WuXi Biologics
Global Solution Provider

Sustainability Report 2025

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

2025 Highlights 4

Company Overview 5

Sustainability Strategy 20

ESG Targets and Progress in Line with SDGs 21

Enhancing Governance 25

Corporate Governance 26
Operational Governance 33
Sustainable Supply Chain 49

Giving Back to Society 55

Enabling Clients 56
Fostering Communities 63

Empowering Our People 71

Inclusive and Ethical Workplace 72
Talent Attraction and Development 76
Employee Engagement and Well-being 82
Occupational Health and Safety 85

Greening Our Business 90

Climate Change and Energy Saving 91
Environmental and Natural Resources Stewardship 113

Appendix 124

About the Report 152

A Message from Our CEO

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

Under our CRDMO+ strategy, we continued to advance the “Follow and Win the Molecule” in 2025, and furthered our success at becoming the partner of choice for biopharmaceutical innovators and multinational corporations, supported by our world-class quality systems, deep technical capabilities and operational excellence. By shortening the timeline from molecules to patients, we enable innovative biologics to reach patients faster, more broadly, and more reliably — driving equitable access to healthcare worldwide. As a recognized leader in sustainability, we are committed to working collaboratively with all stakeholders to create positive social and environmental impacts, empowering our global clients through end-to-end Green CRDMO solutions, and amplifying responsible practices across the entire value chain.

Guided by a comprehensive sustainability strategy, WuXi Biologics has put in place robust corporate governance structures and well-defined management processes, and, in alignment with the United Nations Sustainable Development Goals (SDGs), has established science-based, measurable ESG target matrix and detailed roadmaps to monitor performance and enable continuous improvement.

WuXi Biologics is committed to open and transparent engagement with stakeholders, and to building long-term, trusted partnerships. As an active participant of the Pharmaceutical Supply Chain Initiative (PSCI), we adhere to PSCI principles across Ethics, Labor and Human Rights, Health and Safety, Environment, and Management Systems, and collaborate with global suppliers to promote responsible practices. In 2025, our achievement of ISO 20400 Sustainable Procurement certification attested to the resilience of the Company’s supply chain.

We highly value the contributions of the Company’s global employees and are unreservedly proud of our diverse, highly professional talent base representing 51 nationalities. Our strong support of the development of women in the fields of Science, Technology, Engineering and Mathematics (STEM) is evidenced by the fact that 54% of our STEM positions are held by women, well above the industry average.

By leveraging our core technology capabilities, we enable global partners to develop innovative treatments for patients, which is central in our effort to achieve positive social impacts. Of particular note is our focus on rare diseases. As of the end of 2025, there were 23 rare disease projects on our platform. In May 2025, our partner CANbridge Pharmaceuticals successfully received approval from the National Medical Products Administration (NMPA) for velaglucerase-beta for injection (Gaurunning®) for the treatment of Gaucher Disease, marking a significant breakthrough for both CANbridge Pharmaceuticals and WuXi Biologics in advancing innovative rare disease therapies.

Another vital part of our concerted efforts to generate positive social outcomes is a steadfast dedication to community engagement in the areas around the world where we operate. In 2025, our employees recorded over 12,000 volunteer hours in local communities.

Building planetary resilience starts with responsible decisions made today. WuXi Biologics recognizes that safeguarding the environment is essential to the well-being of future generations. Guided by this belief, we continue to strengthen our environmental stewardship through climate change actions, resource efficiency, circular economy practices, ecosystem protection, and green innovation.

In 2025, WuXi Biologics introduced a new and ambitious greenhouse gas emission target matrix that was validated by the Science Based Targets initiative (SBTi). The Company also achieved its water management target of reducing water consumption intensity by 30% from the 2019 baseline and rolled out its Water Excellence Stewardship (WES) program across 10 sites. To support broader industry sustainability, we published the *WuXi Biologics Green CRDMO White Paper*, detailing our green research, development and manufacturing practices, and highlighting energy-saving and carbon-reduction outcomes enabled by green operations.

To drive continuous improvement for operational excellence, WuXi Biologics Business System (WBS) applies lean management principles and integrates with our sustainability strategy. In 2025, over 95% of Kaizen projects completed under WBS generated measurable ESG benefits, including reductions in carbon emission, water consumption and waste generation.

Over the years, WuXi Biologics' consistent efforts to promote sustainable development have received notable recognition from leading global ESG rating agencies. These recognitions include an AAA MSCI ESG Rating; an EcoVadis Platinum Medal; inclusion in the Dow Jones Best-in-Class Indices (formerly Dow Jones Sustainability Indices); CDP "A List" status for Climate Change, Water Security, and Supplier Engagement Assessment; the highest negligible-risk ESG rating by Sustainalytics; inclusion in the FTSE4Good Index Series; a "Prime" designation from ISS ESG Rating; and inclusion in the Hang Seng Corporate Sustainability Benchmark Index.

Looking ahead to 2026 and beyond, we will build on our strong momentum to accelerate growth, driven by robust research, development and manufacturing capabilities. With sustainability at the core of how we innovate, operate, and grow, WuXi Biologics will continue to empower global clients to bring life-changing therapies to patients worldwide, while delivering long-term value and shared success for all stakeholders in pursuit of a healthier future.

Dr. Zhisheng Chen
Chief Executive Officer
Chairman of ESG Committee

2025 Highlights

Enhancing Governance

ESG Committee
Comprised of four board members led by CEO

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

ISO 20400
Sustainable procurement management certification

Giving Back to Society

945
Integrated projects

46
Passed inspections by global regulatory agencies

1,800+
Passed client quality audits

23
Integrated projects of rare disease on the platform

12,330
Employee volunteer hours for community

Empowering People

45%
Managerial positions held by female employees

54%
STEM positions held by female employees

51
Nationalities of our employees

79
Hours of training per employee

ISO 45001
Occupational health and safety management certification

Greening Our Business

New SBTi Target matrix
Near-Term, Long-Term and Net-Zero Targets

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

32%
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

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

Free cash flow reached RMB 2.3 billion, increasing over 70% YoY

A record-high of 945 integrated projects, with 74 late-stage and 25 commercial projects

Industry-leading expertise and proven excellence in mAbs, bispecific/multispecific antibodies, and ADC development

Introduction

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

With over 13,000 employees in China, the United States, Ireland, Germany, and Singapore, including experts and scientists in biologics R&D and manufacturing, technology innovation, and operational excellence, WuXi Biologics leverages its technologies and expertise to deliver efficient, cost-effective, and scalable biologics solutions tailored to meet clients' needs. By embedding digital capability and infrastructure across the full biopharmaceutical value chain, the Company turns data, computation, and prediction into transparent client experience, faster development, intelligent operations, and more efficient manufacturing.

WuXi Biologics regards sustainability as the cornerstone of long-term business growth. The Company continuously drives green technology innovations to offer advanced end-to-end Green CRDMO solutions for its global partners while consistently achieving excellence in ESG. Committed to creating shared value, it collaborates with all stakeholders to foster positive social and environmental impacts and promote responsible practices that empower the entire value chain.

Revenue

21.8 billion RMB

Gross Profit

10.0 billion RMB

Public Recognition

WuXi Biologics has received 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	2018–2025
IMAPAC	CDMO of the Year — Asia Pacific	2025
IMAPAC	Best Biologics CDMO Award: Bioprocessing	2025
IMAPAC	Best Biologics CDMO in Greater China Region	2025
Frost & Sullivan	Customer Value Leadership for Global Biologics CRDMO	2025
Ireland Operational Excellence Awards	Operational Excellence in Life Sciences Award	2025

EMPLOYER BRANDING

51job	Employer Excellence	2025
51job	Excellence in Global Talent Management	2025
sHero	Prime Employers for Women Award	2022–2025

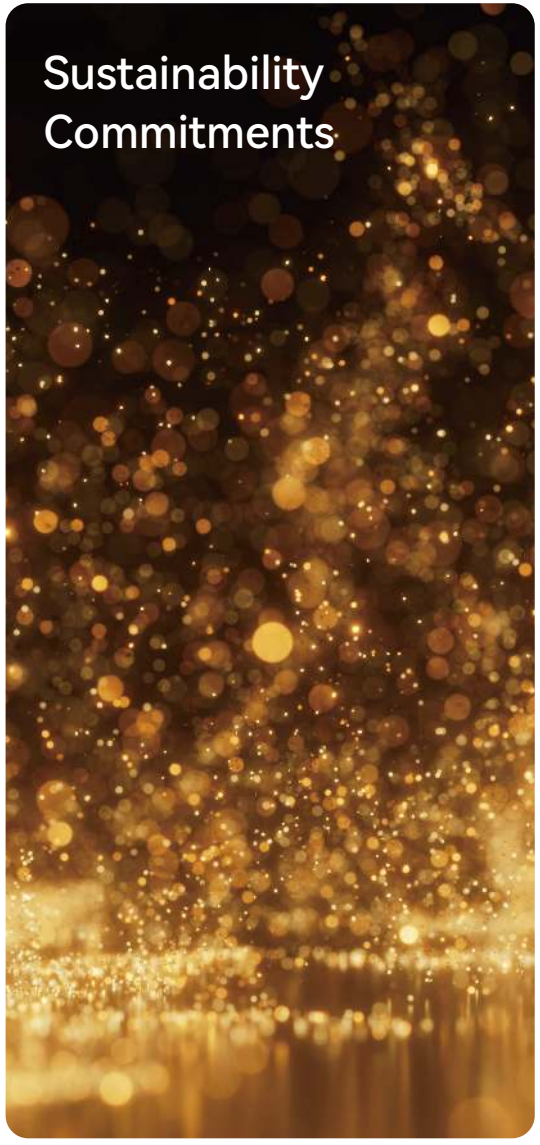
SUSTAINABILITY EXCELLENCE

HERA	Outstanding ESG Disclosure Award	2025

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

Top 1% Corporate Sustainability Assessment (CSA) 2025 Score	Ranked in Global Top 1% in Corporate Sustainability Assessment by S&P Global, with inclusion into *Sustainability Yearbook*	2023-2025
	Included in S&P Dow Jones Best-in-Class Indices (formerly the S&P Dow Jones Sustainability Indices)	2023-2025
MSCI ESG RATINGS AAA	Received the highest AAA rating from MSCI ESG Ratings	2023-2025
	Included in MSCI Selection Index (formerly the MSCI ESG Leaders Index)	2023-2025
PLATINUM Top 1% ecovadis JAN 2026	Awarded a distinguished Platinum Medal in recognition of sustainability achievements	2023-2026
Sustainalytics Industry ESG Leader / Sustainalytics Regional ESG Leader	Granted the highest "negligible-risk" rating along with recognition as industry ESG Leader and regional ESG Leader	2023-2026

Corporate ESG Performance Prime RATED BY ISS ESG	Earned Prime Recognition from ISS ESG Corporate Rating for industry-leading sustainability transparency and performance	2023-2025
FTSE4Good	Selected as a Constituent of the FTSE4Good Index Series for the fifth year	2021-2025
CDP A List 2025 CDP A List 2025	CDP A List: Climate Change Water Security Supplier Engagement Assessment	2023-2025
恒生指數 HANG SENG INDEXES	Listed in the Hang Seng Corporate Sustainability Benchmark Index, Hang Seng ESG 50 Index	2023-2025



Sustainability Commitments

WuXi Biologics' continuous fulfillment of sustainability commitments earns global recognition.

Participant of the United Nations Global Compact (UNGC), demonstrating robust dedication to sustainability

Included in UNGC *20 Case Examples for 20 Years: Private Sector's Sustainable Development in China*

Validated SBTi near-term, long-term and net-zero targets, a new milestone towards net-zero

Committed to PSCI principles to promote a responsible supply chain

Committed to the United Nations Women's Empowerment Principles (WEPs) to further enhance gender equality in the workplace

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
ISO 20400	Sustainable Procurement
ISO 13485	Medical Device Quality Management

WuXi Biologics Advancing Global Healthcare Access through its CRDMO Platform

"Every biologic can be made"

Health is a shared aspiration of humankind, and advancing equitable access to healthcare is fundamental to safeguarding basic human rights and supporting global public health. According to the World Health Organization (WHO)[1], an estimated 4.5 billion people (representing more than half of the global population) fail to receive the health services they need, and 2 billion people suffer financial hardship because of paying for out-of-pocket health care. In developing countries, pharmaceuticals account for approximately 20–60% of total health expenditure, and as much as 90% of people rely on out-of-pocket payments for medicines. As a result, medicines remain a major financial burden for most individuals and government budgets around the world[2].

Against this backdrop, WuXi Biologics recognizes that improving healthcare accessibility amid global challenges — such as high biologics R&D costs, complex manufacturing processes, and supply chain resilience risks — requires systematic, industrywide solutions. This underscores our firm support for the "Good Health and Well-Being" of the United Nations Sustainable Development Goals (UN SDGs) We believe that by building a globalized, large-scale, and end-to-end integrated CRDMO platform, we can help shorten the timeline "from molecule to patients," enabling breakthrough biologics to reach those in need more rapidly, more broadly, and more equitably, ultimately benefiting-patients worldwide.

A Globalized, Large-Scale CRDMO Platform Strengthening the Foundation of Healthcare Access

End-to-End Empowerment: Lowering the Barriers to Innovation and Expanding the Boundaries of Biologics Access

WuXi Biologics has built an end-to-end integrated CRDMO platform that provides seamless Contract Research (R), Development (D) and Manufacturing (M) services for more than 1,000 global partners, including all of the world's Top 20 pharmaceutical companies. By offering fully connected capabilities across R/D/M, the platform accelerates "concept-to-commercialization" progress, significantly lowers technological and capital barriers in biologics R&D, and enables more innovative therapies to reach clinical stages faster for the benefit of patients worldwide.

By the end of 2025, the Company's integrated platform supported a total of 945 projects, more than half of which involved complex modalities such as bispecific/multispecific antibodies and antibody-drug conjugates (ADCs). These molecules focus on therapeutic areas — including oncology, autoimmune diseases, infectious diseases and rare diseases — addressing unmet clinical needs and expanding the supply of high-quality therapeutics from the source. Through these efforts, WuXi Biologics supports industry innovation while driving tangible patient benefits and broader healthcare advancement.

World-Class Quality System: The Cornerstone of Healthcare Access

Quality stands at the core of WuXi Biologics' competitive advantage. By the end of 2025, the Company had successfully passed 46 inspections by global regulatory authorities, including 22 conducted by the U.S. Food and Drug Administration (FDA) and the European Medicines Agency (EMA). The Company has also maintained a 100% success rate in all Pre-License Inspections (PLI), demonstrating its industry-leading compliance capabilities. In addition, WuXi Biologics has passed more than 1,800 Good Manufacturing Practice (GMP) quality audits led by clients, including over 230 audits by EU Qualified Persons.

By the end of 2025, the Company operates 15 GMP-certified drug substance and drug product facilities within its global network, with 136 facility license approvals and 100% success in GMP inspections. Our robust and mature quality system accelerates global regulatory submissions and approvals for partners, helping to avoid delays that could prolong patient wait time and impact treatment access.

From Molecule to Patients: Turning Speed into Life-Saving Impact

WuXi Biologics enables its global partners to accelerate the timeline from DNA to Investigational New Drug (IND) submission to 6 months, compared with the industry average of 10 to 12 months, and reduce the period from IND to Biologics License Application (BLA) to 15 months, compared with the industry average of 24 to 36 months. Through agile project execution, the Company can initiate client projects within 4 weeks, complete the full transition from technology transfer to Process Performance Qualification (PPQ) in just 3.5 months, and achieve GMP-compliant manufacturing readiness within 4 months. International sample delivery can be completed within 2.5 weeks, ensuring seamless continuity throughout the development journey.

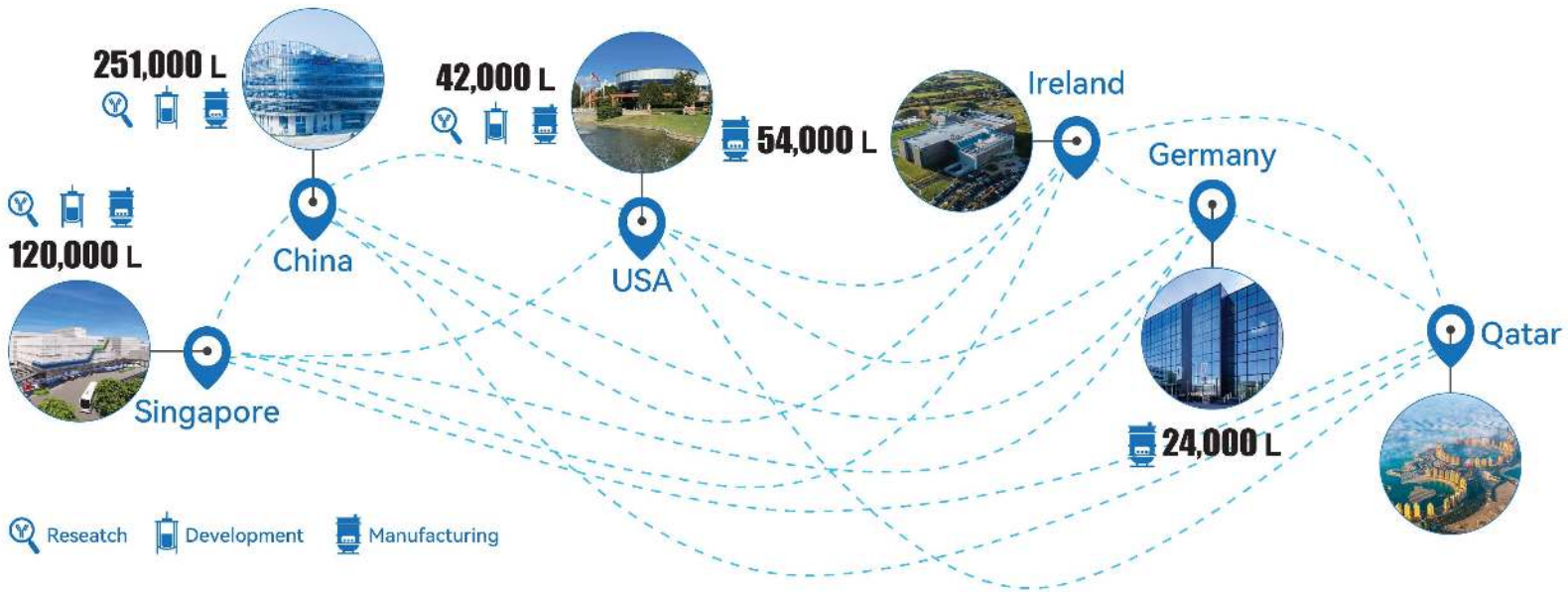
By significantly shortening the overall cycle from research to clinical development and ultimately commercial launch, WuXi Biologics enables innovative therapies to reach patients at an unprecedented pace. This acceleration supports global partners in bringing life-changing biologics to patients sooner, expanding timely access to advanced treatments and brining renewed hope for improved health outcomes worldwide.

Global Resilience Network: Safeguarding Stable and Reliable Access to Biologics

WuXi Biologics has established an integrated global network comprising five research centers, eight development centers, and eight manufacturing centers across key markets, including China, Ireland, the United States, Singapore, and Germany, with future expansion planned into Qatar. The Company's total planned manufacturing capacity exceeds 500,000 liters, with close to 50% of capacity located outside of China, enabling deep localized coverage in strategic markets.

Leveraging its multi-regional and localized production footprint, WuXi Biologics streamlines supply chain pathways by capitalizing on regional industrial cluster advantages. Combining that with diversified supply chain management, dynamic allocation of safety stock, and an ISO 22301 certified Business Continuity Management System (BCMS), the Company consistently achieves 100% on-time delivery of products. This robust system strengthens supply reliability for partners worldwide and provides uninterrupted access to high quality biologics in all served regions.

Through the implementation of its Global Dual Sourcing strategy, WuXi Biologics ensures that identical products can be manufactured by multiple qualified facilities in accordance with regulatory requirements. This significantly enhances the accessibility of biologics across different geographies.



China: In locations including Shanghai, Wuxi, Suzhou, Hangzhou, Shijiazhuang and Chengdu, we have established an efficient capacity matrix that reinforces the core foundation of global biologics research, development, and manufacturing capabilities.

United States: With the Worcester site under construction in Massachusetts, and the Cranbury site in New Jersey and Research Service Center in Boston, advanced innovative resources are integrated to better serve global clients.

Ireland: Rooted in the mature local industrial ecosystem, the Dundalk site has been further integrated into the global biologics supply hub and has successfully supported clients in securing EMA approval for commercial manufacturing.

Germany: The Wuppertal site plays a key strategic role in shaping our European footprint, enhancing overall regional capacity.

Singapore: The integrated CRDMO center under construction will be deeply embedded in the Asia-Pacific biopharmaceutical ecosystem.

Industry Leading Innovative Technologies: Accelerating Access to Biologics

We continue to enhance our core technology platforms, leveraging a suite of innovative solutions that enable high quality, affordable, and sustainable access to biologics from the very beginning of drug development.

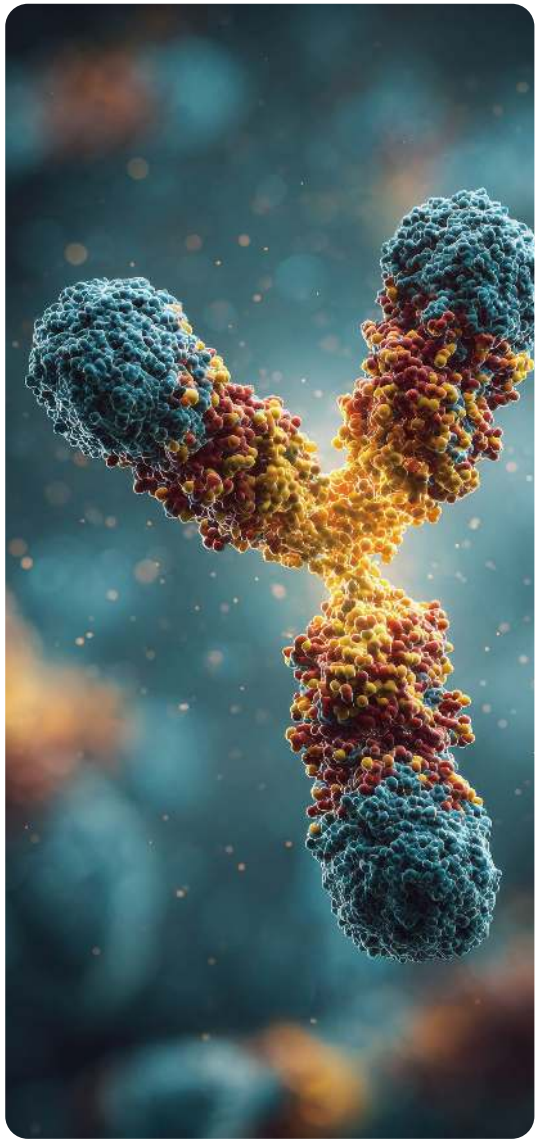
In the field of antibody discovery, WuXi Biologics has established multiple core platforms. Notably, as bi-specific antibodies (bsAbs) spearhead a new era of biologics research and development, our proprietary WuXiBody™ platform efficiently assembles bsAb structures while maintaining parental monoclonal antibody efficacy and developability. This platform streamlines discovery workflows and shortens development timelines by 6 to 18 months. The WuXiHybrid™ hybridomamonoclonal antibody technology platform has been continuously upgraded to address critical technical bottlenecks, significantly enhancing the quality and speed of novel antibody drug development. Together, these two core antibody technology platforms address long-standing challenges related to efficiency, cost, and technical barriers in the development of monoclonal and bi-specific antibodies, broadening therapeutic availability and strengthening the industry's ability to respond to urgent clinical needs.

