty and disciplinary actions; and details the strong safeguards in place for the rights of whistleblowers. This policy is designed to protect all stakeholders who report concerns and to foster an environment where doing the right thing is valued. We endorse confidential and anonymous reporting channels, assuring full confidentiality and implementing robust measures to shield whistleblowers from retaliation. Any retaliation against individuals for reporting concerns in good faith or for collaborating with inquiries is strictly prohibited. Strong safeguards for the rights of whistleblowers are detailed in our *Whistleblowing and Investigation Policy*.

To promote a healthy "Speak-Up" culture that empowers employees to raise issues or questions, we regularly provide training for all employees on the reporting mechanisms and investigation procedures, conveying the Company's attitude towards reporting and investigations, and addressing any questions and concerns that employees may have. In 2024, through our reporting channels, we received 27 reports related to business ethics. All of the identified issues, including ethical violations and company policy breaches were subject to a structured follow-up process to ensure proper resolution. During the Reporting Period, WuXi Biologics faced no lawsuits or legal actions regarding business ethics violations[5], nor were any administrative penalties levied.

Advancing Integrity and Transparency

The Company actively advocates for integrity in business, fostering a workplace atmosphere of honesty and ethical conduct, promoting a culture of compliance and transparency, and building an open and principled business environment. We have joined the Integrity Alliance and the Corporate Anti-Fraud Alliance, with a dedicated section on the Anti-Fraud Alliance's website for fraud reporting channels, showcasing our commitment to an ethical business environment. In 2024, the Company participated in professional events and seminars organized by these alliances, reinforcing our dedication to ethical operations and anti-fraud initiatives.

Indicator	Unit	2024
Training on the *Code of Business Conduct and Ethics* and *Anti-corruption Policy* that each Board of Director received	Hour	0.5
Percentage of Board of Director participated in training on ethical standards and anti-corruption	%	100
Training on the *Code of Business Conduct and Ethics* and *Anti-corruption Policy* that each employee (including part-time employees) received	Hour	1
Percentage of employees (including part-time employees) participated in training on ethical standards and anti-corruption	%	100

Risk Management

Why It Matters

As a company operating across the global market, WuXi Biologics proactively takes steps to mitigate various internal and external risks that could potentially impact our operations. We have established a strong risk management system that integrates with all business processes, and we continually work on enhancing it to boost resilience.

BUSINESS ETHICS
RISK MANAGEMENT
INTELLECTUAL PROPERTY AND TRADE SECRETS
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

Management Structure

We have established a comprehensive risk management system that covers all key business modules and stages to identify risks, formulate risk management strategies, and implement risk management measures in a timely manner. The Board of Directors holds the overall responsibility for the risk management system, and our Audit Committee oversees the appropriateness and effectiveness of the system, as well as the overall management structure.

The three lines of defense are designed to support and improve our risk management structure. With this framework, our objective is to develop a top-tier compliance and risk management system that drives the Company's sustainable, long-term progression.

First line of defense	Second line of defense	Third line of defense
• Daily risk ownership and management	• Comprehensive oversight, risk controls establishment	• Independent assurance and oversight

The first line of defense consists of front-line employees, such as managers and designated individuals within business units who are directly engaged in creating and providing products and services to clients. These team members bear the responsibility for owning and managing risks inherent in daily operations.

The second line of defense in our risk management framework involves the Compliance and Risk Management Center and other Operation Units (such as Finance, Legal and Human Resources). The Compliance and Risk Management Center and the Legal Department are led by the Chief Compliance Officer and General Counsel, who reports directly to the CEO. These departments — along with the Ethics and Compliance Committee chaired by the CEO and composed of senior management — exercise comprehensive oversight regarding the Company's compliance risk management. The Committee reviews quarterly reports on our compliance initiatives, reinforcing ongoing enhancement and execution of our business ethics and compliance framework. The second line of defense is responsible for establishing the risk control mechanisms executed by the first line of defense.

The third line of defense is served by the Global Internal Audit Department, which reports directly to the Board-level Audit Committee and is a cornerstone of the Company's risk governance framework. Aligned with the Company's strategy and development objectives, the Global Internal Audit Department provides independent, objective oversight of the first and second lines of defense. This ensures compliance with applicable regulations and internal policies, alignment with the company's risk governance framework, and reasonable assurance regarding the effective implementation of strategic initiatives, financial integrity, and fulfillment of operational objectives. With an unwavering commitment to professional standards and methodologies, the department systematically identifies high-risk, delivers critical audit insights and supports management in refining risk management strategies. By leveraging audit results effectively, it drives continuous advancements in governance, risk management, internal controls, business processes, and compliance.

Our Approach

Risk Management Strategy

Risk management is incorporated into the strategic and operational processes at all levels within WuXi Biologics to minimize the possible impact of risk. Following the *COSO[6] Enterprise Risk Management Framework* and guided by internal policies, we conduct annual risk assessment, which includes the identification, prioritization, measurement and categorization of all key risks that could potentially affect the Company's objectives. The Company's risk appetite is determined by the management team led by the CEO, following a comprehensive evaluation of risks through collaborative deliberation. We constantly evaluate our risk exposure annually, considering likelihood and magnitude, to adapt to shifting risk dynamics, strengthening the Company's resilience to potential threats. We continued to comprehensively identify the Company's compliance risks and obligations, systematically organizing compliance-related responsibilities across various departments. In 2024, an independent third party conducted the systematical assessment on the Company's overall risk management. In addition, during the year, our key risk management mechanism passed the standard audit by an external certification body and clients.

Risk Management Culture

To embed an effective risk management culture into our daily operations, WuXi Biologics use an approach that includes a series of actions aimed at making risk management a collective responsibility for our employees at all levels.

Regular Risk Education

We strive to increase employees' awareness of compliance and risk management through training and communications that cover a wide range of focus areas, including compliance, cybersecurity, quality, and environment, health and safety. Our internal compliance and risk control policies and procedures are clearly communicated to all employees through dedicated training sessions and weekly compliance meetings. Additionally, we provide periodic risk management education sessions for board members, including non-executive directors, to strengthen governance oversight.

Incentive System

We have developed a set of measurement indicators related to compliance and risk management applicable to senior executives and line managers, such as compliance and risk control, and incorporated them into the organizational and employee performance appraisal system. By directly linking compensation incentives to these metrics, the system effectively promotes organization-wide capabilities in risk prevention and mitigation.

Risk Reporting Mechanism

Beyond the Company's whistleblowing mechanism, we have developed a compliance risk reporting channel — Ask Compliance — that encourages proactive risk identification and reporting by employees, and positions risk management as a collective duty throughout the Company.

Risk Management Process

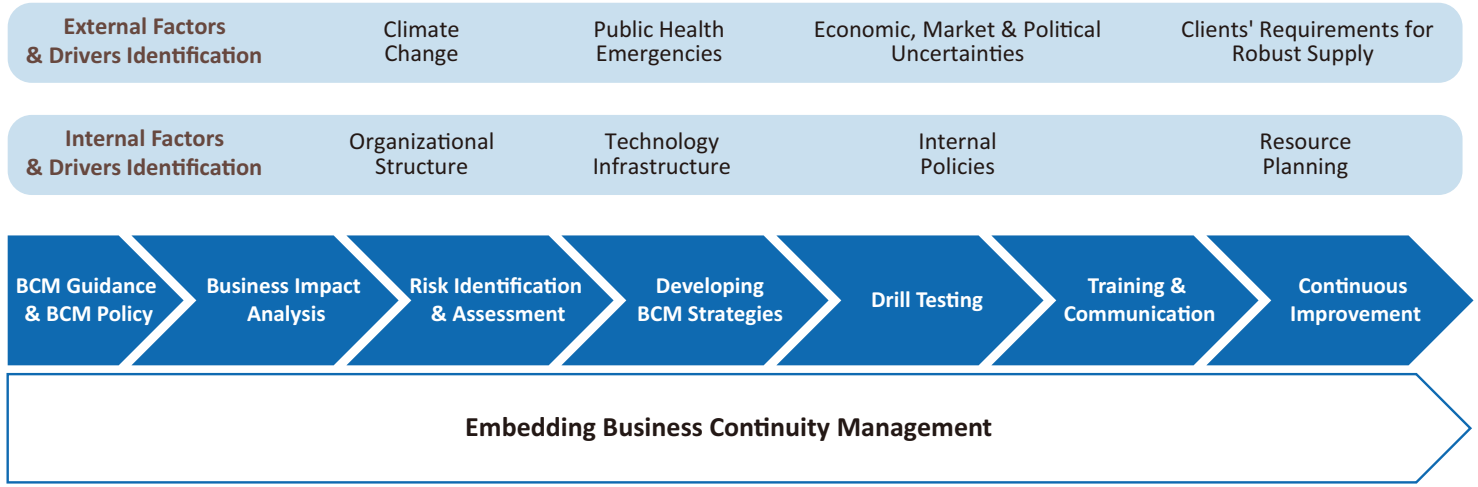
Business Continuity Management (BCM)

WuXi Biologics has implemented a robust Business Continuity Management System (BCMS) across global operations to ensure operational resilience and the continuity of critical operations. Through our comprehensive governance framework, we remain dedicated to continuously enhancing our risk management capabilities, safeguarding critical business functions, and driving long-term, sustainable growth.

The Company has established a robust governance structure led by the Corporate Business Continuity Management Team (BCMT), which includes our top management. Our BCMS is strategically aligned with the company's objectives, seamlessly integrating business continuity principles into daily operations. At both the functional and site levels, we also established BCMTs to optimize the BCMS and ensure swift, effective responses to any business disruption events.

By adopting a structured PDCA (Plan-Do-Check-Act) cycle, we proactively identify potential influence factors internally and externally. We have conducted risk analysis at corporate, site, and function levels; developed targeted countermeasures and contingency plans complemented those plans with regular drills to ensure preparedness; and verified the effectiveness of our strategies through those drills. Our ultimate goal is to safeguard critical resources, mitigate risks and ensure the continuity of our core operations across multiple regions and functions.

In 2024, we received ISO 22301 certification for our BCMS, covering all operational areas and the full spectrum of business functions. This achievement underscores our commitment to adhering to international standards and safeguarding the core elements of our value chain, including biologics research, development, and manufacturing services and solutions, while ensuring the reliability and stability of our operations in a dynamic global environment.



Intellectual Property and Trade Secrets

Why It Matters

WuXi Biologics considers the protection of intellectual property, including vital trade secrets, as pivotal to maintaining the trust of our clients. Central to our collaborative achievements, these assets are guarded by our principles of integrity, state-of-the-art security, and strict policy enforcement. A zero-tolerance stance and proactive legal defense affirm our dedication to securing and preserving the valuable proprietary knowledge that fuels innovation and business growth.

Management Structure and Systems

The Company's Legal Department holds the responsibility for designing and implementing our intellectual property protection strategy across the organization. We stringently enforce policies and procedures to protect the intellectual property of both the Company and our clients. Our internal policies on intellectual property management are aligned with recognized standards and principles such as the GB/T 29490 *Administration of Intellectual Property Rights of Enterprises*, and we have formulated corresponding intellectual property management and protection systems based on actual business operations. In 2024, the Company's intellectual property management system once again passed the standard audits conducted by external certification bodies, ensuring the continued validity of certifications across our major operational sites.

Intellectual Property Management Certificates

Trade secret protection is a fundamental priority at WuXi Biologics. We have established a dedicated Trade Secret Protection Department to oversee the management of trade secrets. A series of measures has been implemented to fully integrate trade secret safeguards into research and development, manufacturing, day-to-day operations, and other critical processes, ensuring robust protection for both the Company and client trade secrets while upholding commitments to avoid infringing third-party rights.

BUSINESS ETHICS
RISK MANAGEMENT
INTELLECTUAL PROPERTY AND TRADE SECRETS
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

Our Approach

Intellectual Property Protection Measures
We take an all-encompassing approach to protecting intellectual property. Internally, our efforts focus on raising awareness and continually strengthening our intellectual property protection systems. To enhance risk monitoring and management, we have a clear escalation protocol in place and encourage all employees to report any potential intellectual property infringement.

All employees are required to sign the *Employee Confidential Information and Invention Assignment Agreement*, which not only protects the intellectual property of the Company and our clients but also prevents employees from improperly infringing upon the trade secrets of others, particularly those of former employers. To minimize the risk of intellectual property infringement when we collaborate with a third party, we request our suppliers to sign the *Suppliers Intellectual Property Declaration*, which stipulates the allocation of intellectual property rights and dispute resolution procedures.

Trade Secret Protection Measures
System Development: In 2024, we comprehensively upgraded and iterated our trade secret protection framework, including the *Trade Secret Management Policy of WuXi Biologics, WuXi Biologics Management Standard on Trade Secret Related Personnel,* and *WuXi Biologics Management Standard on Trade Secret Information and Trade Secret Media*. After the implementation of the system, all employees received thorough training to ensure strict adherence to these systems, thereby safeguarding client and third-party trade secrets.

Employee Training: Through ongoing, diversified compliance programs, we reinforce employee awareness of trade secret protection. Initiatives include departmental and monthly company-wide compliance meetings, annual training with assessments, and tailored workshops addressing department-specific needs.

Confidentiality Agreements: All new company hires sign confidentiality agreements upon onboarding to formalize their obligations. Similarly, we execute confidentiality agreements with external partners to mutually secure sensitive data.

Technical Controls: Multi-layered safeguards for the prevention of data leaks include data leakage prevention software, web behavior monitoring, hard drive/database encryption, endpoint protection tools, and restrictions on removable media transfers. A stringent access control mechanism enforces tiered management of sensitive information, permitting only authorized personnel to access critical data.

Pre-Launch Assessments: Before initiating key business systems, we conduct exhaustive trade secret protection reviews, scrutinizing the systems for any possible vulnerabilities related to authorization, data transit, or storage.

Client Project Security: We protect client-related projects with a unique coding system, ensuring data is accessible only by the assigned team. We maintain strict confidentiality through project-specific firewalls and secure communication channels.

Risk Monitoring: Through ongoing internal evaluations and oversight, we identify risk points in trade secret management, continually enhancing our ability to manage these confidential assets. Additionally, we have developed a digital platform to monitor and mitigate the risk of trade secret leakage.

Information Security

Why It Matters

At WuXi Biologics, information security and data privacy are top priorities. The stability and efficiency of our services depend on critical information systems and the secure transmission of data, and we are committed to respecting and protecting data privacy in all our operations and activities. To that end, we continuously optimize the Company's information system and remain vigilant in guarding against potential information security risks. We are diligent in identifying and quickly responding to any conceivable security incident or data breach, and exhaustive in our efforts to protect the information entrusted to us by our clients and partners.

BUSINESS ETHICS
RISK MANAGEMENT
INTELLECTUAL PROPERTY AND TRADE SECRETS
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

Management Structure, Systems and Policies

Information Security
WuXi Biologics established an Information Security Management Committee led by the CEO and composed of senior management. The committee is responsible for formulating the Company's information security strategic direction, approving relevant systems and strategies, and providing budget support for their effective implementation.

To promote the implementation of information security control measures and improvement plans, the Company also established an Information Security Working Committee — composed of security coordinators from various departments — that is responsible for conducting security risk assessments on important projects and carrying out other relevant work. The committee has appointed the Chief Digital Officer as the primary lead for information security management, serving as a communication channel between management and execution levels, establishing a good communication mechanism for coordinating security management work, and supervising and ensuring the overall information and data security of the Company. In 2024, the Board of Directors received annual reports from relevant departments on information security matters.

WuXi Biologics' information security management system is built in accordance with the requirements of ISO 27001. We continuously invest in information security systems, and ISO 27001 information security internal inspections are regularly conducted to audit the implementation of our security controls. To control Data Security and Privacy Protection and mitigate potential information security risks, we have established comprehensive policies and processes, including *Information Systems Business Continuity & Disaster Recovery Plan for WuXi Biologics, WuXi Biologics Information Security Management Manual, WuXi Biologics Information Security Risk Management Standard, WuXi Biologics Information Security Policy, WuXi Biologics Third Party Security Management Standard, WuXi Biologics Acceptable Use Policy,* and *WuXi Biologics Information Security Incident Management Standard* and etc. In addition, we created an Application Security Assessment Platform that optimizes security requirements analysis, security design review, vulnerability scanning, code auditing, and penetration testing processes throughout the entire lifecycle of our internal information assets. Company policies regarding information security are provided to all employees, with updates conveyed through email transmissions and training sessions to ensure current rules are well known and followed, and individual responsibilities for information security are established for the entire workforce. Our suppliers are also required to abide by our information security policies, and we have established the *WuXi Biologics Third Party Security Management Standard* for conducting due diligence and risk-based management of third-party suppliers.

bsi.

Certificate of Registration

信息安全管理体系

兹证明：
无锡药明生物技术股份有限公司
中国
江苏省
无锡市
滨湖区
马山镇
梅梁路108号
邮编：214091

Wuxi Biologics Co., Ltd.
No. 108, Meiliang Road
Mashan
Binhu District
Wuxi
Jiangsu
214091
China

此地点包含在主证书中，证书号为： **IS 762433**

BSI地址： 0047841284-002

运行的信息安全管理体系符合
ISO/IEC 27001:2022
的要求，此体系覆盖了注册范围详细规定的活动内容。

BSI代表：

Michael Lam, Senior Vice President, APAC Assurance

首次发证日期： 2022-01-28 有效期至： 2028-01-27

...making excellence a habit.

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BSI集团公司成员。

ISO 27001 Certificate

WuXi Biologics obtained ISO 27001 certification and has met the requirements of that standard for its Information Security Management Systems (ISMS). In addition, our key internet-facing systems — including the company website and our customs management system — have met Level-II requirements of the Multi-Level Protection System (MLPS) by cybersecurity regulatory bodies, assurance that our system is based on strict adherence to the framework and standards of industry cybersecurity management.

WuXi Biologics has developed *the WuXi Biologics Information System Business Continuity Plan and Disaster Recovery Plan*, which classifies information system business continuity events into different levels and outlines the disaster scenarios and business system recovery processes for the different types of IT events. We have established recovery time objectives (RTO) and recovery point objectives (RPO) for our critical business systems, and developed detailed emergency procedures and drill plans. The Company's annual budget consistently includes full support for information security-related system projects.

Data Privacy

WuXi Biologics takes strict responsibility for the security of its employees' personal information, defined as various information related to identified or identifiable natural persons recorded electronically or in other ways, excluding anonymized information. WuXi Biologics has always placed a high priority on privacy protection, striving to establish and continuously improve a compliance system for privacy protection to ensure the effective implementation of privacy compliance polices and processes.

The Company has appointed a Global Data Protection Officer who is responsible for the global implementation and oversight of data compliance matters. This effort is supported by the IT Security and other departmental data protection partners, working collaboratively to effectively control risks and maintain privacy regulatory adherence.

To aid the Company in safeguarding our data assets while adhering to laws and regulations related to personal data, the Company has developed the *WuXi Biologics Data Protection Rules* and *WuXi Biologics Data Privacy Policy*, etc., aimed at systematically standardizing the handling and practices of personal data across global operations. *WuXi Biologics Data Protection Rules* specifies management responsibilities, data processing principles, training requirements, consultation channels, and disciplinary measures, to fully comply with the privacy protection laws applicable in the countries/regions where we operate. The Company ensures the secure and reliable handling of the entire lifecycle of personal data of employees, customers, suppliers, business partners, and others. By deploying privacy statement, publicizing channels for exercising rights, and signing data processing agreements, the Company ensures the right to information of data subjects, clearly informing them of the types, purposes, and means of processing their personal data, and actively responds to the rights exercised by the data subjects (including rights to access, copy, correct, delete, and portability, etc., with definitions varying according to different applicable laws).

In 2024, WuXi Biologics engaged a third-party professional institution to conduct a systematic assessment of the current state of our data privacy compliance. The company systematically reviewed the business scenarios involving personal data processing, identified and screened privacy control risks, established key control points, and continuously enhanced its privacy protection capabilities through measures such as improving institutional systems, embedding controls into business processes, and conducting training and awareness programs. In addition, we established an Internal Group Data Transfer Agreement (IGDTA) to formalize compliance principles for data processing. A dedicated internal data privacy compliance team conducts assessments and provides recommendations for compliance in scenarios involving the collection, processing, storage, external provision, and cross-border transfer of personal information. We systematically update company data privacy policies, privacy statements, and other documents to ensure employees are fully current on our personal privacy protection, we regularly provide specialized training, including phishing email testing exercises.

Our Approach

Information Security

We use a rigorous proactive approach to protect the Company's assets, systems, and information from potential technical failure, human error, or malicious attacks. External and internal audits are conducted every year. In 2024, we received IT security assessments from clients and with no major findings. In 2024, there was no confirmed major information security incidents.

To prevent and control risk at its source, WuXi Biologics employs a series of precautionary measures, including raising security awareness through regular staff training sessions, integrating information security metrics into employee performance evaluations, and opening reporting channels that enable internal and external stakeholders to raise concerns.

WuXi Biologics has established a risk assessment system and conducts annual information security risk assessments. We conduct daily monitoring and immediately investigate and deal with any suspicious behavior, strictly controlling how information is handled.

To ensure business continuity and maintain client trust, we continually enhance our defense technologies and infrastructure to cope with possible external cybersecurity risks, formulating proactive contingency plans for common information security incidents of different levels, and conducting annual training and drills. The contingency plans are tested at least annually to optimize their efficacy and increase overall resilience. Further strengthening our information security defense, cybersecurity insurance mitigates any financial burden brought by potential risks, and supports the continuity of business operations. We continuously monitor and collect vulnerability disclosures through threat intelligence systems, assess and track vulnerability fixes, and simulate hacker attacks to ensure readiness and response. The Company has established an information security strategy, which clearly defines our overall information security policy and quantitative information security objectives, and ensures consistency with the Company's business objectives.

Holding our business partners to the same high standards, we conduct information security due diligence on third parties. High-risk suppliers involved in storing, processing, or accessing WuXi Biologics' sensitive information must undergo security assessments. Risks identified during these security assessments are tracked for remediation progress, and an annual reassessment is required.

WuXi Biologics has established a collaborative vendor information security assessment system. In 2024, we conducted security assessments for medium to high-risk suppliers and performed special audits for high-risk suppliers. Information security clauses have been explicitly outlined in procurement contracts. Clients and suppliers can learn more by contacting the information security team through WuXi Biologics' corresponding project manager.

Achievements in Protecting Information Security

Safe Operation	Threat Identification
• 24/7 detection and response to security incidents. • Per *WuXi Biologics Information Security Incident Management Standard*, entry point for reporting internal information security incidents within the company is the ISRC email. Users can also access their email through the IT service desk and report information security incidents through a dedicated phone hotline. • Blacklist and whitelist rules for email gateways are continually optimized. • Advanced technological means are applied to block evolving email threats. • In 2024, huge volume of phishing/spam emails and computer virus/malware intrusions were prevented.	• Penetration testing by no fewer than two external organizations is conducted annually, ensuring that risks are identified from an independent and multidimensional perspective. • Full application security assessments are administered for over a hundred IT and business projects. • Two specialized IT application security training sessions (on vulnerability testing and prevention), and one industrial control security training session (to enhance IT professional skills and security development awareness) were conducted for relevant employees and contractors.
Information Security Training	**Drilling**
• Information security training courses are conducted for all new hires, including full-time employees, part-time employees and contractors. • Multiple training sessions are employed to heighten information security awareness for all full-time employees, part-time employees and contractors, including annual information security awareness training, 8 activities of Information Security Month, 3 anti-phishing drill tests, and 4 information security awareness screensavers.	• Phishing simulation tests are conducted each year targeting all full-time employees, part-time employees and contractors. • In 2024, information security incident drills were conducted for IT and Operational Technology (OT) systems, and business continuity and disaster recovery drills were conducted for 39 information systems.

Data Privacy

WuXi Biologics classifies and grades company trade secrets and personal information, and strictly controls access to sensitive data such as confidential client project information and personal privacy data. We have implemented meticulous security standards and measures related to information transmission and storage encryption, data expiration deletion, and media secure destruction.

To prevent data breaches, we equip employees' work computers with hard disk encryption and data leakage prevention software, and we set strict restrictions on outbound email, cloud storage usage, instant messaging tools, and mobile terminal usage. We conduct regular reviews of permissions for shared storage and important application systems to enhance data security management and mitigate the risk of information leakage. There was no information leakage in 2024.

To raise awareness, we provide specific training sessions on personal data security and we conduct phishing email drills for all employees. Based on the best security practices in the industry, we adopt advanced security technology and management measures to protect customers' and the Company's intellectual property from internal and external information security threats; safeguard the confidentiality, integrity, and availability of the company's core information assets, including research and development, and production data; ensure the company's safe production and operation; avoid personnel injury incidents caused by information security incidents; and meet the information security compliance requirements of laws and regulations in the areas where we operate worldwide.

Email Security

In 2024, we conducted multi-departmental information security emergency drills, simulating various scenarios from receiving phishing emails to critical system lockdowns, business interruptions, ransom emails, and data breaches. Our emergency response capabilities and the collaboration among cross-departmental teams were significantly enhanced. Additionally, phishing email drills were conducted for all employees, and an in-house phishing testing platform was established. Our goal is to build an email security immune system that continues to add to and strengthen WuXi Biologics' cybersecurity defenses.

In 2024, we conducted phishing email drills for all employees using an internal testing platform and developed a phishing email reporting plugin, further improving the efficiency of phishing email response processing.

2024 Information Security Month

In 2024, across our global sites, we held WuXi Biologics' second Information Security Month, aimed at raising employees' awareness of data and information security. Eight online and on-site activities were featured:

- Woodpecker Action
- Data and Information Security Knowledge Contest
- Phishing Drill Testing
- Application Security Development Training & Special Development Training for Collaborative Security
- Data and Information Security Tips
- Security Q&A Offline Event
- Office Information Security Check
- Annual Training on Information Security

2024 Digital Transformation Training

Digital transformation focuses on helping employees adapt to new digital tools, processes, and technologies in the workplace. Its goal is to ensure that employees can effectively utilize digital tools to improve efficiency and productivity, supporting the overall digital goals of the organization.

In 2024, we held our first IT Information Services Month — consisting of online and offline events — aimed at improving the IT information digital skills of global employees and supporting the organization's digital transformation goals.

- IT Process Optimization: Improving employee efficiency
- Power BI Knowledge: Teaching employees how to quickly discover value in massive data and visualize business-related data
- Digitalization Skills: Employees learn and master new digital tools and technologies to improve work efficiency, digital skills, and problem-solving abilities

Responsible Marketing

Why It Matters

Marketing compliance is a key component of our overall business ethics management. WuXi Biologics aims to ensure that our marketing, advertising and sales behaviors are honest, accurate, balanced and consistent with our company values. The Company strictly abides by all applicable legal requirements and industry guidelines regarding ethical marketing, and is committed to demonstrating socially responsible values when communicating, promoting and marketing the Company's services to stakeholders.

Management Structure and Policies

Our ethical marketing practices are supported by a robust governance structure. We have a Steering Committee that provides oversight and guidance for responsible marketing activities, as well as a *WuXi Biologics Responsible Marketing Policy* to ensure that no information provided about the Company's services is misleading. Based on the policy, ethical reviews are carried out regularly to guarantee the content of promotional materials meets our ethical standards. We have also established a systematic audit procedure for monitoring marketing compliance that involves multiple internal and external reviewers. Marketing materials, including promotional and non-promotional materials, must be reviewed and approved by authorized management personnel and departments before they can be used or disclosed to any party.

Marketing Material Risk Assessment and Control Procedure at WuXi Biologics

Applicant	Line Manager	Global Corporate Communications & Public Affairs Department & Global Marketing Department	Legal Department
Submit marketing materials for review	Conduct initial context review of submitted materials	Verify accuracy of messages, visual identity, and detect any misrepresentations or misleading claims	Ensure compliance related to intellectual property, confidentiality agreements, and competitive disclosures

BUSINESS ETHICS
RISK MANAGEMENT
INTELLECTUAL PROPERTY AND TRADE SECRETS
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

Our Approach

WuXi Biologics makes every effort to identify, assess and minimize potential compliance risks associated with marketing misconduct. The Company has established a reviewing and monitoring system for marketing materials that is focused on policy compliance, with due diligence conducted at all levels of the marketing team.

To increase employees' awareness of responsible marketing and facilitate their understanding of policies and procedures, we require that all employees, including sales representatives, receive annual training on our *Responsible Marketing Policy*. The training covers ethical marketing — including such topics as antitrust and competition principles, and anti-bribery — and the various areas related to our business, such as social media communications, public speeches, webinars and other marketing activities. These courses and training are mandatory also for all new employees. In 2024, 100% of employees were covered in responsible marketing training.