Cell line development marks the beginning of the CMC (Chemistry, Manufacturing, and Controls) process for biologics development. Enabled by targeted integration technique, the WuXia™ TrueSite platform has achieved an average mAb titer 8.0+ g/L with over 99% of clonal cell lines maintaining stable protein expression after passaging for 60 generations, and shortened cell line development to 2.5 months (from 4 to 5 months), creating a fast lane for highly innovative therapeutics to advance into clinical development.

WuXi Biologics integrates Single Use Technology (SUT) with its ultra-high productivity continuous bioprocessing platform WuXiUP™ and its ultra intensified fedbatch production platform WuXiUI™, applying Process Analytical Technology (PAT) for real time monitoring to ensure stable product quality while substantially increasing-yield. These innovations significantly reduce production costs, thereby further enhancing the affordability of biologics.

We are also improving drug accessibility through progresses in drug delivery routes. Solutions such as WuXiHigh™, hyaluronidase-enabled-coformulations, and wearable injectors support high-dose administration, providing greater convenience for oncology patients and helping shift treatment from inpatient settings to self-administration, further enhancing the treatment experience and improving medication convenience for patients.

WuXi Biologics embeds digital innovation across the entire biologics R/D/M lifecycle. Tools such as our one-stop client portal and PatroLab™ digital twin platform increase transparency and efficiency throughout R&D and manufacturing. These capabilities enable innovative therapies to reach patients faster and with higher quality, providing critical time advantages in accessing life-changing treatments.



From Global Public Health Response to Individual Care Safeguarding Global Health

Rapid Response to Public Health Emergencies

In the face of unforeseen public health crises, WuXi Biologics embeds the principle that "speed is life" into its operational mindset. Through dexterous coordination of global resources, we translate technological agility into an accessible lifeline for patients, safeguarding critical windows for epidemic prevention and control with uncompromising efficiency.

Contributing to the Global Fight Against COVID-19

During the COVID-19 pandemic, more than 3,000 WuXi Biologics scientists and researchers were engaged in the research, development, and manufacture of COVID-19 projects. Over the course of the pandemic, we supported more than 35 COVID-19 neutralizing antibody IND submissions with a 100% approval rate, and contributed to 8 programs that successfully obtained Emergency Use Authorization (EUA) or BLA approvals. The total delivered quantity of COVID-19 neutralizing antibodies exceeded 3,000 kilograms. We also supported our client Vir/GSK in achieving an industry milestone by completing the DNA to IND transition in just 2.5 months and the DNA to EUA process in only 14 months.

WuXi Biologics served as a key manufacturing partner for AstraZeneca's COVID-19 vaccine. Among the more than 2.8 billion vaccine doses supplied by AstraZeneca to over 180 countries worldwide, half of the drug substance was produced by WuXi Biologics. Plus, during the COVAX initiative — led by the WHO to expand equitable global access to COVID-19 vaccines — WuXi Biologics provided approximately 50% of the AstraZeneca Vaccines' drug substance supplied to the initiative, contributing significantly to global public health protection and safety.

Building Public Health Defense Against Dengue

WuXi Biologics has partnered with Instituto Butantan and Fundação Butantan in Brazil to support the scaled commercial manufacturing for the dengue vaccine Butantan-DV.

Developed over a 15-year period, Butantan-DV requires a stringent manufacturing process that spans cell culture, active pharmaceutical ingredient (API) production, formulation, filling, re-sealing, and lyophilization. The entire production cycle takes approximately 2 months and involves more than 200 skilled professionals. As of January 2026, Brazil has initiated vaccinations with the Butantan-DV single-dose vaccine.

WuXi Vaccines, the subsidiary of WuXi Biologics will provide end-to-end services to Instituto Butantan and Fundação Butantan including drug substance and drug product manufacturing and quality control for the 5-dose vaccine. The partnership will rapidly scale up vaccine capacity to help protect Brazil's population from dengue. The fill-and-finish facility serving this project has received GMP certification from the Brazilian Health Regulatory Agency (ANVISA).

To combat the severe dengue situation — where cumulative cases reached 8 million and fatalities approached 8,000 across Brazil in 2024 and 2025[3] — the collaboration will significantly enhance local public health protection and support broader, more convenient, and community-level access to preventive dengue treatment.

Care for Rare: Where Innovation Reaches the Underserved

By the end of 2025, WuXi Biologics has supported a total of 23 rare disease-related projects, contributing to the successful commercialization of three therapies.

Enabling the Amicus Pompe Disease Therapy Pombiliti™ (cipaglucosidase alfa)

Pombiliti™ originated from an initial idea from client, and was developed on the WuXi Biologics platform from 2012. Enabled by the Company's leading integrated technology platforms and exceptional manufacturing capabilities, the therapy received EMA and FDA approvals in 2023, achieving successful commercialization.

Pompe disease is an inherited lysosomal disorder caused by a deficiency of the enzyme acid alpha-glucosidase (GAA). The condition leads to progressive failure of critical organs, including skeletal muscles, cardiac muscles, and respiratory muscles, ultimately posing life-threatening risks.

Pompe disease encompasses infantile onset and late-onset forms, with an overall estimated incidence of approximately 1 in 40,000 — a figure likely to rise with the advancement of diagnostic screening[4]. For families affected by Pompe disease, the approval and availability of Pombiliti™ represent not only the launch of a treatment, but also a milestone signifying wider recognition and acceptance of the disease within global healthcare systems.

As of the September of 2025, the combination therapy including Pombiliti™ has been reimbursed in 15 countries, with an additional 10 countries added in 2025, providing access to treatment for approximately 2,400 patients.

Enabling CANbridge Pharmaceuticals Innovative Velaglucerase-beta for Injection (Gaurunning®) for Gaucher Disease

Enabled by WuXi Biologics' industry-leading integrated technology platform, velaglucerase-beta for injection successfully advanced from concept to commercialization in May 2025.

Gaucher disease is a rare inherited genetic lysosomal storage disorder characterized by such clinical manifestations as hepatosplenomegaly, anemia, bone pain, and neurological symptoms, which can be life-threatening in severe cases. Gaucher disease has been included in China's *First List of Rare Diseases*, and it is estimated that the global prevalence of the disease is 0.7 to 1.75 per 100,000 people[5].

Leveraging WuXi Biologics' proprietary WuXiUP™ platform achieved significant improvements in both yield and quality for velaglucerase-beta for injection. By the end of 2025, the therapy was included in *China's First Commercial Insurance Innovative Drug List* (effective 2026), substantially enhancing treatment accessibility and affordability for patients living with Gaucher disease.

Community Health Support: Extending Healthcare Accessibility to the “Last Mile”

WuXi Biologics advances healthcare equity by combining its core CRDMO capabilities with targeted community health initiatives, focusing on the needs of vulnerable populations and strengthening the resilience of local health systems. Through efforts in emergency response, primary healthcare reconstruction, disease assistance, and community health support, the Company continuously contributes to the enhancement of local public health infrastructure, extending healthcare accessibility to the “last mile”.

Post-disaster System Rebuilding in Henan

In July 2021, following the severe flooding in Henan Province, WuXi Biologics and the WuXi Biologics Charity Foundation donated RMB 10 million through the China Foundation for Poverty Alleviation to support emergency relief efforts. During the post-disaster reconstruction phase, the Company focused on supporting the rebuilding of seven rural clinics, helping affected primary healthcare facilities resume essential medical services as quickly as possible and ensuring that villagers continued to have access to basic healthcare after the disaster.

Post-earthquake Medical Reconstruction in Minhe County, Qinghai

From late 2023 to early 2024, earthquakes struck counties in Gansu and Qinghai provinces. In the recovery phase, WuXi Biologics supported the construction of seven community health stations in Minhe County, Qinghai, equipping them with essential medical devices to serve approximately 9,000 residents and helping rebuild the primary healthcare service system in the affected communities. In addition, we collaborated with the China Foundation for Rural Development and 16 Chinese Volunteer Doctors to conduct free medical consultation activities, providing services for over 890 patient visits. Through on-site medical services, health consultations and training sessions for village doctors, the initiative systematically strengthened post-disaster community healthcare accessibility and local healthcare capacity.

Major Illness Assistance in Dingri County, Xizang

On January 7, 2025, a magnitude 6.8 earthquake struck Dingri County in Shigatse City, Xizang, resulting in significant casualties. WuXi Biologics mobilized a donation of RMB 1 million to support disaster relief efforts in the affected areas. The funds were also used to provide medical subsidies for low-income patients suffering from severe illnesses, helping alleviate their financial burden and reducing the risk of impoverishment caused by medical expenses.

Community Support Actions Following Hong Kong Fire Incident

Following the fire incident at Hong Fu Court in Tai Po, Hong Kong, in November 2025, WuXi Biologics and its subsidiary WuXi XDC jointly donated HKD 10 million as designated emergency relief funds. The funds were allocated to critical needs, including medical treatment for affected individuals, emergency shelter, essential supplies, and post-disaster recovery. Among these efforts, medical support is one of the key focus areas, with resources aimed at ensuring timely access to medical services such as clinical services and psychological support. This comprehensive and multi-layered assistance contributed to restoring normal community life and safeguarding the physical and mental well-being of affected residents.

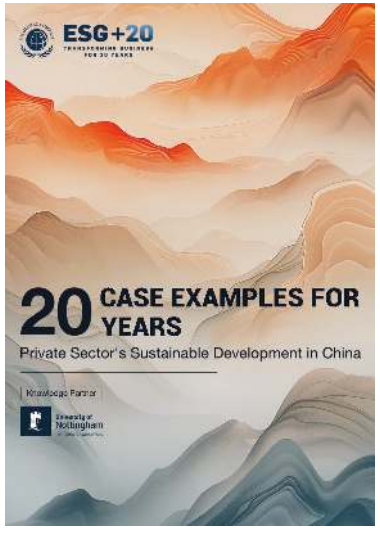
For Patients. For the Planet.

A Green CRDMO Leader

Empowering Global Clients with End-to-End Sustainable Solutions

Since its founding, WuXi Biologics' aim has been to actively contribute to advancing industry progress by pioneering the development of innovative technology platforms and encouraging the evolution of sustainable practices. Ultimately, we aim to empower our global partners and make high-quality biologics more accessible and affordable for patients worldwide.

As a global leading Green CRDMO, we consistently drive the eco-friendly and low-carbon transformation of the global biopharmaceutical industry. Within the Company, we incorporate green concepts across every aspect of our business, encompassing Green Research, Green Development, Green Manufacturing, and Green Operations. This strategy is seamlessly integrated across 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 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.



Titled "Leading in Green Biologics Solutions for a Healthier Future", our Green CRDMO solution was successfully selected by the UNGC to be featured as one of the best 20 cases of sustainable development over the past 20 years. It was the only case chosen from the pharmaceutical industry.

Biologics Green Research

Built on proprietary technology platforms, WuXi Biologics' full spectrum of biologics discovery services are offered for the generation, characterization, engineering, optimization, and selection of high-potency next-generation antibodies.

WuXiHybrid™

In the field of monoclonal antibodies (mAbs), we have established a world-class hybridoma platform WuXiHybrid™, which 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, WuXiHybrid™ employs the most appropriate immunization strategy, and the optimized electrofusion technology to markedly improve hybridoma cell fusion rate. It also employs high-throughput multifunctional comprehensive screening methodology and automated equipment to break through the traditional hybridoma screening process, significantly improving the screening positive rate and shortening the screening period. The process not only saves time and labor costs but also reduces resource consumption and liquid waste generation.

WuXiBody™

In the field of bsAb and multi-specific antibody, the WuXiBody™ platform enables the bsAb generation in various formats and valences (1+1, 1+2, 2+2) to meet a wide range of biological needs. It allows for the effortless assembly of over 90% of mAb pairs into bsAb structures, while retaining efficacy comparable to their parental mAb and exhibiting developability properties on par with mAb, 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. The platform also mitigates stringent environmental maintenance conditions, such as temperature and humidity control. By simplifying the discovery and development of bsAb, and shortening timelines by 6–18 months, WuXiBody™ not only enhances efficiency but also significantly reduces environmental impact through lowered demand for natural resources and energy in maintaining the environmental conditions.

Biologics Green Development

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. Those robust and flexible biologics process development platforms can support diverse therapeutic modalities while delivering high quality, cost efficiency, manufacturing flexibility, and fewer environmental impacts.

WuXia™

Cell line development marks the beginning of the CMC process for biologics development. Starting from the DNA or amino acid sequences provided by clients, WuXi Biologics leverages its WuXia™ Cell Line Development Platform to deliver high-yielding, high-quality, and stable cell lines for downstream process development and manufacturing activities, accelerating our partners' IND filings. WuXia™ employs proprietary CHO-K1 cell lines, which have demonstrated the ability to achieve titers matching or exceeding industry benchmarks within shorter timeframes.

Furthermore, WuXia™ minimizes antibiotic usage during cell line development, enhancing biosafety while reducing environmental impacts from waste discharge. In addition to accelerated timeline that enables CMC development within six months, the platform also works well with our other proprietary platforms such as WuXiUP™ and WuXiUI™ to enhance productivity and reduce cost.

WuXia™ TrueSite

As the fourth generation of WuXia™, TrueSite TI™ drives greater efficiency and quality with cutting-edge innovations. It has achieved an average mAb titer exceeding 8.0 g/L, supporting high-yield commercial manufacturing. It also significantly improves pool and clone quality consistency.

Over 99% of the platform's clonal cell lines have maintained stable protein stability after passaging for 60 generations, mitigating the risk of titer drop during scale-up manufacturing to over 20,000 L.

While TrueSite TI™ has proved to be ideal for mAb development, it has also demonstrated strong applicability to complex biologics, including bsAb, Fc-fusion proteins, and Fab fragments. By streamlining process development workflows, TrueSite TI™ provides clients with an industry-leading 6-month IND timeline, enabling fast clinical trials for breakthrough therapeutics.

WuXiUP™

The WuXiUP™ platform is an intensified perfusion culture process developed as a next-generation biomanufacturing solution that provides high-yield, high-quality drug products while being highly flexible and cost-effective. The platform adopts continuous harvest to greatly reduce the product residence time, leading to high product quality. On top of increasing the productivity by 10 to 20 times, WuXiUP™ also significantly reduces resin usage that can allow for lower carbon footprints in facilities.

WuXiUI™

WuXiUI™ introduces an ultra-intensified fed-batch strategy for highly improved upstream productivity and cost-effective commercial manufacturing. It leverages an innovative cell culture bioprocess with ultra-high seeding density and intermittent-perfusion fed-batch to achieve 3 to 8-fold higher productivity than traditional fed-batch processes while maintaining desirable product quality. Its unique design allows for outstanding adaptability for all common cell lines and diverse modalities with high productivity and reduced manufacturing cost of goods (COGs).

The platform also has a lower carbon footprint than traditional or other intensified fed-batch processes due to less media consumption, less waste generation, and smaller need for building space. Comparing WuXiUI™ with traditional fed-batch (TFB) processes, there is an up to 60% reduction across most environmental impacts during the whole life cycle. When combined with SUT, the platform demonstrates an 80% reduction in product carbon footprint (PCF). These results verify that our technology platforms deliver not only exceptional quality and productivity but also significant ESG benefits.

WuXiDARx™

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.

Biologics Green Manufacturing

WuXi Biologics has established itself as a pioneer and leader in SUT manufacturing, building a strong SUT commercial manufacturing capability. SUT can achieve comparable CoGs compared to stainless-steel bioreactors, while providing an eco-friendlier solution and offering clients greater flexibility.

Research papers and our practices show that SUT can greatly reduce the need for equipment cleaning and disinfection, thereby reducing detergent use, water consumption and waste generation. 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 reduce resource use by approximately 33% and minimize negative climate change impacts by approximately 40%, while having negligible end-of-life impacts. Although negligible, we remain firmly committed to responsible waste management. We benchmark and adopt best practices for waste treatment that turns waste into energy, set clear waste management targets, regularly track progress, and continuously pursue improvement through ongoing ESG Lean initiatives. In addition, we actively explore further opportunities, with clients and suppliers, for material recycle and Waste-to-Energy (WTE).

While developing and adopting innovative technology platforms, we are also equipped with industry-leading capabilities to conduct transparent and accurate life cycle assessment (LCA) and product carbon footprint (PCF) research through close collaboration with clients and suppliers. We analyze environmental impacts at each stage of the biologics manufacturing process, identify potential opportunities from all aspects for better environmental performance, develop refined improvement plan and tracking mechanism, and ultimately provide these product-level environmental information to clients that can help them achieve their own sustainability goals. In detail, these assessments are made across the entire 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.

Green Operations

Validated SBTi Target Matrix Marks New Milestone Towards Net-Zero

Committed to reducing its environmental footprint, WuXi Biologics embeds sustainability across all business and global sites. In 2025, the Company's near-term, long-term and net-zero greenhouse gas emission reduction targets were validated by SBTi. This newly introduced ambitious SBTi target matrix aligns with 1.5°C pathways to limit global warming, and covers Scope 1, 2, and 3 GHG emissions.

Leveraging Lean Management to Achieve ESG Benefits

As with all our endeavors, 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 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, foster the sustainable development of the Company.

We strive to achieve deep integration of WBS with ESG to continually drive ESG improvements throughout our operations. Out of all the completed Kaizen projects in 2025, over 95% achieved ESG benefits, while around 45% achieving quantitative benefits.

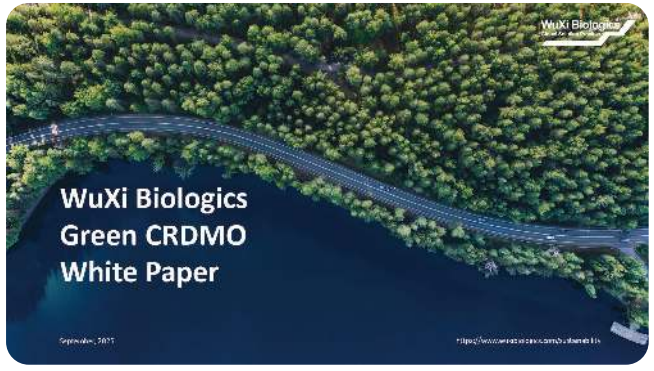
- **3,212** tCO_2e of GHG emission reduction for Scope 1 and Scope 2
- **14,134** tCO_2e of GHG emission reduction for Scope 3
- **135,291** tonnes of water reduction
- **241** tonnes of waste reduction

WBS Highlights in 2025

1.5 point
Improvement in gross margin

430+
Kaizen projects

Advocating Best Practice Sharing Across Global Sites



To encourage best practice sharing across our global sites, we annually release a white paper on energy saving and carbon reduction. In 2025, we launched the *WuXi Biologics Green CRDMO White Paper*. A total of 242 energy-saving projects were compiled, spanning five key energy-saving scenarios, 12 typical energy systems, and 25 technology categories within the industry.

Through all these efforts, we aim to provide an end-to-end Green CRDMO solution, reducing environmental impacts while ensuring high productivity and quality, thereby creating greater sustainability value for our partners and, ultimately, for patients worldwide.

Sustainability Strategy

In line with United Nations Sustainable Development Goals, WuXi Biologics is committed to delivering superior ESG performance that 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 sustainability issues and also create long-term value by challenging ourselves to continually innovate, leading with accountability, and forming collaborative partnerships.

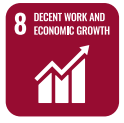
ESG Targets and Progress in Line with SDGs

	Topics	Goals and Targets	2025 Progress	Related SDGs
Enhancing Governance	Business Ethics	Maintain 100% business ethics and anti-corruption training coverage every year	Achieved	
	Sustainable Supply Chain	Ensure that 100% of suppliers sign the *Code of Business Conduct and Ethics for Business Partner* every year	Achieved[6]	
		Ensure 100% of procurement staff trained on ESG issues	Achieved	
		By the end of 2030, 85% of global suppliers by spending covered in annual sustainability risk assessment	On track: 81% covered in 2025	
Giving Back to Society	Community Engagement	Continually expand community involvement and employee volunteer hours	On track: 12,330 hours and 3,827 person-times of volunteer participation	
Empowering Our People	Talent Attraction and Development	By 2030, maintain 100% employee training coverage every year.	Achieved	
	Inclusive and Ethical Workplace	By 2030, achieve 50% female representation in our global workforce and at least 45% of management positions	Achieved: In 2025, women made up 54% of overall workforce, and 45% of global managerial positions were held by women	
	Occupational Health and Safety	Reduce the Lost Time Incident Rate (LTIR) by 20% by the end of 2027 compared with 2024 baseline	On track: 0.040 in 2025, reduced by 63.3% compared with 2024 baseline	
Greening Our Business	Climate Change and Energy Saving	Reduce Scope 1 and 2 Greenhouse Gas (GHG) emissions intensity by 50% by 2030 from the base year 2020 (tonnes/RMB 10,000) 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	
	Water Management	Reduce water consumption intensity by 30% by 2025 from the base year 2019 (tonnes/RMB 10,000)	Achieved: 32% decrease in water intensity from the base year 2019	
		Implement Water Excellence Stewardship (WES)[7] on our priority sites by 2027	On track: Implemented in ten operational sites across our global network	
	Waste Management	Reduce waste intensity — including hazardous and non-hazardous waste — by 10% (tonnes/RMB 10,000) by 2027 from the base year 2022	On track: 14.80% 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 UN SDGs to further ensure 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 committed to building a globalized, large-scale, and end-to-end integrated CRDMO platform that shortens the timeline "from molecule to patient," enabling breakthrough biologics to reach those in need more rapidly, more broadly, and more equitably, ultimately benefiting patients worldwide. At the same time, from global public health response to individual care, we leverage our platform capabilities, a global resilience network, and a world-class quality system to help advance global access to healthcare, including major disease and rare disease treatment, safeguarding public health worldwide.
Goal 4		Quality Education	Talent is crucial for the growth and success of our company, and we have focused on building a skilled and motivated workforce to better accomplish our mission of benefiting patients worldwide. Believing in the value of comprehensive and lifelong learning, we provide our employees with a wide range of learning opportunities, including programs in professional development, leadership training, and essential skills, among others. We also offer school enrollment support for employees' children. In addition, we encourage collaborative learning by organizing seminars and workshops, fostering an interactive, inclusive, and mutually beneficial learning environment. We have established a dedicated initiative awarding scholarships to students affected by rare diseases. Since its inception five years ago, we have provided scholarships and educational gift packages to nearly 130 person-time, empowering the students to continue their academic journeys with greater confidence and support.
Goal 5		Gender Equality	We are dedicated to creating a diverse and inclusive working environment, ensuring equitable opportunities for all employees, regardless of gender. In 2025, the percentage of female employees in our workforce reached 54%, and the percentage of managerial positions held by women reached 45%, both meeting our targets. 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 2025, women held 54% of STEM roles at WuXi Biologics, showcasing our strides towards gender equality in the workplace. Since 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 with the use of SUT technologies in manufacturing processes, and to maximize the use of recycled water by establishing rainwater harvesting systems. 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. We successfully achieved a 32% reduction in water consumption intensity, surpassing the target again. Additionally, with a focus on site-specific water management, ensuring access to safe drinking-water, sanitation and hygiene (WASH), and further reducing water usage, we aimed to implement our Water Excellence Stewardship (WES) program at our priority sites by 2027. As of this year, WES has been implemented at 10 operational sites across our global network. WuXi Biologics was once again named to CDP's "A List" for water security, reflecting our ongoing efforts toward combating global water scarcity and our strong dedication to environmental sustainability.