As a global leading biologics CRDMO, the Company does not interact directly with patient groups, healthcare professionals, or consumers, with the exception of its corporate social responsibility initiatives — all conducted ethically through independent NGOs — to provide educational support for students suffering from rare diseases.

We have clear reporting channels in place to engage stakeholders in managing marketing compliance risks, offering a way for any employee, client, supplier, or other third party to report potential marketing violations. All reports of misconduct will be taken seriously and an incident investigation will be conducted consistent with the established investigation procedure. The necessary corrective action will be taken accordingly afterwards. In the case of possible illegal or criminal offence, we will seek legal advice and refer to relevant authorities. For more information on our procedures for investigating marketing violations, see the *WuXi Biologics Whistleblowing and Investigation Policy* and *Code of Business Conduct and Ethics*.

Animal Welfare

Why It Matters

WuXi Biologics takes effective measures to ensure that laboratory animals are treated ethically and humanely, and that their use is scientifically justified. We strictly abide by all applicable guidelines and regulations in each country or region in which we operate, and uphold the highest standards for animal care.

In 2024, we renewed our accreditation from the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC International).

Management Structure and Policies

Animal research compliance and management is under the supervision of our Institutional Animal Care and Use Committee (IACUC), with oversight from the Company's executive management regarding the ethical conduct of animal tests. IACUC carries out semi-annual audits to evaluate the necessity, rationality, and standardization of the use of laboratory animals. The audit outcomes are used to identify opportunities for alternative (non-animal) methods and to detect gaps in the processes or procedures. We have established sound animal welfare policies and standard operating procedures for responsible animal use, including the *WuXi Biologics Laboratory Animal Welfare and Use Policy*, which provides guidance for relevant personnel involved in our animal research services. WuXi Biologics is committed to conducting animal testing only under stringent legal and regulation circumstances, and adheres to best practice standards and the requirements of its animal testing certification.

Our Approach

Subscribing to the recognized 3R Principle (Replace, Reduce, Refine), we work to reduce the use of laboratory animals to a strictly necessary minimum, while we also implement effective programs to ensure that animals are treated ethically and humanely, and that appropriate designs and sanitary facilities are provided to promote their comfort and well-being.

Initiatives to Enhance Animal Welfare		
Replace Animal Testing	**Reduce Animal Testing**	**Refine Animal Testing**
• As an alternative to animal testing, conduct in vitro testing when selecting the suitable molecules, allowing molecules to be studied safely and ethically without subjecting animals to possible side effects or toxicity.	• Before granting permission for an animal test, conduct a series of evaluations to identify whether use of animals is scientifically justified. • Increase the enrollment rate during the IACUC audit to reduce animal use. • Improve the skills and performance of relevant personnel to minimize unnecessary animal use.	• Select advanced equipment and refine experimental methods to minimize discomfort, pain and stress to animals. • Design optimal animal living environments that provide each animal with appropriate activity space and sensory stimulation. • Continuously monitor temperature and humidity for animal comfort. • Provide safe and nutritious feed to maintain good health.

WuXi Biologics provides relevant employees with technical and compliance training on a regular basis to ensure that all personnel in our animal research centers remain aware of their ethical and legal responsibilities. Additionally, external training on professional skills related to laboratory animals is provided for all professional staff, including part-time employees and contractors.

In 2024, zero misconduct and non-compliance regarding animal welfare occurred.

BUSINESS ETHICS
RISK MANAGEMENT
INTELLECTUAL PROPERTY AND TRADE SECRETS
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

Sustainable Supply Chain

The Big Picture

As a global company, WuXi Biologics collaborates with business partners worldwide. We are committed to working with supply chain business partners who operate in line with our ethical standards and principles, and we strive to integrate environmental and social sustainability into our supplier management system, engaging and collaborating with our suppliers to drive best practices and bring positive impact to our value chain.

Why It Matters

WuXi Biologics adheres to world leading management strategies, building a robust and resilient supply chain that ultimately serves as the value chain empowering the Company's sustainable business growth. We deliver high-quality solutions to meet client demands while making active contributions to spearheading responsible value chain advancement in the pharmaceutical industry.

Scientific Management System and Evaluation Standards

WuXi Biologics prioritizes the development of a robust supply chain management system. Aligned with international best practices, we implement authoritative scientific evaluation systems to ensure supply chain resilience and compliance. Through rigorous adherence to multiple audit standards, we enhance operational sustainability, establish a comprehensive and trustworthy supply chain management framework, and fulfill stakeholder expectations.

Key Initiatives for Sustainable Supply Chain

Advanced Procurement Management Strategy

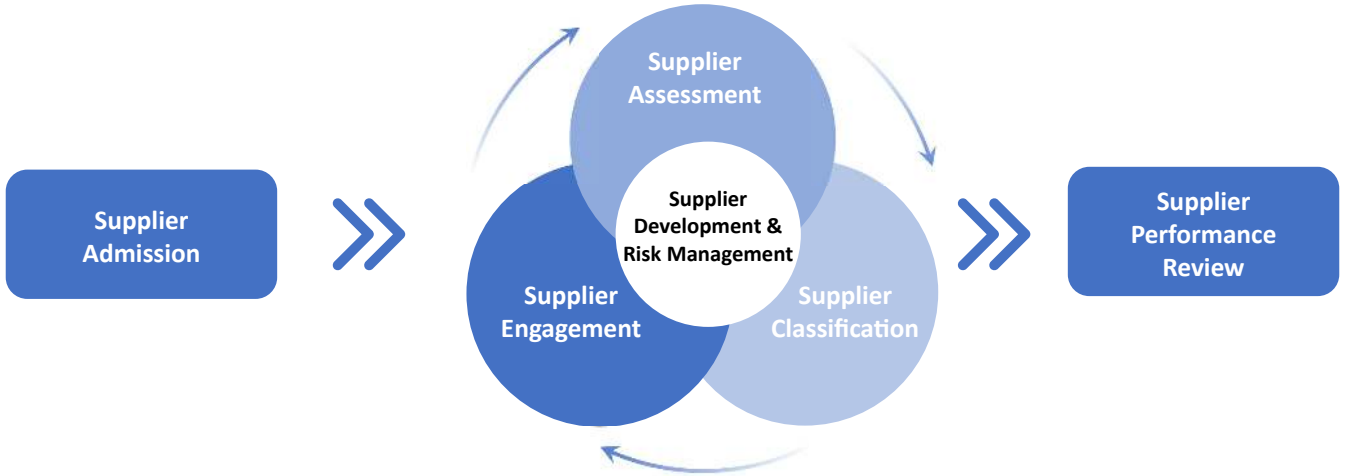
Global Dual Sourcing

The Company consistently integrates sustainable development principles into daily management. The procurement strategy that combines global dual sourcing and supplier diversity not only ensures supply stability, but also encourages participation from suppliers of varying sizes and regions. This facilitates the introduction of diverse, innovative, and green technologies alongside advanced management practices, invigorates supply chain operations, and achieves sustainable development across all dimensions.

Integrated Material Inventory Platform for Safety Stock

The innovative integrated material inventory strategy takes into account multiple significant factors, and enables the proactive and safe stock of critical raw materials. The factors include the material commonality among different projects, continuity of material requisition needs, feasibility of material compatibility with manufacturing plans, preferences of R&D departments regarding raw material selection, sustainability of commercial manufacturing projects. To the end, the Company can not only ensure supply stability and optimize resource allocation, but also reduce potential energy consumption and carbon emissions.

Full Lifecycle Supplier Management



From Scientific Management System to the Supply Chain Front-End

The Company strives to conduct business with partners who share our commitment to high ethical standards and who operate in a socially and environmentally responsible manner. We have published the *Code of Business Conduct and Ethics for Business Partners* and regularly update a series of procurement policies, such as *WuXi Biologics Procurement Policy* and *WuXi Biologics Supplier Management Standards* with more detailed requirements regarding business ethics, anti-bribery and corruption, labor and human rights, health and safety, environmental protection, quality control, and an overall compliance management system to ensure that their conduct meets our expectations. All the purchasing practices towards suppliers are continuously reviewed to ensure alignment with the *Code of Business Conduct and Ethics for Business Partners* and relevant policies, so as to avoid any potential conflicts with ESG requirements.

We have adopted a rigorous supply chain management mechanism, and have embedded sustainability in all business dealings through continuing engagement with our suppliers, especially through integration of social and environmental clauses into supplier contracts. This includes prior supplier risk analysis and ongoing sustainability assessment, dynamic performance review and corrective plan implementation, as well as educational support and capacity building in terms of policies and standards, all with the goal to minimize supply chain risks while scaling quality assurance.

Our Approach

Supplier Admission

Our criteria for admitting new business partners — including suppliers, contractors, and consultants — reflect our firm commitment to a sustainable supply chain. Together with strict product quality and Good Manufacturing Practice (GMP) requirements, we conduct sustainable background investigation with respect to suppliers' qualifications and sustainability performance through the supplier management system and the supplier blacklist system.

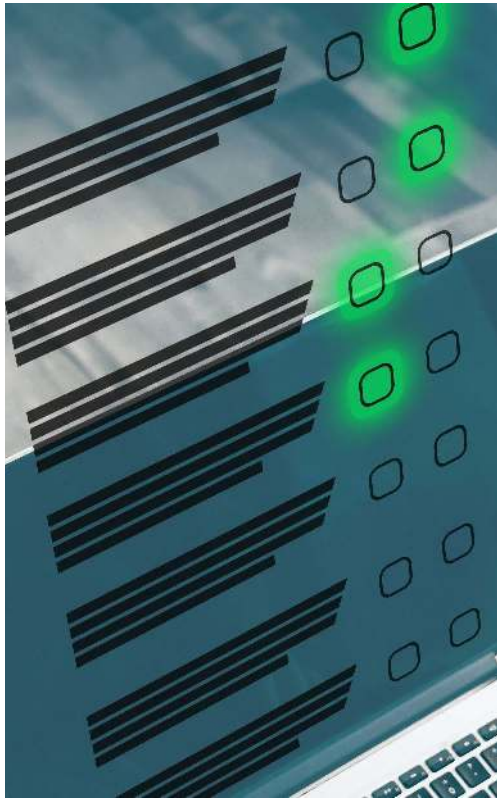
To assure that they are operating in a responsible way, we conduct due diligence and also include social and environmental criteria in supplier admission assessment questionnaires. The criteria include but not limited to: establishing required material and quality standards; ensuring that product conforms to global, regional, industry and company standards; checking supplier's production capacity, quality assurance, business ethics and brand reputation; confirming that after-sales service meets our requirements.

We will also assess new suppliers for their ESG performance and provide incentives or preferred considerations for those with strong performance. The criteria include, but not limited to, suppliers who adhere to high business ethics standards in terms of anti-bribery and corruption, empower their employees through trainings and benefits, provide their employees with healthy and safe working environments, offer low-carbon and environment-friendly products, and promote diversity within their organization in terms of ownership, employment structure, business type, and diversity, equity, and inclusion policies. We actively engage in business collaborations with a range of small and middle size suppliers owned by minorities or vulnerable groups around the world, enabling them to provide products and services to WuXi Biologics.

Supplier Classification

We screen all approved suppliers and classify them as significant (including strategic and preferred) or general suppliers, in the aspects of business relevance, total purchasing volume, the nature and substitutability of purchased materials, environmental, social and governance performance of suppliers. Various risks, in terms of specific country and region, certain sector or commodity, are also considered in the screening process for significant suppliers. We have implemented different management approaches — based on the classification — for effective supplier management.

Supplier Classification			
Category	Significant Suppliers		General Suppliers
	Strategic Suppliers	Preferred Suppliers	
Key Features	• High purchasing volume • Provide critical component(s) • Provide multiple categories of products/ services	• Collaborative partnership over one year • No major quality complaints • Selected through competitive bidding	• Comply with supplier admission process • Pass quality audit
Extent of Management	• Monthly performance evaluation • Quarterly quality and technical exchanges • Biannual leadership team communications • Ongoing strategic synergy and relationship management	• Quarterly performance evaluation • Annual due diligence and risk assessment • Ongoing business continuity risk management • Ongoing procurement cost management • Ongoing alternative supply development	• Day-to-day supply management • Activation of risk substitution strategy in cases of major events



Supplier Assessment

WuXi Biologics has internally developed a comprehensive supplier assessment and development process, through online questionnaire and survey, quality audit and non-quality audit. This whole process can enable us to evaluate suppliers in terms of product safety and quality, internal management, production reliability, sustainability and other factors.

We have also established sustainable supply chain target matrix and included in our procurement policies and daily management, guiding the Company towards a more transparent, ethical, and responsible supply chain, and we will also track and disclose target progress regularly. Within the matrix, the Company has set the target to cover at least 85% of global suppliers by spending into the annual sustainability risk assessment by the end of 2030.

Annual Sustainability Risk Assessment

We actively identify, assess, monitor, and mitigate suppliers' sustainability risks through desk assessments with systematic verification of evidence. In 2024, we conducted annual desk assessments for supplier sustainability risk, covering 80% of global suppliers by spending. The four major areas of assessment were business ethics and anti-bribery & corruption, labor and human rights[7], environmental management and climate change, and sustainable procurement. We applied customized metrics to evaluate suppliers' policies, actions, and performance in these four major areas, and provided audit feedback and improvement plans to targeted suppliers.

Suppliers Sustainability Risk Definitions

Level of Risk	Descriptions
Low Risk	• Structured and proactive ESG management • Detailed policies and tangible actions in place on ESG material issues • Evidence of implementation • Full disclosure on performance and actions
Medium Risk	• Structured and proactive ESG management • Detailed policies and tangible actions in place on ESG material issues • Partial disclosure on performance and actions
High Risk	• Lack of policies or actions on ESG material issues • Evidence of serious misconduct in specific areas (e.g. pollution, corruption)

Measures to Mitigate Risk and Improve Sustainability Performance			
	High Risk	**Medium Risk**	**Low Risk**
Sign the *Code of Business Conduct and Ethics for Business Partners*	√	√	√
Participate in annual sustainability risk assessment	√	√	√
Participate in annual on-site PSCI audits (including audits conducted by contracted consultants or an independent accredited auditing body)	√	√	
Participate in trainings and educational programs	√	√	√
Strengthen ESG performance through corrective action or improvement plans	√	√	

Indicator	**Unit**	**2024**
Target number and total number of suppliers assessed via desk assessments	Number	374
Percentage of global suppliers by spending assessed via desk assessments by global spending	%	80
Number of suppliers assessed that had potential negative impacts	Number	18
Percentage of suppliers that had potential negative impacts and agreed to corrective improvement plan	%	100
Number of suppliers that had substantial potential negative impacts and were terminated	Number	0
Target number and total number of suppliers supported in corrective action plan implementation	Number	18
Target number and total number of suppliers in capacity building programs	Number	374
Percentage of unique significant suppliers in capacity building programs	%	80

Annual On-site Audit

We conduct annual audits of our suppliers' facilities and processes, covering all significant suppliers as well as selected general suppliers. Our internally developed audit criteria enable us to comprehensively evaluate suppliers in terms of product safety and quality management, internal management, production reliability, and other factors.

Manufacturers or distributors of raw material, as well as GMP service providers, are qualified only after being certified by our internal quality standards, which are in line with GMP requirements. Aside from auditing direct suppliers, we also test and certify all the raw materials we use to ensure they meet our quality standards, and we continue to monitor our raw material quality on an ongoing basis.

Our annal quality audits take the forms of document audits and on-site audits to verify that a supplier's production and operation are responsible and meet our expectations. In response to audit findings, we may instruct suppliers to devise targeted correction plans, and track their implementation for additional quality management. Suppliers who fail to pass the audit twice are blacklisted.

PSCI PHARMACEUTICAL SUPPLY CHAIN INITIATIVE
Building responsible supply chains

As an active PSCI participant, WuXi Biologics fully upholds PSCI principles and conducts PSCI audits. Based on annual sustainability risk assessment results and guided by PSCI principles, we engage as necessary with suppliers through detailed PSCI on-site audits, training and education, and, if needed, established effective remedial action plans to improve their sustainability performance in ethical, environmental and labor compliance. In 2024, we conducted on-site audits of several strategic suppliers, following the critical PSCI principles, through independent accredited auditing body. After the audit, we provide suppliers with remote or on-site support for the implementation of corrective or improvement actions, and offered one-on-one technical assistance to build capacity before reassessing and checking for improvements.

Supplier Performance Review

WuXi Biologics has adopted and dynamically upgraded its supplier performance review system. It facilitates real-time updates of online material inventories and e-catalog purchasing, as well as abnormal performance and sustainability risk assessment results, allowing for comprehensive and smart tracking of supplier performance.

In the case of abnormal performance, a factual statement about the supplier's abnormal performance is submitted by the user, and relevant procurement staff will categorize abnormal performance with different proposed solutions, contact with suppliers and monitor their resolution so to improve their performance. This system not only ensures active engagement with and timely support for suppliers, but also reinforces the efficiency and quality of our supply chain.

Industrial Recognitions for Sustainable Supply Chain Performance

With consistent efforts in promoting sustainable supply chain, we have been recognized by the 2024 Hong Kong ESG Reporting Awards with a Sustainable Supply Chain Leadership Award for our outstanding performance.

HERA 2024 SUSTAINABLE SUPPLY CHAIN LEADERSHIP AWARD 可持续供应链领航奖

PSCI Supplier Partner

As a supplier partner of PSCI, WuXi Biologics fully implements PSCI principles across five key areas: Ethics, Human Rights and Labor, Health and Safety, Environment, and Management Systems. Upholding a steadfast commitment to integrity in operations, excellence in quality, and reliability, we continuously advance responsible supply chain practices.

Future Outlook of Sustainable Supply Chain

Empowerment of Procurement Personnel

Training for buyers and internal stakeholders is also essential for the effectiveness of our sustainable supply chain management system. We integrated sustainable procurement objectives into the performance review of our procurement personnel. Training programs on sustainable supply chain are provided annually to all procurement personnel to ensure their understanding of social and environmental issues, and how those issues are factored into our procurement process. In 2024, the percentage of buyers trained on sustainable supply chain reached 100%.

Supplier Engagement

Apart from the engagement through supplier performance review, we have systematically established an open and constant communication mechanism with each supplier, sharing with them the latest standards and updates, as well as providing needed support during day-to-day business. We organize regular strategic, technical, and operational meetings with suppliers, helping them to improve their efficiency and quality of delivery.

Based on annual supplier performance evaluation, we actively provide suppliers with sustainable capacity building programs, including trainings on quality assurance as well as other supplier ESG programs embedding sustainable requirements. We offer various trainings to all suppliers on an annual basis to help them enhance sustainability capabilities, reinforce the knowledge of compliance, refine quality management, etc. We also proactively share our peers' benchmark and best practice of ESG governance to help empower our suppliers for continuous improvement of ESG excellence. Besides, we set targets for ESG trainings provided to suppliers and keep tracking training effectiveness.

In 2024, we delivered trainings and engagement sessions towards significant suppliers during which we shared annual risk assessment result analysis, exchanged the latest trends in ESG, and delivered compliance requirements in particular. All the supplier ESG programs are under regular track with the oversight from the Board-level ESG Committee and consistently reviewed by the management team.

Collaborative Efforts from Supply Chain to Value Chain

In our sustainable supply chain management and practices, WuXi Biologics consistently prioritizes delivery excellence. From empowering clients to advancing green development, we actively explore and implement sustainability roadmap. Currently our sustainable supply chain has gradually evolved into a value-creating chain, not only providing clients with higher-quality services and products but also generating long-term economic and environmental benefits alongside enhanced reputation for the Company. Moving forward, we will continue to deepen our sustainability strategy, drive innovation and improvement, and collaborate with global partners to jointly build a greener, more efficient, and win-win supply chain ecosystem. This effort, in the end, aims to contribute to the harmonious coexistence of economic growth, social progress, and environmental protection.

GIVING BACK TO SOCIETY

As a responsible corporate citizen, WuXi Biologics always strives to fulfil our clients' expectations, empower our people, serve our communities through technology and innovation, and advance biologic therapies that lead to improved public health, while creating broad value for society.

Enabling Clients 52

Fostering Communities 58

Enabling Clients

The Big Picture

WuXi Biologics, as a leading global open-access biologics technology platform, offers comprehensive capabilities, with end-to-end solutions and technologies that empower our clients to bring ground-breaking therapies to people around the world. In turn, we regard our clients as playing an indispensable role in helping to shape our strategies for sustainable development.

QUALITY MANAGEMENT
CLIENT ENGAGEMENT

Quality Management

Why It Matters

Quality is a core value embedded in our culture to assure that the biopharmaceutical products manufactured at WuXi Biologics are of the highest level of efficacy and safety as per our clients' expectations. For our global partners, our commitment to premier world-class quality is key to enabling hundreds of biologics to enter the different stages of clinical trials and the market.

Management Structure and Policies

Quality is the hallmark of WuXi Biologics. We have developed a unified and comprehensive policy to ensure product/service safety — *Global Quality Manual*, which provides the basis for 38 Quality Standard Guidelines and thousands of Standard Operating Procedures, and details our commitment to an effective and modern Pharmaceutical Quality System (PQS). The PQS directs the excellent execution of all production-related activities and helps assure that the quality of the products and services we provide meets the highest standards. It also serves as authoritative guidance towards achieving the objectives of product safety, compliance, and customer satisfaction, while minimizing inefficient practices and reducing the possibility of failure.

WuXi Biologics has established a Quality Governance framework to guarantee transparency of quality issues at all levels of management, with clearly delineated management responsibilities, and provisions for efficient reporting and escalation across local, regional, and global scales. Quality information is systematically and continually gathered, and reported at periodic quality review meetings, with potential risks promptly identified and escalated. At the executive level, the Company's Chief Quality Officer takes the leading role in ensuring effective and comprehensive implementation of our quality management system, supported by the system's five forces.

At the site or plant level, information is escalated to senior management from various Specific Quality Review Committees. At each global/regional organizational level, the quality lead chairs a cross-functional Quality Committee to review quality and compliance.

WuXi Biologics Quality Governance Framework

Global Quality Compliance	Quality Assurance	Quality Control	Training Center	Regulatory Affairs
Ensures consistency in quality protocols and practices across sites and departments	Ensures products meet the requirements for registration and use	Produces high-quality data to ensure the Company's product quality	Implements trainings and programs under strict compliance requirements	Provides clients with the optimal drug application strategies to ensure product safety, efficacy, and quality

Our Approach

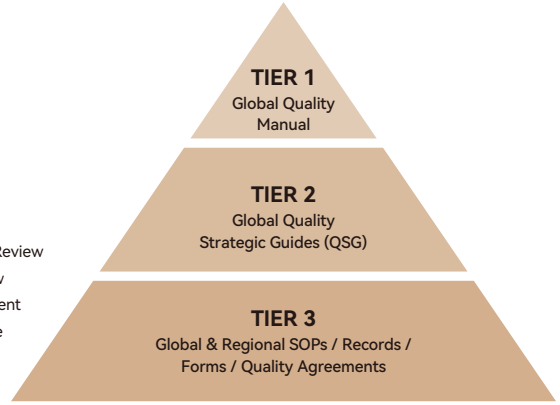
Global Quality System

To ensure that biotherapeutics and vaccines are safe and efficacious, global manufacturing regulatory agencies provide drug manufacturers with a comprehensive set of guidelines and regulations that covers all aspects of product development and manufacturing. Meeting the requirements of these guidelines and regulations is the utmost priority for WuXi Biologics, and we commit to the highest level of production quality in accordance with GMP requirements.

Global Quality System

Key Components:

- Documentation Management
- Personnel and Training
- Supplier Management
- Deviation/Out-Of-Specification (OOS) Management
- Change Management
- Data Integrity
- CAPA
- Audit and Inspection
- Risk Management
- Quality Management Review
- Annual Product Review
- Compliance Management
- Regulatory Intelligence



Our comprehensive Global Quality System, which governs 100% of our manufacturing operations globally, was established based on GMP requirements. It has been regularly audited by multiple regulatory agencies, including but not limited to the FDA, EMA, NMPA, PMDA, MFDS, HSA, ANIVSA, HPRA and Health Canada.

The key components of our quality system fall under four general categories: quality risk management, quality control, quality inspection and certification, and quality training.

Quality Risk Management (QRM)

QRM is an integral part of our Global Quality System, and is embedded throughout the full product lifecycle at all our R&D and manufacturing sites. In accordance with the guidance of GMP, we have established a QRM system that provides a highly structured process for the assessment, control, communication, and review of risks related to the quality of biologic products. The evaluation of quality risks is based on scientific knowledge and experience with the process, and is ultimately linked to the protection of patients.

We closely monitor product quality, safety performance and the related metrics, and conduct rigorous investigations of any deviations, complaints, recalls, or findings from internal and external inspections. We strictly follow a series of SOPs on product recall and the disposition of recalled products, with processes in place to prevent or address defective products before delivering them to customers to avoid product recalls. An appropriate level of root-cause analysis is applied during the investigation of deviations, suspected product defects and other issues, as determined by our QRM principles. Corrective and/or preventive actions (CAPA) are identified and taken in response to investigations, and the effectiveness of such actions is monitored and assessed to assure alignment with our QRM principles.

Quality Control

WuXi Biologics has a systematic quality control process with robust in-house quality testing capabilities — supported by quality control laboratories located around the world. It allows for regular precautionary testing for emerging quality/safety concerns in all products and services, and includes such aspects as raw material testing, in-process testing, process control testing and validation, product release testing, and stability testing for biologic products. In addition, we provide information regarding potential health and safety impacts in products and services through our QRM system.

Quality Inspection and Certification

Our globally unified quality standards are based on GMP requirements, along with the guidelines of multiple national regulatory agencies — such as NMPA, FDA and EMA — and the Company's SOPs. We conduct internal audits annually at all of our operating facilities in strict accordance with internal quality standards. External audits are also regularly conducted at least once a year. Designated departments analyze audit results, develop appropriate solutions as needed, and implement improvement measures in coordination with the on-site quality assurance and quality control departments.

Supplier Quality Management

WuXi Biologics reviews detailed information regarding our material suppliers and GMP-service suppliers before their admission to our system. Quality review includes examining their qualification documents, conducting quality questionnaires and signing a quality agreement.

Management Measures for Suppliers in Various Categories

Audit and Communication	Daily Quality Management	Material Certification
• Conduct on-site audits for key suppliers to confirm the compliance of relevant quality systems and their ability to meet our requirements and needs. • Provide suppliers with quality regulations and requirements. • Share best practices with suppliers.	• Manage supplier quality performance and changes through supplier compliant process, supplier performance evaluation and change notification evaluation. • Initiate supplier causal audit for quality issues if necessary. • Establish regular communications with strategic suppliers.	• Confirm the Certificate of Analysis (CoA), TSE/BSE Certificate, and Nitrosamine Impurities and Melamine-Free certificates (if necessary, according to FDA requirements). • Collect information on supplier biosafety and sterilization processes on a continual basis.

Quality Training

Building a quality-focused company culture is vital for upholding quality standards and regulating day-to-day operations. WuXi Biologics' Training Center is responsible for implementing training policies, developing an annual training plan, and conducting training programs. In-depth quality trainings include job-specific training and the promotion of product quality practices, among others, and the trainings are applied to all employees — including full-time and part-time — as well as suppliers and contractors.

New employees in research and development, manufacturing, quality, and other related positions receive training on GMP, production, and quality control, along with hands-on laboratory practice. Annual trainings and up-skilling trainings are offered to existing employees to ensure their quality knowledge is current. All employees can access online courses through the iGrow training platform to continually improve their quality awareness. In addition, we cooperate with a third-party partner to provide more diverse training programs for our employees. In 2024, we provided trainings on production processes, quality testing and process development with our partner.

To help ensure the continued effectiveness of our quality training, we have strict rules for the preparation and evaluation of each quality training, and require that each training be followed by examinations, data collection, survey feedback, reports generation, and record archiving.

Continuous Training Framework

All employees receive periodic continuous training to maintain, review and reinforce their knowledge and skills regarding product quality, including annual GMP training, routine training and annual On-the-Job Training (OJT).

Continuous Training Measurement

Type	Objective and Contents
Annual GMP Training (Covering 6,585 employees across sites)	• Ensure employees have clear understanding of GMP requirements and cGMP guidelines. • Mandatory for employees performing GMP-relevant work.
Routine Knowledge Training (Covering 2,798 employees across sites)	• Ensure employees, including new employees, grasp newly formulated or revised knowledge-based documents.
Annual OJT (Covering 465 employees)	• Provide periodic training and assessment for certain qualifications and skills requiring re-confirmation.

Client Engagement

Why It Matters

Consistent, candid engagement between clients and WuXi Biologics facilitates mutual understanding, allowing us to better leverage client input, address any issues or concerns in a timely manner, and deliver value more effectively throughout the collaboration journey. Building trust and strengthening relationships with our clients leads to improved outcomes and higher levels of satisfaction.