UN SDGs Indicator			Contributing to SDGs
Goal 7		**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. WuXi Biologics' near-term, long-term and net-zero GHG reduction targets were officially approved by the Science Based Targets initiative (SBTi) in August 2025, making the Company one of the first in the industry to obtain approval for near-term, long-term and net-zero commitments. We established an internal energy management system — aligned with the 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		**Decent Work and Economic Growth**	Decent work and a 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 maintaining a skilled and motivated workforce prepared for future challenges through continuous learning and professional development opportunities. We also actively execute 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		**Industry, Innovation and Infrastructure**	Leveraging proprietary innovation platforms, WuXi Biologics uses continuous innovation as a driving force to provide global partners with efficient, reliable, and environmentally responsible end-to-end biologics solutions. Through core business innovation, the Company has established a comprehensive technology system spanning biologics research, development, and manufacturing, significantly enhancing the quality and speed of biologics R&D and production with superior cost efficiency, while reducing resource consumption and environmental impacts. In addition, WuXi Biologics has fully integrated digital capabilities across the entire value chain, including research, development, manufacturing, and operations. Its one-stop client service platform enables secure, real-time data interaction, while laboratory management systems, in-silico modeling, and intelligent manufacturing systems such as Electronic Batch Records (EBR) and Manufacturing Execution Systems (MES)continuously improve efficiency and ensure product quality. The digital twin platform PatroLab™ further supports process optimization and risk mitigation. Building on this foundation, we deeply embed sustainability principles into technology development and manufacturing practices. As an industry pioneer in large-scale adoption of Single-Use Technology (SUT), the Company significantly reduces water consumption, resource use, and climate impacts across the full product life cycle. Combined with product-level Life Cycle Assessments LCAs, and reinforced by a robust Environmental Management System (EMS) supported by ISO-aligned audits and continuous monitoring mechanisms, WuXi Biologics strengthens regulatory compliance and performance improvement, provides transparent and quantifiable environmental information to clients, and works with value chain partners to advance the biologics industry toward a low-carbon, responsible, and high-quality development pathway.
Goal 10		**Reduced Inequalities**	At WuXi Biologics, we believe that a diverse and inclusive workforce is essential for fostering new ideas and perspectives, and for 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		**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 and maintain close relationships through such efforts as contributing to disaster recovery and supporting disadvantaged populations through various local channels.
Goal 12		**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 onsite audits to monitor and mitigate potential risks within our supply chain.
Goal 13		**Climate Action**	At the United Nations Climate Change Conference (COP30), held in Belém, Brazil in November 2025, pragmatic progress was achieved on key issues, including adaptation finance, just transition, and the "Global Goal on Adaptation." These outcomes further advanced the implementation of the *Paris Agreement*, and accelerated the global shift toward low-emissions and climate-resilient development. WuXi Biologics has established GHG reduction targets across different time horizons: taking 2020 as the baseline year, achieving a 50% reduction in Scope 1 and Scope 2 emission intensity by 2030, and reaching net-zero emissions at the operational level by 2050. To ensure the scientific validity and consistency of these reduction targets, WuXi Biologics' near-term, long-term and net-zero GHG reduction targets were officially approved by the Science Based Targets initiative (SBTi) in August 2025, making the Company one of the first in the industry to obtain approval for near-term, long-term and net-zero commitments. This target matrix covers Scope 1, 2, and 3 emissions and aligns with the 1.5°C reduction pathway. To achieve these targets, we are implementing 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, to intensify decarbonization efforts, we are promoting wider cooperation across our value chain, including suppliers, clients, and employees. We have firmly aligned our targets and actions with the *Paris Agreement*, aiming to contribute to addressing what is acknowledged as one of the greatest threats to human life.
Goal 16		**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 of the Company while rigorously combating corruption and bribery in all forms. We ensure consistent communication with all employees 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 effectiveness 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 subject all new business partners, such as suppliers, contractors, and consultants, to strict due diligence regarding their business ethics, including anti-bribery and corruption measures, and our ongoing collaboration involves continuous compliance monitoring through audits and risk assessments. Moreover, with sustainable supply chain targets also embedded in our procurement policies, we are establishing a supply chain that is not only more transparent and ethical but also better aligned with our ESG goals.
Goal 17		**Partnerships for the Goals**	WuXi Biologics is fully committed to our own strong ethics and anti-corruption standards, as well as to 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 dedicated to implementing the ten principles concerning human rights, labor, environment and anti-corruption.

Enhancing Governance

In the pursuit of corporate objectives, outstanding 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 26
Operational Governance 33
Sustainable Supply Chain 49

ESG Committee
Comprised of four board members led by CEO

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

ISO 20400
Sustainable procurement management certification

Corporate Governance

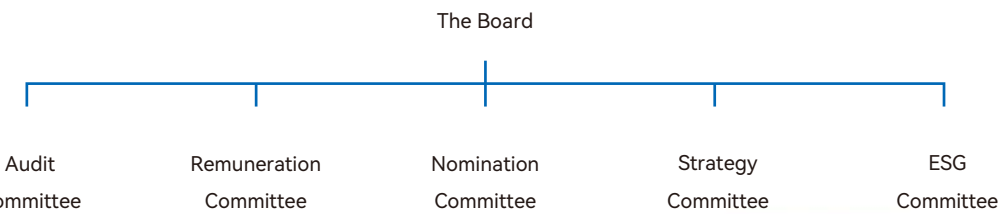
The Big Picture

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 strives to deliver long-term value for all stakeholders.

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 such terms as skills, experience, background, race, and gender. 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.

Board Training

To ensure the Board continues to effectively perform its oversight and strategic leadership responsibilities within the Company's governance framework, aligned with the Hong Kong Stock Exchange, in 2025, the Company's Directors participated in training courses focusing on listing rules and corporate governance regulatory updates, which covers risk management, business ethics and anti-corruption.

ESG Governance

Why It Matters

Oversight and management of ESG issues from the Board level helps ensure 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 strategy, policies, targets and progress tracking. It evaluates ESG trends, opportunities and risks in such areas as business ethics and information security, environmental protection and climate change, human capital and inclusive and ethical workplace, and supply chain sustainability. 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 monitors the implementation and progress of strategic plans for meeting 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 strategy 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 the implementation of ESG action plans 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 ESG Committee should any emerging risk be identified. All ESG-related risks and potential impacts are overseen and endorsed by the ESG 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 intent on 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 possible financial impacts, but also any social or environmental impacts of the Company's operations. The Board and ESG Committee meet regularly to discuss stakeholders' areas of concern, identify material ESG issues, and review and assess the Company's ESG performance, allowing for continuous refinement of its sustainability strategy and protocols.

Stakeholder Engagement

Why It Matters

WuXi Biologics has defined the future direction of its ESG initiatives through a systematic and rigorous evaluation process. 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 assessing and updating material issues, we have established robust communication mechanisms with all stakeholders. These channels enable regular dialogues on the Company's ESG performance, focus areas, and operational impacts, ensuring transparency and alignment with stakeholder expectations and concerns.

ESG GOVERNANCE
BOARD STATEMENT
STAKEHOLDER ENGAGEMENT

Material ESG Issues

To help us identify material issues, in 2025 we conducted a comprehensive analysis of international standards, including the *Environmental, Social and Governance Reporting Code* of the Stock Exchange of Hong Kong Limited (HKEX), the Ten Principles of the United Nations Global Compact, as well as standards developed by the Global Reporting Initiative (GRI), the International Sustainability Standards Board (ISSB) and the Sustainability Accounting Standards Board (SASB). 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 the perspectives of both impact materiality and financial materiality, resulting in the selection of 25 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-specific issues and trends.

Initial Issue Pool
Environmental (10)
Climate Change | Energy Management | Water Resources Management | Materials and Product Stewardship | Environmental Management | Waste and Discharge Management | Air Pollution Management | Green Process and Manufacturing | Biodiversity | Chemical Management

Social (8)
Human Capital Development | Inclusive and Ethical Workplace | Community Investment and Development | Occupational Health and Safety | Access to Healthcare | Product Safety and Quality | Customer Relations | Animal Welfare

Governance (10)
Corporate Governance | Business Ethics | Risk Management | Information Security | Intellectual Property Protection | Data Privacy | Responsible Marketing | Sustainable Procurement | Supplier Engagement | Technology and Innovation

STEP 2: Perform Double Materiality Assessment

Assess both the environmental and social impacts of our business operations, as well as financial relevance.

Environmental and Social Materiality Analysis
- Reflect sustainability-related evaluation metrics from clients.
- Incorporate survey findings from the 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, such as employees, directors, investors, suppliers, clients, local communities, governments, ESG experts, the media, etc.
- Conduct internal assessments of scale, scope, likelihood and irremediability based on impact characteristics (positive or negative) and types (actual or potential).

Financial Materiality Analysis
- Perform internal evaluations of the potential magnitude and likelihood of occurrence of issues through interviews and discussions with finance, procurement teams, and other related areas.
  - o Potential Magnitude: Degree of potential financial impact (including cash flow, revenue, expenses, EBITA) and sustainability.
  - o Likelihood of Occurrence: Probability of occurrence for each issue.
- Align with global disclosure standards and investor-focused evaluation metrics.

STEP 3: Identify Material Issues

Review and prioritize material issues:
- Conduct in-depth evaluation based on their financial, environmental and social impact
- 25 material issues were identified
- Develop corresponding strategies aligned with our sustainability strategy and goals for each issue.

1 Corporate Governance
2 Business Ethics
3 Risk Management
4 Responsible Marketing
5 Intellectual Property Protection
6 Information Security
7 Data Privacy
8 Technology and Innovation
9 Sustainable Procurement
10 Supplier Engagement
11 Inclusive and Ethical Workplace
12 Human Capital Development
13 Occupational Health and Safety
14 Access to Healthcare
15 Product Safety and Quality
16 Customer Relations
17 Community Investment and Development
18 Climate Change
19 Energy Management
20 Water Resources Management
21 Materials and Product Stewardship
22 Environmental Management System
23 Waste and Discharge Management
24 Air Emission Management
25 Green Process and Manufacturing

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 our enterprise risk management (ERM) system process. In 2025, WuXi Biologics' materiality assessment metrics and the materiality matrix were reviewed and approved by the Board of Directors for use in guiding the Company's sustainability strategies and actions.

Impact Assessment

During the materiality assessment process, we identified multiple ESG issues 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 social or environmental impact.

Impact Assessment — Material Issue for External Stakeholders	Access to Healthcare	Product/Service Quality & Safety
Impact Area Evaluated	Patients, Society	Customers
Type of Impact	Positive	Both Positive and Negative
Topic Relevance on External Stakeholders	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 empowering our clients in the advancement of biopharmaceutical research and development, promoting awareness of rare diseases, and caring for the rare disease community.	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. Also, 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.
Output Metric	• Number of integrated projects • Number of projects for rare disease therapeutics	• Customer satisfaction rating • Number of product recalls
Impact Valuation	Improved health and well-being • Over the past decade, WuXi Biologics has empowered partners worldwide 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.	Improved health and well-being • To effectively gather feedback from our clients, we conduct customer satisfaction surveys and carefully review the results every year. • We have established an effective product recall process for potential product quality incidents, specifying different scenarios and levels of recall to ensure timely and appropriate response.
Impact Metric	• Number of approved and marketed drugs • Number of approved and marketed rare disease drugs	• Change in Customer Satisfaction Score • Change in reported cases of product recall

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
- Continually 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 Channels
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 development 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 regarding investments, operations, and business progress to enhance transparency and timeliness of disclosures	• Annual general meetings • Investor 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 • Channels for communication including email, phone calls, 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, and participate actively in ESG initiatives	• Transparent disclosures
The Public and Affected Communities	Benefits for patients Community engagement and development	Identify possible needs of affected communities and the general public, strengthen Corporate Social Responsibilities (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.

100%

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

100%

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

BUSINESS ETHICS
RISK MANAGEMENT
INFORMATION ASSET PROTECTION
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.

Management Structure and Policies

Our ethics and compliance management system consists of the Ethics and Compliance Committee, the Legal and Compliance Department, and other specialized teams[8] 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 Legal and Compliance Department 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.

WuXi Biologics' *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. To regulate the conduct of employees and business partners, and to address various forms of corruption and bribery, WuXi Biologics has established a series of compliance policies, including 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 policies are reviewed by the Board of Directors and are rigorously implemented across the Company. We carry out regular audits on conformance to our ethical standards and anti-corruption policies to ensure their effectiveness. For areas identified as high risk, we increase audit frequency to ensure that risks are promptly identified and effectively controlled.

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, employees' (including executive management) remuneration and incentive mechanisms linked to business ethics-related metrics, 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. In 2025 — based on insights gathered from a company-wide employee survey, interviews with compliance ambassadors, and input from dedicated compliance experts — we systematically updated our business ethics compliance training materials to better align with the Company's global business development. The revised training materials — which feature more practical case studies, clearly defined key actions (Dos & Don'ts), and frequently asked questions (FAQs) — help employees attain in-depth understanding of key compliance topics, including our code of business conduct and ethics, trade secret protection, anti-corruption and anti-bribery, conflicts of interest, privacy protection, and export controls.

To continually reinforce the importance of business ethics and compliance, we also leverage 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 *WuXi Biologics 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.

In line with our requirements for full-time employees, we apply the same level of compliance standards to non-full-time employees — including part-time employees and interns — as well as to contractors. We enforce completion of compliance training prior to employee onboarding and continue to offer comprehensive training sessions throughout their employment. Non-full-time employees are required to participate in annual compliance training and examinations. Contractors undergo a distinct compliance training course — complete with necessary examinations — that encompasses such topics as trade secret protection, anti-bribery and anti-corruption, conflict of interest, and privacy protection. In 2025, all contractors competed the training and passed the examination. All of these training programs are designed to ensure that relevant personnel maintain continuous awareness of and adherence to our ethical standards and guidelines, and are also incorporated as part of the business ethics-related metrics linked to employee remuneration and incentive mechanisms.

Indicator	Unit	2025
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 Directors who 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) who participated in training on ethical standards and anti-corruption	%	100

2025 Compliance Culture Week

In 2025, under the theme “Safeguard Integrity • Ensure Compliance”, WuXi Biologics relaunched its Global Compliance Culture Week. Building on previous success, the program was upgraded into a multi-dimensional event featuring executive leadership, professional empowerment, creative engagement, and immersive experiences. The initiative achieved full coverage across the Company’s sites and departments with a series of global, executive-led, and cross-functional activities. With strong leadership and expert contributions, key compliance topics were addressed, and collaborative forums saw wide employee involvement. Creative campaigns and immersive activities effectively promoted compliance values and reinforced policy understanding, with active participation across the different regions. With over 45,000 participations recorded, it was evident that employees’ understanding of compliance had been deepened and the Company’s compliance culture was further strengthened.

Employee Artwork from the “Art of Compliance” Initiative

Regular Risk Assessments and Audits

In 2025, building on existing risk assessment outcomes, the Legal and Compliance Department initiated a new round of comprehensive risk assessment. Collecting input and recommendations from the Company’s executive management, and conducting in-depth interviews with other key stakeholders led to an update and refinement of the inventory for potential risks the Company may face. The assessment, which included such areas as anti-corruption and anti-bribery, had the objective of identifying high-risk areas related to potential ethical misconduct or corruption, and evaluating the potential severity of their impact on the business. We have established a comprehensive and effective risk assessment mechanism, including structured feedback processes that involve key management personnel across departments.

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 that audits and reviews related to business ethics are conducted at least once annually.

In 2025, 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 procurement and supply chain management, engineering construction, and information security. 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 our ethical compliance requirements are effectively embedded throughout the Company’s 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 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 a third-party to ensure independency. The service is available to both internal and external stakeholders, and provides a means for valuable input that supports effective oversight of WuXi Biologics' business ethics.

We adhere firmly to the *WuXi Biologics Whistleblowing and Investigation Policy*, which sets out clear roles and responsibilities; provides protocols for reporting and investigation; imparts 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 2025, through our reporting channels, we received 24 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[9], 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. Showcasing our commitment to an ethical business environment, we have joined the Integrity Alliance and the Corporate Anti-Fraud Alliance, which has a dedicated section on its website for fraud reporting channels. In 2025, the Company participated in professional events and seminars organized by these alliances, reinforcing our dedication to ethical operations and anti-fraud initiatives.

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
INFORMATION ASSET PROTECTION
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

Management Structure

Our comprehensive risk management system 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 ensure a top-tier compliance and risk management system that drives the Company's sustainable, long-term progression.

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 Legal and Compliance Department and other operation units, such as Finance Department, Human Resources Department and Environmental, Health and Safety Department. The Legal and Compliance Department is led by the General Counsel and Chief Compliance Officer, 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 that are executed by the first line of defense.

As the third line of defense in the Company's risk management framework, the Global Internal Audit Department undertakes independent and objective oversight responsibilities and reports directly to the Board-level Audit Committee, playing a critical and indispensable role in corporate governance and risk management. 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 effectively leveraging audit outcomes, we continually drive the management implementation of improvement measures to further strengthen overall risk defense capabilities, while also enhancing corporate decision-making and the Company's governance, internal controls, and business processes.

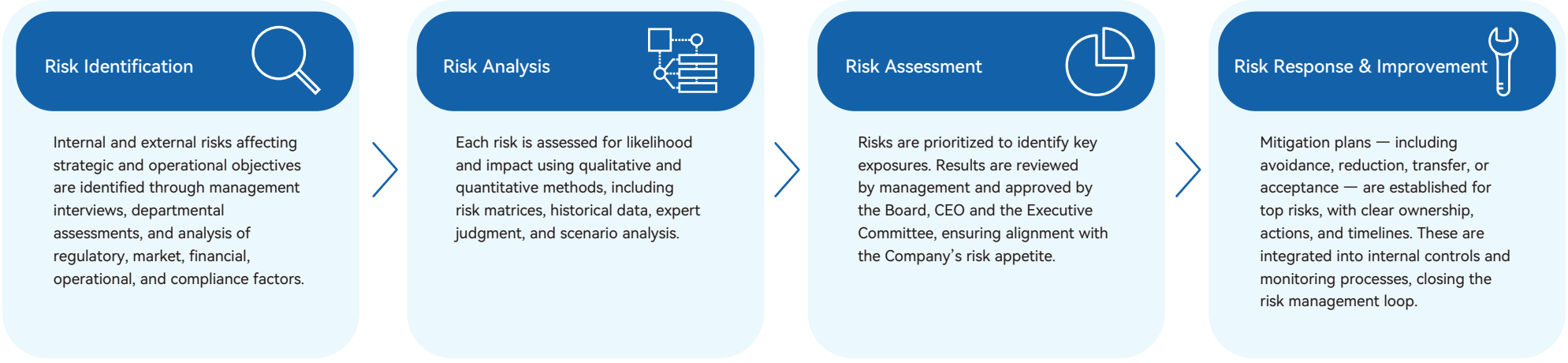
First line of defense	Second line of defense	Third line of defense
• Daily risk ownership and management	• Comprehensive oversight, risk controls establishment	• Independent assurance and oversight

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*[10] *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. We implement a structured process to define our risk appetite across categories–such as pursue, neutral, and avoid–and to establish permissible thresholds for each identified risk. The executive committee reviews the identified risks, and suggests preference levels and permissible limits to the CEO and the Board, which — after conducting their review, with consideration of business strategies and stakeholder expectations — either provide approval or request a revision. This governance process forms the basis for determining the organization's overall risk appetite. To ensure that the high-level risks identified through the assessment process remain within acceptable limits, we develop targeted mitigation plans and apply enhanced monitoring and controls.

We continually monitor and evaluate our risk exposure by considering both the likelihood and potential impact of emerging risks. This proactive approach enables us to adapt to evolving risk landscapes and enhance the Company's overall resilience. In 2025, we conducted two dedicated risk exposure reviews to ensure our defined risk appetite and mitigation strategies remain current and effective in safeguarding against potential risks. During the year, our key risk management mechanisms passed the standard audits conducted by an external certification body and clients.



Risk Assessment Procedure

Risk Management Culture

To embed an effective risk management culture into our daily operations, WuXi Biologics uses 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

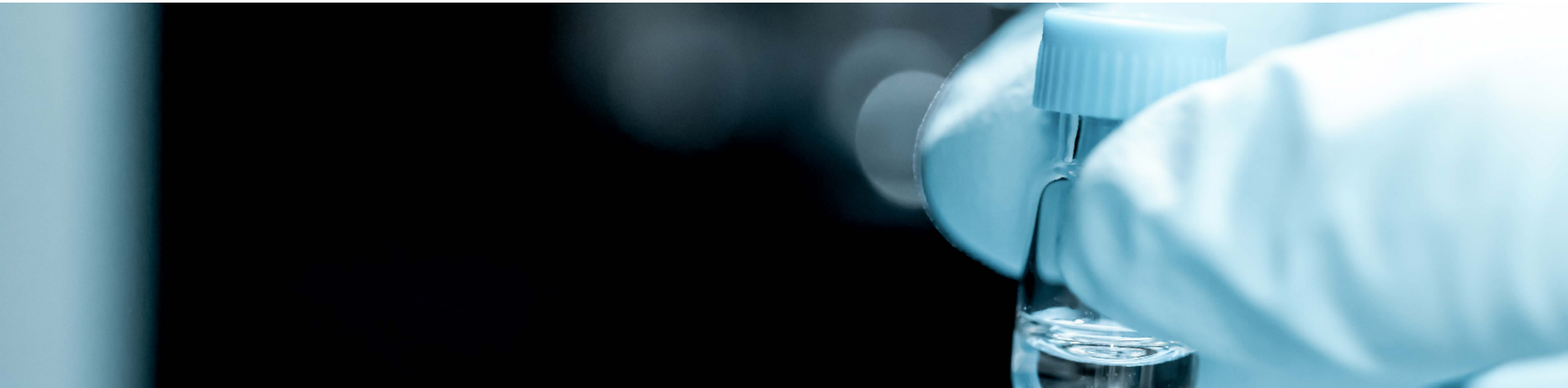
We strive to increase employees' awareness of compliance and risk management through training and communications that cover a wide range of focus areas, including compliance, cybersecurity, quality, and environment, health and safety. Our internal compliance and risk control policies and procedures are 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 responsibilities held by senior executives and line managers, and incorporated it into the organizational and employee performance appraisal system. By directly linking compensation incentives to these metrics, the system effectively promotes an organization-wide focus on 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.



Business Continuity Management (BCM)

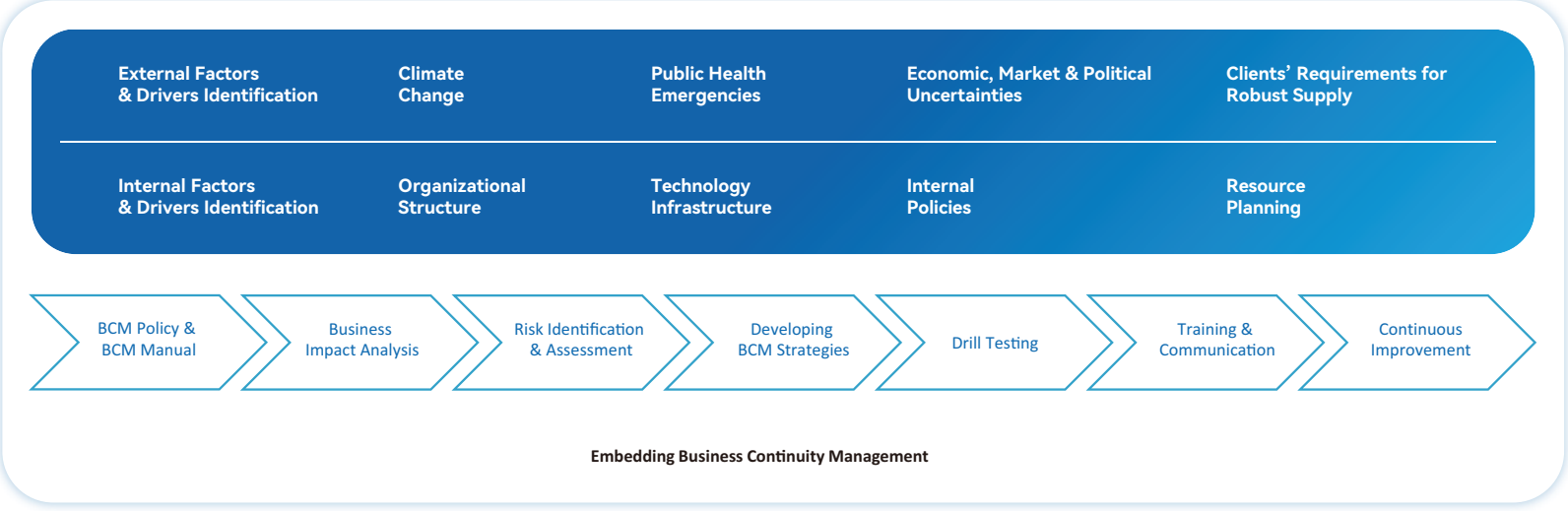
WuXi Biologics has established a robust Business Continuity Management System (BCMS) to ensure operational resilience and the continuity of critical operations. We integrate Business Continuity Management into our overall risk management and sustainability framework, and strengthen our risk management capabilities through a sound governance structure, supporting the Company's long-term sustainable development.

The BCMS adopts a governance model that combines top-down, tiered governance with differentiated taskforces for business-as-usual operations and incident response and recovery. Under the BCMS, we have established the Business Continuity Management Team (BCMT), comprising the BCM Steering Committee, the BCM Program Management Office, the Operations Taskforce, and the Business Recovery Taskforce. Through tiered governance and coordinated operations, we ensure effective linkage from strategic decision-making to tactical execution, and from day-to-day operations to emergency response and business recovery.

Leveraging a structured PDCA (Plan-Do-Check-Act) management cycle, the Company continues to identify potential internal and external influence factors and relevant stakeholder requirements. Each year, we systematically update the Business Impact Analysis and risk assessments at the corporate, site, and functional levels, develop corresponding business continuity strategies as well as business continuity and emergency response plans, and continuously enhance the suitability, adequacy, and effectiveness of the system through routine drills, internal audits, and management reviews. In parallel, through training and awareness communications, we progressively embed relevant requirements into operational processes, strengthening the management of critical activities, key resources, and disruption scenarios.

The Company also regularly organizes cross-site and cross-functional scenario-based exercises to ensure that emergency response and critical business recovery timelines meet established targets, and to validate coordination capabilities across teams in areas such as strategy selection, business recovery, and internal and external communications. This helps ensure that we can maintain robust operations and deliver reliably to clients even in cross-regional and cross-functional scenarios.

In 2025, WuXi Biologics successfully passed the ISO 22301 surveillance audit for the business continuity management system and further expanded the certification scope to all business units. 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.



Embedding Business Continuity Management

Information Asset Protection

Why It Matters

The protection of intellectual property, trade secrets, and data privacy is a fundamental cornerstone for maintaining the trust of our clients. WuXi Biologics continuously enhances its management policies and systems, rigorously adheres to international standards, and embeds comprehensive compliance and risk control measures throughout its end-to-end processes to safeguard core assets. These efforts not only support stable business operations but also provide sustained momentum for innovation and collaboration, driving the Company's long-term growth.

BUSINESS ETHICS
RISK MANAGEMENT
INFORMATION ASSET PROTECTION
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

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 have established corresponding intellectual property management and protection systems tailored to our operational practices. WuXi Biologics enforces stringent policies and procedures to safeguard the intellectual property of both the Company and its clients, placing strong emphasis on the protection of trade secrets — not only its own proprietary information but also the trade secrets of others. Trade secret protection is embedded across research and development, manufacturing, and day-to-day operations. To ensure the effective management of trade secrets belonging to the Company and our clients, we have established a comprehensive trade secret management framework, with detailed policies that clearly define requirements for the identification, classification, transmission, storage, and the handling of violations related to trade secrets. These include the *Trade Secret Compliance Management Policy of WuXi Biologics*, the *WuXi Biologics Management Standard on Trade Secret Related Personnel*, the *WuXi Biologics Management Standard on Trade Secret Information and Trade Secret Media*, the *WuXi Biologics Trade Secret Classification Management Standard*, and the *WuXi Biologics Trade Secret Investigation Management Policy*.

We have always placed a high priority on privacy protection, fully integrating privacy management into our corporate risk management framework and continuously enhancing our privacy compliance system to ensure the effective implementation of relevant policies and processes. The Company has appointed a Global Data Protection Officer responsible for global implementation and oversight of data compliance matters, mitigating risks and assuring privacy compliance. To aid the Company in safeguarding our data assets while adhering to laws and regulations related to personal data, the Company has developed such guidelines as the *WuXi Biologics Data Protection Rules* and the *WuXi Biologics Data Privacy Policy*, aimed at systematically standardizing the handling and practices of personal data across global operations. The *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 statements, 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).

Our Approach

Guided by industry best practices, WuXi Biologics adopts advanced technologies and management measures to comprehensively protect intellectual property, trade secrets, and data privacy, ensuring the security, confidentiality, integrity, and availability of core information assets while strictly complying with global compliance requirements. We implement classified and graded management for trade secrets and personal information, strictly control access rights, and enforce security measures such as encryption, deletion, and secure destruction. Through measures such as hard-drive encryption, data loss prevention systems, and stringent authorization management with regular access reviews, we effectively mitigate the risk of data leakage.

In parallel, the Company has established a systematic and comprehensive protection framework covering internal management, company-wide training, and external collaboration. We continuously refine processes, clearly define roles and responsibilities, and implement full-lifecycle employee management. In addition, we collaborate with external law firms to deliver dedicated training sessions on intellectual property and trade secret protection, enhancing employees' professional awareness and practical capabilities.

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. In 2025, we optimized the approval processes for public speaking and conference participation, as well as for the review and publication of academic papers, to further strengthen the protection of the Company's and clients' intellectual property. 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

The Company integrates trade secret protection into the full employee lifecycle, including onboarding, employment, and termination processes. Upon onboarding, all employees are required to sign confidentiality agreements to clearly define their confidentiality obligations, and to complete mandatory training and examinations on trade secret protection as part of their induction training. Throughout their employment, we reinforce employees' awareness of trade secret protection through continuous and diversified training programs, including departmental compliance briefings, monthly company-wide compliance meetings, and annual compliance training and examinations. Targeted trade secret protection training is also provided for key departments and roles. Upon employee termination, we conduct handovers of confidential information and media, recover work equipment and access rights, and perform termination checks to ensure that trade secret information is not disclosed.

To safeguard client project information, we protect client-related projects by means of a dedicated coding system — ensuring that data is accessible only to designated teams — and maintain strict confidentiality through project-specific firewalls and secure communication channels. We also enter into confidentiality agreements with external partners to protect the security of data on both sides.

Data Privacy Protection Measures

WuXi Biologics has established a dedicated internal data privacy compliance team responsible for conducting compliance assessments and providing recommendations for 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 applicable across the entire operations, including suppliers, and we regularly provide specialized training, including phishing email testing exercises, to ensure employees are fully current on data privacy protection.

The Company also signs confidentiality agreements with clients to clearly define the handling and protection of confidential information exchanged during cooperation. These agreements establish confidentiality obligations, specify information protection requirements, restrict the use of information solely to agreed purposes, and prohibit unauthorized use, disclosure, or sharing with third parties.

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 such measures as improving institutional systems, embedding controls into business processes, and conducting training and awareness programs. In addition, data privacy protection is also a key area of focus for internal audit. Through the conduct of audit projects in 2025, we systematically assess the design and operating effectiveness of relevant management measures and promote the effective implementation of data privacy protection requirements.

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
INFORMATION ASSET PROTECTION
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

Management Structure, Systems and Policies

The Information Security Management Committee — led by the CEO and composed of senior management — 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 execution of information security control measures and improvement plans, the Company established an Information Security Working Committee — composed of security coordinators from various departments and headed by the Chief Digital Officer — that operates as the primary lead for information security management, supervising and ensuring the overall information and data security of the Company. The committee is responsible for serving as a communication channel between management and the execution levels, establishing a good interaction mechanism for coordinating security management work, and conducting security risk assessments on important projects. The Board conducts an annual review of the Company's information security progress, ensuring effective oversight and continuous enhancement of information security management.

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 the *WuXi Biologics Information Systems Business Continuity Management Policy*, the *WuXi Biologics Information Security Management Manual*, the *WuXi Biologics Information Security Risk Management Standard*, the *WuXi Biologics Information Security Policy*, the *WuXi Biologics Third Party Security Management Standard*, the *WuXi Biologics Acceptable Use Policy*, and the *WuXi Biologics Information Security Incident Management Standard*. We established an Internal Group Data Transfer Agreement (IGDTA) to formalize compliance principles for data processing. 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.

Information security policies are provided to all employees, with updates conveyed through email transmissions and training sessions to ensure full awareness and compliance with current requirements. The Company also defines individual responsibilities for information security across the workforce, fostering collective accountability and supporting robust information security management.

The *WuXi Biologics Information System Business Continuity Management Policy* 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. Recovery Time Objectives (RTOs) and Recovery Point Objectives (RPOs) have been defined for critical business systems, supported by comprehensive contingency plans and regular drills to strengthen operational resilience. The Company also maintains annual budget allocations for information security–related system initiatives, ensuring continuous enhancement of its business continuity management capabilities.

We enhanced the security management of internal information assets across their full lifecycle by establishing an Application Security Assessment Platform. The platform supports key control processes — including security requirement analysis, security design review, vulnerability scanning, code auditing, and penetration testing– ensuring that our information systems align with defined security standards throughout design, development, and operational stages, while enabling continuous improvement.

bsi.

Certificate of Registration

INFORMATION SECURITY MANAGEMENT SYSTEM - CB/T 22080 2025 / ISO/IEC 27001:2022

This is to certify that: Wuxi Biologics Co., Ltd. No. 108, Meilong Road Meishan Binhu District Wuxi Jiangsu 214091 China

Holds Certificate No: IS 762433

and operates an Information Security Management System which complies with the requirements of GB/T 22080-2025 / ISO/IEC 27001:2022 for the following scope:

The provision of security, network, data storage, hosting server maintenance services, and application system development management & maintenance services related to global business systems for Wuxi Biologics by Global Digital Technologies Department. The provision of Research & Development, manufacturing and testing services for biopharmaceuticals and antibody-conjugated drugs. This is in accordance with the Statement of Applicability version 3.01, dated on Sep 3, 2025.

For and on behalf of BSI:

Dr. Tatiana Schmidkofer-Tarasova, Managing Director Greater China, APAC Assurance

Original Registration Date: 2023-01-25 Effective Date: 2025-01-28

Latest Revision Date: 2026-01-21 Expiry Date: 2028-01-27

Page: 1 of 13

...making excellence a habit.

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.

The Company has established and continues to enhance a Responsible Artificial Intelligence (AI) governance framework to ensure that the application of AI technologies aligns with ethical, safety, and transparency principles. Policies related to responsible AI has been approved by management, providing stakeholders with clear visibility into the Company's commitments to AI ethics, information security, and sustainable development.

The Company respects and safeguards personal and company data, ensuring that all information is processed securely throughout its lifecycle. To mitigate potential security risks associated with AI usage, the Company strengthens information protection through measures such as end-to-end data encryption and role-based access controls. The Company also ensures that AI outputs are fair and impartial to avoid potential biases and discrimination. Human judgment and intervention mechanisms are always in the loop to conduct oversight of AI.

The Company promotes transparency and explainability by enabling stakeholders to understand the logic, limitations, and decision-making basis of AI systems. A clear accountability structure has been established, designating responsible personnel to manage model outputs, usage boundaries, and prohibited applications, ensuring compliant and responsible use of AI technologies. The Company is also committed to reducing the environmental footprint of AI, collaborating with suppliers to mitigate the environmental impacts associated with AI model training and inference.

Our Approach

The Company has an established information security strategy that clearly defines our overall information security policy and quantitative information security objectives, and ensures consistency with the Company's business objectives. We use a rigorous proactive approach to protect the Company's assets, systems, and information from potential technical failure, human error, or malicious attacks. Our IT infrastructure and information security management system receives internal and external audits every year. In 2025, we received IT security assessments from clients with no major findings, and there were no confirmed major information security incidents for the entire year.

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. According to the *WuXi Biologics Information Security Incident Management Standard*, the unified reporting channel for internal information security incidents is the ISRC email address (ISRC@wuxibiologics.com). Employees may also report information security incidents through the IT Service Desk via email (servicedesk@wuxibiologics.com) or the hotline 400-820-9577.

The Company strictly enforces information security management requirements and conducts investigations and corresponding actions for any violations of its information security policies. In accordance with the *WuXi Biologics Reward and Penalty Management Policy*, non-compliant behaviors are handled appropriately based on the relevant regulations. The Company has incorporated metrics for the completion rate of information security training and the performance of information security incident management into departmental KPI assessments, ensuring accountability for information security across all levels of the organization.

WuXi Biologics has established a risk assessment system and conducts annual information security risk assessments. We perform daily monitoring and immediately investigate and deal with any suspicious behavior, strictly controlling how information is handled. 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. 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. There was no major information leakage in 2025.

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. In 2025, the Company conducted business continuity and disaster recovery drills covering 54 information systems and the wide-area networks of 13 sites.

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 invites external third-party organizations each year to conduct penetration testing and red-team/blue-team exercises.

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. In 2025, 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. In 2025, the Company did not experience any third-party information security breaches.

Achievements in Protecting Information Security in 2025

Safe Operation	Threat Identification
• 24/7 monitoring allows for detection and response to security incidents. • Blacklist and whitelist rules for email gateways are continually optimized. • Advanced technological means are applied to block evolving email threats. • A huge volume of phishing/spam emails and computer virus/malware intrusions have been 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 always conducted for all new hires, including full-time employees, part-time employees and contractors. • Multiple training sessions were conducted to heighten information security awareness for all full-time employees, part-time employees and contractors, including annual information security awareness training, three activities during Information Security Awareness Culture Week, and four anti-phishing drill.	• Phishing simulation tests are conducted each year targeting all full-time employees, part-time employees and contractors. • A tabletop exercise addressing information security incidents involving Operational Technology (OT) systems was conducted for the Company's senior executive management, and business continuity and disaster recovery drills were conducted for 54 information systems.

Information Security Training and Project Practices

Information Security Awareness Culture Week

In 2025, we launched the Information Security Awareness Culture Week, featuring three online and offline activities designed to strengthen global employees' understanding and awareness of information security. The key activities included an information security knowledge competition, the release of awareness-raising posters, and the annual information security training program.

Responsible AI

In 2025, the Company initiated the Responsible AI Program. Key focus areas included clearly labeling AI-generated content, conducting fairness and bias assessments for deployed models, and delivering employee training on AI ethics and safe usage.

Responsible Marketing

Why It Matters

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.

Our Approach

WuXi Biologics makes every effort to identify, assess and minimize potential compliance risks associated with marketing misconduct. The Company has established a comprehensive Standard Operating Procedure (SOP) system to govern the monitoring, review and approval of all external communication and marketing materials. This system focuses on policy compliance and is supported by due diligence processes conducted across all levels of the marketing team.

Based on the policy, ethical reviews are carried out regularly to guarantee the content of promotional materials meet 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 and 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

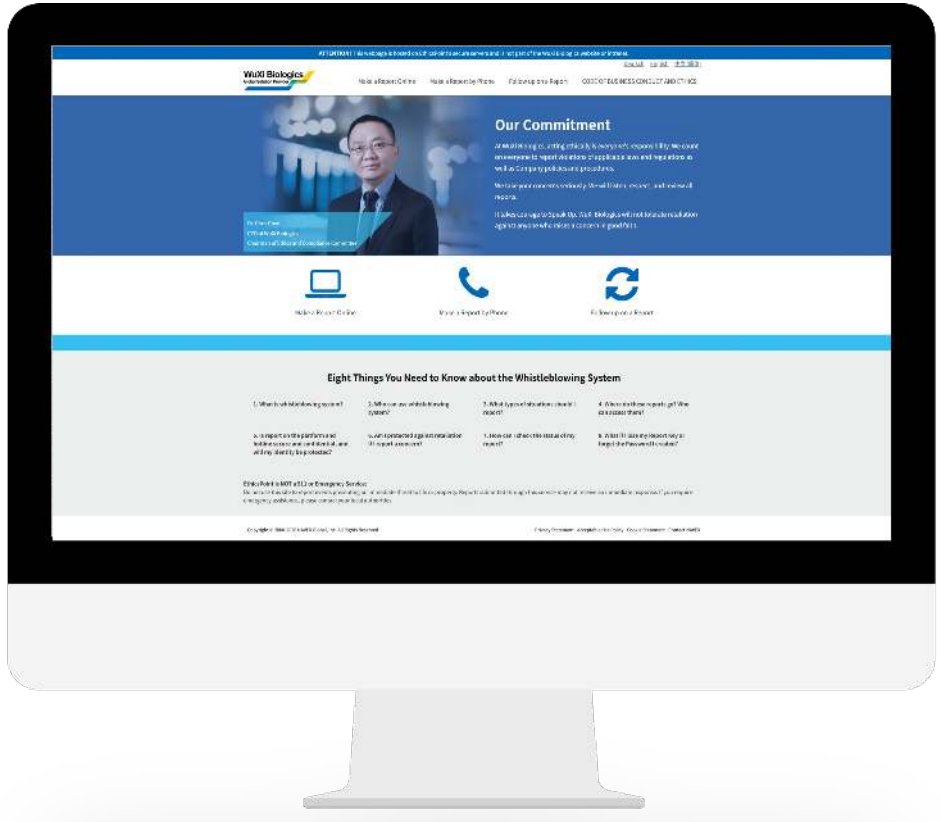
BUSINESS ETHICS
RISK MANAGEMENT
INFORMATION ASSET PROTECTION
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

To increase employees' awareness of responsible marketing and external communication, and to facilitate their understanding of policies and procedures, we require that all employees receive training on such topics as antitrust and competition principles, anti-bribery, social media communications, public speeches, webinars and other marketing activities. These courses and training are mandatory also for all new employees.

As a leading global biologics CRDMO, WuXi Biologics does not directly interact with patient groups, healthcare professionals or consumers. Nevertheless, we remain firmly committed to upholding the highest ethical standards in any indirect or exceptional engagement. First, we ensure that all interactions involving patient groups or healthcare professionals — including those carried out through third parties — adhere to strict ethical principles. Second, we transparently report any contributions or support provided to healthcare professionals in line with industry and regulatory expectations. Third, while the Company's involvement with patient organizations is limited to corporate social responsibility initiatives, such as support students suffering from rare diseases, all carried out ethically via independent NGOs. Such engagements are conducted in a transparent manner that safeguards the independence of these organizations.

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. Any 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 the *WuXi Biologics 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 2025, we renewed our accreditation from AAALAC International (Association for Assessment and Accreditation of Laboratory Animal Care 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.