90.2

Customer satisfaction score

Our Approach

We are committed to delivering the best product and service for our worldwide clients with quality, speed, flexibility. To do this, we monitor client satisfaction, maintain communications, and follow rigorous recall procedures. We also practice dual manufacturing and multi-sourcing of materials globally to improve supply chain stability, and meet client demands and expectations.

Customer Satisfaction
To effectively gather feedback from our clients, we conduct customer satisfaction surveys and carefully review the results every year. In 2024 — with the survey focused on those customers who account for over 93% of revenue — our overall customer satisfaction ratings reached 90.2, exceeding our 2024 target of 86.

Customer Privacy Protection
To protect customer privacy, during necessary data collection process, the Company informs customers in terms of information collection method, as well as the nature, use and protection of collected information.

Voice of Customers

"Well done and BIG thank you for WuXi Bio's great works for carbon reduction acceleration! Really appreciated!"

"The best team that I have ever worked with in my 40-year career. It is very special and rare in the industry to have so many projects going on at the same time but WuXi Biologics makes it happen."

"On-time and high-quality outcomes with high flexibility and agility are my impressions of working with WuXi Bio in the recent years. Very much satisfied."

"Thank you for the great effort to ensure successful supply in 2024 as well as your open communication and quick response for all the technical and operational discussion."

Client Communication and Feedback
Maintaining client communication is key for us to improve. We provide detailed information to customers on health and safety issues associated with products and services, and set up communication and complaint channels for their feedback. Our complaints handling process requires complaints be investigated in a timely manner by qualified and trained individuals, investigations be documented with a written report, and appropriate actions be taken as a result of investigations. Complaints are reviewed periodically to detect trends that might suggest possible changes to improve product quality or operational process.

In 2024, we received and properly addressed six customer complaints related to the products and services we provide. We reviewed the causes, strengthened communication with relevant suppliers, and prevented recurrence by internal training, upgrading of relevant documents or SOPs, and in specific instances, the filing of supplier complaints.

Product Recall Process
As a CRDMO company, WuXi Biologics is responsible only for releasing products to our customers, who then release the products to the market. Product recalls are not initiated by WuXi Biologics, but we fully cooperate with customers in the event of recalls. We have established effective product recall process for potential product quality incidents, specifying different scenarios and levels of recalls to ensure timely and appropriate response. In addition, to improve our resilience, we conduct mock recalls annually and invite clients to participate. We also actively collaborate with customers regarding product end-of-life management.

While we actively work to prevent product quality and safety incidents, in the event of non-compliance, we will publicly report on product/service health and safety issues to protect our customers and maintain transparency. In 2024, no product recalls occurred.

Meeting Client Needs with Agility
To deliver projects at the fastest speed with the highest quality, we deploy a Global Dual Sourcing manufacturing strategy with built-in contingency plans and mitigation controls. With facilities across the world, our biomanufacturing capacity is able to meet the growing needs of our clients worldwide, while ensuring a robust global supply chain.

Fostering Communities

The Big Picture

Creating social value is one of the core components of WuXi Biologics' business and sustainability strategy. We are dedicated to operating our business in a way that contributes to society, enhances the well-being of local communities, and benefits patients worldwide.

Our community engagement and contribution efforts are focused on key areas that address the needs of the communities where we operate, ensuring that our activities align with their interests. These areas correspond to the three pillars of our Corporate Social Responsibility (CSR) strategy:

Public Health: Leveraging our core competencies to benefit patients worldwide.

Environmental Protection: Protecting our green planet, practicing ecological and environmental concepts, and promoting a low-carbon ethos.

Giving Back to the Community: Empowering employees to do good, promoting the spirit of volunteering, and giving back to the community

These pillars guide our company-wide strategy to drive positive change in public health, and social and environmental well-being.

To help support the effective implementation of this strategy, we have established the WuXi Biologics Charity Foundation and the WuXi Biologics Volunteer Hub, which enable us to partner with charities, and facilitate employee engagement and involvement.

BENEFITING PATIENTS WORLDWIDE
PROTECTING THE ENVIRONMENT
COMMUNITY ENGAGEMENT

Benefiting Patients Worldwide

Why It Matters

At WuXi Biologics, our core mission lies in expediting the development of biologics to ultimately benefit patients and enhance global health. We are committed to increasing awareness of rare diseases and tackling other public health challenges through our platforms, expertise, community engagement, and charity events.

Our Approach

Public health is a fundamental aspect of our work at WuXi Biologics. We leverage our strengths to benefit patients worldwide, particularly in the realm of rare disease. We are dedicated to empower our clients in advancing biopharmaceutical research and development, promote awareness of rare diseases, and care for the rare disease community.

The World Health Organization (WHO) defines diseases with an incidence of 0.65‰ to 1‰ as rare diseases. Examples include Pompe disease, Fabry disease, Hemophilia, Thalassemia, Amyotrophic Lateral Sclerosis and Gaucher disease. More than 300 million people worldwide are affected by one or more of the 7,000 known rare diseases. Over the past decade, WuXi Biologics has empowered partners globally to accelerate the development of innovative biologic medicines for the treatment of rare diseases. We have collaborated with and enabled numerous global innovative biotechnology companies to explore and develop rare disease therapeutics. As of December 31, 2024, there have been 21 integrated projects of rare disease on our platform.

Granting Scholarships to Students with Rare Diseases

In China, WuXi Biologics has established a dedicated initiative awarding scholarships to students affected by rare diseases. Since its inception four years ago, we have provided scholarships and educational gift packages to over 100 student-recipients, supporting their academic pursuits.

BENEFITING PATIENTS WORLDWIDE
PROTECTING THE ENVIRONMENT
COMMUNITY ENGAGEMENT

Run for Health

In September 2023, WuXi Biologics inaugurated a global charity event called “Run for Health” that aims to raise awareness and support for the rare disease community and the public health of local communities as a whole — an effort we are deeply committed to.

To date, Run for Health is the Company’s CSR initiative with the broadest global participation. Our colleagues have shown tremendous enthusiasm for it. Over the span of less than two years, participation across our sites in five countries has exceeded a total of 2,500 individuals. In the year 2024, we experienced a new level of participation as various departments in China jointly carried out Run for Health events.

Our passionate employees have become catalysts, inspiring a ripple effect that has extended their zeal to partner organizations, neighboring communities, and their circle of friends and family — thereby fostering a wider network of engagement and participation.

Run for Health in Wuxi, China

Global Run for Health 2024

Protecting the Environment

Why It Matters

The well-being of humanity is deeply intertwined with the health of our natural environment. WuXi Biologics is dedicated to enhancing public health and protecting people's right to a healthy environment, and committed to raising awareness, promoting environmental sustainability, and fostering innovative ideas and initiatives that support our environmental objectives.

Our Approach

At WuXi Biologics, we believe that the ability to effect positive change begins with our people. We empower our employees to be active participants in environmental stewardship, as we embed a low-carbon ethos into the very core of our corporate culture. We proactively advocate for and initiate a wide array of environmental protection activities across our sites, focused on energy conservation, emissions reduction, and reducing carbon footprint.

Build a Greener Future Together

On Earth Day 2024, Wuxi Biologics continued to actively fulfill its firm commitment to sustainable development by launching a series of green initiatives.

In China, the Green Commuting Campaign has become a vivid demonstration of our employees' active participation in environmental protection. At the Chengdu site, colleagues proposed and implemented a walking-to-work initiative, a practical approach to supporting energy conservation, carbon reduction, and environmental protection.

In the U.S., employee volunteers participated in activities led by a local environmental protection organization, contributing to forest and natural resource conservation.

In Ireland, our entire workforce joined an in-depth discussion session organized by a local sustainable development organization, together with the local team. The creativity of the employees was stimulated through interactive discussions and activities, which provided insights into practical opportunities for sustainable development.

Not only on Earth Day, but also in our day-to-day work, we practice the concept of sustainable development. It is gratifying to note that in our green commuting survey of employees, over 81% of respondents chose green commuting methods, demonstrating their high level of participation and a desire to make positive contributions to environmental protection. Within the Company, we established a program of collecting employees' suggestions and innovative ideas aimed at furthering energy conservation and carbon reduction. And, to provide employees with relevant knowledge and capacity building, we publish materials such as *Energy Saving and Carbon Reduction Whitepaper* for everyone, to serve as references and learning resources. Through a series of tailored site activities and practices, we convey the importance of environmental protection and sustainable development to all our employees and partners, promoting a shared pursuit of sustainable development within the Company, and showcasing WuXi Biologics' proactive approach and firm determination in the advancement of environmental protection.

Forest Conservation Activity in the U.S.

Pick Up Event in Ireland

BENEFITING PATIENTS WORLDWIDE
PROTECTING THE ENVIRONMENT
COMMUNITY ENGAGEMENT

Community Engagement

Why It Matters

WuXi Biologics places a high priority on social interconnection, believing that giving back to the community is not just a responsibility but also a vital force driving social progress. We actively initiate programs to help tackle social and environmental challenges within our communities, and encourage our employees to volunteer and show their commitment to social and environmental causes. These approaches not only enrich the meaning and value of our work, but also have a positive impact on the communities we value. Additionally, charitable donations represent a key approach to fulfilling our social responsibilities. In 2024, we continued to allocated dedicated resources to support a diverse range of charitable initiatives.

Our Approach

Facilitating Volunteerism

WuXi Biologics empowers our employees around the world to make an impact in their local communities. We have established a company-wide volunteer hub — with site-level divisions and dedicated volunteer platforms — that provides useful resources for employees to engage in community service. In 2024, our volunteer contribution reached a total of 9,919 hours, with 2,879 person-times of participation across 10 cities in 5 countries. For instance, we partnered with NGOs, such as the Illness Challenge Foundation, to establish scholarships for students with rare diseases from underprivileged backgrounds; developed initiatives to encourage young minds to explore STEM and biologics studies; through alliances with women's empowerment organizations, we provide assistance to women battling severe illnesses and cooperate with emergency response NGOs to contributed to emergency and disaster relief efforts, including post-disaster recovery support in Qinghai.

9,919

Volunteer hours for communities

2,879

Volunteer person-times of participation

Fostering Student Interest in STEM

As part of our commitment to making a positive impact on society and engaging with our communities, we have created programs such as the "SCIENCE+ Series" and "BioXplore," to stir interest in STEM and life sciences of the next generation. We believe that by inspiring the next generation, we are not only contributing to the future of science but also to the well-being of our communities and society at large.

The SCIENCE+ Series: Igniting Passion for Life Science

The "SCIENCE+ Series" is a volunteer-driven initiative aimed at nurturing the interests of middle and high school students in life science. Spanning across all our sites globally, this program offers a range of engaging activities, including science and public outreach courses and laboratory visits. Through inspiration, education, and practical experiences, we aim to spark an ongoing passion for science.

BioXplore: A Comprehensive Expansion of Student's Skills

In 2024, we renewed our BioXplore program, which features such activities as youth lab tours and biological science education sessions with a diverse group of participants, including students and volunteers.

In Wuppertal, our Engineering team led in-depth sessions explaining the intricacies of bioprocess engineering, including the qualification of clean supply facilities and cleanrooms, process and analysis equipment, and thermal mapping.

At our Dundalk site in Ireland, and our Shanghai and Wuxi sites in China, students visits and participates in interactive learning sessions with our employee volunteers, including tours of production and R&D facilities to showcase the innovative capabilities of biologics development.

During these activities, our volunteers played crucial roles, serving as presenters, mentors, and companions, and using their expertise and volunteer spirit to help engender the next generation's passion for science. Their involvement was not just about sharing knowledge but also about fostering a sense of community and engagement, showing the participants a way to make a real difference in the world.

Through initiatives such as "The SCIENCE+ Series" and BioXplore, we continue to engage with communities, nurture a passion for science, and commit to create a positive impact. We believe that by inspiring the next generation, we are not only contributing to the future of science but also to the well-being of our communities and society as a whole.

BioXplore in Shanghai Site

BioXplore in Ireland Dundalk Site

Ireland Community Drive: A Beacon of Support

Through collaboration with local NGOs, the Corporate Social Responsibility Committee at the WuXi Biologics Ireland Dundalk Site initiated a community drive that exemplifies our dedication to social responsibility and having a positive impact on the communities in which we operate. Employee volunteers have come together with a shared purpose: to support local underprivileged groups, including women, children, elders, and the homeless. The employees have donated substantial amount of food, drinks, and essential items to help those in urgent needs.

Beyond the material support, our Community Drive has fostered a spirit of compassion and unity. It has brought together employees, local NGOs, and community members in a collective effort to support those who are vulnerable. This initiative has not only strengthened the bonds within our community but also demonstrated the spirit of corporate local engagement and care.

Ireland Community Drive

Volunteer Hub

The WuXi Biologics Volunteer Hub was established in 2020. Through it, we promote a diverse and inclusive volunteer culture, connect our volunteers with communities and partners, and help our volunteers use their professional skills to play an important role in WuXi Biologics' fulfilment of social responsibilities.

To further foster a sense of community, we organized a series of activities, such as site family days and charity bazaars. Employee volunteers used their expertise and participated in various community welfare and assistance activities throughout the year.

Charitable Donations

In 2022, WuXi Biologics took a significant step towards systemizing and enhancing the transparency of our charitable efforts by establishing the WuXi Biologics Charity Foundation. This Foundation serves as a formal, non-profit, organized platform enabling us to coordinate our philanthropic activities more effectively and with greater impact.

The Foundation operates under the guidance of the WuXi Biologics Charity Foundation Charter, which adheres strictly to all relevant laws and regulations governing charities and donations. The charter ensures our Foundation maintains the highest standards of legality and ethicality in all its activities.

We regularly report on our charitable activities, impact, and financials to ensure that our stakeholders have a clear understanding of how their support is making a difference.

WuXi Biologics Volunteer Activities

Disaster Relief and Post-Disaster Recovery Support in Qinghai

From late 2023 to early 2024, when an earthquake struck counties in Gansu and Qinghai provinces, the Company promptly donated a batch of relief materials, worth 440,000 RMB, to disaster areas within three days. Simultaneously, our Charity Foundation launched the "Support Qinghai" initiative which funded more than 560,000 RMB, including donations from the Company and over 400 employees. The total donation exceeded 1 million RMB in combined relief materials and cash donation. The donated funds were used for the construction and equipment procurement of 7 community health stations and provide health support with a coverage of 9,000 people in Minhe County, Qinghai. In July 2024, at seven project sites in Minhe County, Qinghai, we collaborated with the China Foundation For Rural Development and 16 Chinese Volunteer Doctors to conduct free medical consultation activities, providing services to over 890 patient visits on-site.

The Company's commitment to CSR is deeply intertwined with the work of our charity foundation. The foundation actively collaborates with local NGOs, community organizations, and other stakeholders. These partnerships are crucial in identifying and addressing the most pressing needs of the communities. By working together, we can leverage our collective resources and expertise to create sustainable solutions.

Free Clinical Tour in Minghe County

EMPOWERING OUR PEOPLE

The WuXi Biologics team comprises highly dedicated and experienced talents, who are our greatest asset and help maximize our competitive advantage. As the well-being and growth of our employees is fundamental to our business and sustainability strategies, we are dedicated to fostering a welcoming and respectful atmosphere, and creating a diverse, equitable and inclusive workplace for all employees.

Employee Rights and Development 67
Diversity, Equity, and Inclusion 76
Occupational Health and Safety 80

Employee Rights and Development

The Big Picture

WuXi Biologics champions equitable employment and cultivates dignity-rooted workplaces, fostering an inclusive culture that proactively eradicates discrimination, harassment, and bullying. We propel talent excellence through dynamic learning ecosystems and empower teams to spearhead industry innovation. Complementing competitive compensation, we amplify engagement via comprehensive benefits and culturally enriching activities, ensuring a motivated workforce with enhanced well-being. This employee-centric philosophy ignites innovation, fortifies organizational resilience, and solidifies our pledge toward mutually sustainable advancement.

EMPLOYMENT COMPLIANCE
TALENT DEVELOPMENT
EMPLOYEE ENGAGEMENT

Employment Compliance

Why It Matters

Productive employment and decent work are essential for sustainable growth. WuXi Biologics is committed to providing all employees with a fair, just and sustainable work environment. We strive to create an inclusive and supportive environment where employees are treated with dignity and respect, and are free from inappropriate behaviors such as bullying, harassment, and discrimination.

EMPLOYMENT COMPLIANCE
TALENT DEVELOPMENT
EMPLOYEE ENGAGEMENT

Policy and Commitment

WuXi Biologics firmly upholds the principles and values laid out in the *United Nations International Bill of Human Rights (consisting of the Universal Declaration of Human Rights and its associated covenants)*, the International Labor Organization's *Declaration on Fundamental Principles and Rights at Work and its Follow-up,* and the *UN Guiding Principles on Business and Human Rights*. Our *Code of Business Conduct and Ethics* serves as the overarching policy that guides everything we do. Additional requirements regarding recruitment and employment align with regional and country guidelines where we operate.

The policies are available in relevant languages and communicated globally to all employees. Additionally, we provide training sessions that address discrimination, harassment, and other forms of misconduct, as well as sessions on other human rights issues, to emphasize our zero-tolerance stance.

Our Approach

Talent Acquisition

WuXi Biologics believes that transparency in the hiring process helps attract high potential talents. We are committed to diversifying our hires and maintaining a fair and equitable recruitment process, during which our standards are clearly communicated to all candidates in a transparent manner. Our hiring team is made up of recruiting managers and interviewers from diverse backgrounds. We evaluate candidates objectively and use standardized methods to ensure that we base our considerations solely on their competence and individual merit. We treat every applicant equally, and do not discriminate on the basis of ethnicity, gender, race, region, religion, form of employment, or any other factors.

We conduct annual talent reviews and human capital risk assessments to detect current workforce skill gaps, forecast talent supply and demand, and establish talent pipeline strategies. Our HR Dashboard and HR Analytics Platform are used to facilitate these processes. In 2024, building on our existing talent review initiatives, we launched a global Senior Management Successor Assessment Project. Through in-depth and comprehensive talent evaluations, this project analyzes our talent pipeline and the readiness of successors at critical leadership levels. It provides essential support for targeted talent development initiatives and further strengthens our ability to effectively identify and meet internal succession needs.

The Company's recruitment team continues to expand global recruitment outreach, precisely pinpointing key job directions, and thoughtfully designing talent community projects to recruit experts with diverse backgrounds. To continuously enrich our talent pipeline, we have developed a variety of channels to find new hires, including campus recruitment seminars, online recruitment, talent recruitment fairs, internal referrals, and internal transfers. In 2024, the recruitment team significantly enhanced its effectiveness by strengthening talent pool development, using market insights to advance proactive recruitment strategies, expanding global recruitment channels, optimizing promotional strategies, and leveraging internal network resources. In addition, through the implementation of such initiatives as the "Experts Campus Tour" and online promotional seminars in regions like Europe, the United States, and Singapore, the team successfully established a global talent pool and saw improvements in both recruitment quality and interview feedback. Furthermore, in-depth market analysis led to targeted internal organizational structure optimizations for specific teams.

Seeds Program

The Seeds Program is our flagship internship program that offers practical training opportunities to university students and full-time positions to top performers. We have formed long-term partnerships with over 30 universities to recruit interns. The Seeds Program lasts from 3 to 6 months, during which we offer systematic and comprehensive learning roadmaps along with tailored training plans. In 2024, the Seeds Program effectively converted the majority of its participants into permanent roles via internal rotations, while continuing to nurture ties with partner educational institutions, culminating in the signing of new collaborative agreements.

Human Rights Protection

Employee rights protection is an indispensable element of a fair and equitable workplace. Our Human Resources (HR) Department has implemented a range of actions to enhance fair labor practices in our operations and create a respectful and just working environment for our employees, where we prohibit illegal employment, respect freedom of association, promote equality and decency, monitor risks or violations concerning human rights, and maintain a healthy and harassment-free workplace.

We continue to make progress in expanding our efforts to ensure respect for human rights in five priority areas: labor practices; diversity, equity, and inclusion; occupational health and safety; environment protection; and data privacy. Human rights topics were covered as part of the two main assessment processes: the annual corporate risk assessment and the ESG materiality assessment. Additionally, we take proactive measures to identify, assess and mitigate potential risks[8] across our value chain, new business relationships, and other activities related to our business. We also involve internal expert teams to conduct targeted due diligence during any mergers and acquisitions (M&A) transaction processes. Relevant stakeholders are considered and particular attention is paid to groups that are widely regarded to have a heightened risk of vulnerability[9]. We engaged with a wide range of internal and external stakeholders to identify and assess the issues covered in these processes and maintain continuous communication and response mechanisms.

We have a zero-tolerance policy towards illegal employment practices, including child labor and forced labor. Our *Onboarding Management Manual* clearly outlines the information review and age verification process that helps ensure that children are not employed and provides remedial measures for any inadvertent hiring of child labor. At the same time, we strictly prohibit any form of discrimination based on ethnicity, race, gender, region, religious beliefs, employment type, and other factors, as well as inhumane treatment, including harassment. We encourage employees to report any form of discrimination, harassment, violence, abuse, or other misconduct. Our *Guidebook for Business Interviewers* provides detailed protocols to prevent and eliminate potential discrimination or bias in hiring decisions. For performance evaluations, we offer specialized training for managers, delivering clear directives to ensure objective assessments and mitigate unconscious biases. In 2024, we conducted a dedicated training and assessment session on anti-discrimination and anti-harassment, providing detailed guidance regarding our policies and processes, outlining the responsibilities and processes of employees and managers in handling reports, and describing practical tools for ensuring a respectful work environment.

At WuXi Biologics, we are committed to offering equal remuneration, guaranteeing minimum living wages, and providing fair and competitive pay and benefits. Through regular compensation monitoring and strategic analysis, the Company aligns its remuneration framework with market trends and corporate objectives, rewarding employees based on their performance and contributions. Additionally, the Company conducts ongoing pay equity reviews, with a particular focus on gender and background diversity to ensure the elimination of discriminatory disparities. To enhance transparency, WuXi Biologics continually refines its communication protocols, with the aim of ensuring that employees have full understanding regarding compensation. We monitor employees' working hours and manage overtime through a working time management system and set maximum working hour limits. For extra or out-of-hours work, we pay overtime or offer reasonable time off. We also make an effort to promote the work-life balance of our employees and reduce excessive working hours.

We strive to prevent human rights violations, and are committed to identifying risks and implementing actions to eliminate, isolate or minimize the risk of harm through continuous monitoring and internal auditing. Any suspected human rights concerns or violations can be reported directly to their immediate supervisors and the Human Resources Department or through our confidential grievance reporting and escalation channels, which are publicly available and have been broadly introduced to both internal and external stakeholders. All reported violations are subject to a thorough and timely investigation, and actions are taken for prevention, mitigation and remediation. In 2024, the policies and internal control practices related to human rights topics[10] underwent client audits. Throughout the year, there were no reported human rights violations[11] that led to litigation and administrative penalties.

Talent Development

Why It Matters

Talent development is essential for the growth and success of any organization. WuXi Biologics truly cares about and invests in our people, continually striving to develop a skilled and motivated workforce that is fully equipped to meet the challenges of the future. We inculcate a culture of continuous learning, where employees are provided with a variety of training programs and ongoing career development opportunities to help them grow professionally and succeed at work.

Our Approach

Employee Training

We believe that effective and comprehensive training not only improves employee and corporate performance, but also helps retain top talents. We have built a thorough annual training and development plan in response to business demands, and established an effective talent training and development system for all employees[12]. In 2024, we aimed for at least 95% satisfaction in our training programs and achieved an impressive average rate of over 98%.

WuXi Biologics' iGrow online learning platform — with multiple language options and content covering our global employees — helps staff access relevant courses related to their career development and skill enhancement. The iGrow platform leverages resources from well-known training hubs[13] and learners can have access to other learning platforms for additional resources.

By leveraging resources such as online education platforms and partnerships with educational institutions, WuXi Biologics keeps exploring various ways to cultivate and nurture talents. We support employees in the pursuit of higher education degrees and professional certifications, offer graduate traineeship programs, and partner with educational institutions to develop and deliver joint training programs. We provide opportunities for our employees to pursue advanced academic degrees to further their careers by providing tuition sponsorship and partnering with universities. We have partnered with several universities — including Fudan University, Jiangnan University, and Zhejiang University — to offer graduate programs in a variety of disciplines, such as bioengineering, biotechnology, and pharmacy, and partnered with Tsinghua University to offer a doctoral program in chemical engineering.

Elite Program

At WuXi Biologics, the Elite Program is designed to cultivate high-potential talents at the beginning of their careers and develop them into future leaders in the biopharmaceutical industry. This is achieved through job rotations, individual development plans, mentor coaching, and a combination of online and offline training methods. The program pairs each participant with one career mentor and three professional mentors. Career mentors guide workplace adaptation during initial cultivation, while professional mentors provide technical support at different rotation stages. This dual-mentor system accelerates trainee growth. In 2024, 85 career mentors and over 140 professional mentors supported elite trainees' development through skill-building and pressure management, enabling rapid career advancement.

Succession Program

In 2024, we launched the executive successor development programs — Next Gen and Next Wave — aimed at identifying, nurturing, and preparing future candidates for senior leadership roles. By benchmarking against industry success profiles, analyzing critical success factors, and assessing the readiness of existing talent in terms of experience, competencies, and personal attributes, we identified potential risks, developed targeted enhancement plans, and accelerated the growth of current talent. These initiatives underscore our commitment to building a robust leadership pipeline to ensure long-term organizational success, providing strong talent support for business continuity and expansion. In 2024, the Next Gen and Next Wave programs have been successfully implemented across three business units, engaging approximately 40 key talents in these development initiatives.

EMPLOYMENT COMPLIANCE
TALENT DEVELOPMENT
EMPLOYEE ENGAGEMENT

Training Program Framework

Type	Trainees	Training Contents and Objectives
Orientation	All Employees	Within the first 12 months after onboarding, new employees will go through the New Employee Orientation (NEO) learning journey, including online and offline training on company culture, professionalism, and career story sharing from management. The comprehensive training program guides their career development, equips them with soft skills, helps them integrate knowledge with hands-on practice, and facilitates their personal growth and development.
	All Management	Within the first 6 months after onboarding, new leaders will join in the "Navigator Program" and gain a deep understanding of our culture, business model, different functions, and key focuses, as well as expectations for middle to senior leaders.
Leadership	All Employees	Leadership training for general staff focuses on self-awareness, project management, effective communication, and personal effectiveness, etc.
	Primary Management	Junior Level Leadership Program is a blended learning journey designed to improve the management capabilities of junior managers. This program focuses on topics such as manager role change, performance management and team roles, effective communication, employee coaching & motivation, etc.
	Middle Management	Middle Level Leadership Program is a blended learning journey designed to improve leadership of mid-level managers. This program focuses on the topics such as effective decision-making, self-management, leading high-performance team, leader as coach, storytelling skills, etc.
	Senior Management	Through the Senior Level Leadership Program, leaders can develop a deep level of self-awareness by mindfulness, leader as coach training, and 1:1 coaching. This will help senior leaders to lead their teams more effectively and improve organizational capability, etc.
Professional and Job-Specific	Junior Specialist	On-the-job training and SOP training help technical staff adjust quickly and master core knowledge and technology.
	Mid-Level Specialist	Mid-level technical experts gain advanced knowledge and strengthen their project management skills so they can grow into technology-driven managers.
	Senior Specialist	Through training camps and programs, we enhance our specialists' abilities on biologics research and innovation, enabling them to become experts in their fields.
Educational	All Employees	We encourage employees to obtain on-the-job graduate and doctoral degrees from partner universities to improve their professional skills. We also provide tuition support.
	All Employees	English and German learning opportunities are offered and tuition support is provided to encourage all employees to improve their language skills.
General Skills	All Employees	The iGrow online learning platform covers office skills, soft skills, and fundamental leadership skills. We have also conducted courses on technical sharing to foster an environment for knowledge exchange.
Vocational	All Employees	Employees in various functions are encouraged, with financial support, to undertake vocational training and obtain related occupational certificates.

Talent Retention and Promotion

To effectively identify, develop, retain, and grow our talents, WuXi Biologics established a comprehensive individual performance management and review system.

During the annual performance goal-setting phase, both teams and individuals align their annual performance goals with WuXi Biologics' organizational strategy and operational objectives. Managers[14] and employees engage in thorough discussions to establish these goals. In addition, each employee's current competencies are analyzed and an Individual Development Plan (IDP) is developed that ensures their personal career development targets and the Company's organizational objectives are aligned.

For the annual appraisal on individual and team performance, we employ a multidimensional performance evaluation model[15] that assesses both goal attainment and behavioral approaches. During mid-year performance reviews, employees and managers revisit goals and progression, and exchange feedback on performance areas that require further support or improvement. We have established a manager feedback and employee confirmation mechanism within the evaluation process to foster transparent communication and ensure clarity throughout the assessment.