BUSINESS ETHICS
RISK MANAGEMENT
INFORMATION ASSET PROTECTION
INFORMATION SECURITY
RESPONSIBLE MARKETING
ANIMAL WELFARE

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, strictly follow established programs to ensure they are treated ethically and humanely, and that appropriate designs and sanitary facilities to promote their comfort and well-being. The Company also actively adopts Next-Generation Sequencing (NGS) to significantly improve animal welfare by reducing the reliance on animal testing and enhancing the ethical treatment of laboratory animals.

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, which allows molecules to be studied safely and ethically without subjecting animals to possible side effects or toxicity. • Use NGS to minimize the need for animal-based virus safety testing, leading to a significant reduction in the number of animals used.	• 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 2025, zero misconduct and non-compliance regarding animal welfare occurred.

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 growth. We deliver high-quality solutions to meet client demands while making contributions to spearheading responsible value chain in the 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.

In 2025, we have achieved ISO 20400 Sustainable Procurement certification from an authorized third-party, an internationally recognized standard that integrates sustainability principles into procurement practices and promotes transparency and responsibility across the supply chain. This recognition highlights our outstanding performance in sustainability and showcases our dedicated efforts in strengthening supply chain resilience.

Key Initiatives for Sustainable Supply Chain

Advanced Procurement Management Strategy

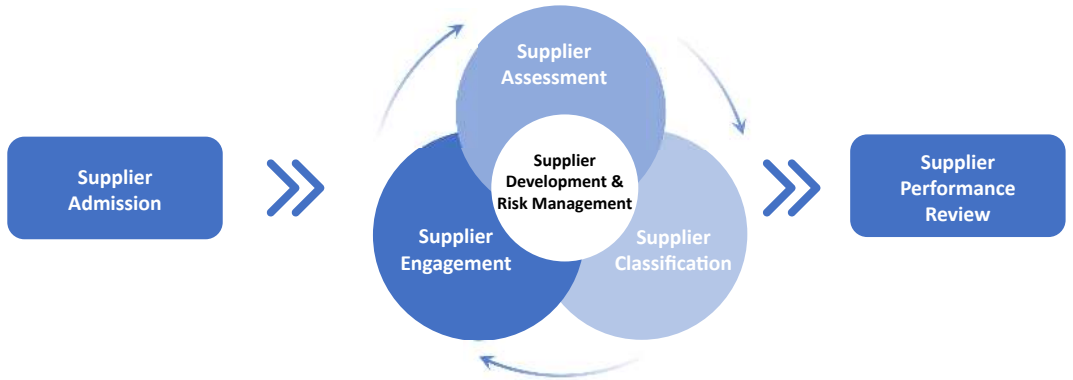
Global Dual Sourcing

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. We are also committed to green procurement by prioritizing environmentally responsible sourcing, reducing resource consumption, and engaging suppliers who align with sustainable practices.

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



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 *WuXi Biologics Code of Business Conduct and Ethics for Business Partners* and *WuXi Biologics Sustainable Procurement Policy*, and regularly update a series of procurement policies, such as *WuXi Biologics Supplier Management Standards* with more detailed requirements regarding business ethics, anti-bribery and corruption, labor and human rights, health and safety, climate change and 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 *WuXi Biologics 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.

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 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

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 2025, we conducted annual desk assessments for supplier sustainability risk, covering 81% of global suppliers by spending. The four major areas of assessment were business ethics and anti-bribery & corruption, labor and human rights[11], 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 *WuXi Biologics Code of Business Conduct and Ethics for Business Partners*	√	√	√
Participate in annual sustainability risk assessment	√	√	√
Participate in 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	2025
Target number and total number of suppliers assessed via desk assessments	Number	174
Percentage of global suppliers by spending assessed via desk assessments by global spending	%	81
Number of suppliers assessed that had potential negative impacts	Number	16
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	10
Target number and total number of suppliers supported in corrective action plan implementation	Number	6
Target number and total number of suppliers in capacity building programs	Number	174
Percentage of unique significant suppliers in capacity building programs	%	100

Annual On-site Audit

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 ethics, labor and human rights, health and safety, environment, and management systems. In 2025, 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.

PSCI PHARMACEUTICAL SUPPLY CHAIN INITIATIVE
Building responsible supply chains

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

In 2025, we were invited by PSCI to deliver a keynote speech on the *WuXi Biologics Green CRDMO White Paper* at its Fall Meeting, where we shared our latest ESG progress and engagement with PSCI, earning positive feedback and strong recognition from our clients.

Future Outlook

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 2025, 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 2025, we delivered trainings and engagement sessions towards significant suppliers during which we exchanged the latest trends in ESG and our expectations for their environmental sustainability performance and compliance requirements as well. 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 56
Fostering Communities 63

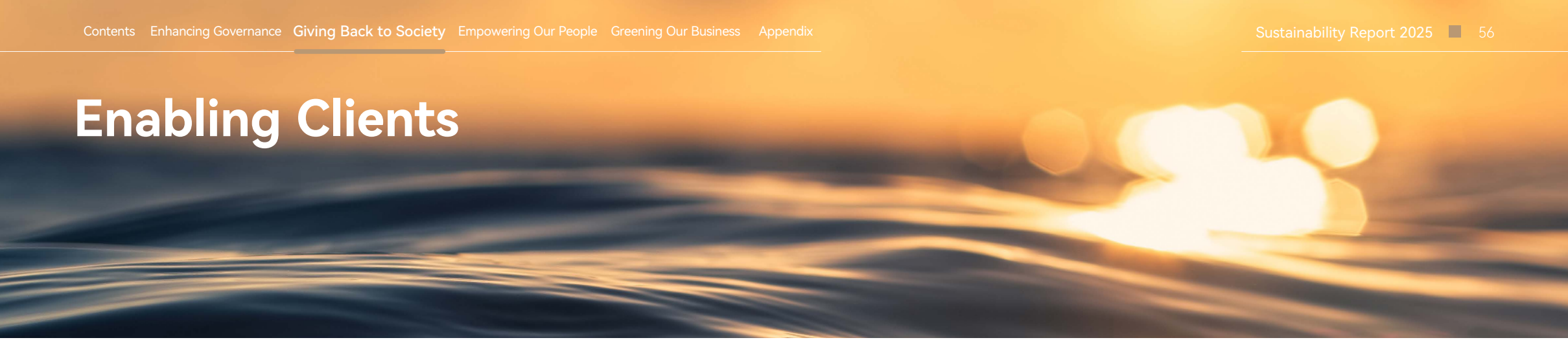
945
Integrated projects

46
Passed inspections by global regulatory agencies

1,800+
Passed client quality audits

23
Integrated projects of rare disease on the platform

12,330
Employee volunteer hours for community



Enabling Clients

Quality Management

Why It Matters

Quality is a core value embedded in our corporate culture. 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.

Objectives and Policies

The overarching objective of the WuXi Biologics' quality management is to consistently deliver safe, reliable, compliant, and high-quality products and services to our clients for the benefit of patients worldwide. To that end, we have established quantitative quality performance indicators to monitor process reliability and drive continuous improvement.

We have developed a unified and comprehensive policy to ensure product/service safety — our *Global Quality Manual*, which provides the basis for 40 Quality Standard Guidelines and thousands of SOPs, and details our commitment to an effective and modern Pharmaceutical Quality System (PQS). The PQS directs the meticulous 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 quality, product safety, compliance, and customer satisfaction, while minimizing inefficient practices and reducing the possibility of failure.

Management Structure

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 Senior Vice President, Head of Global Quality Department takes the leading role in ensuring effective and comprehensive implementation of our quality management system, supported by the dedicated 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. The quality management system clearly defines management responsibilities, with effective reporting mechanisms in place at the local, regional, and global levels.

WuXi Biologics Quality Governance Framework

Global Quality System and Compliance	Quality Assurance	Quality Control
Ensures consistency in quality protocols and practices across all sites and departments	Ensures products meet the requirements for registration and use	Produces high-quality data to ensure the Company's product quality

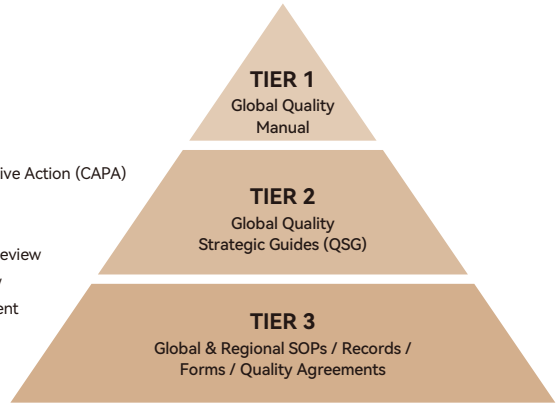
Our Approach

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
- Corrective and Preventive Action (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 across the world, was established based on GMP requirements. It has been regularly audited by multiple regulatory agencies, including the U.S. Food and Drug Administration (FDA), the European Medicines Agency (EMA), the National Medical Products Administration of China (NMPA), the Pharmaceuticals and Medical Devices Agency of Japan (PMDA), the Ministry of Food and Drug Safety of the Republic of Korea (MFDS), the Health Sciences Authority of Singapore (HSA), the Brazilian Health Regulatory Agency (Agência Nacional de Vigilância Sanitária, ANVISA), the Health Products Regulatory Authority of Ireland (HPRA), and Health Canada, among others.

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 deep scientific knowledge and extensive 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 preclude 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. In response to investigations, identified corrective and/or preventive actions (CAPA) are taken, and the effectiveness of such actions is monitored and assessed to assure alignment with our QRM principles.

All biologics manufactured by WuXi Biologics undergo comprehensive product quality assessments — including evaluations of potential impacts on human health and the environment — to ascertain that there is full compliance with regulatory requirements and that no substances have been identified as hazardous by authorities such as those under EU Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH). Information on the potential health and safety impacts of our products and services is also provided in relevant product documentation.

Quality Control

WuXi Biologics has a systematic quality control process with robust in-house quality testing capabilities that are supported by our 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.

To further enhance the quality control process — as well as support the Company's digitalization strategy — we adopted emerging technologies to develop our Electronic Data Review (EDR) System. EDR replaces traditional manual review and strengthens both data integrity and overall product quality consistency.

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 every year. In 2025, we successfully passed over 250 external audits. 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

To ensure suppliers consistently meet quality expectations, WuXi Biologics requires all suppliers to strictly follow its product and service quality standards, and has established a continuous supplier management process that includes qualification review and maintenance, complaint handling, supplier audits and performance evaluations. Before admitting them to our system, we review detailed information regarding material suppliers and GMP-service suppliers, examine their qualification documents, conduct quality questionnaires and require them to sign a quality agreement.

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 desktop 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.

Quality Training

Building a quality-focused company culture is vital for upholding quality standards and regulating day-to-day operations. WuXi Biologics' Training Center — under Global Quality System and Compliance — 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 work with professional third-party partners to provide more diverse training programs for our employees. In 2025, we, together with our partners, provided online and onsite training sessions for employees on global regulation updates, production processes, quality testing and process development.

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.

Measures for Suppliers in Various Categories

Audit and Communication	Daily Quality Management	Material Certification
• Conduct on-site audits for key suppliers to confirm their compliance with 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 a supplier compliant process, supplier performance evaluations and change notification evaluations. • 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.

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	Objectives and Contents
Annual GMP Training	• Ensure employees have clear understanding of GMP requirements and cGMP guidelines. • Mandatory for employees performing GMP-relevant work. • Three topics covered in 2025 regarding regulatory updates, microbial control during manufacturing, and data integrity.
Routine Knowledge Training	• Ensure employees, including new employees, grasp newly formulated or revised knowledge-based documents.
Annual OJT	• Provide periodic training and assessment for certain qualifications and skills requiring re-confirmation.

Client Engagement

Why It Matters

Consistent and candid engagement between clients and WuXi Biologics facilitates mutual understanding, allowing us to better incorporate 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.

89.4

Customer satisfaction score

Our Approach

We are committed to delivering the best product and service for our worldwide clients with quality, speed, and 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 successfully 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 2025 — with customers covered in the survey representing around 72.4% of the Company's revenue — our overall customer satisfaction ratings reached 89.4.

Customer Privacy Protection

As part of its efforts to ensure customer privacy during necessary data collection processes, the Company provides specifics to customers regarding the method used for information collection, the nature and use of the collected information, and the measures in place for its protection.

Voice of Customers

"This biologic is extremely complex, with exceptionally high requirements for technical expertise in research, development, and manufacturing, as well as for product quality. It can be regarded as the 'space shuttle' among biologic drugs. We are very excited that, together with our partner WuXi Biologics, we have achieved this accomplishment."

"Well done and BIG thank you for WuXi Biologics' great work for carbon reduction acceleration! Really appreciated!"

"The WuXi Biologics team continues to proactively support all our needs — we could not ask for more from this team. They are continuously coming with solutions and are always customer-focused."

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

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 our products and services, and set up communication and complaint channels for their feedback. Our complaint 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 processes.

In 2025, we received and properly addressed 11 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.

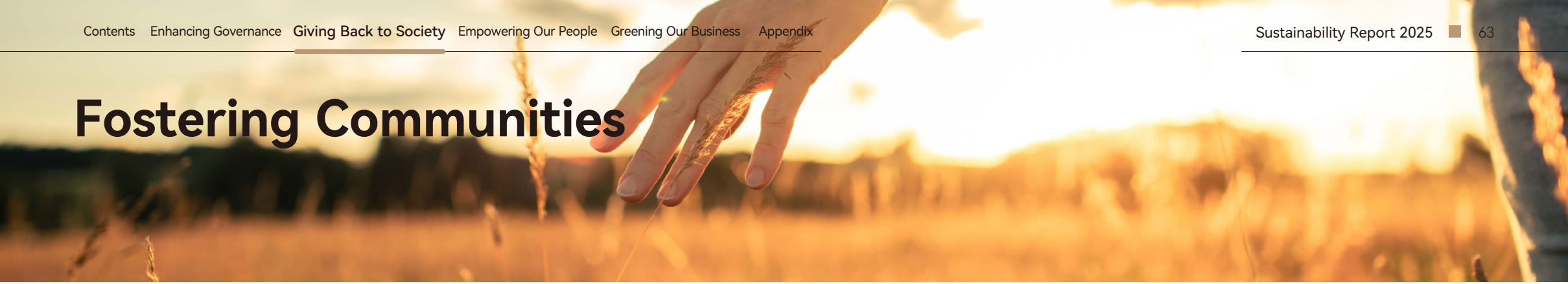
Product Recall Process

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. In compliance with global regulatory standards, 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 and resolutely 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 2025, no product recalls occurred.

Meeting Client Needs with Agility

To deliver projects at the highest quality with the fastest speed, we deploy a Global Dual Sourcing manufacturing strategy with built-in contingency plans and mitigation controls. With facilities located around 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 lies at the heart of WuXi Biologics' business and sustainability approach. We are committed to operating in a way that helps society, supports local communities, and benefits patients worldwide.

In the places where we operate, our community efforts focus on key areas that are aligned with our three main, company-wide Corporate Social Responsibility (CSR) goals:

- Public Health: Leveraging our core competencies to enable clients and benefit patients worldwide.
- Environmental Protection: Protecting our planet, promoting ecological and environmental practices, 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.

To support these efforts, we have established the WuXi Biologics Charity Foundation and the WuXi Biologics Volunteer Hub — platforms that help facilitate our effective work with charities and engage our employees in giving back.

Benefiting Patients Worldwide
Protecting the Environment
Community Engagement

Benefiting Patients Worldwide

Why It Matters

At WuXi Biologics, our mission is to accelerate the R&D and manufacturing of biologics to improve patients' lives and global health. From global public health response to individual care, we leverage our platform capabilities, a global resilience network, and a world-class quality system to help advance global access to healthcare and safeguard public health worldwide. Please refer to the *Advancing Global Healthcare Access through the CRDMO Platform* chapter in this report for more details. At the same time, we focus on raising awareness of rare diseases and addressing global public health challenges through community investment and charitable activities.

Our Approach

Public health is central to what we do. We use our strengths to benefit patients around the world, especially those with rare diseases, as we empower our clients in advancing biopharmaceutical research, raise awareness about rare diseases, and care for affected communities.

According to the World Health Organization (WHO), rare diseases affect between 0.65‰ to 1‰ of the population, as more than 300 million people worldwide live with one or more of the 7,000 known rare diseases. Examples include Pompe disease, Fabry disease, hemophilia, thalassemia, amyotrophic lateral sclerosis and Gaucher disease.

WuXi Biologics firmly acknowledges that the treatment of rare diseases requires both medical breakthroughs and compassionate social support. Our commitment to safeguarding the dreams and futures of rare disease patients is bolstered by three key initiatives:

Empowering Global Health: Expanding rare disease therapies for patients worldwide

Over the past decade, WuXi Biologics has supported partners around the globe in developing innovative biologic treatments for rare diseases. We have worked with many global innovative biotechnology companies to explore and develop therapies.

Leveraging our industry-leading integrated technology platform and expertise, we accelerate the advancement of drugs for rare diseases from concept to commercialization. In 2025, WuXi Biologics empowered CANbridge to develop Velaglucerase beta for Injection — the first and only locally developed enzyme replacement therapy.

As of December 31, 2025, WuXi Biologics is advancing 23 rare disease projects across a diverse range of areas, including Gaucher disease, Pompe disease, etc. Among these, three rare disease products have already been launched to benefit patients worldwide.

Rare Disease Education Support Program: Building an inclusive growth ecosystem

In 2021, WuXi Biologics launched a dedicated scholarship initiative specially aimed at supporting students impacted by rare diseases. The program has awarded scholarships and provided educational gift packages to nearly 130 person-time, empowering the students to continue their academic journeys with greater confidence and support.

The project's support network spans 62 cities across China and scholarship recipients cover 27 rare diseases. Among them, 3 students have received scholarships for four consecutive years, 6 students have received scholarships for three consecutive years, and 26 students have received scholarships for two consecutive years.

WuXi Biologics envisions this scholarship as more than financial assistance — it is a supportive pathway designed for students who have encountered unique life circumstances. The program offers flexible resources and steady guidance, creating an environment where every individual can explore opportunities with confidence.

Global Charity Run — Run for Health: Connecting the rare disease care network step by step

In September 2023, WuXi Biologics inaugurated a global charity event called “Run for Health” that aims to raise awareness of public health — especially rare diseases — through everyone’s participation.

To date, Run for Health’s participation has expanded to 10 cities in 5 countries — China, Singapore, Ireland, Germany and the U.S. — with over 4,000 employees and their families and friends taking part.

In 2025, on the eve of the “International Gaucher Disease Care Day”, WuXi Biologics launched the charity run once again, this time with the theme “Run for Health, Together for Gaucher Cure.” The event particularly commemorated and celebrated the collaboration between WuXi Biologics and its partner CANbridge in developing China’s first and currently only locally developed enzyme replacement therapy approved by the National Medical Products Administration, as well as the issuance of the first Gaurunning® prescription.

In 2025, nearly 2,000 employees and their family members participated in running events. Among them, there was a special team called the “Team for Gaucher Disease”. This team included employees from WuXi Biologics and CANbridge who participated in the Gaurunning® project, as well as representatives from rare disease public welfare organizations and medical institutions. It is precisely because of the dedication and efforts from all these parties that more people have become aware of patients with Gaucher disease.

Global Run for Health 2025

Protecting the Environment

Why It Matters

The well-being of humanity is intrinsically linked to the health of our natural environment. At WuXi Biologics, we are committed to safeguarding public health and upholding the fundamental right to a healthy environment. We strive to elevate awareness, champion environmental sustainability, and cultivate innovative solutions that advance our environmental goals.

Our Approach

We recognize that meaningful and lasting environmental progress starts with our people. We empower our employees to actively engage in environmental stewardship, embedding a low-carbon mindset throughout our organization. Through proactive advocacy across all of our sites, we focus on energy efficiency, emissions reduction, and minimizing our carbon footprint — driving comprehensive actions that support a sustainable future.

Earth Day Initiatives, Connect with the Nature

Our commitment to well-being and environmental stewardship was demonstrated through diverse activities across our teams, including these two programs:

In Ireland Dundalk, we celebrated a week of wellness and eco-care, featuring a grounding yoga session, educational talks on responsible waste management, promotion of greener commuting, and an office-wide clean-up. The week concluded with enthusiastic participation in the annual community litter pick-up, reflecting our dedication to advocating a healthier environment and community.

During that same week, 14 U.S. colleagues joined Friends of Princeton Open Space for a volunteer session at the Billy Johnson Mountain Lakes Nature Preserve. Guided by experts, the volunteers supported riparian restoration by removing invasive species and protecting native habitats — efforts that enhance biodiversity and protect vital water resources.

Such initiatives underscore our ongoing commitment to fostering well-being and sustaining natural environments.

Ireland Site “World Earth Day” Event

Community Engagement

Why It Matters

WuXi Biologics places great importance on social connection, understanding that giving back to the community is not only a responsibility but also a powerful driver of social progress. We proactively initiate programs addressing social and environmental challenges alongside our communities, encouraging our employees to volunteer and show their commitment to social and environmental causes.

Our Approach

Employee Empowerment and Volunteerism

WuXi Biologics is committed to empowering our employees worldwide to create impacts within their local communities. To facilitate this, we have established a comprehensive company-wide volunteer hub supported by site-level divisions and dedicated volunteer platforms that provide employees with valuable resources and opportunities to engage in community service.

Performance Highlight

12,330
Volunteer hours for communities

3,827
Volunteer person-times of participation

International Volunteer Activities

The WuXi Biologics Volunteer Hub, established in 2020, fosters a diverse and inclusive volunteer culture by connecting our volunteers with communities and partners. It empowers them to apply their professional skills, playing a vital role in fulfilling WuXi Biologics' social responsibilities.

To strengthen community bonds, we organized a series of activities, such as site family days and charity bazaars. Throughout 2025, our volunteers contributed a total of 12,330 volunteer hours, with 3,827 instances of participation spanning 10 cities across five countries. These collective efforts underscore our commitment to fostering a culture of volunteerism and social responsibility.

Charitable Donations

Charitable donations represent a vital component of WuXi Biologics' commitment to fulfilling our social responsibilities and contributing to sustainable development. In 2022, we took a strategic step to systematize and enhance the transparency and effectiveness of our philanthropic initiatives by establishing the WuXi Biologics Charity Foundation. As a formal, non-profit entity, the Foundation provides a centralized and organized platform to coordinate our charitable efforts, maximizing their social impact.

The Foundation operates in strict accordance with the *WuXi Biologics Charity Foundation Charter*, which comprehensively aligns with all applicable laws and regulations governing charities and donations. This charter embodies our unwavering commitment to upholding the highest standards of legality, ethical conduct, and good governance across all our charitable activities.

To maintain transparency and accountability, we regularly disclose detailed reports on our charitable activities, social impact, and financial performance. These disclosures ensure that our stakeholders — ranging from employees and partners to local communities and regulatory bodies — have clear and timely insights into how their support translate into meaningful social contributions.

For instance, we work closely with emergency response NGOs to ensure rapid action, and make donations that contribute to disaster relief and post-disaster recovery efforts.

Disaster Relief and Post-Disaster Recovery Support in Xizang

On January 7, 2025, a magnitude 6.8 earthquake struck Dingri County, Shigatse City, Xizang, resulting in significant casualties. WuXi Biologics promptly responded by mobilizing all employees to participate in a fundraising campaign. Combining employees' voluntary donations and a special fundraising allocation from the Company, a total of RMB 1 million was raised to support disaster relief and reconstruction efforts in the affected areas.

In response to the earthquake disaster in Xizang, all raised funds were channeled through the China Foundation for Rural Development, designated specifically for post-disaster reconstruction in the affected areas. This initiative demonstrates our commitment to corporate social responsibility by supporting disaster relief and rural development, aligning with our ESG goals to contribute positively to vulnerable communities and promote sustainable recovery.

Earthquake Disaster Relief in Xizang

Hong Kong Tai Po Fire Relief Support

On November 26, 2025, a fire broke out at Hong Fu Court in Tai Po, Hong Kong, resulting in significant casualties and drawing widespread public concern. To support ongoing relief efforts, WuXi Biologics and its subsidiary WuXi XDC jointly pledged a donation of HKD 10 million. The funds were allocated to critical needs, including medical treatment for affected individuals, emergency shelter, essential supplies, and post-disaster recovery.

Connecting Communities

To ensure that our efforts are aligned with the needs and interests of the communities where we operate, we have established clear policies on community engagement. These policies guide us in actively listening to and understanding community concerns and aspirations, thereby integrating their perspectives into our programs and operations. By doing so, we ensure that our social and environmental initiatives generate meaningful, positive impact while respecting the values of the communities we serve.

Our community engagement initiatives encompass diverse partnerships and impactful projects. For example, we collaborate with NGOs, such as the Illness Challenge Foundation, to establish scholarships for students with rare diseases from underprivileged backgrounds. We also promote STEM and biologics education through dedicated programs encouraging young people to explore these critical fields. In alliance with women's empowerment organizations, we provide support to women facing severe illnesses.

Inspiring the Next Generation with STEM and Life Sciences Education

As part of our ongoing commitment to fostering positive social impact and strengthening community engagement, WuXi Biologics has developed programs — such as "SCIENCE+ Series" and "BioXplore" to ignite interest in STEM and life sciences among young generation, empowering future scientific talent.

In support of Engineering Week 2026, our Ireland site organized an outreach initiative in which its engineers visited four local schools, to promote STEM education through practical engagement. A key activity, the Bridge Building Challenge, invited students to design and construct structures using limited materials within a fixed timeframe, with engineers providing guidance on engineering principles, structural integrity, and teamwork based on real-world experience. Through this hands-on learning approach, the initiative enhanced students' understanding of and interest in engineering while demonstrating the Company's commitment to community engagement, employee volunteerism, and the cultivation of future technical talent.

In China, we invite high school students to participate in our BioXplore program. We believe that inspiring the next generation not only advances scientific progress but also strengthens the well-being of our communities and society as a whole.

In U.S., we engage families and young learners through our annual *"Bring Your Child to Work Day"*, offering children and teenagers hands-on, age-appropriate experiences–from interactive science activities and creative exploration to lab tours and career development sessions–allowing them to experience firsthand the fun, rigor, and real-world impact of life sciences.

Through these initiatives, we believe that by investing in the next generation, we can contribute to the advancement of a thriving scientific future and help build a healthier, more resilient society.

U.S. Site "Bring Your Child to Work Day"
Ireland Site "Engineering Week 2026"

Bringing Joy to the Community

On Easter Day of 2025, the WuXi Biologics Ireland Dundalk team united to spread joy within the local community by collecting and donating 440 Easter eggs to three local charitable organizations.

We were honored to welcome representatives from these charities to our site for a special “Eggstravaganza” event. This meaningful gathering provided our colleagues with a unique opportunity to connect directly with the dedicated teams behind these vital organizations, hear inspiring stories from the families they support, and witness firsthand how even small acts of kindness can create significant positive impact.

The event was an example of how we take pride in brightening lives and strengthening our community through consistent, heartfelt engagement.

Ireland Site Easter Egg Charity Donation

WuXi Biologics is dedicated to creating social value by advancing public health, protecting the environment, and actively engaging with communities. Through focused initiatives on rare diseases, environmental sustainability, and employee volunteerism, we foster meaningful partnerships and empower our people to contribute positively. Our ongoing commitment ensures that growing our business goes hand in hand with supporting patients, communities, and a healthier planet.

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.

45%
Managerial positions held by female employees

54%
STEM positions held by female employees

51
Nationalities of our employees

79
Hours of training per employee

ISO 45001
Occupational health and safety management certification

Inclusive and Ethical Workplace 72
Talent Attraction and Development 76
Employee Engagement and Well-being 82
Occupational Health and Safety 85

Inclusive and Ethical Workplace

The Big Picture

WuXi Biologics is committed to equitable employment and cultivating a workplace grounded in dignity, where an inclusive culture actively protects against discrimination, harassment, and bullying. We believe that a diverse and inclusive workforce is essential for fostering new ideas, gaining different perspectives, and developing solutions that can have positive impacts for our clients and patients worldwide. We are committed to providing an equal and open environment for talents with different backgrounds, and enabling every employee to reach their full potential.

Why It Matters

Productive employment and decent work are essential for sustainable growth. WuXi Biologics is dedicated to providing all employees with a fair, just and sustainable work environment. We strive to foster an environment where employees are treated with dignity and respect, free from bullying, harassment, and discrimination. Our diversity, equity, and inclusion strategies reinforce WuXi Biologics' commitment to building a diverse workforce. This commitment not only enhances our company culture but also serves as an example for the industry, promoting a more diverse and inclusive ecosystem that can drive innovation and improve health outcomes globally.

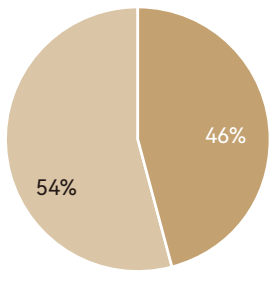
Policy and Commitment

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.* The Company's *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, with targeted policy training reinforcing the Company's zero-tolerance stance against discrimination, harassment, and other misconduct, thereby demonstrating its consistent dedication to respecting and supporting human rights.

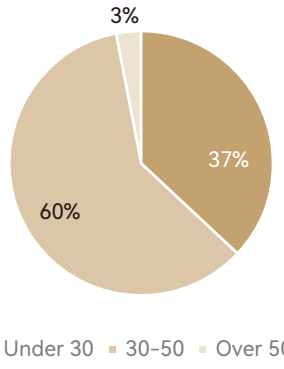
WuXi Biologics has established a robust diversity, equity, and inclusion governance structure and ecosystem, integral to our commitment to inclusivity and equitable practices. Our Board of Directors plays a critical oversight role by conducting an annual review of our diversity, equity, and inclusion strategy and its execution. The Company's Diversity, Equity, and Inclusion Committee, which brings together representatives from various departments and regions, is charged with steering the objectives and monitoring initiatives. In addition, our global Diversity, Equity, and Inclusion (DEI) taskforce actively advances related initiatives within the organization, supported by vibrant local employee-led communities, including localized Women in STEM (WiSTEM) committees. Our governance structure enhances employee engagement and drives more consistent and sustained progress in diversity, equity, and inclusion throughout the Company.

The *WuXi Biologics Diversity, Equity, and Inclusion Policy* clarifies and reinforces the importance of diversity, equity, and inclusion in our workplace. We provide mandatory annual training to all employees on the policy, covering topics such as inclusive culture, anti-discrimination and anti-harassment measures, human rights, employee well-being, and the available reporting channels. In 2025, during CRDMO+ Learning Month, we launched the online course "Building an Inclusive and Global Workplace" for all employees worldwide, further ensuring the in-depth implementation of diversity, equity, and inclusion principles across the Company.

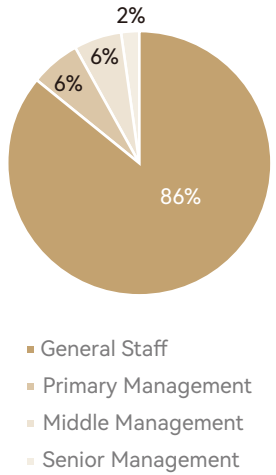
Employees by Gender



Employees by Age



Employees by Job Level



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[12]. 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 set goals of achieving 50% female representation in our global workforce and at least 45% in management positions by 2030. In 2025, the percentage of female employees in our workforce reached 54%, and the percentage of managerial positions held by women reached 45%, both meeting our targets. Through our HR data platform, we continuously collect and analyze employee diversity data to measure annual progress and actively advance initiatives.

Upholding the principle of equal pay for equal work, WuXi Biologics strives to ensure equal wages for men and women who perform equivalent work. We not only perform an annual in-depth assessment of 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[13] was 5.7% in 2025.

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, 0.75% 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

WuXi Biologics places great emphasis on the outstanding contributions of women in STEM fields. In 2025, we continued to fulfill our commitment to diversity, equity, and inclusion by advancing the WiSTEM program to nurture and inspire our female employees. Over the past year, women accounted for 54% of STEM positions at WuXi Biologics, demonstrating our ongoing efforts to promote gender parity in the industry.

The WiSTEM community remains dedicated to inspiring, supporting, and empowering the next generation of female talent. Through a combination of education, hands-on experience, and mentorship, we encourage young women to pursue careers in science and technology. We organized Job Shadow Day events to provide students with opportunities to gain in-depth understanding of career development in STEM fields. By collaborating with educational organizations, we brought science education materials and practical courses into schools, sparking students' interest in life sciences and engineering.

We developed a series of training courses on topics such as inclusive leadership and unconscious bias, encouraging employees to practice inclusion in their daily work and promoting active participation of male allies to jointly foster a diverse and harmonious workplace.

This year, a female scientist from WuXi Biologics was shortlisted for the Ireland Women in STEM Awards, and her growth story has become a role model, inspiring the next generation of women to pursue their scientific dreams. In addition, our Ireland site was named a finalist for the STEM Employer of the Year award, highlighting our continued industry impact through global collaboration, scientific excellence, and an inclusive culture.

We remain committed to empowering female talent, students, and communities, and have shared our best practices on international platforms such as the UNGC, continuously expanding our industry influence and contributing to shaping the future talent ecosystem.

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, fortifying a foundation where every individual can excel and contribute uniquely.

We recognize the critical importance of cultivating leaders with a global mindset to effectively navigate the complexities of international business and lead teams from diverse cultural backgrounds. The DIP IN BLUE program is one of our core initiatives in global talent development. By the end of 2025, the program had supported nearly 4,000 employees worldwide in the mastery of key skills for effectively collaborating with international teams, serving global clients, and adapting to overseas assignments through targeted training modules — enhancing their adaptability and competitiveness in the global workplace. In 2025, we also launched a free multilingual learning platform covering five major business languages: English, French, German, Italian, and Spanish. Through a variety of learning modules, this platform continually enhances employees' language capabilities and facilitates cross-cultural and cross-border communication and collaboration.

A number of cross-cultural celebration events held over the past year emphasized the benefits of diversity, enhanced mutual understanding and strengthened connections among colleagues from different cultural backgrounds. For example, employees shared food and participated in cultural activities during events such as the Chinese New Year Celebration, Mid-Autumn Festival, St. Patrick's Day, Indian Day, Mexican Day, and Spanish Tapas Day, allowing for exploration and appreciation of the rich 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.

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.

WuXi Biologics continues 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 our 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[14] 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[15]. 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 any 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. We conduct dedicated annual trainings and assessment sessions 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. In 2025, we launched a company-wide Living Wage Assessment, covering all employees across our operating locations. The initiative — which leveraged authoritative third-party data sources, including Wage Indicator — helped better and support employees' living needs and overall well-being.

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. The Company is committed to providing paid annual leave to all employees. In addition to the statutory leave, we also provide welfare leave and high-temperature leave. We encourage employees to take their leave within the year to support their well-being. Leave usage is tracked via an online system, with reminders sent in the second half of the year to employees with a high leave balance. Unused annual leave can be carried over to the next year as welfare leave, in accordance with our company policy.

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 immediate supervisors and the Human Resources Department, or through 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 2025, the policies and internal control practices related to human rights topics[16] underwent client audits. Throughout the year, there were no reported human rights violations[17] that led to litigation or administrative penalties.

Fostering Inclusive Leadership

In 2025, we delivered Inclusive Leadership courses for our global management team, aiming to systematically enhance leaders' understanding of and practice in fostering a culture of diversity, equity, and inclusion. The courses — designed to help them build global teams with a strong sense of belonging and innovation — offered a curriculum focused on four core modules: identifying and overcoming unconscious bias, building psychologically safe team environments, enhancing cross-difference competencies, and unlocking talent potential. Through content sharing and systematic learning, participants mastered key leadership skills for empowering teams, driving collaborative innovation, and promoting cultural integration in diverse settings. These capabilities form a strong foundation for continuing to build a sustainable, high-performing, and inclusive organizational culture.

Talent Attraction and Development

The Big Picture

WuXi Biologics regards talent as the foundation of our successful development and is committed to a people-oriented approach. We continually enhance our recruitment strategies to attract top global talent and empower employees through diversified training programs that support both professional growth and leadership development. Comprehensive performance management and fair incentive mechanisms encourage employees to excel along both professional and managerial career paths. By optimizing our talent development strategies, we unlock employee potential, strengthen team cohesion, and build sustainable competitive advantage.

94.57%
Talent retention rate[22]

13,352
Number of employees

1,083,853
Total training hours completed

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

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 apply standardized assessment methods to ensure that our hiring decisions are based solely on competence and individual merit. We treat every applicant equally, and do not tolerate any form of discrimination based on ethnicity, gender, race, region, religion, form of employment, or any other factors.

Through regular talent reviews and human-capital risk assessments, we continually identify workforce skill gaps, forecast talent supply and demand, and develop strategies to strengthen our talent pipeline. Our HR Dashboard and HR Analytics Platform are used to facilitate these processes. In 2025, building on our existing talent review initiatives, we launched a global Senior Management Successor Assessment Project. Through comprehensive, in-depth 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 consistently 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 2025, the recruitment team significantly enhanced its effectiveness by strengthening talent pool development, using market insights to advance proactive recruitment strategies, expanding global recruitment channels, and optimizing promotional strategies. 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.

To facilitate internal career mobility and empower employees to maximize their potential, we put in place formal promotion and transfer processes as part of our talent development initiative. Our "Fresh Water" program continues to promote cross-regional and cross-departmental rotations, expanding career opportunities and supporting our company's growth. In 2025, 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. Our use of a 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.

Employee Training

We believe that effective and comprehensive training not only improves employee and corporate performance, but also helps retain top talents. Guided by the *Global Employee Training Management Policy of WuXi Biologics*, 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[18]. In 2025, we aimed for at least 95% satisfaction in our training programs and achieved an impressive average rate of over 96.9%.

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[19] and learners can have access to other learning platforms for additional resources. We also provide employees in the United States and Europe with access to the LinkedIn online learning platform, which offers multilingual and diverse course content. These virtual platforms offer employees additional ways to enhance their skills through targeted learning modules and advance their careers.

Seeds Program

The Seeds Program is our preeminent 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 three to six months, during which we offer systematic and comprehensive learning roadmaps along with tailored training plans. In 2025, 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.

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 we partnered with Tsinghua University to offer a doctoral program in chemical engineering.

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. 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.

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 2025, 74 career mentors and over 140 professional mentors supported the development of elite trainees, enabling their rapid career advancement.

Succession Program

In 2025, we focused on developing executive successors through our NextGen and NextWave programs. Tailored development plans were created based on participants' readiness and industry benchmarks, and, in collaboration with external partners, we strengthened such core capabilities as strategic and commercial thinking, management perspective, global mindset, interpersonal influence, and talent development through blended learning and coaching. These initiatives demonstrate WuXi Biologics' commitment to building a strong leadership pipeline and ensuring long-term organizational success. In 2025, NextGen and NextWave were successfully implemented in two business units, engaging 29 key talents, with the overall satisfaction rate reaching 93.6%.

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 deeper 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 all employees focuses on such topics as self-awareness, project management, effective communication, and personal effectiveness.
	Primary Management	The Junior Level Leadership Program is a blended learning journey designed to improve the management capabilities of primary managers. The program focuses on such topics as manager role change, performance management and team roles, effective communication, and employee coaching and motivation.
	Middle Management	The Middle Level Leadership Program is a blended learning journey designed to improve leadership of mid-level managers. The program focuses on such topics as effective decision-making, self-management, leading a high-performance team, leader as coach, and storytelling skills.
	Senior Management	Through business simulations and management workshops, we cultivate strategic and commercial thinking, management perspective, interpersonal influence, and talent development — building a robust leadership pipeline. In-depth self-management tools and one-on-one coaching enhance self-awareness, enabling team transformation and improved organizational capability.
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 in 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	We launched a multilingual online learning platform offering free courses in English, French, German, Italian, and Spanish. A variety of language learning activities and incentive mechanisms are in place to encourage employees to enhance 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.

Performance Management and Talent Incentives

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

During the annual performance goal-setting phase, annual performance goals are cascaded from corporate strategy and operational objectives to teams, and then further refined for each employee, with managers[20] and employees engaging in thorough discussions to reach consensus. In addition, each employee's development needs are analyzed and Individual Development Plans (IDPs) are formulated that align with both personal career aspirations and organizational goals.

Our performance evaluation process includes formal mid-year and year-end reviews, supported by mechanisms for manager feedback and employee confirmation to ensure transparent and effective communication. During mid-year performance reviews, employees and managers revisit goals and progression, and exchange feedback on performance areas that require further support or improvement. For the annual appraisal on individual and team performance, we employ a multidimensional performance evaluation model[21] that assesses both goal attainment and behavioral approaches.

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 track progress and ultimately achieve the performance targets for both individuals and the organization. During the performance management cycle, goals are flexibly adjusted in response to changes in the external environment, ensuring that team and individual targets remain forward-looking and attainable. This performance management and evaluation system applies to all WuXi Biologics employees. In 2025, 95.8% 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.

Our development plans and assessment standards are based on a comprehensive talent inventory and take into account individual ability, strengths and potential. We have optimized differentiated assessment processes for professional and managerial tracks, ensuring objective recognition of contributions and competencies. 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.

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 continually 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 allocation based on the performance of the Company, team, and individual. 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.

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 to 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 2025, we continued to iterate and optimize the LEAP talent development programs:

- L stands for 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 stands 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 stands 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.

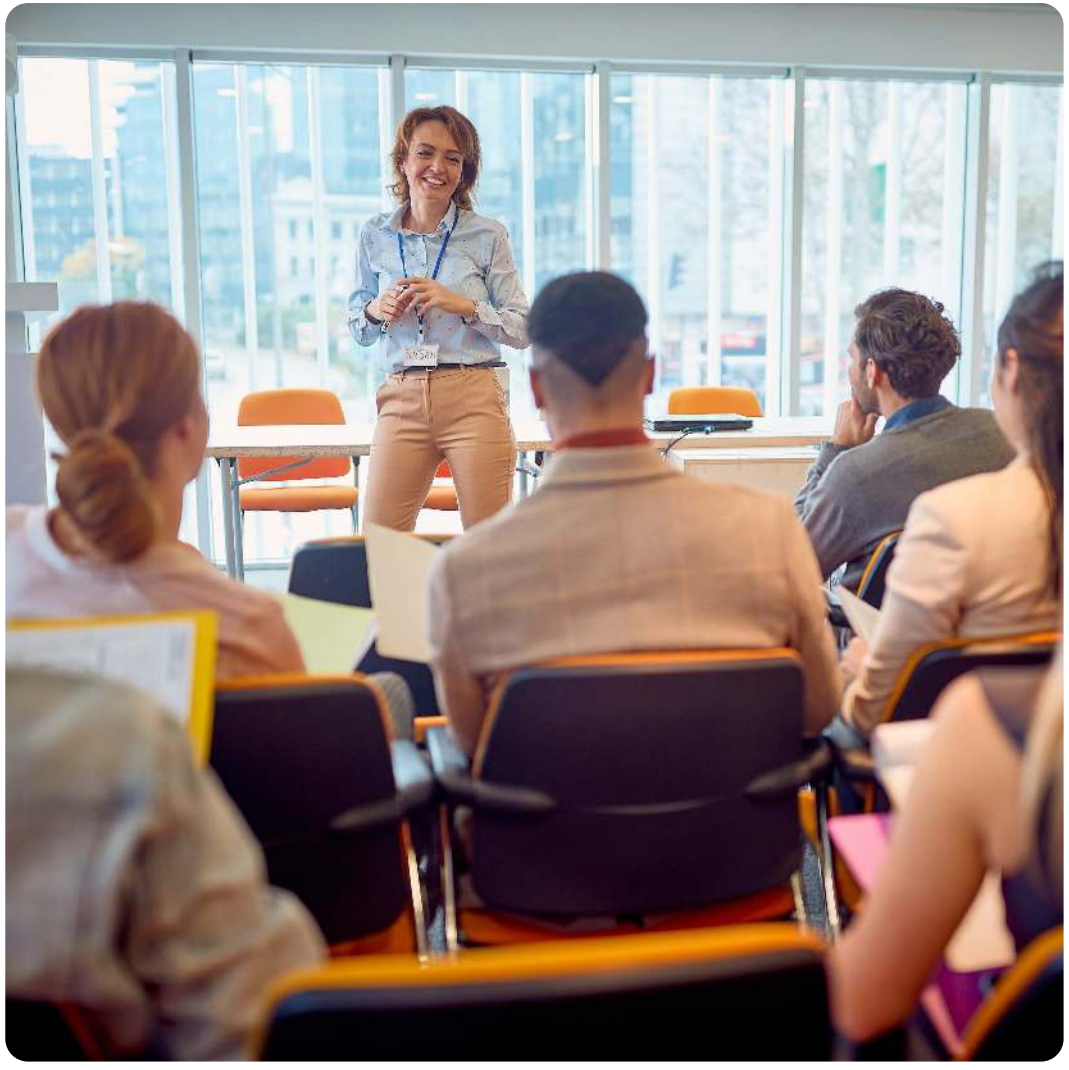
In 2025, 262 targeted online and offline courses and seminars were offered. By the end of December, a total of 553 participants had engaged in the leadership training projects, with a talent retention rate of 97.5%.