Beyond biannual reviews of individual and team performance goals, continuous conversations and feedback between employees and their line managers and dotted-line managers are required to keep track of progress and ultimately achieve the performance targets for both individuals and the organization. This performance management and evaluation system applies to all WuXi Biologics employees. In 2024, 98% of employees participated in an annual review on performance and career development assessments, while those with less than three months of tenure underwent a new employee performance evaluation.

To empower employees to maximize their potential and facilitate internal career mobility, we put in place formal promotion and transfer processes as part of our talent development initiative. Our development plans and assessment standards are based on a comprehensive talent inventory and take into account individual ability, strengths and potential. In 2024, we further refined our evaluation process with differentiated criteria for professional and managerial tracks. Through certified evaluators and multi-tiered review committees, we ensure consistent application of standards, enabling objective evaluation and recognition of each employee's professional contributions and competency development. To facilitate a smooth transition and rapid competency enhancement for key talents during role changes, the Company has established a systematic leadership development framework. For skill advancement, tailored online programs (e.g., the "WuXi Management 101 Live Series") strengthen managerial logic and practical capabilities, addressing core challenges and standards in team management. For leadership transition support, initiatives such as the "First 100 Days Program" integrate leadership assessments, gap analysis, and resource allocation (including internal/external mentoring and digital learning libraries) to help managers identify development priorities and accelerate their readiness for new roles. This structured empowerment approach, coupled with dynamic feedback mechanisms, enhances role adaptability and organizational efficiency during critical transitions, driving strategic objectives forward.

Our "Fresh Water" program continues to promote cross-regional and cross-departmental rotations, expanding career opportunities and supporting our company's growth. In 2024, we further optimized internal talent mobility initiatives by enhancing policies and processes to better align with organizational needs and support employee career progression. The Company has developed a structured support system for overseas assignees to enhance cross-cultural adaptation and career growth. The key measures include tailored cultural training covering local customs and practical guidelines; a "Buddy Program" connecting newcomers with experienced mentors; streamlined administrative and housing assistance; dedicated online communities for local resource sharing; and cultural events during festivals to foster belonging. This three-pronged approach — skill empowerment, resource assurance, and emotional support — systematically enhances employee adaptability and satisfaction, thereby reinforcing human capital capabilities to achieve strategic objectives. For employees returning from a career gap (exceeding six months), we provide customized skills enhancement training to ensure their professional competencies align with current role requirements, facilitating a seamless transition back into the workforce.

WuXi Biologics remains committed to maintaining fair and competitive compensation and incentive systems that drive employee engagement, enhance overall performance, and sustain corporate growth. We continuously benchmark and optimize total remuneration through regular market surveys to ensure strong industry competitiveness. Our compensation structure comprises base salary, annual performance bonuses, long-term incentive plans, and additional benefits, rewarding both short-term achievements and long-term development. Performance evaluations are directly linked to incentive allocations, with bonus and long-term incentive distributions guided by performance-driven principles. The Company also actively expands short-and long-term incentive models based on business needs, fostering a culture of co-creation across the organization. All employees are eligible for performance-based incentive programs beyond their base compensation. Additionally, high performers are recognized through various salary adjustments, including annual increments, promotions, and special adjustments.

93.93%
Talent retention rate[16]

12,687
Number of employees

941,094
Total training hours completed

After approving various compensation and incentive policies, the HR Department actively communicates with employees through various channels, such as policy releases and online and offline discussions, to clearly communicate the value proposition and key points of the policies and answer any questions. At the same time, HR coordinates internally and externally to ensure a comprehensive understanding of policies and responsibilities, and monitors the distribution of compensation and incentives.

The "LEAP" Series Employee Development Training Program

In 2024, we continued to iterate and optimize the LEAP talent development programs:

- L represents the "Leadership Transition Program", which is designed for frontline managers to enhance their leadership skills, help them develop role awareness, and strengthen the reserve of mid-level management talent.
- E stands for "Elite Program", a customized talent development project designed by the Company to foster the next generation of top talents in the industry and train future leaders.
- A is for the "Advancing Program", which is designed for mid-level managers to build high-performing teams and enhance the organization's core strengths through leadership projects.
- P is for the "Pilot Program", which is designed for senior level managers and focuses on leadership projects that achieve team and organizational change through self-awareness.

In 2024, over 160 targeted online and offline courses and seminars were offered. By the end of December, a total of 529 participants had engaged in the leadership training projects, with a talent retention rate of 97%.

WuXi Biologics Learning Month

The 2024 WuXi Biologics Learning Month was themed "Finding Certainty in Uncertainty." Aligning with external market changes and centering on the Company's business development goals and organizational competitiveness, the initiative identified actionable management and operational strategies. It explored four core themes–Business Insights, Breakthrough Thinking, Personal Development and Interpersonal Influence -through the developmental dimensions of Achieving, Thinking, Self-Awareness, and Relating. The program aimed to help employees break through mental barriers, seek internal motivation, foster an inclusive atmosphere, and inspire reflection among managers and employees to enhance both organizational and individual competitiveness. This month-long learning journey engaged 5,792 employees globally through live online sessions.

"The Ming Shi Tang" Internal Trainer Program

"The Ming Shi Tang" Internal Trainer Program aims to promote a culture of learning and personal development. Structured around guided course instruction, annual empowerment activities, and ongoing curriculum development, this program equips our employees with the tools to excel and grow, and cultivates internal trainers to support the growth of individuals, departments, and the Company as a whole. By the end of 2024, a total of 106 internal trainers participated in this program, and 18 of them received the "Training the Trainer to Train" (TTT) certification within the year. Together, the program involved over 490 teaching hours, achieving an average satisfaction rate of 98%.

Employee Engagement

Why It Matters

Decent work, authentic recognition, a high level of engagement, and improved overall well-being can make employees feel appreciated and valued. WuXi Biologics is deeply aware of the importance of retaining high-quality, talented individuals and generating employee loyalty. We are committed to providing a broad range of benefits for employees and actively organizing cultural and recreational activities to enrich their work experience.

EMPLOYMENT COMPLIANCE
TALENT DEVELOPMENT
EMPLOYEE ENGAGEMENT

Our Approach

Employee Communication
At WuXi Biologics, a great variety of transparent and inclusive communication channels are available — such as the Company intranet, CEO mailbox and corporate WeChat — that help create a strong mutual bond between leadership team and employees. We actively encourage employees to voice their opinions. In addition, we have established easily accessible, confidential internal reporting channels — including a reporting platform, a dedicated email and hotlines — that provide efficient and convenient ways for employees to raise concerns. The company strictly maintains whistleblower confidentiality and prohibits any form of threat or retaliation against reporters.

We consistently implement our PROUD culture, integrating "respect and inclusion" as core elements in daily operations. We advocate employees' respect for diverse cultural backgrounds, working styles and individual characteristics, fostering a more inclusive and diverse workplace. In daily management, leadership actively practices an "open door policy", engaging in face-to-face communication to understand employee needs and provide timely support. This transparent communication approach helps employees gain deeper insights into company strategies and achievements.

Employee Engagement Survey
We are committed to building a more inclusive and people-centric workplace. Our regular all-employee engagement survey (PROUD Survey) serves as a pivotal tool for making informed decisions to enhance employee satisfaction and engagement. In the 2024 employee survey, we refined the questionnaire to reflect evolving organizational and employee needs, with multiple dimensions covering job satisfaction, purpose alignment, happiness, stress management, professional development, and workplace rewards.

Our HR and business leaders were all engaged to develop concrete action plans, implementing targeted improvements based on survey findings to holistically elevate the employee experience. Our strategy for fostering an inclusive and sustainable workplace center on the following pillars:

Future-ready workforce — A key initiative responding to employee feedback focuses on cultivating future-proof competencies while providing clear career roadmaps with diversified growth opportunities.

Cultural evolution — We strive to build a collaborative environment where employees with different backgrounds efficiently achieve shared objectives. Emerging themes of "collaboration" and "transparency" from survey insights have driven the launch of PROUD 2.0. This initiative enhances mutual understanding and synergy across our global teams. Concurrently, we have optimized our communication channels and integrated the PROUD culture into our daily operations, prioritizing "transparent communication" to ensure open and authentic dialogue among leadership and team members.

Competitive compensation framework — We consistently perform market benchmarking and adapt to market practices to maintain compensation competitiveness. By reinforcing the alignment between rewards and individual contributions, we have established transparent compensation frameworks and effectively communicated these principles to our employees.

Engaging people experience — PROUD culture integration across key employee lifecycle touchpoints ensures purposeful work experiences with comprehensive guidance. For our new hires, we have enhanced onboarding programs that explicitly connect business objectives with individual goals, complemented by curated welcoming activities to foster inclusion and camaraderie.

At WuXi Biologics, we are reimagining the employee experience to empower sustainable growth where every individual thrives both personally and professionally.

PROUD Day

In 2024, WuXi Biologics' PROUD Day celebration under the theme "Building Momentum for Breakthroughs, Daring to Innovate for New Life" attracted the participation of 7,096 employees worldwide. The event adopted a collaborative format involving four countries — China, the U.S., Germany, and Ireland — along with a global live broadcast. Through cross-border exchange activities for outstanding employees, it enhanced mutual understanding and cultural integration among global employees. The PROUD Day celebration enhanced employees' understanding of corporate strategy, operations, and culture, cultivating a profound sense of organizational pride.

Employee Benefits

WuXi Biologics remains committed to employee health and welfare, ensuring full and timely social insurance payments in compliance with local regulations across our operational regions. We also offer a wide range of non-pay benefits to all our employees, such as paid parental leave, paid family or care leave, and commuting subsidies. As part of our efforts to support and facilitate global talent mobility, we provide assignees with competitive expatriate packages that include long-term incentives, global health insurance, cost of living allowance, relocation allowance, temporary housing arrangements, family reunion benefits, and support services for accompanying spouses or children.

We ensure that part-time employees and contractors working at our company receive the same routine benefits (such as meal allowances, vacations, holiday gifts, and family day site visits) as full-time employees. We offer dedicated assistance for employee children's enrollment (kindergarten and elementary levels) at some operational sites, effectively addressing local educational accessibility challenges while fostering academic growth. This initiative demonstrates our enduring commitment to family well-being.

We recognize the importance of employees' mental health and wellbeing, and offer various stress-management support options. An Employee Assistance Program (EAP) hotline is available for one-on-one mental health counselling, and we also invite internal and external experts to provide training sessions on emotional health and stress management. During the 2024 Learning Month, we introduced the course "Understanding Emotions: Living a Fulfilling Life", employing a three-dimensional empowerment model combining theoretical frameworks, scenario simulations, and practical applications. The program is aimed at helping employees better recognize and manage emotions while building psychological resilience through positive practice.

We encourage work-life balance and can offer remote and flexible working options to accommodate employees' needs. In addition, we have established various sports clubs and hobbyist associations across different sites, and regularly organize sports competitions and association activities. The sports clubs enhance employees' health management capabilities through regular training and competitions; reading clubs regularly host themed lectures and book salons, building knowledge-sharing communities. These self-organized communities and networks not only enrich cultural life but also serve as important platforms for employees' development and personal growth.

Types of Benefits	Details
Statutory Benefits	• Pension • Medical insurance • Unemployment insurance • Disability insurance • Work-related injury insurance • Birth insurance • Housing provident fund
Supplementary Benefits	• Paid annual leave • Supplementary commercial insurance[17] • Annual health examinations • Commuting subsidies • Free transitional housing • Paid leave during high temperatures • Overtime pay and time off in lieu
Flexibilities	• Flexible working hours • Remote working arrangements
Family-Friendly Benefits	• Paid maternity leave • Paid paternity leave • Prenatal check-up leave • Paid parental leave • Paid family or care leave beyond parental leave • Breast-feeding/lactation leave • Nursing room

Diversity, Equity, and Inclusion

The Big Picture

At WuXi Biologics, we believe that a diverse and inclusive workforce is essential for fostering new ideas, perspectives, and developing solutions that can make positive impacts on our clients and patients worldwide. We are committed to providing an equal and inclusive environment for talents with different backgrounds, and enabling every employee to reach their full potential.

Diversity, Equity, and Inclusion

Why It Matters

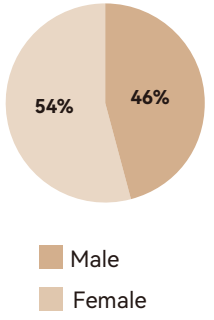
The implementation of diversity, equity, and inclusion strategies underscores WuXi Biologics' commitment to build a diverse workforce through recruitment, professional development, community, and healthy work environments. This not only benefits the Company's culture but also sets a precedent for the industry, promoting a more diverse and inclusive ecosystem that can drive innovation and improve health outcomes globally.

Management Structure and Policies

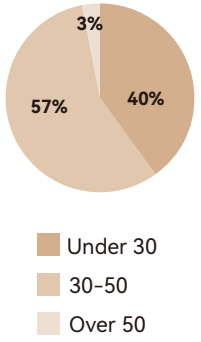
WuXi Biologics has established a robust diversity, equity, and inclusion governance structure and ecosystem, integral to our commitment to inclusivity and equitable practices. Our Board of Directors plays a critical oversight role by conducting an annual review of our diversity, equity, and inclusion strategy and its execution. The Company's Diversity, Equity, and Inclusion Committee brings together representatives from various departments and regions with the purpose of steering the objectives and monitoring initiatives. Our global diversity, equity, and inclusion taskforce concurrently champions various initiatives throughout the Company, supported by dynamic, employee-driven communities, including localized Women in STEM (WiSTEM) committees, which drive employee participation and bolster our collective efforts.

Our *WuXi Biologics Diversity, Equity, and Inclusion Policy* clarifies and reinforces the importance of diversity, equity, and inclusion in our workplace. We provide mandatory training to all employees on our *Diversity, Equity, and Inclusion Policy*, covering topics such as inclusive culture, anti-discrimination and anti-harassment measures, human rights, employee well-being, and the available reporting channels. In 2024, we offered a variety of awareness training sessions to educate, influence, and inspire positive behaviors throughout the Company. We engaged external professional coaches to deliver "Inclusive Leadership" courses to our entire workforce. This program covered essential topics such as the importance of diversity, equity, and inclusion, understanding subconscious bias, effective cross-cultural communications, and practical ways to integrate diversity, equity, and inclusion principles into daily work.

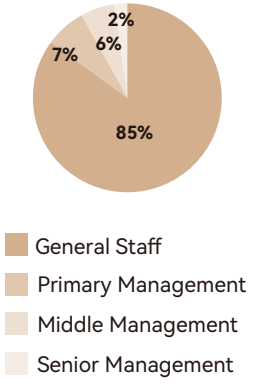
Employees by Gender



Employees by Age



Employees by Job Level



46%

Percentage of managerial positions held by females

54%

Percentage of STEM positions held by females

Our Approach

Equitable Opportunities

WuXi Biologics believes in building inclusive environments where everybody has the opportunity to thrive. We actively seek to hire diverse talents, establish a fair and objective assessment mechanism, optimize the promotion process, and ensure equal opportunities for all[18]. This contributes to our business excellence and drives our diverse and inclusive culture into every corner of the Company.

WuXi Biologics has committed to the United Nations' Women's Empowerment Principles to further enhance gender equality in the workplace. In response to the United Nations Sustainable Development Goals, we are committed to achieving 50% female representation in our global workforce and at least 45% in management positions by 2030. In 2024, the percentage of female employees in our workforce reached 54%, and the percentage of managerial positions held by females reached 46%, both exceeding our targets.

Another aspect of the active role we take in fulfilling our corporate social responsibility is the assurance of equal opportunities and benefits for our employees with disabilities, akin to their colleagues, which includes comprehensive insurance coverage. We are also proud to partner with non-profit organizations that advocate disability rights, reflecting our inclusive ethos. Currently, 0.9% of our employees are people with disabilities. For their safety and convenience, we have designed and integrated accessibility features at each of our sites, such as elevators, entrance ramps, and designated parking.

WiSTEM Global Program

Acknowledging the invaluable contributions of women in STEM fields, WuXi Biologics continued its commitment with our WiSTEM program to elevate and motivate our female workforce. As we review the past year, it is noteworthy that women held 54% of STEM roles at WuXi Biologics by the end of 2024, reflecting our focused efforts on gender parity in the industry.

In March 2024, we celebrated International Women's Day with the theme "Inspire Inclusion". Our global diversity, equity, and inclusion taskforce and WiSTEM communities organized a series of activities to acknowledge and empower our female employees. These activities included inspiring talks such as "Journey toward Leadership", where our female leaders shared their experiences and insights, and mentor-led book reading sessions that highlighted influential women's narratives. Additionally, we hosted online learning sessions on critical topics like inclusive female leadership, unconscious bias, and pushing boundaries for greater inclusion for everyone across the globe. These initiatives not only celebrated the achievements of our female employees but also provided them with valuable resources and support to continue their professional growth and development. In June, we celebrated International Women in Engineering Day, highlighting the talented female employees who drive innovation and excellence in STEM fields at WuXi Biologics. We shared inspiring stories from our brilliant female engineers, showcasing their passion for engineering and the incredible work they do.

At WuXi Biologics, we are not only celebrating the progress of our WiSTEM initiatives but also shaping the future through programs that combine education, hands-on experience, and mentorship to inspire women in science and technology. Our Job Shadow Day events offer young people an exciting glimpse into STEM professions, laying a strong foundation for their future careers. In 2024, we proudly provided scholarships to young female talents, underscoring our commitment to collaborating with the education sector and encouraging young women to pursue their dreams in STEM fields.

Continuous Monitoring

Continuing our dedication to fostering an inclusive workplace, we persistently collect and analyze employee diversity data to measure our year-over-year progress. Our HR dashboard, a refined diversity tracking tool, allows for ongoing assessment, a crucial practice for implementing and enhancing diversity throughout the Company.

WuXi Biologics upholds the principle of equal pay for equal work, and strives to ensure equal wages for men and women who perform equivalent work. We not only perform an annual in-depth assessment on compensation data for continuous monitoring, but also conduct audits of our gender pay gap, analyze the audit findings, take follow-up actions, and disclose the metrics annually. The Company's gender pay gap[19] was 7.1% in 2024.

53

Total number of employee nationalities

Cultural Mix Initiatives

As WuXi Biologics continues its rapid global expansion, we are drawing in a diverse talent pool from various cultural backgrounds, enriching our company with a plethora of ideas and perspectives. This diversity fuels our commitment to fostering a workplace where innovation flourishes and inclusive decision-making is commonplace. Our initiatives are tailored to promote collaboration, open dialogue, and mutual respect a foundation where every individual can excel and contribute uniquely.

To navigate the complexities of international business and lead teams of diverse cultural backgrounds, we recognize the need for leaders with a global mindset. To address this, we have been continuously developing and conducting a customized training program titled "Becoming a Global Leader", which comprises three key modules: "Cross-Cultural Communication", "Developing a Global Mindset", and "Adapting to Change", all aimed at nurturing such leaders. The program has attracted a significant number of participants worldwide and has achieved a high satisfaction rate, reinforcing our commitment to equipping leaders with the diverse and effective management tools.

Our cross-cultural celebration events emphasized the benefits of diversity, enhancing mutual understanding and strengthening connections among colleagues from different cultural backgrounds. For example, we shared food and participated in cultural activities during events like the Chinese New Year Celebration, Mid-Autumn Festival, St. Patrick's Day, Indian Day, Mexican Day, and Spanish Tapas Day, allowing us to explore and appreciate the rich culinary traditions of our diverse workforce. By appreciating one another's backgrounds, we strengthen our sense of unity and belonging, creating a more inclusive and cohesive workplace where everyone feels valued and respected.

Occupational Health and Safety

The Big Picture

At WuXi Biologics, occupational health and safety (OHS) is integral to our sustainable growth. We prioritize creating a secure and healthy workplace for employees, contractors, and visitors through systematic management frameworks, proactive risk mitigation, and a culture of collective responsibility. Aligned with ISO 45001 standard and local regulations, our OHS policies span all operational scenarios, establishing closed-loop processes from risk assessment and safety training to emergency response. By continuously refining practices, empowering employees, and collaborating with partners, we embed health and safety into every facet of operations and safeguard lives.

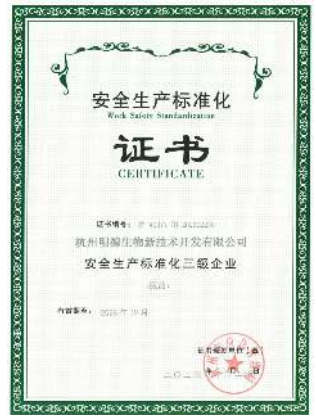
Occupational Health and Safety

Why It Matters

Employee health and safety creates a solid foundation for well-being and productivity, and, as one of WuXi Biologics' core values, is always a top priority for the Company. We continually strive to improve the performance of our Occupational Health and Safety (OHS) management system, incorporating the highest standards in every aspect of our operations to protect our employees from hazards in the workplace, and maintaining a healthy, safe and environmentally friendly workplace for our employees, contractors, visitors and community.

bsi.
Certificate of Registration

ISO 45001 Certificate


安全生产标准化
Work Safety Standardization
证书
CERTIFICATE
安全生产标准化三级企业

Work Safety Standardization Certificate

Management Structure and Policies

Our *WuXi Biologics Environmental, Health and Safety (EHS) Policy* and *WuXi Biologics EHS Standards* provide the guiding principles for managing occupational health and safety across our operational sites, addressing such key issues as emergency response, contractor management, permit to work, industrial hygiene, bio-laboratory safety, noise management, radiation safety, machinery and electrical safety, warehouse safety, fire prevention, traffic safety, and slip-and-fall prevention. These EHS policies and standards comply with the laws and regulations where we operate, and their development took into account not only the nature of our industry and best practices, but also involved consultation with and participation of all our employees and internal/external stakeholders. They are guiding principles applicable to employees, contractors, and individuals under the Company's supervision. In addition, with a series of OHS internal policies established in accordance with ISO 45001, we obtained our ISO 45001 certification for our OHS management system. Between 2021 and 2024, no penalty for violating occupational health and safety laws and regulations was incurred by WuXi Biologics.

Implementation of our OHS management system is endorsed by the Board, and the Company's executive management sets OHS-related targets as well as key indicators for an OHS performance assessment at the annual management review meeting. To further reduce potential health & safety incidents and keep improving our safety record, we set the OHS target for the Lost Time Incident Rate (LTIR) to be ≤0.099 by 2025. Prioritization and action plans related to OHS are developed at management review meetings to guide the implementation of the internal policies and initiatives.

WuXi Biologics has established a Biosafety Committee at all operational sites that have to contend with biosafety issues. Biosafety laboratories at each site are registered according to local regulatory requirements and managed in accordance with the *WuXi Biologics Bio-Laboratory Environmental, Health and Safety Management Procedure*. We conduct biological hazard assessments for all our laboratories to evaluate associated pathogenic biological factors for every project and determine the laboratory biosafety level, procedures, facilities and equipment required for each experiment, depending on the different levels of biological hazards.

Our Approach

Risk Assessment

The first and foremost approach to providing our employees with a healthy and safe work environment is prevention, which includes avoiding workplace injuries, operational accidents or interruptions. Our preventive measures are informed by occupational health and safety risk assessments conducted by third-party agencies and internal professional team that identify what could potentially cause harm in the workplace.

Based on the risk assessments, prevention plans are developed accordingly and actions are prioritized to address any risks identified. Our prevention measures include making regular occupational health medical check-ups compulsory for employees, informing them of potential occupational hazards, providing them with Personal Protective Equipment (PPE) and relevant training, and conducting regular occupational hazardous factor assessment. Efforts regarding noise prevention can serve as an example of our proactive approach. To further protect employees from noise hazards at their workplaces, our sites conducted regular noise monitoring at site boundaries and adopted multiple noise-mitigation measures such as using decorative sound-absorbing materials, reducing machinery noise, and installing silencing equipment.

In 2024, to help reduce or prevent the risk of Repetitive Strain Injury (RSI), we developed an ergonomics evaluation toolkit based on the *WuXi Biologics Ergonomics Evaluation Guidelines* and launched a Kaizen project at the Wuxi site, aiming to promote best workplace ergonomics practices. Additionally, we continued to conduct risk assessments for typical activities, including manual material handling, tool-assisted material handling, improper working postures, repetitive work activities, and human-machine work environments. Improvement measures were implemented in accordance with the principles of ergonomics, thereby mitigating or preventing injuries to employees during work activities.

To measure the effectiveness of our preventive measures and help ensure continual improvement, WuXi Biologics sets targets for its lost work day case-rate, and links them to the performance evaluations of all departments and employees, including management. Our progress towards these targets is evaluated every year and we continually track health and safety related metrics.

Safety Inspections and Audits

We conduct safety inspections routinely and encourage employees to report potential risks in the workplace. Our Environmental, Health and Safety (EHS) Department follows up on the reports promptly to inspect and resolve any issues identified. Various types of OHS inspections are carried out, including daily inspections, preholiday inspections, and cross-department joint inspections. Moreover, security patrols are conducted at a specific frequency by on-site security guards to detect potential emergencies in a timely manner. Health and safety audits for all sites are carried out at least once every three years to identify safety hazards, ensure the implementation of our EHS policies, and discover and correct any unsafe conditions or unsafe behaviors in a timely manner.

Any issues identified during audits are entered into our system and followed up for corrective actions and preventive measures. In addition to internal safety inspections and audits, an independent annual external verification of health and safety was also conducted in 2024 in accordance with ISO 45001.

Potential Risk Reporting

At WuXi Biologics, our commitment to cultivating a safe and inclusive workplace environment is demonstrated through initiatives such as the "Woodpecker Action" and Potential Risk Report System. These programs encourage employees to proactively identify and report unsafe states and unsafe behaviors via internal communication channels. Upon receiving of an employee's report of a potential health and safety risk, our EHS Department promptly coordinates with relevant stakeholders to implement corrective actions and preventive measures as need. Additionally, employees who actively contribute to potential risk identification are duly recognized and rewarded.

Incident Response

When a work-related injury occurs, first aid will be administered immediately. The injury will be promptly reported and the injured person will be sent to the hospital if necessary. During the handling process, we follow the local work-injury and accident-insurance-declaration requirements to make reports, and we assign experts to provide employee care and psychological services. Once the workplace accident has happened, an accident investigation team is set up immediately to conduct an investigation, analyze root causes and carry out corrective actions and preventive measures.

In 2024, we compiled and analyzed safety incidents that occurred at WuXi Biologics in recent years, creating a historical record of all such incidents. This document — which includes accident categorization, statistical analysis, root cause summaries, and preventive measures — serves as a reference tool for employees and the EHS management teams across all sites.

Between 2021 and 2024, WuXi Biologics operated safely, with no work-related fatalities among employees and contractors.

Training and Drills
Employee training is essential to raise awareness and reduce occupational health and safety incidents. We conduct regular safety training and drills for all employees and also invite contractors and visitors on-site to participate.

100%
percentage of sites at which an employee health & safety risk assessment has been conducted

100%
percentage of employees who have received safety training

OHS Training

Routine Safety Training Sessions
The EHS Department regularly organizes online and in-person training sessions to continually strengthen employees' safety awareness, with a variety of safety-related topics including electrical safety, chemical safety, traffic safety, fire safety, work permits, OHS laws and regulations, occupational hazard protection, ergonomics, incidents sharing, personal protective equipment and special equipment safety.

In 2024, we collaborated with PPE suppliers to conduct PPE usage training at WuXi Biologics sites. Included were on-site demonstrations and explanations of various types of PPE, covering their different functions and protective features.

First Aid Training
We invited professionals from the Red Cross to conduct first aid training at WuXi Biologics sites, aiming to equip employees with life-saving skills. The training covered such topics as cardiopulmonary resuscitation, the Heimlich Maneuver, and the use of automated external defibrillators (AEDs).

OHS Drills

Fire Drills
To improve our employees' ability to respond to fire emergencies and familiarize them with emergency evacuation routes, WuXi Biologics conducts two fire evacuation drills per year, that involve all employees, contractors, and on-site visitors. The comprehensive drill for emergency evacuation and rescue simulates the entire process including the discovery of fire incidents, reporting of alarms, firefighting coordination, emergency evacuation, rescue operations, and medical assistance, with active cooperation from multiple departments and local firefighters.

In 2024, we additionally conducted specialized drills for chemical spill containment and practical firefighting exercises.

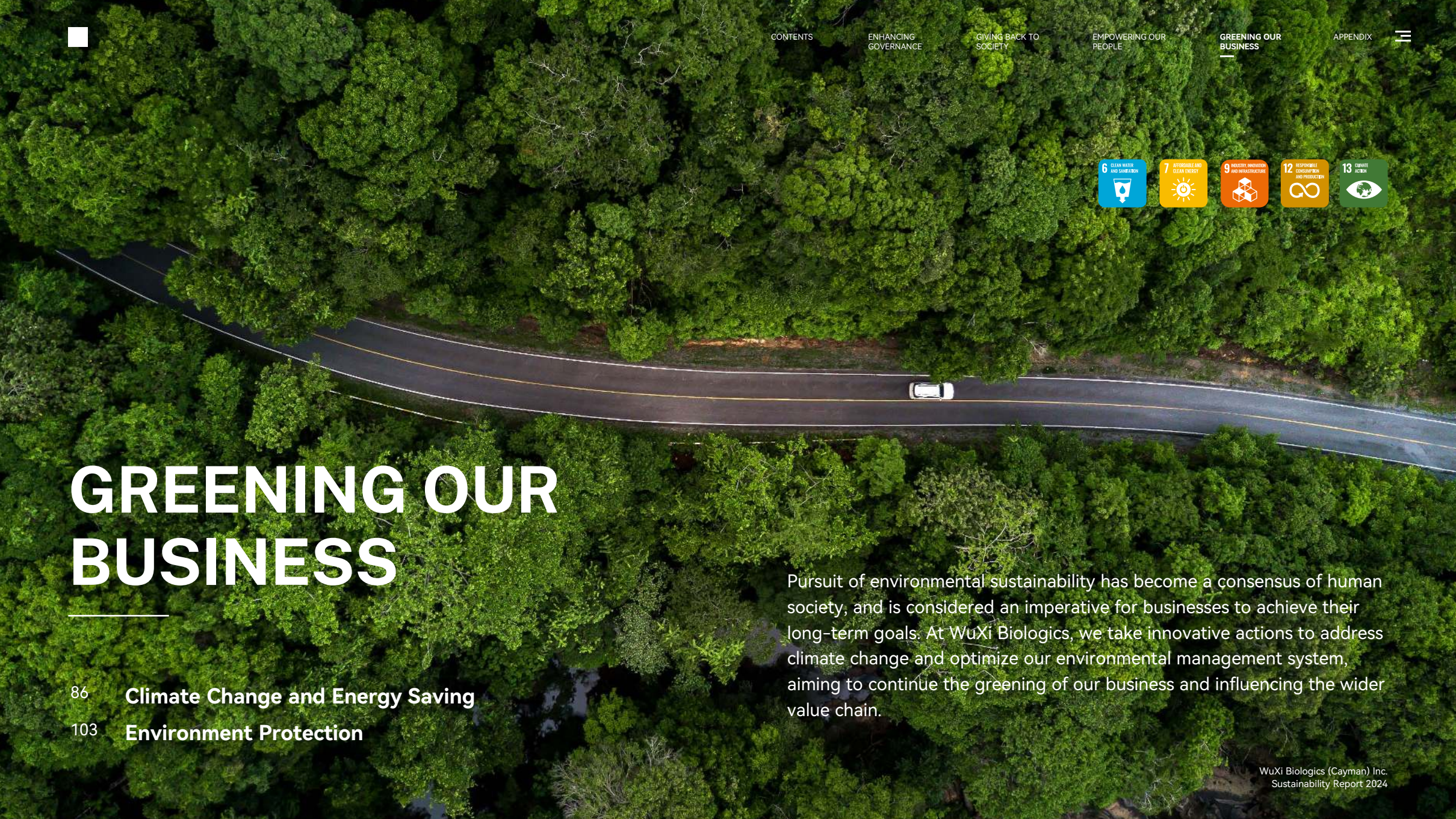
Drills for Safety Emergencies
To further expand our employees' ability to respond to various safety situations, we organize specialized drills for handling such emergencies as natural-gas leakage, elevator entrapment, electric shock, confined space rescue, and anti-terrorism scenarios.

Drills for Environmental Emergencies
To help our employees better prepare for and respond to environmental incidents, while raising awareness about potential environmental hazards, WuXi Biologics organizes drills for handling environmental emergencies in collaboration with local communities. The goal is to reduce the occurrence and minimize the impact of potential incidents, such as chemical spill, to protect the environment, and safeguard public health and safety.

Indicator	Unit	2024
Lost Time Injury Rate	Time/200,000 working hours	0.109
Percentage of the total workforce across all locations represented in formal joint management-worker health & safety committees	%	100

Supplier and Contractor Safety
In addition to protecting the health and safety of our employees, we are also acutely attentive regarding safety of those under our supervision, including contractors and project construction workers. Our safety requirements extend to all personnel at WuXi Biologics' sites, and OHS criteria are included in our procurement and contractual requirements. For contractors, we conduct training programs specific to their job responsibilities — such as hazardous waste management training for relevant personnel — and ensure that they are all trained on safety rules and regulations. Additionally, suppliers and contractors are pre-screened for safety performance and risks by project specialists prior to admission and during operation, their OHS performance is continually monitored on site. The EHS Department also conducts specialized EHS audits on suppliers and contractors in accordance with Pharmaceutical Supply Chain Initiative (PSCI) standards. Our objective is to manage safety risks and incidents for all personnel at our operational sites, including our contractors and visitors.

Contractor Training
Our practical training sessions — including fire extinguisher usage training, single-person operation training, and fire evacuation drills — extend also to our contractors to better prepare them for emergencies.



GREENING OUR BUSINESS

86 Climate Change and Energy Saving
103 Environment Protection

Pursuit of environmental sustainability has become a consensus of human society, and is considered an imperative for businesses to achieve their long-term goals. At WuXi Biologics, we take innovative actions to address climate change and optimize our environmental management system, aiming to continue the greening of our business and influencing the wider value chain.

Climate Change and Energy Saving

GOVERNANCE
STRATEGY
RISK MANAGEMENT
PERFORMANCE AND METRICS

The Big Picture

The 2024 United Nations Climate Change Conference (COP29) — held in November in Baku, Azerbaijan — built on the momentum established at COP28, emphasizing the urgent need for global collaboration to combat climate change and keep alive the global warming objectives of the *Paris Agreement*. As climate-change impact intensifies globally, WuXi Biologics stands firmly committed to decreasing our energy use and reducing emissions. In addition, as a global corporation, we shoulder the responsibility of minimizing our carbon footprint and building business resilience against climate change throughout our own operations, as well as the upstream and downstream value chain.

In alignment with the International Sustainability Standards Board (ISSB) developments and new climate change regulations in Hong Kong, we are enhancing our sustainability reporting practices. The ISSB's framework provides a comprehensive approach to sustainability disclosures, ensuring that our reporting is transparent and aligned with global standards. We are also committed to adhering to the Hong Kong Stock Exchange's *Environmental, Social and Governance Reporting Code*, which emphasizes the importance of climate-related disclosures. Furthermore, we continue to integrate the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) into our *Climate Change Policy*, focusing on governance, strategy, risk management, and metrics and targets. Our commitment to these principles guides our efforts to effectively identify and manage climate-related risks and opportunities, reflecting our dedication to comprehensive and responsible sustainability practices.

We actively take steps to transparently disclose our GHG emissions-reduction progress and other critical climate-related information to our valued stakeholders; establish and track our context-specific plans to adapt to physical and transition risks in both existing and new operations; implement mitigation actions to reduce our energy consumption; replace current energy sources with clean energy; and contribute to an overall mitigation of climate impacts through nature-based solutions and other emerging carbon offset technologies.

Governance

GOVERNANCE
STRATEGY
RISK MANAGEMENT
PERFORMANCE AND METRICS

At WuXi Biologics, governance of climate-related issues is incorporated into our comprehensive ESG structure to ensure that the topic of climate change is considered equally with other material ESG issues in the Company's strategy-making process.

The Board takes ultimate responsibility for oversight and review of climate change-related strategies, the identification and management of climate-related risks and opportunities, and the Company's decarbonization performance on an annual basis. A dedicated task force and various related departments are involved to ensure sufficient knowledge and resource allocation for managing climate-related issues across all sites.

The process of identifying climate-related risks is incorporated into the risk assessment practice carried out company-wide. The assessment is part of a holistic and integrated risk management system that is aligned with the *COSO Enterprise Risk Management Framework — Aligning Risk with Strategy and Performance*. Considering the company-wide business plan, environmental goals, and their time horizon, we have strengthened the integration of WuXi Biologics' strategic decision-making and climate change-related risks and opportunities.

To effectively guide our goal-setting and actions related to climate change, we developed a *Climate Change Policy* in 2021, which addresses our commitments, targets, strategy and roadmap for reducing GHG emissions and environmental impacts, decarbonizing our business, and managing and adapting to climate risks. The policy is regularly reviewed and updated as necessary.

As a driver to the achievement of our environmental and climate-change targets, and the promotion of low-carbon operations, we link climate change and environmental management key performance indicators to the performance reviews and remuneration packages of the Company's CEO and all related senior executives and employees.

Climate-Related Governance Responsibilities	
ESG Committee	The Board-level ESG Committee is responsible for: • Guiding and formulating the Company's climate-related goals, strategies, roadmap and structure. • Determining material climate risks and opportunities. • Tracking the execution and progress of climate-related goals. • Scheduling an annual board meeting review of climate-related issues.
ESG Steering Group	The ESG Steering Group — composed of the Company's senior executives — is responsible for: • Providing business insights into the Company's climate change strategy, including the monitoring and management of climate risks and opportunities. • Ensuring allocation of resources for the implementation and enforcement of climate-related strategies and climate-related risk management.
ESG Department and Climate Change Task Force	The Climate Change Task Force — composed of experts from various key departments and facilitated by an independent ESG department — is responsible for: • Communicating with stakeholders and providing insights and advice for identifying climate risks and opportunities. • Formulating climate-related strategy and transition plans. • Continually monitoring climate-related performance and refining action plans for achieving climate-related goals.
Business Units and All Sites	Relevant business units — including research and development, manufacturing, and EHS — together with all sites are responsible for: • Implementing climate-related adaption and mitigation strategies. • Proposing and implementing innovations and operational excellence practices to advance the Company's climate-related strategy.

Strategy

Climate-Related Strategic Planning

On an annual basis, WuXi Biologics reviews the impact of climate change-related risks and opportunities on the Company's business model and value chain. Given the cumulative and multifaceted impacts of climate-related risks on our business and value chain, effective assessment and management of these risks is essential to ensuring the resilience of our operations and the sustainability of our global supply networks.

Our strategic planning integrates both direct operational risks and systemic vulnerabilities across upstream suppliers, logistics partners, and downstream customers. When formulating climate-responsive strategies, we prioritize operational and collaborative levers, as well as external value chain pressures, including policy-driven shifts, climate-induced supply chain bottlenecks, and growing customer demand for products. By embedding COP29's emphasis on global solidarity and market-based mechanisms, we aim to transform climate risks into opportunities for value chain innovation, ensuring alignment with the *Paris Agreement*'s 1.5℃ trajectory while safeguarding long-term commercial viability.

To facilitate our physical and transition risk identification and prioritization process, we applied four climate scenarios for analysis: "Representative Concentration Pathways (RCP) 2.6" and "Net Zero Emissions (NZE) by 2050 Scenario" as 2℃ or below scenarios; and "Representative Concentration Pathways (RCP) 8.5" and "Stated Policies Scenarios (STEPS)" as above 2℃ scenarios[21].

GOVERNANCE
STRATEGY
RISK MANAGEMENT
PERFORMANCE AND METRICS

Scenario	RCP 2.6 (IPCC*)[22]	RCP 8.5 (IPCC)[23]
Description	This scenario is consistent with ambitious reduction of GHG emissions in line with the *Paris Agreement*, which would peak around 2020, then decline on a linear path and become net negative before 2100.	The high-emissions scenario, consistent with a future where no policy changes are made to reduce emissions, and characterized by increasing GHG emissions that lead to high atmospheric GHG concentrations.
Temperature Rise by 2100	1.8 ℃	4.4 ℃
Approach of Analysis	Physical risks are analyzed, responding to physical impacts on our assets and across value chain over the short-, medium- and long-term.	

Scenario	NZE (IEA**)[24]	STEPS (IEA)[25]
Description	A scenario that sets out a pathway for the global energy sector to achieve net zero CO_2 emissions by 2050. It does not rely on emission reductions from outside the energy sector to achieve its goals.	A scenario that reflects current policy settings based on a sector-by-sector and country-by-country assessment of the specific policies that are in place, as well as those that have been announced by governments around the world.
Temperature Rise by 2100	1.4 ℃ (with a 50% probability)	2.4 ℃ (with a 50% probability)
Approach of Analysis	Transition risks/opportunities are analyzed, responding to adapting and mitigating climate transition impacts over the short-, medium- and long-term.	

* The RCP scenarios are pathways that the IPCC (Intergovernmental Panel on Climate Change) used in the Fifth Assessment Report (AR5).

** The IEA (International Energy Agency) scenarios are used in its flagship publication, *World Energy Outlook* (WEO), which reports on the global energy system every year.

Risk and Opportunity Identification and Evaluation Process

Step 1
Developing a Risk and Opportunity Register

Screening and identifying risks and opportunities thoroughly — considering both the Company's own operations and the value chain — based on TCFD recommendations, peer benchmarking and stakeholder communications.

Step 2
Qualitative Assessment and Prioritization

Ranking risks and opportunities from both likelihood and impact perspectives, as well as considering qualitative factors such as policy and social impact, business continuity and strategy attainment.

Step 3
Quantitative Assessment of Prioritized Risks and Opportunities

Assessing the financial and non-financial impacts associated with climate risks through internal workshops and internal analysis processes under selected scenarios; and evaluating the opportunities that may contribute to our operations and the wider environment arising from our current and future practices over the short-, medium- and long-term.

Step 4
Response Strategy Planning

Applying differentiated response strategies based on the qualitative and quantitative assessment of climate-related risks and opportunities, which are integrated into our overall business planning to strengthen climate resilience throughout our operations.

Risks are divided into physical risks — which stem from acute extreme weather events and chronic climate changes — and transition risks — which arise from potential impacts on policies, legal, technologies, markets, and reputation during the transition to a low-carbon economy as recommended by the TCFD. We manage opportunities by categorizing them into resource efficiency, energy sources, products/services, markets, and resilience based on our business model.

Current Financial Effect

This year, WuXi Biologics conducted a comprehensive assessment of climate-related risks and opportunities impacting our financial position, performance, and cash flows. Based on current analysis, we do not anticipate material adjustments to the reported carrying amounts of assets or liabilities in the next annual reporting period due to these factors.

Anticipated Financial Effect

The prioritized risks and opportunities, the associated financial impact under different scenarios over time, and our response strategy based on the whole value chain (including upstream, downstream and direct operation) are detailed in the accompanying graphic.

Please note that scenario analysis is a tool used to better visualize how the physical and transition risks and opportunities of climate change may impact our businesses, strategies, and financial performance over time. It is not intended in any way to convey predictions about the future.

Detailed List of Climate-Related Risks and Opportunities

Risk/Opportunity		Description	Financial Impact	Impact Rating under Scenario Analysis				Response Strategy
				Scenario	Short-term (by 2025)	Medium-term (by 2030)	Long-term (by 2050)	
Physical Risks	Acute Physical Risk	Increased severity and frequency of extreme weather events resulting from climate change — such as heat waves, cyclones and floods — may disrupt our ability to operate effectively due to interruption of energy and impact on transport infrastructure. Typhoons and rainstorms could sever transportation routes and disrupt both upstream and downstream activities throughout our supply chain.	Increased operating costs from reinforcement of site infrastructures and additional engineering costs.	RCP 2.6	Very Low	Very Low	Low	• Pay close attention to weather forecasts and issue timely alerts in the case of extreme weather events. • Develop early warning systems, evacuation plans, and emergency response measures to prepare for extreme weather events. • Develop supply chain continuity plans accounting for upstream and downstream suppliers' climate-related risks, and apply dual-sourcing strategy accordingly.
				RCP 8.5	Very Low	Low	Medium	
	Chronic Physical Risk	Chronic physical risks arising from climate change may include temperature rise, sea level rise, and long-term shifts in climate patterns. Rising temperature may require more energy to regulate site temperatures. Coastal sea-level rise and coastal flooding may have a significant impact on critical public infrastructure, which could potentially impact a site's ability to operate efficiently.	Increased operating costs due to the additional energy needed to maintain optimal temperatures at our manufacturing sites, and additional subsidies and insurance to ensure employee health in hot temperatures.	RCP 2.6	Very Low	Very Low	Very Low	• Transition to more efficient heating and cooling systems, and track and analyze energy consumption trends on an annual basis. • Provide employees with paid leave or flexible work arrangements during high temperature days.
				RCP 8.5	Very Low	Low	Medium	

Risk/Opportunity		Description	Financial Impact	Impact Rating under Scenario Analysis				Response Strategy
				Scenario	Short-term (by 2025)	Medium-term (by 2030)	Long-term (by 2050)	
Transition Risks	Policy and Legal Risk	As governments review, update, and deliver on their commitments to the *United Nations Framework Convention on Climate Change* and the *Paris Agreement*, GHG emission policies and regulatory measures will continue to evolve. As a result, the carbon price is expected to rise, and additional resources will be needed to stay current with regulatory changes and eliminate risk exposure to litigation related to climate change.	Increased operating costs from future implementation of carbon pricing schemes in more jurisdictions.	NZE	Very low	Low	Medium	• Stay updated on the latest climate-related regulations at both the national and international level. • Evaluate our operations, products, and supply chain to understand the risks posed by new regulations and how they may affect our business.
				STEPS	Very Low	Very Low	Very Low	
	Technology Risk	Our endeavors to transition to low-carbon operation will require us to invest in energy-efficient equipment as well as clean energy and low-carbon production technologies.	Decreased asset value from the need to upgrade to low-carbon technologies. Decreased asset useful life, asset impairment or early retirement of existing asset might occur.	NZE	Low	Medium	Medium	• Optimize business processes and strive for green manufacture and lean management. • Consider environmental impact and energy efficiency when acquiring new equipment. • Explore clean energy alternatives and expand the use of clean energy.
				STEPS	Low	Low	Low	
	Market Risk	As climate change intensifies globally and the propensity of clients to use environmentally friendly products and services rises, WuXi Biologics will invest in enhancing our competitive advantage by proactively adopting a strategy of improving the environmental performance of products and services. Failure to do so may cause us to lose market share and decrease market demand for our services.	Increased cost to respond to client changes in preference towards more environmentally friendly products and services.	NZE	Low	Medium	Medium	• Maintain close communications with our customers regarding their expectations of our environmental performance. • Enhance transparency of our environmental performance.
				STEPS	Low	Low	Low	
	Reputation Risk	The expectations of stakeholders — including clients, employees, investors, and shareholders — regarding our contribution to a lower-carbon economy could affect the Company's value, which may decrease if our performance in relation to climate goals and actions is seen as insufficient.	Potential decrease in company value from failure to meet stakeholders' expectations.	NZE	Very Low	Very Low	Very Low	• Strengthen communications with stakeholders and gather timely feedback regarding any concerns about our climate-related responses. • Maintain transparent disclosure on climate-related efforts.
				STEPS	Very Low	Very Low	Very Low	

Risk/Opportunity		Description	Financial Impact	Impact Rating under Scenario Analysis				Response Strategy
				Scenario	Short-term (by 2025)	Medium-term (by 2030)	Long-term (by 2050)	
Opportunities	**Resource Efficiency**	With technology improvement and process innovation, opportunities may arise from more efficient use of utilities including steam, water, and electricity. Improved resource efficiency and enhanced process efficiency will bring positive business impact.	Reduced operating cost from improved resource efficiency.	NZE	Medium	High	Very High	• Take advantage of opportunities to optimize business processes and strive for green manufacture and lean management.
				STEPS	Medium	Medium	Medium	
	Energy Source	As we integrate more renewable energy into our energy mix — such as installing more photovoltaic systems — we will not only lower our emissions but also decrease energy costs. In addition, governments globally are rolling out policies and incentives in favor of renewable energy development and trading, which provides promising opportunities for us to actively and easily adopt more renewable energy.	Returns on investment in renewable energy projects. Reduced operating cost from potential policy incentives.	NZE	Low	Medium	High	• Actively explore ways to continue shifting our energy mix to include more renewable sources. • Keep up to date on national and international renewable energy policies to amplify both environmental and financial outcomes.
				STEPS	Low	Low	Low	
	Market	Opportunities might be found in existing and new markets through low carbon solutions, and working together with value-chain partners towards a more sustainable economy.	Increased revenue from tapping into expanded and new markets with a broader client base.	NZE	Medium	High	Very High	• Expand collaboration with industry partners on low-carbon solutions, and product research and development.
				STEPS	Medium	Medium	Medium	
	Products and Services	As more clients are incorporating environmental aspects in their tender criteria, the implementation of green manufacturing — including operation efficiency enhancement and manufacturing process improvement — will help attract and retain clients and gain competitive advantage.	Increased revenue resulting from increased demand for products and services provided through an energy-efficient and low-emission platform.	NZE	Medium	High	Very High	• Enhance competitive advantage by proactively optimizing operation efficiency and processes, enabling clients to lower a product's carbon footprint.
				STEPS	Medium	Medium	Medium	
	Resilience	As WuXi Biologics continues to enhance our capacity to better combat climate risks and expand opportunities, we enable not only ourselves but also our suppliers and clients to become more resilient to climate change by increasing the reliability of our supply chain and strengthening the ability to operate under various conditions.	Increased market valuation through resilience planning. Reduced operating costs from enhanced supply chain stability and reliability.	NZE	Medium	High	High	• Participate in climate-related programs and adopt energy-efficiency measures. • Advocate for suppliers and clients to also engage in these resilience-enhancing activities.
				STEPS	Medium	Medium	Medium	

Risk Management

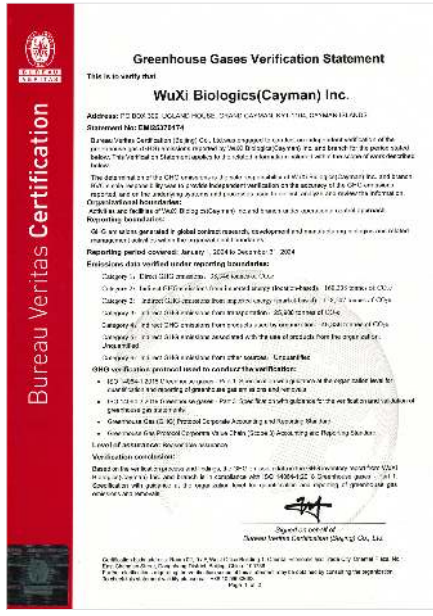
WuXi Biologics is working both internally and externally to minimize and mitigate identified material climate risks. The processes for identifying, assessing, and managing climate-related risks are essential elements of our current risk management system, which is aligned with the *COSO Enterprise Risk Management Framework — Aligning with Strategy and Performance*, and is designed to assess and manage multidisciplinary risks and opportunities. Our climate-related strategies and climate related transition plan are built on three pillars: transparency, adaptation and mitigation.

Transparency

Compliance and Disclosure
WuXi Biologics ensures full and consistent compliance with international standards as well as the national laws and regulations wherever the Company operates. We believe that being valued and trusted by our stakeholders is critical to our business and development, and that transparent disclosure can foster their confidence and reliance.

We constantly monitor our climate-change and environmental performance, and track and evaluate our GHG emissions-reduction progress through annual carbon inventory. We are committed to providing regular, fair and balanced information regarding our progress, initiatives, opportunities and risks of environmental protection, and climate-change topics. At the same time, we actively and transparently communicate with our stakeholders on an ongoing basis — through formal stakeholder engagement and analysis — regarding climate-change issues deemed material.

GHG Emission Measurement and Verification
In 2024, an independent and accredited professional agency conducted GHG emissions verification across the Company based on the ISO 14064 and GHG Protocol standards[26] for Scope 1, 2 and 3. Their analyses allowed us to lay a solid foundation for an energy-saving and carbon-reducing roadmap, and to track our progress against our GHG target.


Bureau Veritas Certification

Greenhouse Gases Verification Statement

This is to verify that

WuXi Biologics(Cayman) Inc.

ISO 14064 Certificate

Target Setting
WuXi Biologics is fully aware that GHG reduction is key for mitigating both climate-related physical and transition risks. We set GHG emission reduction targets based on different time horizons.

Our mid-term goal is to reduce our Scope 1 and Scope 2 GHG emission intensity by 50% (tonnes/RMB10,000) by 2030 from a 2020 base year.

Our long-term goal is to achieve net-zero emissions from overall operations by 2050.

We committed to the Science Based Targets initiative (SBTi) in 2023, aligning our climate actions with the *Paris Agreement*, which pursues efforts to limit global warming to 1.5℃ above pre-industrial levels.

GOVERNANCE
STRATEGY
RISK MANAGEMENT
PERFORMANCE AND METRICS

Life Cycle Assessments (LCAs)

As market demands are shifting to more sustainable and low-carbon products, WuXi Biologics aims to minimize our environmental impacts and risks throughout the entire life cycle of our products to bring wider benefits. We have conducted full LCAs, in accordance with the ISO 14067 Standard, to evaluate potential climate change impacts throughout our products' life cycle. This year, we extended our LCAs to all environmental impacts — including resource use, ecological consequences, and human health risks — to comprehensively evaluate the environmental performance of our products, with the goal of making them even more eco-friendly for our clients.

These LCAs are made across the entire value chain, including upstream, downstream and operations. Among the products we analyzed, the LCA scope was set from raw and subsidiary material purchasing to the manufacturing stage (cradle to gate) in consideration of the CRDMO business characteristic of delivering products to clients rather than to general consumers.

Internal Carbon Pricing (ICP)

To achieve the Company's climate change targets, WuXi Biologics has made continuous efforts to minimize greenhouse gas emissions, particularly through investments in low-carbon equipment and projects. This system conducts cost-benefit analysis, incentives the consideration of climate-related issues, helps identify and seize low-carbon opportunities that reduce the whole value chain emissions, while fostering internal momentum to drive progress toward our climate-change-related targets.

Looking ahead, we are preparing to expand the application of our internal carbon pricing system to capital investments, including those related to climate and energy. This expansion is expected to enable a comprehensive review of economic opportunities and costs associated with low-carbon transitions. Such measures will allow us to accelerate internal decision-making in response to increasingly stringent carbon emission regulations while advancing our transition to a low-carbon future.

WuXi Biologics' internal carbon pricing mechanism covered Scope 1, 2 and 3 which was established through rigorous analysis of domestic and international policies; proactive identification of market trends (e.g., green power costs, carbon trading market prices, and carbon credit prices); examination of cross-functionally to calibrate internal carbon price; and annual reviews of pricing benchmarks.

Internal Carbon Pricing Pilot

A notable example is our 2024 pilot initiative at the Wuxi site. We estimated the greenhouse gas reduction potential of proposed investments and applied a predefined 100RMB/t CO_2e as a shadow carbon price to quantify emissions as either costs or profits, and evaluate the suitability of the investments. The assessment based on the internal carbon pricing system demonstrated that the project could in fact reduce carbon emissions and shorten the investment payback period, leading to the implementation of the low-carbon investment.

Adaptation

Addressing Climate Risks

We aim to create a climate-resilient workplace and build a climate-literate workforce, equipping ourselves to better cope with the physical impacts of climate change. As such, with consideration of our response strategies, we formulate context-specific plans with various physical-risk adaptation initiatives in both existing and new operations.

During the planning for new construction — whether a new site or expansion at an existing location — WuXi Biologics applies the highest climate adaptation standards. We also integrate sustainability criteria into the risk assessment process for new mergers and acquisitions, such as resilience analysis, flood risk assessment, energy efficiency evaluation, and carbon emissions calculations.

To adapt to the climate risks at existing operations, we conduct substantive analysis at each site and develop targeted response programs as needed, such as introducing adaptive design by developing weather early-warning systems; designing emergency response measures and evacuation plans; implementing energy reserves; and initiating soil and water conservation programs.

Adaptive Design: MAU Seasonal Switching

When designing the Make-up Air Unit (MAU) system for the WuXi Biologics Hebei site, we took full account of the climatic conditions in Hebei, specifically the seasonal trend of local air humidity. When the dryness of the air meets the requirements of the Air Handling Unit (AHU) and there is no need to dehumidify the air, we stop the operation of the dehumidifying machine and instead meet the fresh air demand of the AHU through natural air extraction, thus effectively reducing the dehumidifier's energy consumption.

At the same time, by continually optimizing the design of the winter fresh air ducts of the MAU system, we ensure the stability of the system when the air is taken and switched, and reduce the power consumption of the fresh air unit's fan motor, which is expected to reduce carbon emissions by about 146 tonnes per year.