CRDMO+ Month

WuXi Biologics' 2025 "CRDMO+ Month" — with its four strategic pillars: Client+, Global+, Innovation+, and Agile+ — focused on enabling client success, elevating the global network, empowering innovation growth, and energizing the Company's agility, while systematically outlining the core logic behind the Company's industry leadership and the key to maintaining its competitive edge in a dynamic market. The event concluded with the Enablers theme, highlighting quality, compliance, digitalization, WBS and other critical drivers that ensure effective strategy execution. 43 industry experts and company executives shared their insights on site, with total views exceeding 20,000. This learning month event further strengthened company-wide strategic alignment and injected new momentum into WuXi Biologics' high-quality growth and continued industry leadership.

"The Ming Shi Tang" Program and the Coaching Program

The Ming Shi Tang Program and the Coaching Program serve as key initiatives that enhance WuXi Biologics' internal capabilities and advance the development of its learning-oriented organization. The Ming Shi Tang Program builds a strong internal trainer ecosystem through structured curricula and empowerment activities, improving teaching quality and organizational capability building. In 2025, 121 internal trainers had contributed 752 training hours, achieving an average satisfaction rate of 97.6%. The Coaching Program applies the TEAM coaching model to develop internal coaches, strengthening both individual leadership and the Company's talent pipeline. In 2025, the program successfully empowered 23 key employees. Together, these two programs reflect our people-centric philosophy and provide sustained momentum for the long-term growth of our organization and talent.



Employee Engagement and Well-being

The Big Picture

WuXi Biologics respects and values every employee, and is committed to strengthening our welfare system and communication mechanisms. In addition to safeguarding statutory employee rights, we also emphasize family care and work-life balance. Through diversified communication channels, mental-health support, a comprehensive benefits framework, and family-friendly policies, the Company enhances employee cohesion and sense of belonging, fostering a positive, supportive, and harmonious workplace culture.

Why It Matters

We are committed to providing employees with decent work, a comprehensive employee benefits and care system, strengthening team cohesion and enhancing employees' sense of belonging, and fostering a harmonious, warm, and fulfilling workplace.

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 the leadership team and employees. We actively encourage employees to voice their opinions, and 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.

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.

Culture and Shared Values

People are the foundation of WuXi Biologics' success and a core source of our long-term competitive strength. Our PROUD 2.0[23] culture shapes how we work, make decisions, and grow — both individually and collectively — supporting a workplace environment built on trust, ownership, and shared purpose.

In June 2025, we launched the refined PROUD 2.0 framework, a refreshed set of core values and behaviors designed to guide employees' daily work with greater clarity and consistency. The framework was developed through a global co-creation process, incorporating insights from more than 12,000 colleagues worldwide through interviews, workshops, culture surveys, and client feedback.

Throughout 2025, initiatives such as PROUD Day, PROUD Month, and the PROUD Culture Overview e-learning course helped embed the refined PROUD 2.0 values across the organization. Together, these initiatives strengthened cultural alignment, enhanced engagement, and reinforced a sense of belonging across our global workforce.

PROUD Day

2025 PROUD Day — themed "Live PROUD, Go Beyond" — brought together over 8,000 global employees both onsite and online for a signature celebration. During the event, we officially launched the refined PROUD 2.0 framework, emphasizing five core values: Passion, Resilience, Ownership, Trust, and Decisiveness. With immersive onsite and online experiences, the celebration fostered global synergy and collaboration. By honoring exceptional employees and empowering teams, PROUD Day energized the organization for sustainable growth and future success.

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 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 sites receive the same routine benefits as full-time employees at those locations, including such perks as meal and commuting subsidies, birthday benefits, leave entitlements, festival gifts, and Family Day activities. During the hot summer season, the Company provides cooling care packages for employees working outdoors in high temperatures. In addition, several of our sites offer school enrollment support for employees' children — from kindergarten to high school — helping address local admission challenges and demonstrating our long-term commitment to family well-being.

We also place strong emphasis on employees' mental health. A dedicated Employee Assistance Program (EAP) hotline provides one-on-one mental health counseling. To help employees manage emotions and stress, relevant courses are incorporated into open training sessions and leadership development programs, enabling employees to build emotional awareness and resilience.

We encourage work-life balance and can offer remote and flexible working options to accommodate employees' needs. Across our operating sites, we have established a wide range of sports clubs — including ball sports, outdoor activities, and water sports — and regularly organize training sessions and competitions to strengthen employees' health management and team collaboration. Interest-based clubs — such as dance, e-sports, and photography — provide platforms for talent expression and social interaction, enriching employees' lives. 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 skill development and personal growth.

2025 Family Day

In 2025, WuXi Biologics hosted a series of Family Day events across our global sites. The celebrations attracted more than 2,500 employees and their families. With diverse activities — including site and laboratory tours, parent child games, and charity runs — the events integrated environmental protection and public welfare elements, serving as an engaging platform for promoting sustainability education. The activities sparked younger generations' interest in science and sustainable development, while strengthening the sense of belonging among employees and their families. Coordinated efforts across multiple locations, together with strong support from volunteer teams, demonstrated WuXi Biologics' commitment to employee care and the growth of the next generation. These initiatives further promoted work–life balance and contributed to the continuous enhancement of employee wellbeing.

Types of Benefits	Details
Statutory Benefits	• Pension insurance • Medical insurance • Unemployment insurance • Disability insurance • Work-related injury insurance • Birth insurance • Housing provident fund
Supplementary Benefits	• Paid annual leave • Supplementary commercial insurance[24] • 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

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 the 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.

Why It Matters

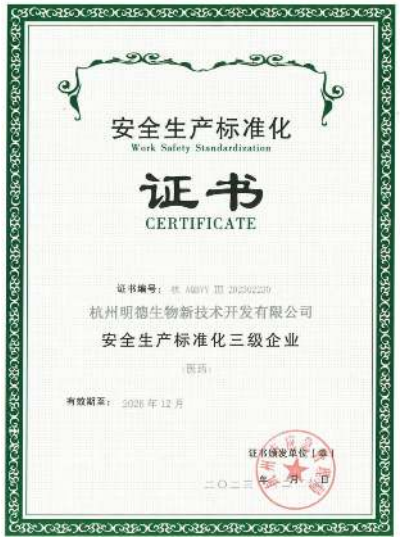
Employee health and safety creates a solid foundation for well-being and productivity, and, as one of WuXi Biologics' core values, is always a top priority for the Company. We continually strive to improve the performance of our OHS management system, incorporating the highest standards into every aspect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

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 the participation of our employees and internal/external stakeholders. They serve as guiding principles applicable to employees, contractors, and other 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[25] for our OHS management system. Between 2022 and 2025, 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 health & safety incidents and keep improving our safety performance, we set a new OHS target to reduce the Lost Time Injury Rate (LTIR) by 20% by the end of 2027 compared with the 2024 baseline. Prioritization and action plans related to OHS are developed at management review meetings to guide the implementation of internal policies and initiatives.

ISO 45001 Certificate



Work Safety Standardization Certificate

WuXi Biologics has established a Biosafety Committee at each of our operational sites that contends 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, work related incident or interruptions. Our preventive measures are informed by OHS risk assessments — conducted by third-party agencies and our internal professional team — that identify what could potentially cause harm in the workplace.

Based on the risk assessments, prevention plans are developed accordingly to the risk priority and actions are taken to control any hazards identified. Our prevention measures include arranging regular occupational health medical check-ups 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 and adopted multiple noise-mitigation measures such as using decorative sound-absorbing materials, reducing machinery noise, and installing silencer.

To reduce or prevent the risk of repetitive strain injury (RSI), we established the *WuXi Biologics Ergonomics Evaluation Guidelines* and, based on this framework, developed an ergonomics evaluation tool. Leveraging this tool, we launched dedicated Kaizen projects across multiple sites to further promote best workplace ergonomics practices. Additionally, we continued to conduct ergonomics 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 month and we continually track health and safety related metrics.

Reducing Ergonomic Risks in Non-GMP Pilot Plant (NPP) Production Operations

This project centers on the "Social" dimension of ESG and focuses on improving frontline employees' ergonomic risk exposure and overall work experience. Guided by the ergonomics assessment tool, the project identified high-risk operational points by integrating standard operating procedures and Voice of Customer (VoC) feedback. Addressing one of these identified risks, we introduced lift trucks in the medium preparation and material-handling stages, transforming lifting movements into push-and-pull operations. In the column disassembly and cleaning stages, electric column-clamping and column-lifting tools were deployed, and the sink height was lowered. At the same time, unnecessary steps were removed, workflows were streamlined, and 5S management was strengthened. Through these and other improvement measures, the project reduced ergonomic risk scores within the department, eliminated eight high-risk operation points, significantly enhanced employees' working postures, reduced labor intensity, and mitigated potential occupational injury risks.

Safety Inspections and Audits

We conduct safety inspections routinely and encourage employees to report potential risks in the workplace. Our EHS Department reviews the reports and tracks these potential risks until corrective actions be taken. 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. Internal 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 annual independent external verification of health and safety was conducted in 2025 in accordance with ISO 45001.

Potential Risk Reporting

At WuXi Biologics, we are committed to fostering a safe and inclusive workplace supported by robust communication channels. Through initiatives such as the "Woodpecker Action" and our Potential Risk Report System, we encourage employees to proactively identify unsafe conditions and unsafe behaviors related to occupational health and safety, and report them by means of internal communication mechanisms. In 2025, we further enhanced these efforts by launching a mobile-based EHS Potential Risk Reporting Tool, enabling employees to report potential risks anytime and anywhere with greater convenience. Upon receiving 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 needed. To further encourage reporting, we recognize and reward employees who actively contribute to potential risk identification.

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 inquiry, analyze root causes and carry out corrective actions and preventive measures. For reference, we compiled and analyzed safety incidents that have 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 useful resource for employees and the EHS management teams across all sites.

Between 2022 and 2025, 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

Routine Safety Training and First Aid Training

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. We have also collaborated with PPE suppliers to conduct PPE usage training at WuXi Biologics sites. The sessions included on-site demonstrations of various types of PPE, along with detailed explanations of their different functions and protective features.

In 2025, 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).

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, involving all employees, contractors, and visitors on site. The comprehensive drill for emergency evacuation and rescue simulates the entire process including the discovery and reporting of fire incidents, firefighting action, emergency evacuation, rescue operations, and medical assistance, with active cooperation from multiple departments and local firefighters.

Drills for Safety Emergencies

To further expand our employees' capable response 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 occurrence and minimize impact of potential incidents, such as chemical spills, to protect the environment, and safeguard public health and safety.

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.

Supplier and Contractor Safety

In addition to protecting the health and safety of our employees, WuXi Biologics is also acutely attentive regarding the 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 their OHS performance is continually monitored during operations on site. The EHS Department also conducts specialized EHS audits on suppliers in accordance with PSCI standards. Our overall objective is to manage safety risks and incidents for all personnel at our operational sites, including our contractors and visitors.

Indicator	Unit	2025
Lost Time Injury Rate	Time/200,000 working hours	0.040
Percentage of the total workforce across all locations represented in formal joint management-worker health & safety committees	%	100

Greening Our Business

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 actively explore diversified environmental sustainability initiatives and optimize our environmental management system, aiming to continue both the greening of our business and positive impact on the wider value chain.

Climate Change and Energy Saving 91
Environmental and Natural Resources Stewardship 113

New SBTi Target matrix
Near-Term, Long-Term and Net-Zero Targets

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

32%
Decrease in water intensity from the base year 2019

ISO 14064
GHG emissions verification

ISO 14001
Environmental management certification

ISO 50001
Energy management certification

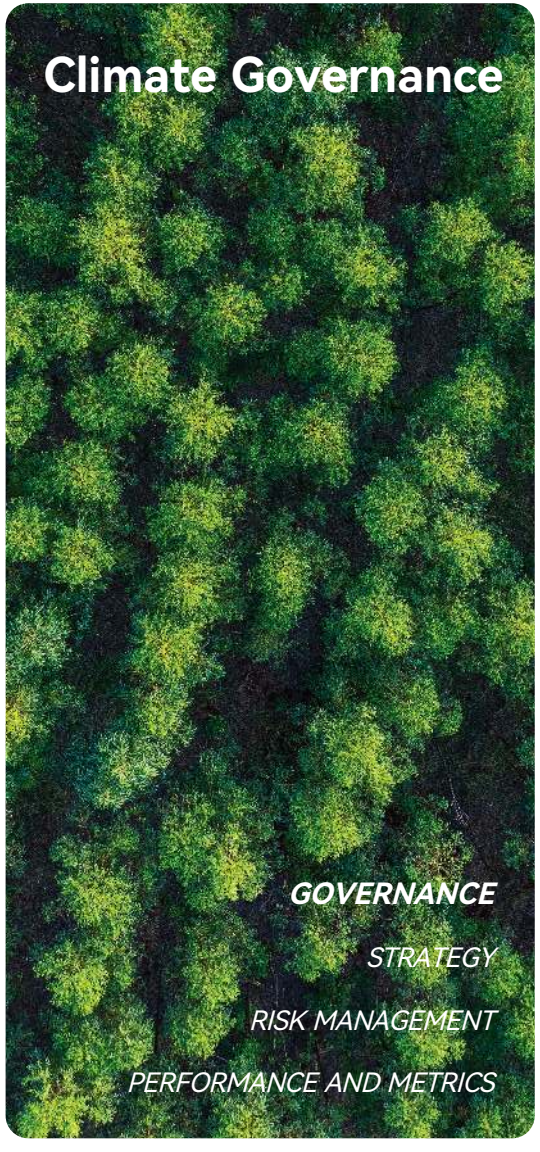
Climate Change and Energy Saving

The Big Picture

At the United Nations Climate Change Conference (COP30), held in Belém, Brazil in November 2025, pragmatic progress was achieved on key issues, including adaptation finance, just transition, and the "Global Goal on Adaptation." These outcomes further advanced the implementation of the *Paris Agreement*, and accelerated the global shift toward low-emissions and climate-resilient development. 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 International Sustainability Standards Board (ISSB) developments and the new climate change regulations of the Hong Kong Stock Exchange (HKEX), 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 HKEX's *Environmental, Social and Governance Reporting Code*, which emphasizes the importance of climate-related disclosures. In addition, we continue to integrate the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) into our *WuXi Biologics Climate Change Policy*, focusing on governance, strategy, risk management, and metrics and targets. In 2025, further reflecting our dedication to comprehensive and responsible sustainability practices, WuXi Biologics adopted scenario analysis to systematically assess climate-related risks and opportunities — conducting financial quantification of key risks and opportunities — which provides a scientific basis for the development of robust climate mitigation and adaptation strategies.

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; work to 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 Oversight

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 with other material ESG issues in the Company's strategy-making process.

The Board of Directors oversees and guides climate-related matters through its ESG Committee. The Committee is responsible for setting the Company's climate-related goals, strategies, roadmap, and governance framework; identifying material climate risks and opportunities; and monitoring the implementation and achievement of climate targets. The Committee convenes an annual Board-level review of climate-related issues and maintains ongoing oversight of industry developments and the Company's progress in addressing climate challenges. In reviewing overall corporate strategy, major transactions, risk management processes, and related policies, both the Board and the ESG Committee incorporate climate-related risks and opportunities as key considerations, weighing their impact on operations, asset allocation, supply chain, and long-term growth under different decision-making scenarios. The Committee also strengthens its capabilities by integrating external expertise, continuously enhancing risk identification, assessment, and opportunity exploration to ensure that the Company's decision-making processes are supported by sufficient professional knowledge and resources.

To effectively guide our goal-setting and actions related to climate change, we developed *WuXi Biologics Climate Change Policy* in 2021, which addresses WuXi Biologics' 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.

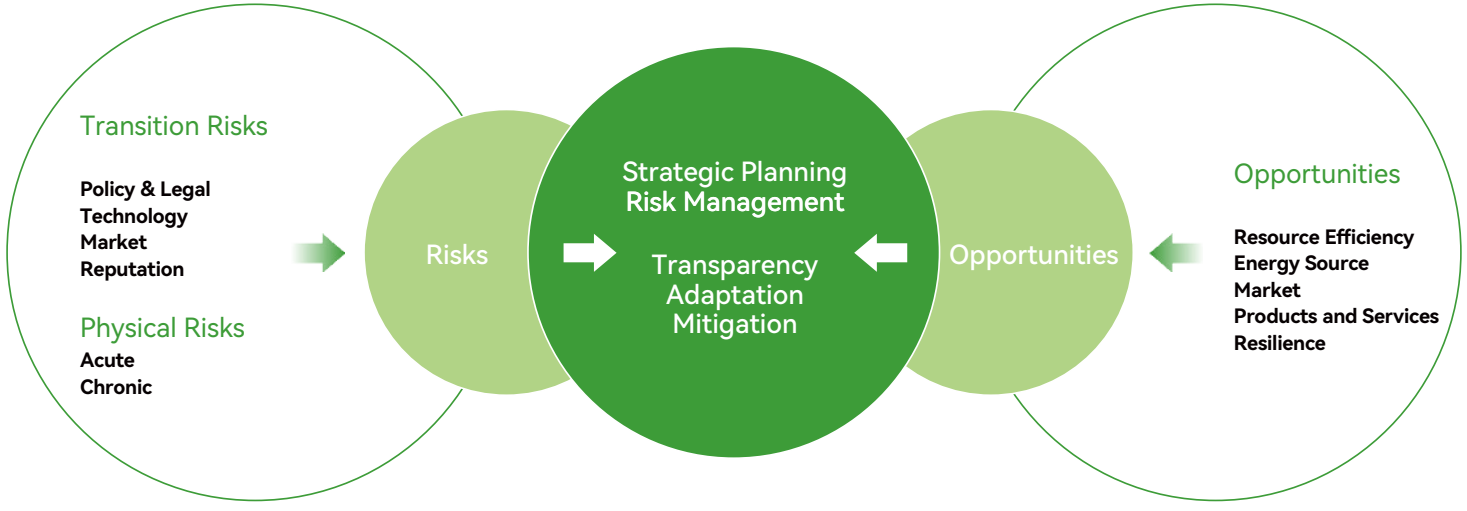
Management and Implementation

Under the guidance of the ESG Committee, an ESG Steering Group, which is composed of the Company's senior executives, coordinates strategic direction and resource allocation. A cross-functional Climate Change Task Force leads climate-related matters, including strategy development, stakeholder engagement, and performance monitoring. Relevant business units — such as research and development, manufacturing, EHS, and site-level teams — are responsible for implementation and operational excellence practices to further advance the Company's climate-related practices.

To advance low-carbon operations, climate and environmental management KPIs are linked to the performance evaluations and compensation of the the Company's CEO and all related senior executives and employees. Ensuring accountability for climate and environmental targets. Energy management performance is also incorporated into departmental and individual assessments, with positive incentives awarded to projects and teams that achieve significant energy-saving and emission-reduction outcomes, further strengthening the role of energy efficiency and environmental management in daily operations.

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. • Securing and coordinating the resources required for the execution of climate-related strategies and 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 adaptation and mitigation strategies. • Proposing and implementing innovations and operational excellence practices to advance the Company's climate-related strategy.



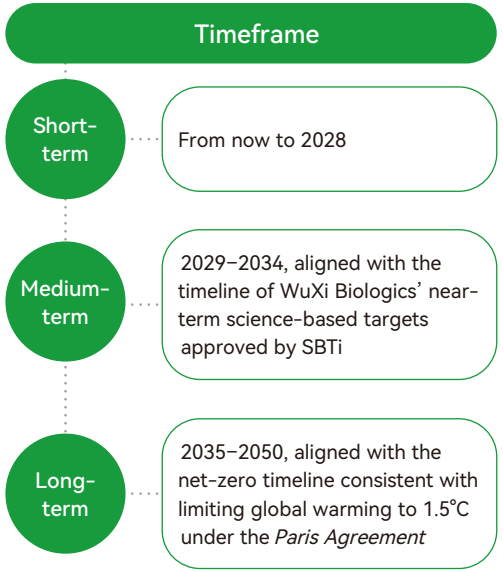
Climate-Related Strategic Planning

On an annual basis, WuXi Biologics reviews the impact of potential 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 — in an effort to transform potential climate risks into opportunities for value chain innovation, ensuring alignment with the *Paris Agreement*'s 1.5℃ trajectory while safeguarding long-term commercial viability.

In 2025, to comprehensively assess potential impacts, WuXi Biologics conducted a thorough review of potential climate-related physical risks, transition risks, and opportunities, applying scenario analysis to evaluate implications under different climate science pathways. We utilized internationally recognized climate-science databases, referencing the latest scenarios published by the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA), covering both high-carbon and low-carbon trajectories. This enabled in-depth analysis of physical and transition risks across WuXi Biologics' owned assets and key suppliers. The initiative not only supported a holistic evaluation of risk exposure but also identified opportunities arising from the green and low-carbon transition, providing a solid foundation for scientific climate strategies and enhanced risk management. Furthermore, the results of scenario analysis and risk identification were systematically integrated into the formulation and adjustment of corporate strategy and business models, ensuring timely resource allocation and operational focus under short-, medium-, and long-term climate scenarios to strengthen overall resilience in the Company's operations.

Timeframe and Climate Scenarios



Scenario	SSP1–2.6 (IPCC)[26]	SSP2–4.5 (IPCC)	SSP5–8.5 (IPCC)
Description	A scenario consistent with the greenhouse gas reduction ambitions set under the *Paris Agreement*.	Maintaining current emission levels through 2050, followed by a gradual reduction to achieve carbon neutrality by 2100.	The high-emissions scenario, consistent with a future where no policy changes are made to reduce emissions, and characterized by greenhouse gas emissions projected to reach three times the 2015 level by 2075.
Temperature Rise by 2100	1.8 ℃	2.7 ℃	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)[27]	APS (IEA)	STEPS (IEA)
Description	A scenario that reflects the climate ambition targets consistent with the *Paris Agreement*, limiting global warming to 1.5℃ through stringent climate policies and innovation, and achieving net-zero carbon dioxide emissions by 2050. It assumes that corresponding ambitious climate policies can be effectively implemented and enforced.	This scenario is based primarily on the emission reduction commitments already announced by countries worldwide, encompassing both short-term targets for 2030 and long-term pledges such as net-zero and carbon neutrality. It also assumes that national energy access goals (e.g., universal electricity access) will be achieved on schedule.	This scenario reflects existing policies and announced proposed policies, without considering the implementation of additional measures.
Temperature Rise by 2100	1.4 ℃ (with a 50% probability)	1.7 ℃ (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.		