Business Contingency Plan Optimization

As a key part of our operations risk adaption strategy, we developed business continuity plans that take into consideration possible disruptions due to extreme weather events — among other potential incidents or risks — and ensure that we will maintain critical crisis management and execution capabilities. To protect our business from physical risks, we pay close attention to weather changes, and allocate protective devices and emergency equipment ahead of possible climate disasters. In addition, we conduct annual drills to evaluate the effectiveness of our emergency response. In 2024, there were no safety accidents or production impacts caused by extreme weather at WuXi Biologics.

Training

Employee engagement is critical for achieving our GHG goals and implementing our climate adaption plans. To raise employee awareness regarding climate change and energy consumption reduction topics, we actively provide them with energy efficiency and climate change related training curricula, lectures and other internal communications. In addition, the Company encourages employees to contribute their knowledge and ideas to help reach carbon-reduction goals in their daily work. We incorporate energy management performance into department assessments, link relevant indicators to individual performance reviews, and reward projects and innovations that offer notable energy conservation and carbon-reduction results.

Annual Environmental Sustainability Workshop

WuXi Biologics held the 2024 Environmental Sustainability Workshop at our Wuxi site. The workshop shared best practices around two key themes — climate change and nature — and recognized various sites with Environmental Sustainability Practice Awards in carbon reduction, water-saving, and waste reduction.

During the workshop, the sites shared information on policy requirements, trends, challenges, initiatives and achievements, as well as practical experiences in executing energy-saving projects; implementing water and waste recovery initiatives; and deploying onsite solar panels. Participants from each site actively exchanged ideas on techniques, equipment indexes and practical details with a view to improving their environmental sustainability performance.

Environmental Sustainability Workshop 2024

Industry Cooperation

WuXi Biologics strives to boost the ability of our businesses, our employees, our suppliers and the communities in which we operate to better adapt to climate change. This involves having — and helping to provide access to — information, skills and physical resources. We are committed to supporting public policies related to climate change that align with the *Paris Agreement*. We also collaborate with global organizations, including trade associations, to seek best solutions for climate change, energy efficiency and environmental performance improvement. A reviewing and monitoring process was set up to continually assess whether our public policy engagement and collaborations are aligned with the *Paris Agreement*. We have a clear framework for systematically identifying and addressing potential discrepancies between trade associations' climate policy stances and our climate commitments. To date, our public policy engagements have demonstrated full alignment with the *Paris Agreement*.

We committed to supporting TCFD recommendations and also employed SBTi criteria for setting our near-term science-based emissions reduction targets and net-zero targets. In addition, we participated in the CDP environmental disclosure and assessment process to share our corporate climate-change activities, with a view to contributing industry-specific insights for securing a sustainable net-zero and water-secure world. In recognition of our leadership in disclosing information, identifying and managing risks, addressing challenges, and setting ambitious goals, the Company have awarded CDP's Climate Change Leadership rating score for two consecutive years.

Mitigation

In addition to adapting to ever-changing climate risks, we also proactively embed various mitigation plans into our climate response strategy. Pursuant to our commitment to reducing our carbon footprint, we set medium- and long-term GHG emission-reduction targets with four main pathways: avoiding and reducing GHG emissions by enhancing our energy management system; integrating energy-conservation and emissions-reduction measures throughout our design, manufacturing and operation processes; replacing fossil fuels with renewable energy; and seeking carbon-offset opportunities.

Shanghai Site

Avoid and Reduce

Energy Management

We established an internal energy management system aligned with the ISO 50001 standard and formulated various internal policies for using energy in an efficient way, enhancing energy efficiency, and reducing energy consumption through a systematic and comprehensive management structure. Internal audits of the energy management system are conducted annually to assess conformity and effectiveness. We developed our *WuXi Biologics Energy Management Standard* to define responsibilities and guide our approaches to energy conservation and emission reduction.

Through the comprehensive and systematic energy management system, we vigorously adopted energy-efficient technologies and equipment, and focused on increasing the proportion of clean-energy usage. WuXi Biologics is committed to aligning all future capital expenditures with our long-term GHG target, and to facilitating decarbonization throughout the design, construction and daily operation phases of our facilities.

Energy-Efficient Building Design

Energy-saving and low-carbon concepts are integrated into the design and construction of our new sites to reduce future energy consumption.

Low-Carbon Design

- Meet or exceed the relevant local and international standards of green building in all new construction projects.
- Adopt low-energy consumption, low-carbon and environmentally friendly products as building materials.
- Design the external features and architectural form with consideration of the climate environment.

Energy Efficiency Upgrade

- Create a monitoring system to identify key control points of energy consumption; monitor the operation status of production facilities and equipment; and strengthen energy information collection, daily monitoring and management.
- Adopt energy-efficient production facilities and equipment — such as fresh air systems and clean utility facilities — while continually optimizing equipment parameters to improve energy-use efficiency and reduce GHG emissions.
- Take advantage of natural light to reduce the demand for indoor lighting and install intelligent lighting systems with controls that will help reduce electricity consumption.
- Select suitable building materials and improve the airtightness of windows and doors to improve building insulation and reduce HVAC energy consumption.
- Maximize the use of natural cooling capacity and save electricity consumption.

Reusing and Recycling

- Establish water recycling systems for rainwater, condensate, and reclaimed water to save water resources and improve water-use efficiency.

Clean Energy

- Integrate renewable sources, such as green electricity, photovoltaic power, and wind power, into our energy mix.

Cutting-Edge Technologies

- Compared with a traditional stainless steel production process, SUT can achieve up to 70% water resource savings, 33% resource consumption reduction, and approximately 70% in product carbon footprint reduction per gram of protein.
- Even more significantly, when compared with the combination of TFB and traditional stainless-steel process, the combination of WuXiUI™ and SUT can achieve up to 80% in product carbon footprint reduction per gram of protein, continuously breaking through towards green biologics manufacturing.

Going forward, we will continue to integrate the concept of sustainability into the design of our sites, establish green and low-carbon facilities worldwide, and move towards a greener future.

Energy-Efficient Manufacturing and Operation

Recognizing energy consumption as one of the Company's most significant aspects in achieving our GHG emission reduction goal, we set a target of continually improving energy efficiency and reducing energy consumption during our business and manufacturing operations. For effective energy management at our operational sites, the Company established an energy management team in each site to monitor resource use in real time, detect and rectify abnormalities, and conduct regular inspections. We also quantified energy-related targets in each site to motivate energy savings.

WuXi Biologics diligently seeks opportunities to decrease our energy consumption. We have adopted key mitigation technologies in all aspects to achieve this objective, including process optimization, equipment upgrades, infrastructure replacement and renovation, and energy-saving initiatives in offices. In 2024, 12,442 MWh of electricity, 1,399,720 cubic meters of natural gas, and 8,627 GJ of steam were saved, leading to a 14,356 tonnes reduction in Scope 1 and Scope 2 GHG emissions.

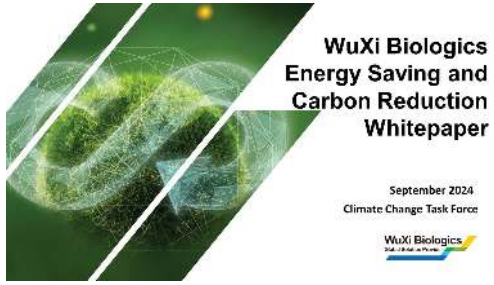
Best Practices Across Global Sites to Improve Energy Efficiency and Reduce Energy Consumption

Process Optimization	Machine/Equipment Replacement	Maintenance Program
• Optimizing production process system parameters to enhance energy efficiency. • Implementing real-time manufacturing process monitoring and automated controls to reduce equipment idle time. • Optimizing compressed air system for energy conservation.	• Selecting the latest energy-efficient process equipment in the market to maintain highly efficient energy use. • Deploying a multiple-tier energy metering device to monitor and further control equipment electricity use. • Replacing the fixed frequency vortex machine to variable-frequency screw machines.	• Repairing and coating the surface of the impeller and worm gear to improve the surface's finish and reduce its adhesion effect, thus increasing the operating efficiency of the pump and decreasing energy use. • Adding automatic start/stop devices to air curtain units. • Strengthening insulation effects for steam pipelines. • Enhancing insulation for buildings and equipment to optimize energy efficiency.
Annual GHG emissions reduction 2,152 tCO_2e	Annual GHG emissions reduction 339 tCO_2e	Annual GHG emissions reduction 869 tCO_2e
Energy Efficiency	**Heating, Ventilation, Air-Conditioning and Cooling (HVAC)**	**Waste Heat Recovery**
• Utilizing free cooling system to maximize the use of natural cooling. • Enhancing boiler efficiency through operational optimization. • Switching to a new electricity supplier with a lower emission factor. • Using compressed air to reduce humidity and steam usage.	• Installing heat pipe modules on the cool section of the air conditioning unit to recover the energy from the dehumidification process and thus reduce energy loss. • Adopting an air recirculation system to optimize the proportion of fresh air. • Adopting a Building Management System (BMS) for better control of energy consumption for heating, ventilation and air conditioning. • Setting an optimal indoor temperature that prevents wasting electricity on air conditioning.	• Adding a heat recovery unit and cooling tower to recover heat from steam condensate. • Employing a double-loop U-shaped heat recovery system that simultaneously recovers the cooling capacity of the exhaust side and the rear side of the cooling coil. • Re-using steam condensates for exchanging heat with water supply and replenishing water in the cooling tower.
Annual GHG emissions reduction 1,906 tCO_2e	Annual GHG emissions reduction 6,710 tCO_2e	Annual GHG emissions reduction 730 tCO_2e
Renewable Energy	**Equipment Smart Control**	**Lighting**
• Deploying a photovoltaic system. • Purchasing renewable energy. • Using biofuels to replace fossil fuels.	• Adding an atomization system on the air-cooling unit to bring down the temperature of the air cooler owing to increasingly hot weather. • Adjusting equipment activation flexibly based on energy consumption demands and entering low-energy mode during low-demand periods. • Setting equipment temperatures according to seasonal variations.	• Using Light Emitting Diode (LED) light sources for lighting fixtures. • Installing sensor lights. • Keeping the lights off in non-working areas.
Annual GHG emissions reduction 1,389 tCO_2e	Annual GHG emissions reduction 146 tCO_2e	Annual GHG emissions reduction 115 tCO_2e

Energy Saving and Carbon Reduction Whitepaper

WuXi Biologics proactively promotes the implementation of energy-saving and carbon-reducing initiatives during daily operations. We release an *Energy Saving and Carbon Reduction Whitepaper* annually to further encourage all of our global sites to thoroughly explore the potential for energy saving and carbon reduction. The whitepaper systematically outlines our strategy and roadmap on climate change actions — taking stock of the energy-saving and carbon-reduction projects from all operation sites within the Company — to further intensify our decarbonization efforts and reaffirm our commitment on our journey to net zero.

This year marked the second edition of our *Energy Saving and Carbon Reduction Whitepaper*, and we observed that nearly 70% of projects have adopted best practices from the previous year's Whitepaper. This initiative is seen as a useful tool that will deepen understanding of our carbon performance, drive the implementation of green practices, reduce carbon footprints, and ultimately support the achievement of our Company's carbon targets.



Energy Saving and Carbon Reduction Whitepaper

Decarbonizing Our Value Chain

Reducing GHG emissions in our value chain is an integral part of the Company's strategy to accelerate decarbonization in the industry and drive positive changes through proactive engagement with our key stakeholders — suppliers, customers and employees.

Suppliers

As the climate performance of our suppliers is crucial to the performance of our Scope 3 GHG emissions, we are dedicated to promoting wider cooperation with our key suppliers to achieve greater GHG reduction in the value chain. We engage with our suppliers through risk assessment, audits, incentive programs, training and education, and have established effective remedial action plans to improve their sustainability performance.

We are highly aware that collective efforts along our supply chain are required for tackling climate change. To enhance climate resilience and minimize our environmental footprint, we have incorporated climate change-related requirements in our procurement process covering all our suppliers, and we prioritize the purchase of low-carbon and environment-friendly products. We educate our suppliers on climate change and emission reduction, and encourage them to incorporate best practices into their operations.

Customers

WuXi Biologics continually fosters transparency and regular communication with our customers on climate-related issues. Collaboration and the exchange of information allow us to better understand their area of focus and requirements.

In 2024, based on pre-defined criteria, we identified key customers who were likely to be the most impactful regarding our Scope 3 emissions. We conducted regular engagement with these customers via one-on-one meetings, workshops and visits, email and online communications to ensure transparent disclosure, open dialogue, and collaboration on decarbonization.

Employees

We raise awareness for our employees through training programs and communications, driving positive behavior that contributes to a reduction in Scope 3 emissions. In particular, we actively encourage and promote green commuting.

12%

share of renewable electricity consumption

Green Commuting

We have implemented a number of initiatives to empower our staff to travel in an eco-friendly way:

- Reducing dependence on private cars by providing nearly 60% coverage of daily commuting needs through electric shuttle buses.
- Providing 241 electric vehicle chargers for employees.
- Encouraging staff to use business taxis that are electric vehicles. In China, 80% of business taxis taken by our employees are e-cars.

Vehicle Chargers for Employees in Ireland site

Substitute

Shifting tour energy mix to renewable sources is crucial for our decarbonization strategy, and we continually explore opportunities for generating and purchasing more renewable energy. We encourage all our operations to expand their use of renewable energy, to replace energy sources with green alternatives when possible — such as green electricity, photovoltaic power, and wind power — and reduce the use of fossil fuels.

In step with WuXi Biologics' commitment to increasing the use of renewable energy, some sites are actively experimenting with new energy sources. For example, our Ireland site sources 100% of its power supply from renewable energy. Further advancing our renewable energy journey, a number of PV power installation projects, among other improvements, were completed recently at the Wuxi site, the Shanghai site, the Ireland site, the Hangzhou site, etc. In 2024, through the use of embedded site renewables or purchased green electricity, we consumed 24,083,113 kWh of renewable electricity, which was 12% of our total electricity consumption.

Offset

In accordance with *WuXi Biologics Climate Change Policy*, we focus primarily on our own energy-saving and emission reduction efforts, the use of green energy, and nature-based solutions and other emerging carbon offset technologies, relying only minimally on carbon credits. If needed, we will use high-quality, internationally recognized carbon credits that have been certified by third parties.

Performance and Metrics

In this report, we disclose Scope 1 GHG emissions[27], Scope 2 GHG emissions[28] and part of Scope 3 GHG emissions[29]. For more details, refer to Appendix I. All data, including GHG emissions and energy consumptions, are verified by an independent and accredited third party. In 2024, we achieved a 30% decrease in Scope 1 and Scope 2 GHG emission intensity compared with the baseline year 2020, far beyond the established intensity target for year 2024.

Climate change is, and will continue to be, a material issue for our business and for the world. We will strengthen our efforts to decarbonize our business through such actions as improving energy efficiency, reducing energy waste, increasing the use of renewable energy and offsetting carbon, and will make periodic reports regarding our progress.

30%

decrease in Scope 1 and Scope 2 GHG emission intensity compared with the baseline year 2020

Solar Power Project in Wuxi Site

GOVERNANCE
STRATEGY
RISK MANAGEMENT
PERFORMANCE AND METRICS

Environment Protection

ENVIRONMENTAL MANAGEMENT
WASTE AND DISCHARGE CONTROL
RESOURCE MANAGEMENT

The Big Picture

WuXi Biologics believes that business growth should not come at the expense of the environment. In addition to complying with applicable environmental laws and regulations, we continually improve our Environmental Management System (EMS), aiming to minimize our environmental impact through effective waste management and discharge control in our operations while also protecting valuable resources.

We prioritize proper waste disposal and pollutant management, and constantly seek to identify waste reduction and recycling opportunities. Furthermore, WuXi Biologics places a high value on the protection of water resources and the economical use of packaging materials. We set targets for water use, emissions, and waste reduction that lead us to be proactive in reducing environmental impacts as we empower energy-and resource-saving initiatives.

Environmental Management

Why It Matters

A robust Environmental Management System is indispensable to WuXi Biologics' sustainability strategy. We recognize that by integrating a sound EMS into all aspects of our business, we can coordinate our plans for overall resource conservation and waste reduction, which helps further improve our environmental compliance and reduce operating impacts on the environment.

ENVIRONMENTAL MANAGEMENT

WASTE AND DISCHARGE CONTROL

RESOURCE MANAGEMENT

Management Structure and Policies

Our Board of Directors undertakes the overall responsibility for the Company's environmental management strategy, oversees the implementation of relevant environmental policies, and monitors the progress and improvement of our environmental performance. The EHS Department is responsible for instructing other departments regarding the implementation of environmental management initiatives, and for monitoring and recording environmental performance in daily operations. All employees — from general staff to senior management — are actively engaged in all environmental efforts, and making contributions related to facility design, construction and operation. We link key environmental performance indicators to the performance reviews of all employees, and any inappropriate behaviors — such as non-compliance of regulations — can negatively impact the performance review.

WuXi Biologics has established, implemented, and maintained a global EHS policy clarifying our environmental management framework and environmental commitments, which applies to all our businesses, facilities and employees. Our *WuXi Biologics EHS Policy* and *WuXi Biologics EHS Standards* provide the guiding principles for environmental management, including for such key issues as emergency response, contractor management, air emission management, water and wastewater management, waste management, EHS by design and management of change, and noise management. We integrate EHS into our overall business strategy throughout operations, products and services, distribution and logistics, due diligence, and mergers and acquisitions.

Through these comprehensive environmental management policies and standards, we ensure our compliance with all applicable laws and regulations, as well as the company standards and industry practices in all operational activities. Upon the release of new or updated environmental laws and regulations, we evaluate whether they apply to us; and update our EHS policies and standards accordingly in a timely manner. To further ensure our compliance, we regularly conduct environmental compliance assessments. We set up quantitative environmental targets and objectives, effectively manage environmental risks, and use management systems to identify hazards, establish prioritization and action plans, and drive environmental performance for continual improvement. Our policies are publicly communicated with the purpose of showing commitment to our employees and fostering a transparent dialogue with internal and external stakeholders regarding our environmental efforts and progress.

Between 2021 and 2024, we complied with all environmental laws and regulations of the jurisdictions in which we operate, and we had no environmental penalties received from local regulatory agencies.

bsi.

Certificate of Registration

环境管理体系

兹证明：

无锡药明生物技术股份有限公司
中国
江苏省
无锡市
滨湖区
马山
梅梁路108号
邮编：214092

WuXi Biologics Co., Ltd.
No. 108, Meiliang Road
Mashan
Binhu District
Wuxi
Jiangsu
214092
China

此地点包含在主证书中，证书号为：EMS 763381

BSI地址：0047843452-001

运行的环境管理体系符合
ISO 14001:2015
的要求，此体系覆盖了注册范围详细规定的活动内容。

BSI代表：

Michael Lam - Managing Director Assurance, APAC

首次发证日期：2022-07-18

有效期至：2025-07-17

...making excellence a habit.™

ISO 14001 Certificate

Our Approach

Environmental Management System

WuXi Biologics has in place a reliable, effective, and responsible Environmental Management System that was developed according to the latest ISO 14001 standard. It covers all countries and regions where we operate, and governs our operations and sustainability efforts. Following the requirements of our EMS, the Company manages the environmental elements of its operation, identifying products, activities and services that may have significant impacts on the environment. We are committed to reducing the generation of pollutants while complying with local laws and regulations for waste and emissions. In our environmental management procedures, we define the responsibilities of related departments in managing solid waste, wastewater, air emissions and noise, as well as the principles of such management. Independent third-party inspections and audits regarding our environmental performance are conducted regularly and recorded to help ensure continued compliance in areas of waste and discharge management. We also conduct regular monitoring of air emissions, wastewater discharge, and site-boundary noise to ensure compliance with applicable standards. In addition, we have developed detailed contingency plans for environmental emergencies, and — with the aim of eliminating adverse environmental impacts — we have outlined specific steps to be taken in response to environmental pollution accidents. Furthermore, we obtained ISO 14001 certification, and a series of environmental internal policies were established in accordance with ISO 14001.

For new sites and extensions of existing sites, as well as sites added from acquisitions, we ensure strict compliance with the "Three Simultaneities" principle and identify significant environmental impacts in accordance with local laws and regulations. In the very early stage of mergers and acquisitions, our EHS team comprehensively assesses the environmental, health and safety risks of the project, conducts on-site inspections, hires a third party to assess for soil and groundwater contamination, and subsequently provides the Company with EHS risk management recommendations. The EHS team is also involved at a project's designing stage to evaluate and monitor environmental risks. Environmental impact assessments are conducted and approval by authorities is received before project implementation. Continuing its oversight and following our management framework, the EHS team organizes environmental risk assessments at least once a year to identify and record environmental risks of our operations — according to the Environmental Impact Checklists — and follows up by formulating targeted measures, as needed, aimed at mitigation.

In 2024, to better manage the environmental risks of Active Pharmaceutical Ingredients (APIs) while also safeguarding employee occupational health, we updated the *WuXi Biologics API Occupational Hazard Assessment and Control Management Policy*. This policy defines WuXi Biologics' management objectives for controlling the environmental impact of API emissions, including work procedures, assessment methodologies, and control strategies for API risk assessment and risk mitigation.

Chemical Management

WuXi Biologics endeavors to ensure the safe and compliant management of all chemicals used at our operation sites. We have implemented a chemical classification and labelling system in alignment with the *Globally Harmonized System of Classification and Labelling of Chemicals* (GHS), as well as relevant local standards, such as the *Inventory of Existing Chemical Substances in China* (IECSC).

To streamline the management of Safety Data Sheets (SDS) for our chemicals and products, we created an SDS management platform that facilitates transparent and efficient sharing of SDS resources and generates chemical labels compliant with GHS requirements. By centralizing SDS access, eliminating the need for separate requests from suppliers, and maintaining SDS libraries at individual sites, the platform enables us to enhance operational efficiency, reduce labor costs, and mitigate environmental compliance risks.

100%

percentage of employees who received environmental training

100%

percentage of sites where an environmental risk assessment has been conducted

Internal and External Audits

We monitor our environmental performance at all operational sites — through internal EHS audits — for compliance with environmental laws and regulations, implementation of environmental management procedures, risk management measures and other issues. Internal audits on EHS procedures and implementation of key EHS risk management measures are conducted at least once a year, with audits on compliance with EHS laws and regulations conducted at least once every three years. In 2024, WuXi Biologics conducted its annual internal EHS audits, covering all operational sites, based on our environmental management system.

In addition, external audits are conducted in accordance with the ISO 14001 standard at least once a year. We actively encourage internal and external communications on environmental management issues and welcome remote and onsite visits from clients and governmental officials. WuXi Biologics sites that were visited by clients and their audit officers in 2024 were highly praised regarding our EHS management system. All of the audits reported no critical finding of policy or procedural breaches.

We take corrective and preventive actions should any issues arise, always aiming for further improvement and continual compliance. Corrective action plans and preventive action plans are developed whenever incidents occur, and presented in a management review meeting if it requires adjustments to our environmental management system. The management review meeting is organized and attended by executive management and conducted once a year, where EHS policies, targets, and management initiatives are discussed and adjustments are made to the environmental management system as needed to align with our commitment to continual improvement.

EHS Training

To help our employees understand the impact of their work activities on the environment and to raise their awareness of the importance of environmental protection, our EHS team organizes regular training for general staff, senior managers and executives, covering such topics as environmental management, environmental compliance, hazardous substances management, water efficiency management, and waste classification and reduction. We conduct specific training for the EHS team at all of our sites on the latest updates of environmental laws and regulations. Furthermore, we organize drills that simulate environmental emergencies to improve staff's emergency response capabilities. In 2024, all of our employees participated in and completed the Company's environmental training courses.

In addition to training programs, we also build employee awareness through internal communications and a continuing series of activities on environmental management issues, such as our 2024 Environmental Sustainability Workshop, which shared best practices from different sites and departments regarding environmental protection and the reduction of carbon, waste and water usage.

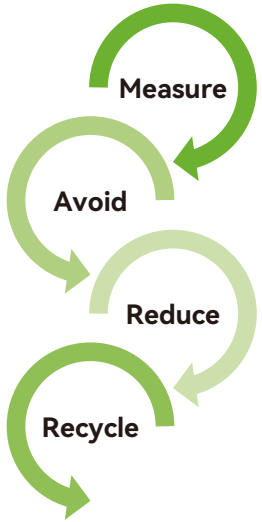
Waste and Discharge Control

Why It Matters

Striving to continually reduce our hazardous and non-hazardous waste, wastewater, and waste gas emissions, WuXi Biologics has developed specific internal policies and auditing procedures regarding waste management and discharge control to further enhance our compliance. In 2024, WuXi Biologics had no environmental penalties of pollutant discharge exceeded regulatory limits or violated relevant industrial standards.

Our Approach

We have set up waste management programs to continuously identify areas where waste management performance can be improved, and we take proactive actions to minimize waste generation by mobilizing resources for initiatives aimed at waste reduction across all our operational sites, leading to a decrease in the total waste sent to landfill. We actively seek out the most effective environment-friendly waste management practices and have adopted a systematic approach to waste reduction:



Measure
- Map waste streams for all operational sites and identify main source.
- Establish baseline and target set-up for mature sites.

Avoid
- Operate own waste/wastewater treatment facilities if possible.
- Work with suppliers to eliminate non-recyclable packaging.

Reduce
- Achieve waste reduction via technical/process/behavior improvements.
- Integrate material reduction and waste-related indicators into WBS.

Recycle
- Select waste suppliers/partners based on sustainability performance.
- Employ internal reuse system for consumables and packaging.

Waste Management

WuXi Biologics strictly supervises the collection, classification, storage, and transfer of different kinds of waste to prevent environmental pollution and maintain compliance. We are committed to regularly monitoring and analyzing our waste streams, and to reducing both hazardous and non-hazardous waste in a targeted manner. Additionally, through continuous investments in innovation and R&D — including proprietary technology platforms such as WuXiUI™ and WuXiUP™ — we aim to minimize waste generation at the source. In 2024, we stayed on track to reach our waste reduction target on both hazardous and non-hazardous waste.

Our Measures

To ensure waste is properly managed and to reduce our environmental impact, we separate our hazardous and non-hazardous waste, collect waste on the site of generation, and dispose of it through qualified third-party waste management companies, in accordance with our polices and all applicable legal requirements. Using an internal environmental database, the Company continued to measure and monitor both hazardous and non-hazardous waste generation volumes and disposal methods.

100%

percentage of waste treatment compliant

Non-hazardous Waste

Non-hazardous waste includes office waste, domestic waste and general industrial solids. Once the waste has been collected and classified as non-hazardous waste, it is stored in a proper place to prevent it from polluting land and soil, and then transferred to a garbage recycling station for centralized collection and disposal.

Hazardous Waste

Hazardous waste is produced mainly from R&D processes and manufacturing, and includes liquid, consumables, and waste-activated carbon. We follow local environmental laws and regulations regarding labelling, storing, segregating and documenting hazardous waste, and meet stringent requirements for decontaminating biohazardous waste prior to final disposal. All hazardous waste is classified into different categories — based on the properties of the waste — before being stored temporarily in a secure warehouse. A registration form must be completed before transfer and, in compliance with local regulatory requirements, hazardous waste labels must be applied to all waste containers and storage bags. The final disposal of all hazardous waste must be performed by qualified third parties. To enhance our hazardous waste handling capacity and ensure compliant disposal, we conduct hazardous waste training for all employees and for any contractors working at our sites. In 2024, we carried out epoxy floor repairs in the hazardous waste storage areas as need at multiple sites to prevent potential accidental leakage of liquid hazardous waste.

A database of hazardous waste suppliers created by the Company has been continually optimized to allow comprehensive evaluations of our suppliers. We perform EHS audits of our hazardous waste vendors to confirm compliance, and we conduct regular on-site assessments. The assessments include the status of the suppliers' environmental evaluation documents, discharge permits, ledgers, environmental penalty records, environmental treatment facilities, employee training, and security. WuXi Biologics sites located in the same region share information on waste disposal vendors, and set up backups to mitigate the impact of an emergency or the unavailability of a single supplier.

WuXi Biologics is committed to reducing the intensity of waste — for both hazardous and non-hazardous waste — by 10% (tonnes/RMB10,000) by 2027 from the base year 2022 as one of our sustainable development targets. To meet this target, we are proactively seeking innovative and impactful waste reduction opportunities. Our EHS Department is in charge of developing and improving the management plan for hazardous waste and developing initiatives that will help reduce both its volume and its impact.

In 2024, we continued to execute a variety of initiatives aimed at reducing hazardous waste and optimizing waste management across all of our operational sites. These programs, which involve collaborative efforts by various departments, include expansion and renovation of wastewater treatment stations; improving wastewater treatment processes to reduce hazardous waste volumes; allocating R&D resources and adopting flexible methods for solution preparation to minimize waste; optimizing storage tank designs to enhance utilization; and enhancing recycling practices for packaging materials.

Cost Reduction and Efficiency Enhancement Project at Wuxi Site

In 2024, one of our manufacturing facilities at the Wuxi site implemented lean improvement tools including VSM, PSP, ECRS, and VAVE. Through facility renovation, production line expansion, and material/process optimization, the project significantly reduced per-batch production costs while achieving annual decreases of 29,114 kWh in electricity consumption and 21.42 tCO_2e in greenhouse gas emissions. Additionally, it directly reduced solid waste generation by 440 kg/year through decreased usage of mixing bags and filters.

Optimization of Solution Preparation Process and Usage Management at Shanghai Site

For process development departments, the reuse of storage bags, filters, waste solutions, and the reduction of consumables are effective ways to help minimize waste generation. At the Shanghai site, a program was initiated that consolidate the previously fragmented requests for solution preparation, which significantly reduced the frequency of preparations and accelerated the process, thereby saving time and labor. Additionally, the project adopted a cross-departmental collaboration approach for collection and reuse of surplus solutions and filters generated by other departments, maximizing resource utilization, reducing waste, and fostering collaborative benefits. Through these measures, the project helped achieve an annual reduction of 2.3 tCO_2e in carbon emissions, 13.4 tonnes in waste generation, and 4 tonnes in water consumption.

Optimized Allocation of Instrument and Equipment Resources

A new initiative implemented in 2024 focused on both reducing emissions from underutilized equipment and preventing environmental impacts from idle/retired devices. Employing predictive models for QC testing volumes, a monitoring platform for equipment utilization, and decision-making models for equipment status management, the project achieved annual reductions of 68,800 kWh in electricity and 69 tCO_2e in GHG emissions. An equipment sharing program with internal departments and local educational institutions further reduced decommissioned equipment waste by 100 kg annually.

Water Discharge Management

WuXi Biologics attaches great importance to wastewater management and wastewater quality improvement, and we strictly abide by laws, regulations, and standards of wastewater treatment in all countries and regions where we operate.

Our Measures

All of the Company's wastewater is first collected in regulating tanks or reservoirs and treated in our own internal or off-site wastewater treatment facilities, sludge generated from the treatment is dehydrated and transported to qualified third-party disposal plant. It is then tested according to local permits before being discharged into an industrial park or municipal sewage system, to prevent pollution of the environment, soil or groundwater. In addition, we have implemented an online monitoring system that detects abnormalities — such as Ammonia Nitrogen and Chemical Oxygen Demand (COD) — to ensure that wastewater is discharged only after reaching standard allowable levels. The system alerts the responsible personnel in a timely manner when abnormalities are identified, and immediate corrective actions are taken to ensure we remain in compliance.

Internal inspections are carried out periodically as required by local environmental law and regulation requirements. For a further confirmation of compliance, we engage third-party institutions to regularly monitor the quality of wastewater that is discharged.

To further decrease wastewater discharge and improve wastewater quality, WuXi Biologics adopted a waste reduction approach that maps and evaluates wastewater streams across all operational sites. Several initiatives were undertaken to reduce our wastewater discharge and improve wastewater quality, including the construction of new wastewater treatment facilities (informed by the evaluation of wastewater streams), the addition of technical enhancements to existing wastewater treatment facilities, and the implementation of advanced treatment processes to improve efficiency and mitigate environmental risks.

Establishment of Late-Phase Process Development Framework

In support of the Company's "Win the Molecule" strategy, we developed standardized reference processes for Late-Phase Development (LPD) projects, which enhanced execution quality and efficiency, leading to a decrease in reactor quantities per project and an optimization of media preparation, tank cleaning, and sterilization processes. As a result, the initiative achieved annual reductions of 66,000 kWh in electricity consumption, 48 tCO_2e in GHG emissions, and nearly 10 tonnes in water usage and wastewater discharge. This comprehensive improvement strengthened brand competitiveness while delivering ESG benefits through resource efficiency.

Air Emission Management

In addition to the importance we place on reducing the emission of greenhouse gases, we are also highly aware that the management of non-GHG emissions — such as Soot/Particulate Matters, NOx, and SOx — is vital to our operations and to the environment. We require all our facilities to have strong air emission management programs in place and to take any and all necessary steps to reduce non-GHG emissions and ensure environmental protection.

Our Measures

WuXi Biologics makes proactive efforts to control and reduce air emissions through continuous investment and technical improvement of our emission control equipment at emission points, implementing high-efficiency filters and activated carbon in our sites to reduce non-GHG emissions and prevent air pollutants from entering the environment. In addition, we engage a third-party institution that regularly monitors and audits emission concentrations, including Soot/Particulate Matters, NOx, SOx, and other air pollutants, to ensure ongoing compliance. In 2024, based on internal and external monitoring results, all of our air emissions fully met compliance standards.

To reduce non-GHG and other air emissions at operational sites, our facilities continue to upgrade equipment and optimize air emission treatment methods. These efforts include constructing new air pollutant treatment facilities and installing additional activated carbon systems in laboratories to enhance exhaust-gas treatment efficiency and minimize non-GHG emissions released into the environment. To address odors generated in laboratories, all labs are equipped with localized ventilation devices, such as extraction arms and fume hoods to control emission sources. Exhaust gases from biosafety cabinets are discharged through high-efficiency particulate air (HEPA) filters.

Suzhou Site, China

Resource Management

Why It Matters

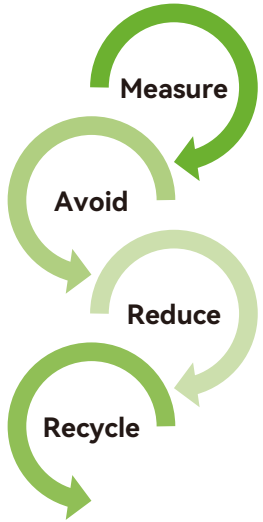
Natural resources are essential to the existence of human beings, and are indispensable in biologics research, development and production. WuXi Biologics is committed to protecting the environment and pursuing sustainability by operating responsibly, with a focus on reducing our adverse environmental impacts through efficient, circular use of water and packaging materials to ensure responsible production and disposal.

Water Resource Management

Water is used for various purposes across our daily operations, including for washing, cleaning and sanitization, and as a product ingredient. Water we use for operations comes from municipal water systems, and the small amount we use for irrigation and road cleaning comes from harvested rainwater. We provide our employees with safe drinking water, as well as water for sanitation and hygiene. We work continuously to reduce water usage, and our sites actively participate in local water-saving initiatives where we operate. For example, our Wuxi and Shanghai sites participate in their local communities' initiatives of water-saving enterprises, and have been recognized as a "Water-Saving Corporation" by the local water management agencies; our Suzhou site has joined the local water environment management program "Huiyuan Initiative" alongside dozens of enterprises in the same industrial park, actively sharing water resource management experience; our Shanghai site is cooperating with other companies at the same industrial campus to carry out water-saving projects, sharing water-saving technology and project experience.

Our Approach

WuXi Biologics has set up water-efficiency management programs that conduct water-use assessments to identify opportunities for water efficiency improvements, leading to proactive actions for reducing water consumption and improving wastewater quality. We also actively carry out water recycling initiatives and hold water-use awareness trainings for employees. We have adopted a systematic approach to water reduction and continually explore ways to enhance our environment-friendly water management practices.



Measure
- Annually assess water-related risk for all operational sites.
- Establish baseline and target set-up for mature sites.

Avoid
- Ensure every new site incorporates effective water-saving design.
- Adopt less water-intensive production techniques, such as SUT.

Reduce
- Achieve water saving via technical/process/behavior improvements.
- Integrate water-related indicators into WBS.

Recycle
- Promote water recycling, including reclaimed or condensed water.
- Capture rainwater and reuse where possible.

28%

percentage reduction in water consumption intensity since 2019

Our Target and Goal

Having achieved our water-consumption intensity reduction target ahead of schedule in 2023, we took action of upgrading the target from an 18% reduction to a 30% reduction by the year 2025 from the base year 2019. This reaffirmed our dedication to good water stewardship — a determination to improve our water efficiency performance and minimize our reliance and impact on water resources — and become a driver of our commitment to implementing Water Excellence Stewardship (WES) at our priority sites by 2027. In line with our targets, we formulated a water-consumption reduction plan, and we continually monitor water consumption performance and our progress towards the targets.

Our Measures

Water Excellence Stewardship (WES)

To further fulfill WuXi Biologics' commitment to sustainable water management, achieve the Company's water targets, respond to customer concerns about sustainability, and continually strengthen water management, WuXi Biologics independently developed its Water Excellence Stewardship (WES) program. This internal water management program for all of our operational sites is aimed at optimizing water management through the principles of Measure, Avoid, Reduce and Recycle.

WES covers multiple important topics including Water Governance, Water Balance, Water Quality, and Safe Drinking-Water, Sanitation and Hygiene (WASH), WES particulars reference the *GB/T 38966 Assessment Requirements for Water Stewardship*, the *AWS International Water Stewardship Standard*, and other industry standards. To assess each site's sustainable water stewardship performance, the WES program uses a cumulative scoring system (WES Scores) which includes 23 base indicators and 20 advance indicators. All sites can use WES to measure their own performance level, identify opportunities for improvement, and help ensure the Company operations achieve an advanced international level in water resource management. As pilot sites, the Wuxi and Shanghai sites took the lead in implementing WES in 2024.

Water-Stress Assessment

Before beginning a new project, WuXi Biologics conducts a water-stress assessment at the potential site to evaluate possible water scarcity and water-related risks and opportunities — including physical, regulatory and reputational — and develops a site-specific water management plan based on the assessment result. During operations, we conduct regular water risk assessments and scenario analysis within the direct operations and at other stages of the value chain. We dedicate financial expenditure for costs associated with water-related risks — including investment in R&D and facility upgrades to mitigate risk — and we strive to reduce our own water use as well as safeguard water resources in the regions where we operate.

Reducing and Recycling Water

We focus our efforts on reducing our water consumption at the source, and maximize the use of recycled water in manufacturing processes across all sites. To optimize the utilization of water resources, we establish and operate water recycling facilities that can adjust water balance and recycle water between facilities with different water needs. We implement innovative measures such as using reclaimed and pre-treated water to replenish a cooling tower, and for irrigation and road cleaning, and we actively engage with our value chain on water-reduction issues.

In 2024, our Wuxi site recycled rinse water and RO concentrate from multiple purified water preparation systems into buffer tanks and tap water tanks for reuse, achieving water savings of 41,383 tonnes.

Technology Optimization

We seek innovative solutions to enhance the water efficiency of our equipment and processes. To support the Company's green development and save water resources, our sites actively adopt rainwater harvesting technology to meet the demand for irrigation of facility grounds. As an example, our Shanghai site saved 490 tonnes of water in 2024.

We will continue to make a concerted effort in the area of water conservation and are confident that we will successfully meet our upgraded targets. Between 2021 and 2024, WuXi Biologics had no environmental penalties of non-compliance with water quality or quantity permits, standards or regulations.

Precision Optimization of Solution Preparation Quantities at Wuxi Site

This project systematically analyzed the formulation process of solution preparation quantities by deconstructing the actual solution consumption at each operational step, ultimately establishing a standardized method for calculation solution demand. Concurrently, Failure Mode and Effects Analysis (FMEA) assessments were applied to evaluate and quantify risks associated with each solution, identifying medium-to-high risk buffers and implementing corresponding control measures to mitigate risks while ensuring production integrity. Furthermore, WBS tools were utilized to standardize the solution preparation process and refine guidelines for adjusting preparation quantities. The initiative significantly improved buffer utilization efficiency in production, and within six months of implementation, it helped reduce water consumption by over 1,800 tonnes at the Wuxi site.

Packaging Optimization

The 3R concept (Reduce, Reuse, Recycle) is an important consideration in all phases of product lifecycles — from development and manufacturing to use and final disposal. As WuXi Biologics directly and indirectly uses various types of packaging materials in our manufacturing and transporting processes, we carefully evaluate their possible impact on the environment at every stage of each product's lifecycle.

Our Approach

We have long been committed to incorporating more recyclable, reusable and industrially compostable materials, reducing the use of plastic and continually seeking better packaging solutions. The main types of packaging used for our clients' finished drug products are medicine bottles/vials, rubber stoppers/plugs, aluminum caps, labels, honeycomb covers and carton boxes. To prevent the waste of packaging materials, and lessen the use of excessive and unneeded packaging, we carefully manage our sourcing of product packaging and implement measures to streamline the manufacturing process. We also work with suppliers to eliminate non-recyclable packaging, and actively seek out new packaging materials that are made from sustainable components — 100% of our paper packaging materials for drug products are Forest Stewardship Council (FSC) certified — while ensuring they are of the same or even better quality. We classify left-over packaging materials and reuse them internally for other purposes when possible, and if they cannot be used internally, we cooperate with qualified third-party agencies to maximize their recycling or reuse.

Appendix I

Key Performance Indicators

Environmental performance indicators					
Type	**Unit**	**2021**	**2022**	**2023**	**2024**
Energy indicators[30]					
Direct energy consumption — Gasoline	Liters	12,974	10,764	52,203	11,679
Direct energy consumption — Diesel fuel	Liters	60,314	16,470	36,350	22,536
Direct energy consumption — Natural gas	m^3	10,575,955	11,875,465	10,432,418	12,770,432
Indirect energy consumption — Purchased electricity[31]	kWh	145,487,253	166,417,679	173,378,300	204,309,778
Indirect energy consumption — Purchased steam	GJ	62,708	108,021	187,216	201,656
Total renewable electricity consumption[32]	kWh	—	—	2,797,036	24,083,113
Total electricity consumption	kWh	—	—	176,175,336	206,671,931
Share of renewable electricity consumption	%	—	—	2	12
Energy consumption indicators[33]					
Total energy consumption	MWh	278,070	325,195	332,191	389,333
Integrated energy consumption intensity	MWh/10,000RMB	0.270	0.213	0.195	0.208
Greenhouse gas emissions indicators					
Scope 1 Emissions	tCO_2e	29,917	33,762	32,687	38,346
Scope 1 Emissions Intensity	tCO_2e/10,000RMB	0.029	0.022	0.019	0.021
Scope 2 Emissions[34]	tCO_2e	114,292	136,067	149,229	160,308
Scope 2 Emissions Intensity	tCO_2e/10,000RMB	0.111	0.089	0.088	0.086
Totals（Scope 1 + Scope 2）	tCO_2e	144,209	169,829	181,916	198,654
Total Emission Intensity（Scope 1 + Scope 2）	tCO_2e/10,000RMB	0.140	0.111	0.107	0.106
Scope 3 Emissions — Fuel-and energy-related activities	tCO_2e	—	—	35,385.14	39,468
Scope 3 Emissions — Upstream transportation and distribution	tCO_2e	—	2,431.75	2,251.28	2,175
Scope 3 Emissions — Waste generated in operations	tCO_2e	—	2,944.18	5,040.10	5,868
Scope 3 Emissions — Business travel	tCO_2e	—	—	2,101.23	2,470
Scope 3 Emissions — Employee commuting	tCO_2e	—	20,400	19,654.27	19,176
Scope 3 Emissions — Downstream transportation and distribution	tCO_2e	—	1,169.96	1,031.75	2,087

Appendix I

Key Performance Indicators (Cont.)

Environmental performance indicators					
Type	**Unit**	**2021**	**2022**	**2023**	**2024**
Waste indicators					
Hazardous waste produced volume	tonnes	3,021.99	3,337.11	2,852.50	3,583.56
Hazardous waste treatment — Landfilled	tonnes	0	0.0068	0.05	0.02
Hazardous waste treatment — Incinerated with energy recovery	tonnes	1,144.43	2,866.50	1,839.30	2,411.02
Hazardous waste treatment — Incinerated without energy recovery	tonnes	1,774.60	438.69	917.95	1,072.04
Hazardous waste treatment — Recycled/Reused	tonnes	0	6.32	54.60	51.63
Hazardous waste treatment — Other treatments	tonnes	102.96	25.59	40.60	0
Hazardous waste intensity	tonnes/10,000RMB	0.0029	0.0022	0.0017	0.0019
Non-hazardous waste produced volume	tonnes	2,687.07	2,671.93	2,962.67	3,293.22
Non-hazardous waste treatment — Landfilled	tonnes	0	12.00	39.11	40.74
Non-hazardous waste treatment — Incinerated with energy recovery	tonnes	1,384.68	2,317.19	2,488.83	2,459.52
Non-hazardous waste treatment — Incinerated without energy recovery	tonnes	57.42	42.32	268.34	441.54
Non-hazardous waste treatment — Recycled/Reused	tonnes	51.69	171.42	160.04	336.62
Non-hazardous waste treatment — Biological treatment	tonnes	0	25.00	6.35	14.80
Non-hazardous waste treatment — Other treatments	tonnes	1,193.28	104.00	0	0
Non-hazardous waste intensity	tonnes/10,000RMB	0.0026	0.0017	0.0017	0.0018
Waste intensity	tonnes/10,000RMB	0.0056	0.0039	0.0034	0.0037
Water discharge indicators					
Total water discharge	tonnes	765,480	1,410,253	1,657,510	1,667,082
Off-site water treatment total discharge[35]	tonnes	765,480	1,396,193	1,629,855	1,667,082
Beneficial/other use total discharge	tonnes	0	14,060	27,655	0
Other destination total discharge	tonnes	0	0	0	0
COD discharge	tonnes	—	101.91	63.79	56.99
NH_3-N discharge	tonnes	—	6.81	4.02	4.65

Appendix I

Key Performance Indicators (Cont.)

Environmental performance indicators					
Type	**Unit**	**2021**	**2022**	**2023**	**2024**
Exhaust gas indicators					
NO_x emissions	tonnes	5.67	3.53	5.04	2.23
SO_x emissions	tonnes	—	0.005	0.018	0
Soot/Particulate Matters emissions	tonnes	0.12	0.19	0.26	0.15
Water consumption indicators					
Total water consumption/withdrawal[36]	tonnes	1,500,923	2,108,001	2,373,618	2,434,339
Municipal water supply	tonnes	1,500,923	2,106,456	2,372,989	2,432,890
Harvested rainwater	tonnes	0	1,545	629	1,449
Other sources	tonnes	0	0	0	0
Water consumption/withdrawal intensity	tonnes/10,000RMB	1.46	1.38	1.39	1.30
Total water recycling	tonnes	—	15,605	40,132	66,535
Harvested rainwater	tonnes	—	1,545	629	1,449
Condensed water	tonnes	—	—	11,848	41,708
Reclaimed water	tonnes	—	14,060	27,655	29,414
Packaging material consumption indicators					
Packaging material consumption	tonnes	126.65	219.33	177.82	328.09
Packaging material consumption intensity	kg/10,000RMB	0.123	0.144	0.104	0.176

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators					
Type	**Unit**	**2021**	**2022**	**2023**	**2024**
Personnel employment indicators					
Number of employees	Number	9,864	12,461	12,740	12,687[37]
Male	Number	4,236	5,808	5,922	5,822
Female	Number	4,865	6,653	6,816	6,865
Gender unknown	Number	—	—	2	0
Under 18	Number	0	0	0	0
18 to 30	Number	4,970	6,546	5,929	5,132
30 to 50	Number	4,003	5,591	6,458	7,180
Over 50	Number	128	324	353	375
Full-time employees	Number	9,864	12,461	12,740	12,687
Part-time employees	Number	161	409	179	284
Contractors[38]	Number	—	—	78	62
Senior management	Number	191	218	251	255
Middle management	Number	997	1,161	867	759
Primary management	Number	684	927	1,308	828
General staff	Number	7,992	10,155	10,314	10,845
Asia	Number	—	11,217	11,110	10,963
America	Number	—	359	411	403
Europe	Number	—	885	1,219	1,321

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators					
Type	**Unit**	**2021**	**2022**	**2023**	**2024**
New employees	Number	4,189	3,826	1,668	1,408
Male	Number	—	1,714	824	648
Female	Number	—	2,112	843	760
Gender unknown	Number	—	—	1	0
Under 18	Number	0	0	0	0
18 to 30	Number	—	2,649	997	792
30 to 50	Number	—	1,098	607	574
Over 50	Number	—	79	64	42
Internal employee transfers	Number	1,500	1,176	953	948
Average years employed by the Company — Male	Year	—	1.9	3.2	3.9
Average years employed by the Company — Female	Year	—	2.0	3.2	3.9
Percentage of employees covered by collective bargaining agreements	%	—	32	28	26

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators Type	Unit	2021	2022	2023	2024
Employee diversity indicators					
Total number of employee nationalities	Number	16	49	56	53
Percentage of non-Chinese employees	%	—	8.6	9.5	9.0
Percentage of non-Chinese employees in all management positions	%	—	14.1	12.4	14.0
Percentage of Han Chinese ethnicity	%	—	89.1	69.8	70.3
Percentage of Han Chinese ethnicity in all management positions	%	—	84.7	48.3	45.1
Percentage of employees from minority ethnic groups	%	—	2.3	4.2	5.0
Percentage of employees from minority ethnic groups in all management positions	%	—	1.2	3.6	4.7
Percentage of employees from minority ethnic group in senior management	%	—	0.9	2.4	3.5
Percentage of female employees in overall workforce	%	53	53	54	54
Percentage of female employees in executive management	%	—	30	33	35
Percentage of female employees in senior management	%	38	39	39	33
Percentage of female employees in middle management	%	—	46	45	46
Percentage of female employees in primary management	%	—	50	50	47
Percentage of female employees in management positions in revenue-generating functions	%	—	44	45	44
Percentage of female employees in STEM positions (as % of total STEM positions)	%	—	53	53	54
Percentage of employees with disability	%	—	0.8	0.8	0.9

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators						
Type		**Unit**	**2021**	**2022**	**2023**	**2024**
Median gender pay gap		%	—	3.1	8.0	7.1
Median gender pay (bonus) gap		%	—	5.9	8.0	7.1
Average salary comparison between genders[39]						
General staff	Base salary	%	—	101	101	95
Primary management	Base salary	%	—	97	97	102
	Base salary + bonus	%	—	—	97	102
Middle management	Base salary	%	—	97	99	100
	Base salary + bonus	%	—	—	99	100
Senior management	Base salary	%	—	87	84	85
	Base salary + bonus	%	—	—	84	84
Employee retention indicators						
Total employees lost		Number	1,249	1,300	1,393	1,450
Total employee turnover[40]		%	13	10	11	11
Male		%	13	11	12	11
Female		%	12	10	10	12
Under 30		%	13	10	14	14
30 to 50		%	12	10	8	9
Over 50		%	11	14	14	18
China		%	12	10	11	11
Outside China		%	16	16	14	17

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators Type	Unit	2021	2022	2023	2024
Occupational health and safety indicators					
Number of fatalities due to work injuries — Employees	Number	0	0	0	0
Number of fatalities due to work injuries — Contractors	Number	0	0	0	0
Number of lost work days due to work injuries — Employees	Day	32	103	6	134
Lost-time injury rate — Employees	Times/200,000 working hours	0.042	0.040	0.009	0.109
Employee training indicators					
Percentage of employees trained	%	100	100	100	100
Male	%	47	47	46	46
Female	%	53	53	54	54
General staff	%	81	82	81	85
Primary management	%	7	7	10	7
Middle management	%	10	9	7	6
Senior management	%	2	2	2	2
Average number of training hours per full-time employee	Hour	73	72	73	74
Male	Hour	73	71	73	75
Female	Hour	73	73	73	74
General staff	Hour	69	72	73	76
Primary management	Hour	69	75	76	79
Middle management	Hour	74	72	70	77
Senior management	Hour	77	57	64	64

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators					
Type	**Unit**	**2021**	**2022**	**2023**	**2024**
Average number of training days per full-time employee	Day	9	9	9	9
Average number of training hours per part-time employee	Hour	—	—	40	53
Average number of training hours per contractor	Hour	—	—	13	11
Total investment in training	10,000RMB	330	1,335	1,601	1,660
Percentage of employees trained on business ethics	%	100	100	100	100
Percentage of employees trained on diversity, equity, and inclusion	%	100	100	100	100
Percentage of employees who received skills-related training	%	100	100	100	100
Percentage of employees who received environment, occupational health and safety training	%	100	100	100	100
Percentage of employees who participated in performance and career development reviews	%	100	100	100	100
Social contribution indicators					
Employee volunteering during paid working hours	Hour	3,192	5,996	8,017	9,919
Times of volunteer participation	Person-times	798	1,371	1,907	2,879
Product responsibility indicators					
Number of product recall	Number	0	0	0	0

Appendix I

Key Performance Indicators (Cont.)

Governance performance indicators Type	Unit	2021	2022	2023	2024
Supplier indicators					
Number of suppliers in Asia	Number	3,079	1,468	1,423	1445
Asian suppliers by spending	%	31	27	38	44
Number of suppliers in Europe	Number	205	480	1,019	911
European suppliers by spending	%	38	38	37	32
Number of suppliers in America	Number	135	936	520	540
American suppliers by spending	%	31	35	25	24
Total number of Tier 1 suppliers	Number	3,419	2,884	2,962	2,896
Total number of significant suppliers in Tier 1	Number	—	109	92	374
Percentage of total spend on significant suppliers in Tier 1	%	—	80	78	80
Total number of significant suppliers in non Tier 1	Number	—	0	0	0
Percentage of buyers across all locations who have received training on sustainable procurement	%	—	100	100	100
Percentage of targeted suppliers that have gone through a sustainability assessment	%	—	80	78	80
Targeted suppliers that have gone through a sustainability on-site audit	Number	—	—	1	4
Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	%	—	100	100	100

Appendix I

Key Performance Indicators (Cont.)

Governance performance indicators						
Type		**Unit**	**2021**	**2022**	**2023**	**2024**
Operational governance indicators						
Number of reports related to business ethics		Number	—	—	26	27
Valid reports by type	Corruption or bribery	Number	0	0	2	3
	Conflict of interest	Number	0	0	0	1
	Customer privacy data	Number	0	0	0	0
	Money laundry or insider trading	Number	0	0	0	0
Percentage of operational sites audited for risks related to business ethics		%	100	100	100	100
Percentage of operational sites assessed on environmental, health and safety risks		%	100	100	100	100
Payments or contributions made to healthcare professionals		RMB	0	0	0	0
Administrative penalties or litigation arising from marketing violations		Number	0	0	0	0
Incidents of non-compliance concerning product and service information and labelling		Number	0	0	0	0
Incidents of non-compliance concerning marketing communications		Number	0	0	0	0
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims		RMB	0	0	0	0

Appendix II

HKEX Environmental, Social and Governance Reporting Code Index

Subject Areas, Aspects, General Disclosures and KPIs		Index
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air, discharges into water and land, and generation of hazardous and non-hazardous waste.	Greening Our Business — Climate Change and Energy Saving Greening Our Business — Environment Protection
KPI A1.1	The types of emissions and respective emissions data.	Greening Our Business — Climate Change and Energy Saving — Performance and Metrics Greening Our Business — Environment Protection — Waste and Discharge Control Appendix I: Key Performance Indicators
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Greening Our Business — Environment Protection — Waste and Discharge Control Appendix I: Key Performance Indicators
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. (e.g. per unit of production volume, per facility).	Greening Our Business — Environment Protection — Waste and Discharge Control Appendix I: Key Performance Indicators
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	ESG Targets and Progress in Line with SDGs Greening Our Business — Environment Protection
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	ESG Targets and Progress in Line with SDGs Greening Our Business — Environment Protection — Waste and Discharge Control

Appendix II

HKEX Environmental, Social and Governance Reporting Code Index (Cont.)

Subject Areas, Aspects, General Disclosures and KPIs		Index
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Greening Our Business — Environment Protection — Environmental Management
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in ’000s) and intensity (e.g. per unit of production volume, per facility).	Appendix I: Key Performance Indicators
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Appendix I: Key Performance Indicators
KPI A2.3	Description of energy-use efficiency target(s) set and steps taken to achieve them.	Greening Our Business — Climate Change and Energy Saving — Risk Management
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	ESG Targets and Progress in Line with SDGs Greening Our Business — Environment Protection — Resource Management
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Appendix I: Key Performance Indicators
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer’s significant impacts on the environment and natural resources.	Greening Our Business — Climate Change and Energy Saving Greening Our Business — Environment Protection
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Greening Our Business — Climate Change and Energy Saving Greening Our Business — Environment Protection

Appendix II

HKEX Environmental, Social and Governance Reporting Code Index (Cont.)

Subject Areas, Aspects, General Disclosures and KPIs		Index
B. Social		
Employment and Labor Practices		
Aspect B1: Employment		
General Disclosure	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.	Empowering Our People
KPI B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Empowering Our People — Diversity, Equity, and Inclusion Appendix I: Key Performance Indicators
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix I: Key Performance Indicators
Aspect B2: Health and Safety		
General Disclosure	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.	Empowering Our People — Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each past three years including the report year.	Empowering Our People — Occupational Health and Safety Appendix I: Key Performance Indicators
KPI B2.2	Lost days due to work injury.	Appendix I: Key Performance Indicators
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Empowering Our People — Occupational Health and Safety

Appendix II

HKEX Environmental, Social and Governance Reporting Code Index (Cont.)

Subject Areas, Aspects, General Disclosures and KPIs		Index
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Empowering Our People — Employee Rights and Development — Talent Development
KPI B3.1	The percentage of employees trained by gender and employee category.(e.g. senior management, middle management).	Appendix I: Key Performance Indicators
KPI B3.2	The average training hours completed per employee by gender and employee category.	Appendix I: Key Performance Indicators
Aspect B4: Labour Standards		
General Disclosure	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.	Empowering Our People — Employee Rights and Development — Employment Compliance
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Empowering Our People — Employee Rights and Development — Employment Compliance
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Empowering Our People — Employee Rights and Development — Employment Compliance
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Enhancing Governance — Sustainable Supply Chain
KPI B5.1	Number of suppliers by geographical region.	Enhancing Governance — Sustainable Supply Chain Appendix I: Key Performance Indicators
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Enhancing Governance — Sustainable Supply Chain
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Enhancing Governance — Sustainable Supply Chain
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Enhancing Governance — Sustainable Supply Chain

Appendix II

HKEX Environmental, Social and Governance Reporting Code Index (Cont.)

Subject Areas, Aspects, General Disclosures and KPIs		Index
Aspect B6: Product Responsibility		
General Disclosure	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.	Enhancing Governance — Operational Governance Giving Back to Society — Enabling Clients
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Giving Back to Society — Enabling Clients — Client Engagement Appendix I: Key Performance Indicators
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Giving Back to Society — Enabling Clients — Client Engagement
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Enhancing Governance — Operational Governance — Intellectual Property and Trade Secret Management
KPI B6.4	Description of quality assurance process and recall procedures.	Giving Back to Society — Enabling Clients
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Enhancing Governance — Operational Governance — Information Security
Aspect B7: Anti-corruption		
General Disclosure	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.	Enhancing Governance — Operational Governance — Business Ethics
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Enhancing Governance — Operational Governance — Business Ethics
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Enhancing Governance — Operational Governance-Business Ethics
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Enhancing Governance — Operational Governance — Business Ethics

Appendix II

HKEX Environmental, Social and Governance Reporting Code Index (Cont.)

Subject Areas, Aspects, General Disclosures and KPIs		Index
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Giving Back to Society — Fostering Communities — Community Engagement
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Giving Back to Society — Fostering Communities — Community Engagement
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Giving Back to Society — Fostering Communities — Community Engagement Appendix I: Key Performance Indicators

Appendix II

HKEX Environmental, Social and Governance Reporting Code Index (Cont.)

Climate-related Disclosures		Index
Governance	The governance body(s) or individual(s) responsible for oversight of climate-related risks and opportunities;	Greening Our Business — Climate Change and Energy Saving — Governance
	Management's role in the governance processes, controls and procedures used to monitor and oversee climate-related risks and opportunities.	
Strategy	Climate-related risks and opportunities that could affect the issuer's cash flows, and its access to finance or cost of capital over the short, medium or long term.	Greening Our Business — Climate Change and Energy Saving — Strategy
	The current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain.	Greening Our Business — Climate Change and Energy Saving — Strategy
	How the issuer has responded to, and plans to respond to climate-related risks and opportunities, including how the issuer plans to achieve any climate-related targets it has set, how the issuer is resourcing, and plans to resource the disclosed activities, and the progress of disclosed plans.	Greening Our Business — Climate Change and Energy Saving — Strategy
	Qualitative and quantitative information about current financial effects and anticipated financial effects.	Greening Our Business — Climate Change and Energy Saving — Strategy
	The resilience of strategy and business model to climate-related changes, developments and uncertainties. and how an issuer uses climate-related scenario analysis to assess its climate resilience.	Greening Our Business — Climate Change and Energy Saving — Strategy
Risk Management	The processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks and opportunities;	Greening Our Business — Climate Change and Energy Saving — Risk Management
	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into overall risk management process.	

Appendix II

HKEX Environmental, Social and Governance Reporting Code Index (Cont.)

Climate-related Disclosures		Index
Metrics and Targets	Absolute gross greenhouse gas emissions generated during the reporting period, classified as: • Scope 1, Scope 2, and Scope 3	Appendix I: Key Performance Indicators
	Amount and percentage of assets or business activities vulnerable to and aligned with climate-related transition and physical risks and opportunities.	Greening Our Business — Climate Change and Energy Saving — Strategy
	Amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Greening Our Business — Climate Change and Energy Saving — Strategy Greening Our Business — Climate Change and Energy Saving — Risk Management
	Whether and how the issuer is applying a carbon price in decision-making, and the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions.	Greening Our Business — Climate Change and Energy Saving — Strategy
	Whether and how climate-related considerations are factored into remuneration policy.	Greening Our Business — Climate Change and Energy Saving — Governance
	The qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals;	
	The approach to setting and reviewing each target, and how it monitors progress against each target;	Greening Our Business — Climate Change and Energy Saving — Risk Management
	The performance against each climate-related target and an analysis of trends or changes in the issuer's performance;	Greening Our Business — Climate Change and Energy Saving — Performance and Metrics
	For each greenhouse gas emissions target disclosed, the types and the coverage of the target, the setting approach, and the use of any carbon credits.	

Appendix III

GRI Standard Index

Statement of use	WuXi Biologics has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI Standard	**Disclosure**	**Index**
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
2–1	Organizational details	Company Overview — Introduction
2–2	Entities included in the organization's sustainability reporting	About the Report
2–3	Reporting period, frequency and contact point	About the Report
2–4	Restatements of information	
2–5	External assurance	Appendix VII: External Assurance Report
Activities and works		
2–6	Activities, value chain and other business relationships	Company Overview — Introduction Enhancing Governance — Supply Chain Management
2–7	Employees	Empowering Our People Appendix I: Key Performance Indicators
2–8	Workers who are not employees	Empowering Our People Appendix I: Key Performance Indicators
Governance		
2–9	Governance structure and composition	Enhancing Governance — Corporate Governance
2–10	Nomination and selection of the highest governance body	Enhancing Governance — Corporate Governance
2–11	Chair of the highest governance body	See Annual Report
2–12	Role of the highest governance body in overseeing the management of impacts	Enhancing Governance — Corporate Governance
2–13	Delegation of responsibility for managing impacts	Enhancing Governance — Corporate Governance

Appendix III

GRI Standard Index (Cont.)

2–14	Role of the highest governance body in sustainability reporting	Enhancing Governance — Corporate Governance — Board Statement
2–15	Conflicts of interest	See Annual Report
2–16	Communication of critical concerns	Enhancing Governance — Corporate Governance — Board Statement
2–17	Collective knowledge of the highest governance body	Enhancing Governance — Corporate Governance — Board Statement
2–18	Evaluation of the performance of the highest governance body	Enhancing Governance — Corporate Governance — ESG Governance
2–19	Remuneration policies	See Annual Report
2–20	Process to determine remuneration	See Annual Report
2–21	Annual total compensation ratio	See Annual Report
Strategy, policies and practices		
2–22	Statement on sustainable development strategy	ESG Strategy
2–23	Policy commitments	Enhancing Governance — Business Ethics Enhancing Governance — Sustainable Supply Chain Empowering Our People — Employee Rights and Development — Employment Compliance
2–24	Embedding policy commitments	Enhancing Governance — Business Ethics Enhancing Governance — Sustainable Supply Chain Empowering Our People — Employee Rights and Development — Employment Compliance
2–25	Processes to remediate negative impacts	Enhancing Governance — Operational Governance — Business Ethics

Appendix III

GRI Standard Index (Cont.)

2–26	Mechanisms for seeking advice and raising concerns	Enhancing Governance — Operational Governance — Business Ethics
2–27	Compliance with laws and regulations	Enhancing Governance — Operational Governance — Business Ethics
2–28	Membership associations	Company Overview — Public Recognition
Stakeholder engagement		
2–29	Approach to stakeholder engagement	Enhancing Governance — Corporate Governance — Stakeholder Engagement
2–30	Collective bargaining agreements	Empowering Our People — Employee Rights and Development — Employment Compliance
GRI 3: Material Topics 2021		
3–1	Process to determine material topics	Enhancing Governance — Corporate Governance — Stakeholder Engagement
3–2	List of material topics	Enhancing Governance — Corporate Governance — Stakeholder Engagement
3–3	Management of material topics	Enhancing Governance — Corporate Governance — Stakeholder Engagement
Material Issues		
GRI 202: Market Presence 2016		
202–1	Ratios of standard entry level wage by gender compared to local minimum wage	Empowering Our People — Employee Rights and Development — Employment Compliance Empowering Our People — Diversity, Equity, and Inclusion Appendix I: Key Performance Indicators
202–2	Proportion of senior management hired from the local	Appendix I: Key Performance Indicators
GRI 205: Anti-corruption 2016		
205–1	Operations assessed for risks	Enhancing Governance — Operational Governance — Business Ethics

Appendix III

GRI Standard Index (Cont.)

205–2	Communication and training about anti-corruption policies and procedures	Enhancing Governance — Operational Governance — Business Ethics
205–3	Confirmed incidents of corruption and actions taken	Enhancing Governance — Operational Governance — Business Ethics Appendix I: Key Performance Indicators
GRI 206: Anti-competitive Behavior 2016		
206–1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Enhancing Governance — Operational Governance — Business Ethics
Environment		
GRI301: Materials 2016		
301–1	Materials used by weight or volume	Greening Our Business — Environment Protection — Resource Management Appendix I: Key Performance Indicators
GRI 302: Energy 2016		
302–1	Energy consumption within the organization	Appendix I: Key Performance Indicators
302–3	Energy intensity	Appendix I: Key Performance Indicators
302–4	Reduction of energy consumption	Greening Our Business — Climate Change and Energy Saving Appendix I: Key Performance Indicators
302–5	Reductions in energy requirements of products and services	Greening Our Business — Climate Change and Energy Saving
GRI 303: Water and Effluents 2018		
303–1	Interactions with water as a shared resource	Greening Our Business — Environment Protection — Resource Management
303–2	Management of water discharge-related impacts	Greening Our Business — Environment Protection — Resource Management

Appendix III

GRI Standard Index (Cont.)

303–4	Water discharge	Appendix I: Key Performance Indicators
303–5	Water consumption	Greening Our Business — Environment Protection — Resource Management Appendix I: Key Performance Indicators
GRI 305: Emissions 2016		
305–1	Direct (Scope 1) GHG emissions	Appendix I: Key Performance Indicators
305–2	Energy indirect (Scope 2) GHG emissions	Appendix I: Key Performance Indicators
305–3	Other indirect (Scope 3) GHG emissions	Appendix I: Key Performance Indicators
305–4	GHG emissions intensity	Greening Our Business — Climate Change and Energy Saving Appendix I: Key Performance Indicators
305–5	Reduction of GHG emissions	Greening Our Business — Climate Change and Energy Saving Appendix I: Key Performance Indicators
305–7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Appendix I: Key Performance Indicators
GRI 306: Waste 2020		
306–1	Waste generation and significant waste-related impacts	Greening Our Business — Environment Protection — Waste and Discharge Control Appendix I: Key Performance Indicators
306–2	Management of significant waste-related impacts	Greening Our Business — Environment Protection — Waste and Discharge Control Appendix I: Key Performance Indicators
306–3	Waste generated	Appendix I: Key Performance Indicators
306–4	Waste diverted from disposal	Appendix I: Key Performance Indicators
306–5	Waste directed to disposal	Appendix I: Key Performance Indicators

Appendix III

GRI Standard Index (Cont.)

GRI 308: Supplier Environmental Assessment 2016		
308–1	New suppliers that were screened using environmental criteria	Enhancing Governance — Supply Chain Management
308–2	Negative environmental impacts in the supply chain and actions taken	Enhancing Governance — Supply Chain Management
Society		
GRI 401: Employment 2016		
401–1	New employee hires and employee turnover	Appendix I: Key Performance Indicators
401–3	Parental leave	Empowering Our People — Employee Rights and Development — Employee Engagement
GRI 403: Occupational Health and Safety 2018		
403–1	Occupational health and safety management system	Empowering Our People — Occupational Health and Safety
403–2	Hazard identification, risk assessment, and incident investigation	Empowering Our People — Occupational Health and Safety
403–3	Occupational health services	Empowering Our People — Occupational Health and Safety
403–4	Worker participation, consultation, and communication on occupational health and safety	Empowering Our People — Occupational Health and Safety
403–5	Worker training on occupational health and safety	Empowering Our People — Occupational Health and Safety
403–6	Promotion of worker health	Empowering Our People — Occupational Health and Safety
403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Empowering Our People — Occupational Health and Safety
403–8	Workers covered by an occupational health and safety management system	Empowering Our People — Occupational Health and Safety
403–9	Work-related injuries	Appendix I: Key Performance Indicators
403–10	Work-related ill health	Empowering Our People — Occupational Health and Safety

Appendix III

GRI Standard Index (Cont.)

GRI 404: Training and Education 2016		
404–1	Average hours of training per year per employee	Appendix I: Key Performance Indicators
404–2	Programs for upgrading employee skills and transition assistance programs	Empowering Our People — Employee Rights and Development — Talent Development
404–3	Percentage of employees receiving regular performance and career development reviews	Giving Back to Society — Empowering Our People — Talent Development
GRI 405: Diversity and Equal Opportunity 2016		
405–1	Diversity of governance bodies and employees	Empowering Our People — Diversity, Equity, and Inclusion
405–2	Ratio of basic salary and remuneration of women to men	Appendix I: Key Performance Indicators
GRI 406: Non-discrimination 2016		
406–1	Incidents of discrimination and corrective actions taken	Empowering Our People
GRI 408: Child Labor 2016		
408–1	Operations and suppliers at significant risk for incidents of child labor	Empowering Our People — Employee Rights and Development — Employment Compliance Enhancing Governance — Supply Chain Management
GRI 409: Forced or Compulsory Labor 2016		
409–1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Giving Back to Society — Empowering Our People — Employment Compliance Enhancing Governance — Supply Chain Management
GRI 413: Local Communities 2016		
413–1	Operations with local community engagement, impact assessments, and development programs	Giving Back to Society — Fostering Communities
413–2	Operations with significant actual and potential negative impacts on local communities	Giving Back to Society — Fostering Communities
GRI 414: Supplier Social Assessment 2016		
414–1	New suppliers that were screened using social criteria	Enhancing Governance — Sustainable Supply Chain
414–2	Negative social impacts in the supply chain and actions taken	Enhancing Governance — Sustainable Supply Chain

Appendix III

GRI Standard Index (Cont.)

GRI 416: Customer Health and Safety 2016		
416–1	Assessment of the health and safety impacts of product and service categories	Giving Back to Society — Enabling Clients — Quality Management
416–2	Incidents of non-compliance concerning the health and safety impacts of products and services	Giving Back to Society — Enabling Clients — Quality Management
GRI 417: Marketing and Labeling 2016		
417–1	Requirements for product and service information and labeling	Enhancing Governance — Operational Governance — Responsible Marketing
417–2	Incidents of non-compliance concerning product and service information and labeling	Enhancing Governance — Operational Governance — Responsible Marketing
417–3	Incidents of non-compliance concerning marketing communications	Enhancing Governance — Operational Governance — Responsible Marketing
GRI 418: Customer Privacy 2016		
418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Enhancing Governance — Operational Governance — Information Security

Appendix IV

SASB Index

Issues	Accounting Standards	Encoding	Index
Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index. Description of actions and initiatives for inclusive health care for priority diseases in developing countries. Includes research and development, pricing, public policy development and market impact, manufacturing and distribution, patents and licensing, product donations, and philanthropic activities.	HC-BP-240a.1	Giving Back to Society — Fostering Communities
Drug Safety	(1) Number of recalls issued, (2) total number units of recalled products.	HC-BP-250a.3	Giving Back to Society — Enabling Clients
	Number and type of enforcement actions taken in response to violations of against breaches of good manufacturing practices (cGMP) by the FDA or equivalent institutions in other regions. or equivalent standards, by type.	HC-BP-250a.5	Giving Back to Society — Enabling Clients
Ethical Marketing	Total amount of monetary losses as result of legal proceedings associated with false marketing claims.	HC-BP-270a.1	Enhancing Governance — Operational Governance
Employee Recruitment, Development and Retention	Discussion of talent recruitment and retention efforts for scientists and research and development staff.	HC-BP-330a.1	Empowering Our People
	(1) Voluntary and (2) in voluntary turnover rate for: (a) executives/senior managers, (b) mid-level managers,(c) professionals, and (d) all others.	HC-BP-330a.2	Empowering Our People Appendix I: Key Performance Indicators
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery.	HC-BP-510a.1	Enhancing Governance — Operational Governance

Appendix V

Activities Aligned with UNGC

Areas	Principles	Index
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Empowering Our People — Employee Rights and Development — Employment Compliance
	Principle 2: make sure that they are not complicit in human rights abuses.	
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	
	Principle 4: the elimination of all forms of forced and compulsory labor;	
	Principle 5: the effective abolition of child labor; and	
	Principle 6: the elimination of discrimination in respect of employment and occupation.	Empowering Our People — Diversity, Equity and Inclusion
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;	Greening Our Business
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Enhancing Governance — Operational Governance — Business Ethics

Appendix VI

List of Notes

1. New suppliers refer to the ones contracted after July 2024 and all existing significant suppliers signed both.
2. Water Excellence Stewardship (WES) is an internal water management plan at site specific to manage the water quality, provide employees with safe drinking-water, sanitation and hygiene (WASH), reduce our water use and etc., based on the principle of Measure, Reduce, Reuse and Recycle.
3. PROUD stands for Passion, Reward, Ownership, Unity and Determination.
4. Including but not limited to compliance expert teams in areas such as anti-corruption and anti-bribery, conflict of interest, protection of trade secrets, export control, and economic sanctions.
5. The violations encompass, but are not limited to, corruption and bribery, anti-competition/antitrust, money laundering/insider trading, conflicts of interest, and fraud.
6. COSO refers to The Committee of Sponsoring Organizations of the Treadway Commission.
7. Suppliers in Tier 1 denotes suppliers that directly supply goods, materials or services (including intellectual property/patents) to the Company.
8. The potential risks include human trafficking, discrimination, child labor, slavery and impact on environment as well as local communities.
9. This refers to women, children, persons with disability, third-party contracted labor, and local communities and students.
10. This includes, but not limited to, forced labor, child labor, discrimination and harassment, working condition and freedom of association.
11. The violations encompass, but are not limited to, forced labor, child labor, discrimination and harassment.
12. This includes part-time employees and contractors.
13. This includes DDI, CEIBS Business Online, LinkedIn, and INTUITION.
14. This includes line managers and dotted-line managers.
15. This includes Business indicators and PROUD Competence indicators.
16. Retention rate = 1 - Voluntary employee turnover rate; Voluntary employee turnover rate = Total number of voluntary turnovers/Total number of employees by year-end.
17. The Company partners with insurance institutions to offer discounted commercial insurance packages. Employees can choose to purchase these packages, which include an employee plan as well as a plan for their spouse and children.
18. This includes people in minority groups and people with disabilities.
19. This refers to WuXi Biologics median gender pay gap in China.
20. The latest coverage of ISO certification can refer to our company website. (https://www.wuxibiologics.com/iso-certification-status/)
21. Under the 2015 *Paris Agreement*, nearly 200 countries agreed to limit global warming to no more than 2℃ by 2100, and to aim for a no-more-than 1.5℃ increase. 2℃ or below 2℃ scenarios are the global community's accepted limitation of temperature growth to avoid significant and potentially catastrophic changes to the planet, which can also be referred to as 'Paris Aligned'. Above 2℃ scenarios show a potential situation where this agreement is not met.
22. The RCP scenarios are pathways that the IPCC (Intergovernmental Panel on Climate Change) used in the Fifth Assessment Report (AR5)
23. NOAA. (2013). Climate Model: Temperature Change (RCP 8.5) — 2006–2100.
24. The IEA (International Energy Agency) scenarios are used in its flagship publication, *World Energy Outlook* (WEO), on the global energy system every year.
25. IEA. (2022). Understanding GEC Model scenarios.
26. Under the operational control.
27. Direct greenhouse gas emissions (such as from natural gas and gasoline). The natural gas emission factor is calculated based on GB/T 2589- 2020 and IPCC 2006.
28. Indirect greenhouse gas emissions (from purchased electricity and steam) calculated using location-based and market-based approach.
29. Emissions from activities such as upstream transportation and distribution, downstream transportation and distribution, waste generated in operations, and employee commuting — collectively known as Scope 3 emissions — also contribute to our footprint.
30. Including direct and indirect energy consumption.
31. Including purchased renewable electricity and purchased non-renewable electricity.
32. Including the use of embedded site renewables and purchased green electricity.
33. Refer to GB/T 2589–2020 *General Principles for Calculation of Comprehensive Energy Consumption*, and the *GHG Protocol* released by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Total energy consumption including total renewable energy consumption (24,083 MWh) and total non-renewable energy consumption (365,250 MWh).
34. Applies location-based approach. Scope2 in market-base is 158,207 tCO_2e.
35. This includes 5,279.5 tonnes of waste liquids collected by a qualified third party and discharged off-site as wastewater.
36. Water we use for operations comes from municipal water systems and a small amount for irrigation and road cleaning comes from harvested rainwater, we do not take water from water stressed areas.
37. This includes employees in the Health Care Team.
38. Contractors, project contractors excluded.
39. Average salary comparison between genders = Female employee's average salary/Male employee's average salary × 100%
40. Total employee turnover = Total number of turnovers/Total number of employees by year-end (Retirement included).
41. All operational sites refer to all the sites put into operation before June 30, 2024, so that comprehensive and valid data can be measured. This includes the Wuxi Mashan site, Shanghai Waigaoqiao site, Shanghai Fengxian site (Phase I), Suzhou Biologics site, Hangzhou site, Suzhou Biosafety Testing site, Hangzhou MVP site (MFG14), WuXi XDC Shanghai site, WuXi XDC Wuxi site, and Ireland Dundalk site.

Appendix VII

External Assurance Report

Bureau Veritas Certification

INDEPENDENT ASSURANCE STATEMENT

Introduction and objectives of work

BUREAU VERITAS has been engaged by WuXi Biologics (Cayman) Inc. (hereafter referred as "WuXi Biologics") to conduct an independent assurance to its 2024 Sustainability Report (hereafter referred as "the Report") of WuXi Biologics. This Assurance Statement applies to the related information included within the scope of work described below. This information and its presentation in the report are the sole responsibility of the management of WuXi Biologics. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent verification statements according to the accuracy and reliability of the disclosure of information on the basis of the collection, analysis and management process of the report.

Scope of work

Bureau Veritas verify the accuracy and reliability of the following:

- All environmental, social and governance related data/KPIs and information, and the process and results of materiality assessment included in the report for the report period from January 1, 2024 to December 31, 2024
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported;
- Excluded from the scope of our work is any assurance of information relating to:
  - Activities outside the defined assurance period;
  - Positional statements (statements of beliefs, views, development and vision);
  - Much of the operating financial data in this report is taken from WuXi Biologics annual reporting and accounts, which is separately audited by an external auditor and therefore excluded from the scope of the Bureau Veritas assurance.

Level of assurance

- Reasonable

Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

- Interviews with relevant personnel of WuXi Biologics;
- Review of documentary evidence produced by WuXi Biologics;
- Audit of sampled ESG performance data;
- Assessment of data and information systems for collection, aggregation, analysis and review.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external assurance of the reports, based on current best practice in independent assurance. For this assignment, we have used the verification rules and instructions IASE3000, AA1000AS, refer to the Appendix C2 Environmental, Social and Governance Reporting Code which published by Hong Kong Exchanges and Clearing Limited and evaluation of information of GRI standards principles i.e. Accuracy, Quantitative, Consistency, Completeness, Balance, Clarity, Comparability, Sustainability context, Timeliness and Verifiability.

Conclusions

- Based on onsite verification, the information and data in WuXi Biologics' 2024 Sustainability Report are accurate and reliable, no systemic or substantiality mistake significant impact to the report.

Page 1 of 2

Bureau Veritas Certification

- The information and data disclosed in the ESG report are accurate and reliable. WuXi Biologics collects, organizes the data and information about environmental, social and governance through data information system. During on-site verification, the evidence provided by WuXi Biologics is accurate, reliable and traceable.

Materiality

- The report is compiled based on the Appendix C2 Environmental, Social and Governance Reporting Code by Hong Kong Exchanges and Clearing Limited; the Global Commission on Sustainability Standards (GSSB) GRI standards; the Sustainable Development Accounting Standards Board Foundation (SASB) accounting standards for sustainable development-biotechnology and pharmaceutical industries, and the Task Force on Climate-Related Financial Disclosures (TCFD). And the report had reasonably identified, disclosed the ESG issues and information involved in the company, it is materiality.

Completeness

- The report covers WuXi Biologics and its subsidiaries, it focuses on "A Message from our CEO", "Company Overview", "Enhancing Governance", "Giving Back to Society", "Empowering our People" and "Greening Our Business" and also discloses the company's ESG governance, environmental responsibility, social responsibility and sustainable supply chain which concern from stakeholders.

Responsiveness

- The report basically covers the concerns of stakeholders, fully identifies relevant risks, and objectively describes the measures taken by the company, the results achieved or to be achieved.

Suitability

- The report disclosed the value management activities and achievements of WuXi Biologics in environmental, social and governance, reflected the WuXi Biologics corporate culture, ESG management mechanism, business activities and service characteristics.

Statement of independence, impartiality and competence

The Bureau Veritas Group is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with over 190 years history in providing independent assurance services.

No member of the verification team has a business relationship with WuXi Biologics, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

The Bureau Veritas Group has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Roger Hu	**Fanny Zou**
Assurance Team Leader	**General manager, Certification, I&F China**
2025-03-20	**2025-04-09**

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Further clarifications regarding the verification scope of this statement may be obtained by consulting the organization.
To check this statement validity please call: +86 21 23190306

Page 2 of 2

About the Report

Reporting Scope and Limits

The scope of the Sustainability Report (the present report) is consistent with the Company's annual report. In view of the importance of our business' impact on the environment, the scope of our environmental data includes all operational sites owned and managed by WuXi Biologics (Cayman) Inc.[41]

Reporting Period

This report covers the period from January 1, 2024 to December 31, 2024 (the Reporting Period). To complete the comprehensive suite of data contained in this report, some content considers previous years or extends to the first quarter of 2025.

Reporting Standards

This report is compiled based on the *Environmental, Social and Governance Reporting Code, Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (HKEX); with reference to the Global Sustainability Standards Board (GSSB) GRI Standards; International Sustainability Standards Board (ISSB) International Financial Reporting Standards (IFRS) S2 Climate-related Disclosures; and the Sustainable Development Accounting Standards Board Foundation (SASB) Accounting Standards for Sustainable Development — Biotechnology and Pharmaceutical Industries; The Ten Principles of the United Nations Global Compact.*

Indicators Selection

The indicators in the report were selected and elaborated on following the principles of "materiality, quantitative measurement, balance, and consistency" as described further below, to disclose performance of the material issues. Continuous updates and optimization of the disclosure indicators will be provided in subsequent reports.

Materiality: WuXi Biologics uses the stakeholder engagement mechanism and materiality assessment matrix to identify corporate and social responsibility issues that are material or relevant to the Company and its stakeholders.

Quantitative Measurement: WuXi Biologics embodies the quantitative principle by disclosing measurable key performance indicators.

Balance: WuXi Biologics presents its work in the environmental, social and governance aspects in a fair and objective manner in this report.

Consistency: WuXi Biologics has adopted a consistent approach to data disclosure and data comparison across time periods covered by the report, and has noted the changes in statistical methods and key performance indicators.

Explanation of Terms

For clarity of presentation and ease of reading, "WuXi Biologics (Cayman) Inc." is also referred to in this Report as "WuXi Biologics", "the Company" or "we".

Sources and Reliability

The qualitative and quantitative information used in this report comes from WuXi Biologics' publicly available information, internal documents and related statistical data. The Company's Board of Directors guarantees that this report is free from any misrepresentation or misleading statements, and is responsible for the truthfulness, accuracy and completeness of its contents.

Confirmation and Approval

This report was approved by the Board of Directors on March 25, 2025, following confirmation by management.

Report Access

The online version of this report is available for download on the website of Hong Kong Exchanges and Clearing Limited (www.hkexnews.hk) and that of WuXi Biologics (www.wuxibiologics.com).

WuXi Biologics
Global Solution Provider

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