Potential 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.

List of Potential Climate-Related Risks and Opportunities

We have analyzed the likelihood of climate-related physical risks across scenarios for our owned assets and the assets of key suppliers, and conducted a preliminary risk evaluation accordingly. Results are shown below:

Assessment Results of the Likelihood of Physical Risks for WuXi Biologics' Owned Assets and Key Supplier Assets

Physical Risk Type		Baseline[28]	2028			2034			2050		
			SSP1-2.6	SSP2-4.5	SSP5-8.5	SSP1-2.6	SSP2-4.5	SSP5-8.5	SSP1-2.6	SSP2-4.5	SSP5-8.5
Acute	Extreme Heat										
	Extreme Cold										
	Flooding (Composite Risk)*										
	Storm										
	Landslide										
	Wildfire										
Chronic	Water Stress & Drought										

Legend for Likelihood of Physical Risk

Lower likelihood — Higher likelihood

* *For each analysis timeframe and scenario, the flood (composite) risk score for each asset is determined by taking the maximum value among three categories of flood risk scores: river flooding, extreme precipitation flooding, and coastal flooding.*

Among the seven categories of physical risks assessed, extreme heat and water stress & drought are identified as the significant potential risks facing WuXi Biologics' owned assets. We further conducted scenario analysis for these risks by considering their potential impacts on the Company, and performed the assessment of their potential financial implications. Based on the results, we determined risk ratings across short-, medium-, and long-term horizons.

Assessment Results of WuXi Biologics' Climate-Related Physical Risk Scenario Analysis

Risk	Degree of Risk Concentration	Description of Potential Risk Impact	Potential Financial Impact	Impact Rating Under Scenario Analysis				Response Strategy
				Scenario	Short-term	Medium-term	Long-term	
Acute Physical Risk: Extreme Heat	Assets facing extreme heat risks are primarily located in Asia.	*Impacts on Business Model and Value Chain:* • Increased Temperature Control Requirements: Manufacturing processes that are sensitive to temperature may require additional cooling capacity to maintain safe production conditions. • Rising Operating Costs: Higher equipment failure frequency and probability can lead to increased maintenance needs and downtime, reducing production efficiency. In addition, repair costs may rise, and equipment replacement may become necessary. • Supply Chain Risk: Acute physical risks may impact supply chain facilities and personnel, with potential disruptions to transportation routes, logistics, delivery and distribution, affecting both upstream and downstream operations. • Employee Health and Safety Risks: Indoor work areas may require enhanced cooling to prevent unsafe working conditions. For outdoor workers, extreme heat poses significant health risks and may necessitate shorter working hours, thereby reducing overall productivity.	• Increase in additional operating expenditures. • Decline in production efficiency leading to revenue reduction. • Rising costs for high-temperature allowances and insurance premiums.	SSP5–8.5	Low	Low	Low	• Replace with more efficient heating and cooling systems, and track and analyze annual energy consumption trends. • Provide employees with paid leave or flexible work arrangements during periods of extreme heat. • Establish supply chain continuity plans that incorporate climate-related risks across upstream and downstream suppliers, supported by the implementation of dual-sourcing strategies to strengthen supply chain resilience.
				SSP2–4.5	Low	Low	Low	
				SSP1–2.6	Low	Low	Low	
Chronic Physical Risk: Water Stress & Drought	Assets facing water stress and drought risks are primarily located in Asia.	*Impacts on Business Model and Value Chain:* • Production and Operational Risks: During periods of water scarcity or drought, reduced water availability may lead to decreased production efficiency, or even forced suspension of operations until water sources are replenished. • Rising Costs and Alternative Water Source Needs: Water prices may increase, requiring companies to seek alternative water sources such as groundwater extraction or the use of recycled water, thereby raising operating costs. • Employee Health and Safety Risks: If drinking water supply is insufficient, on-site personnel may face health and safety hazards.	• Increase in additional operating expenditures. • Decline in production efficiency leading to revenue reduction.	SSP5–8.5	Limited	Limited	Limited	• Implement efficient water-saving technologies to improve water resource utilization in production processes, and establish wastewater recycling and reuse systems to reduce dependence on water resources.
				SSP2–4.5	Limited	Limited	Limited	
				SSP1–2.6	Limited	Limited	Limited	

Assessment Results of WuXi Biologics' Climate-Related Transition Risk Scenario Analysis

Risk	Description of Potential Risk Impact	Potential Financial Impact	Impact Rating under Scenario Analysis				Response Strategy
			Scenario	Short-term	Medium-term	Long-term	
Policy and Legal Risk	• Global carbon trading markets and carbon tax policies are becoming increasingly stringent, exposing corporate operations and production to carbon compliance risks. Failure to meet targets may result in additional regulatory pressure. • Strengthened climate-related disclosure regulations across regions require companies to enhance data management and supply chain transparency. Failure to comply may lead to regulatory and reputational risks.	• Rising carbon costs and energy expenses contribute to higher operating costs. • Enhanced disclosure and compliance requirements necessitate additional resource allocation, increasing management costs.	STEPS	Limited	Limited	Limited	• Optimize the energy structure, improve energy efficiency, accelerate the use of renewable energy, reduce greenhouse gas emissions, and alleviate carbon cost pressures. • Stay aligned with the latest climate-related regulations (both national and international). • Assess the Company's operations, products, and supply chain to understand potential risks posed by new regulations and how they may affect the Company's business.
			APS	Limited	Limited	Limited	
			NZE	Limited	Limited	Low	
Technological Risk	• With transition to low-carbon operations, the Company needs to make significant investments in energy-efficient equipment, clean energy, and low-carbon production technologies. • Investment in low-emission products and services will be needed to drive green solutions.	• Increased R&D expenditures and capital investments will be required. • Equipment upgrades and the application of low-carbon technologies will lead to increased operating costs. • Asset values may be impaired due to shortened lifespans.	STEPS	Low	Low	Low	• Optimize business processes to advance green manufacturing and lean management. • When procuring new equipment, take into account both environmental impacts and energy performance. • Continuously drive technological innovation, develop low-carbon processes, and enhance energy efficiency.
			APS	Low	Low	Medium	
			NZE	Low	Medium	Medium	
Market Risk	• Low-carbon transition and green procurement requirements may lead to raw material price volatility, while equipment upgrades and compliance obligations increase operating costs. • Global energy structure adjustments and policy changes may trigger electricity price fluctuations, raising production costs.	• Rising raw material procurement costs may impact gross margins. • Electricity price fluctuations may lead to higher operating costs.	STEPS	Low	Low	Low	• Promote green procurement and supply chain management to reduce risks of raw material price volatility. • Optimize the energy structure, and explore renewable energy and green power procurement to ease energy-cost pressures.
			APS	Low	Low	Low	
			NZE	Low	Low	Limited	
Reputational Risk	• Stakeholders (customers, employees, investors, and shareholders) are placing increasing demands on corporate climate and low-carbon management. Failure to demonstrate strong management capabilities and performance may affect WuXi Biologics' long-term value with stakeholders. • Insufficient supply chain transparency may trigger compliance and reputational issues, leading to a decline in customer trust.	• Declining investor confidence may increase financing costs. • Reduced employee engagement may result in talent loss and lower operational efficiency. • Customer attrition may lead to decreased business revenue.	STEPS	Limited	Limited	Limited	• Enhance climate and low-carbon management capabilities, ensure ESG data is transparent and reliable, and meet stakeholder expectations. • Strengthen supply chain management, promote supplier compliance and information disclosure, and reduce reputational risks. • Strengthen communication with stakeholders, and diligently collect their feedback on the Company's climate-related measures. • Publicly disclose the Company's efforts on climate change to ensure transparency and credibility of information.
			APS	Limited	Limited	Limited	
			NZE	Limited	Limited	Limited	

Assessment Results of WuXi Biologics' Climate-Related Opportunity Scenario Analysis

Opportunity	Description of Opportunity Impact	Potential Financial Impact	Impact Rating under Scenario Analysis				Measures to Seize Opportunities
			Scenario	Short-term	Medium-term	Long-term	
Resource Efficiency	• Improving energy and resource utilization efficiency through technological and process innovation can reduce energy, water, and raw material consumption, and lower operating costs, while promoting green production and zero-carbon factory construction can enhance corporate competitiveness.	• Reduced energy procurement costs and lower operating expenses. • Decreased raw material consumption and reduced production costs. • Increased resource utilization rate, generating long-term economic benefits.	STEPS	Limited	Low	Low	• Continuously optimize production processes to improve energy and resource efficiency. • Apply innovative technologies to reduce the consumption of water, electricity, steam, and other resources, thereby lowering carbon emissions. • Promote the construction of green factories and expand the scope of clean energy utilization. • Strengthen lean management to ensure the effective implementation of energy-saving and consumption-reduction measures, with continuous improvement.
			APS	Limited	Low	Low	
			NZE	Low	Low	Low	
Energy Supply	• With global energy structure adjustments and policy incentives, adopting clean energy — such as solar photovoltaics — can increase the proportion of renewable energy use, reduce carbon emissions, lower energy procurement costs, and enhance the stability of energy supply.	• With investment in renewable energy projects, lower long-term energy costs, generating economic benefits. • Reduction in proportion of energy purchased, helping to lower operating expenses. • Through policy incentives, further reduction in cost of renewable energy utilization.	STEPS	Limited	Limited	Limited	• Promote renewable energy transformation such as photovoltaics to expand the use of clean energy and reduce the proportion of purchased energy. • Collaborate on clean energy projects to ensure stable energy supply and lower costs. • Keep pace with national and international renewable energy policies, actively leverage policy incentives, and maximize environmental and financial benefits.
			APS	Limited	Limited	Limited	
			NZE	Limited	Limited	Limited	
Market Opportunity	• Utilizing green financial instruments to attract funding in support of green operations and social responsibility goals can reduce financing costs and enhance corporate sustainability capacity.	• Significantly enhanced financing capacity and reduced capital costs with utilization of green financial instruments.	STEPS	Limited	Limited	Limited	• Actively explore green financial instruments and issue Sustainability-Linked Bonds or Green Bonds to support green operation strategies.
			APS	Limited	Limited	Low	
			NZE	Limited	Limited	Low	

Assessment Results of WuXi Biologics' Climate-Related Opportunity Scenario Analysis (Cont.)

Opportunity	Description of Opportunity Impact	Potential Financial Impact	Impact Rating under Scenario Analysis				Measures to Seize Opportunities
			Scenario	Short-term	Medium-term	Long-term	
Product and Service	• Technological and process innovation can lead to improved raw material utilization efficiency, reduced operating costs, and development of green low-carbon products. • As customer demand for low-carbon products and sustainable solutions increases, there is an opportunity to develop low-carbon products and services to meet industry clients' compliance and emission-reduction requirements. This will help attract new customers, retain existing ones, and strengthen the Company's competitive advantage.	• Gain of more customer orders and cooperation opportunities, increasing business revenue.	STEPS	Medium	High	High	• Through optimization of operational efficiency and production processes, proactively develop low-carbon products and solutions to help customers reduce the carbon footprint of their products, strengthen the Company's low-carbon competitive advantage, and meet customers' sustainability requirements. • Maintain close communication with customers to understand their expectations regarding the Company's environmental performance, enhance supply chain transparency, and simultaneously develop low-carbon products to meet customer sustainability requirements and maintain market competitiveness.
			APS	High	High	Very High	
			NZE	High	Very High	Very High	
Resilience	• Enhancing the Company's ability to address climate change risks will improve operational stability and supply chain reliability under varying conditions, ensuring WuXi Biologics and its clients maintain business continuity during extreme climate events. • Actively advancing energy efficiency improvements, renewable energy utilization, green operations, and investment in low-carbon product development will strengthen corporate resilience and create new collaboration opportunities.	• Enhanced corporate market value and boosted investor confidence. • Strengthened supply chain stability and reliability, improved energy efficiency, and expanded renewable energy use, leading to reduction in long-term energy and operating costs.	STEPS	Medium	Medium	Medium	• Develop and implement climate resilience strategies covering business continuity and supply chain risk management. • Promote efficient, energy-saving measures and green processes to reduce energy consumption and lower carbon emissions. • Expand the proportion of renewable energy use to ensure stable energy supply and reduce dependence on external energy sources. • Collaborate with suppliers and customers to jointly participate in resilience-enhancing projects, strengthening the overall value chain's risk resistance capacity.
			APS	Medium	Medium	High	
			NZE	Medium	High	High	

Financial Impact Assessment

Based on the results of climate risk assessments, WuXi Biologics selected risks and opportunities with significant financial impacts for further quantitative analysis, transforming high-risk/opportunity climate variables into decision-useful quantitative indicators. After prioritizing all categories of climate risks, relatively higher-priority risks were identified as the focus of quantitative assessment, responding to the quantitative requirements for climate-related risks and opportunities under the HKEX *Climate Disclosure Guidance*. In addition, identifying the sensitivity of key risks/opportunities related to financial performance provided data support for assessing risk exposure and WuXi Biologics' ability to capture opportunities, thereby supporting corporate resource allocation decisions.

In 2025, based on the availability of data and the feasibility of quantitative analysis, we conducted quantitative analysis of physical risks — including extreme heat, water stress & drought — transition risks related to carbon pricing under policy and legal risks, as well as climate-related opportunities[29].

Current Financial Impact

Based on the quantitative assessment results for the current reporting period, the quantified potential climate-related risks account for approximately 0.30%–0.42% of the Company's revenue, and have not resulted in any material financial impacts[30] on the Company's financial position, financial performance or cash flows. We incorporated into the assessment relevant investment and divestment arrangements, financing sources required for strategic implementation, and cost and revenue variations under different scenarios, and the results demonstrate that WuXi Biologics has the capability to maintain financial resilience. For the next financial year, based on the assumption that risk exposures remain broadly unchanged, the financial impacts of the relevant climate risks are likewise expected to remain comparable to those of the current reporting period and are not anticipated to be material.

Anticipated Financial Impact

The analysis of anticipated financial impacts takes into account the climate policies of the jurisdictions where WuXi Biologics operates, carbon price trajectories under various climate scenarios, macroeconomic trends, regional climate and socio-economic variables, as well as expected developments in energy use and technologies. These key assumptions were incorporated into the financial quantification model to ensure that the results reflect the effects of policy changes, economic uncertainties, and energy transition dynamics over the short, medium, and long term, thereby illustrating the potential financial impacts of quantified climate risks on WuXi Biologics over time.

* *Please note that scenario analysis is a tool used to better visualize how the potential 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.*

Potential Financial Impacts of Quantified Climate Risks on WuXi Biologics

Risk		Quantification Assessment Results	Anticipated Potential Financial Impacts (Potential financial impact percentage of revenue affected by risks; the impact range represents the numerical spread of financial impacts across different scenarios)		
			2028	2034	2050
Transition Risk	Carbon Pricing	We assessed the potential carbon costs by considering differences in climate policies and carbon market mechanisms across operating countries and referencing country-level carbon prices from authoritative industry databases. The results indicate that, under the Company's established decarbonization roadmap, the potential carbon cost risk faced by WuXi Biologics remains overall very limited.	0.014%~0.016%	0.007%~0.022%	0.001%~0.014%
Physical Risk	Extreme heat	We evaluated the effects of rising temperatures on energy and cooling demand, heat-related allowances, and energy efficiency expenditures. The results indicate that, under different climate scenarios, extreme heat primarily affects operating costs through higher electricity expenses; even after accounting for mitigation-related expenditures, the overall financial impact remains limited.	0.18%~0.21%	0.17%~0.20%	0.14%~0.20%
	Water Stress & Drought	We assessed the potential increases in operating water costs based on authoritative water stress indicators, site-level water withdrawals, and water pricing. The assessment indicates that water stress and drought primarily increase water-use costs through rising water prices, which may elevate the Company's potential operational expenses; however, the overall financial impact remains limited.	0.03%~0.04%	0.03%~0.04%	0.03%~0.03%

WuXi Biologics has referenced *COSO Enterprise Risk Management Framework — Aligning Risk Management with Strategy and Performance* to build the Company's overall risk assessment framework, incorporating the identification of climate-related risks into its comprehensive risk assessment practices to ensure that they form part of the Company's overall risk management system. On this basis, we have established systematic processes for the identification, assessment, and management of climate change-related risks, conducting a thorough evaluation and management of both risks and opportunities associated with climate change. By integrating these processes with the Company's business planning and environmental objectives — and their respective time horizons — we have further strengthened the alignment of climate-related risks and opportunities with strategic decision-making. In addition, we actively collaborate with internal and external stakeholders to minimize the impact of identified potential climate change risks, and, accordingly, we have formulated climate change response strategies and transition plans focused on transparency, adaptation, and mitigation.

Climate Change Risk/Opportunity Identification and Assessment Process[31]

Step 1: Identification and development of the list of risk and opportunity

In line with TCFD recommendations, climate-related risks and opportunities are screened and identified through a comprehensive consideration of the Company's own business and value chain, industry benchmarking, and stakeholder engagement outcomes.

Step 2: Qualitative assessment and prioritization

With reference to authoritative climate science scenarios and relevant databases, and in combination with the Company's internal risk assessment framework and risk matrix, factors such as policy drivers, social impacts, business continuity, and strategic achievement are taken into account. Risks and opportunities are ranked based on likelihood and impact, with priority levels clarified and those with significant implications for the Company's strategy and financial performance identified. Climate-related risks are also assessed alongside other ESG risks to determine critical risk areas with major influence on overall corporate strategy.

Step 3: Quantitative assessment of high-priority risks and opportunities

Through internal workshops and analytical discussions, the financial impact transmission pathways of material risks and opportunities are mapped, clarifying their potential effects on revenue, costs, asset values, and cash flows. Internal research, industry benchmarks, and climate scenario analysis are combined with financial models to quantify the expected financial impacts of significant risks and opportunities arising from our current and future practices over the short-, medium-and long-term under different climate scenarios.

Step 4: Strategy planning and ongoing risk monitoring

Based on the qualitative and quantitative assessment results of climate-related risks and opportunities, differentiated strategies are formulated and implemented to ensure business resilience and climate adaptability. Strategies cover short-, medium-, and long-term measures, including operational optimization, technology investment, energy structure adjustment, and supply chain collaboration. Clear implementation pathways, accountability assignments, and key performance indicators are defined, with climate-related targets integrated into the Company's overall strategy and capital allocation plans to ensure resource input aligns with risk mitigation. We have also established a continuous monitoring mechanism to regularly track trends in climate-related risks and policy developments, ensuring that response strategies can be promptly adjusted and optimized in line with the latest circumstances.

Transition Plan

To effectively manage climate-related risks and support the achievement of our GHG reduction targets, we have created a systematic decarbonization framework covering measurement, design optimization, operational emission reduction, energy substitution, and, where necessary, high-quality offsets. This framework reflects our overarching actions under the pillars of transparency, adaptation, and mitigation, and provides a clear pathway for advancing the Company's low-carbon transition in a steady and structured manner.

Transition Pathway

Measure	GHG Emission Measurement and Product Life Cycle Assessment	Conduct annual GHG emission inventory, employing third-party verification to ensure transparent and reliable data; and carry out product life cycle assessments (LCAs) in accordance with ISO 14067 to evaluate the environmental impacts across the product lifecycle.
Avoid	ESG By Design	Apply low-carbon design principles in new sites and projects by optimizing building structures, and selecting high-efficiency equipment and eco-friendly materials to reduce future energy consumption.
Reduce	Green Operations and Energy Efficiency Enhancement	Integrate energy-saving and emission-reduction measures into manufacturing and operations — such as cooling-water recirculation, waste-heat recovery, HVAC optimization and smart energy-management systems — to continuously improve energy efficiency.
Substitute	Renewable Energy Substitution	Accelerate the deployment of photovoltaic power projects and progressively increase the share of green electricity to reduce reliance on fossil fuels.
Offset	Carbon Credits and Carbon Removal	After maximizing internal emission reductions, use high-quality carbon credits when necessary, and explore nature-based solutions and carbon-removal technologies to complement residual emissions.

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 GHG emission 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 2025, an independent and accredited professional agency conducted GHG emissions verification across the Company based on the ISO 14064, Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) and Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011) for Scope 1, Scope 2 and Scope 3 GHG emissions, using a measurement approach consistent with prior years. This marked the fifth consecutive year that WuXi Biologics has successfully passed such authoritative verification, reflecting our continued commitment to maintaining high standards in greenhouse gas management. Building on the established methodologies, we integrated considerations of production capacity changes and business planning to scientifically forecast long-term carbon emission trends. These analyses allowed us to lay a solid foundation for an energy-saving and GHG reduction roadmap, provide scientific decision-making support for the formulation and updating of future emission reduction pathways, and effectively track our progress against our GHG reduction targets.

Bureau Veritas Certification

Greenhouse Gases Verification Statement

This is to verify that

WuXi Biologics(Cayman) Inc.

Address: PO BOX 309, UGLAND HOUSE, GRAND CAYMAN, KY1-1104, CAYMAN ISLANDS

Statement No: EM30403440

Bureau Veritas Certification (Beijing) Co., Ltd was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by WuXi Biologics(Cayman) Inc. and branch for the period stated below. This Verification Statement applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of WuXi Biologics(Cayman) Inc. and branch. BVC's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information.

Organizational boundaries:

Activities and facilities of WuXi Biologics(Cayman) Inc.and branch under operational control approach.

Reporting boundaries:

GHG emissions generated in global contract research, development and manufacturing biologics and related management activities within the organizational boundaries, as well as significant indirect greenhouse gas emissions.

Reporting period covered: January 1, 2025 to December 31, 2025

Emissions data verified under reporting boundaries:

Category 1: Direct GHG emissions: 44,126 tonnes of CO2e

Category 2: Indirect GHG emissions from imported energy (location-based): 196,599 tonnes of CO2e

Category 2: Indirect GHG emissions from imported energy (market-based): 185,505 tonnes of CO2e

Category 3: Indirect GHG emissions from transportation: 31,738 tonnes of CO2e

Category 4: Indirect GHG emissions from products used by organization: 55,000 tonnes of CO2e

Category 5: Indirect GHG emissions associated with the use of products from the organization: Unquantified

Category 6: Indirect GHG emissions from other sources: Unquantified

GHG verification protocol used to conduct the verification:

- ISO 14064-1:2018 Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals
- ISO 14064-3:2019 Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements
- Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard
- Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard

Level of assurance: Reasonable assurance

Verification conclusion:

Based on the verification process and findings, the GHG emission data in the GHG inventory report from WuXi Biologics(Cayman) Inc. and branch is in compliance with ISO 14064-1:2018 Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.

Signed on behalf of
Bureau Veritas Certification (Beijing) Co., Ltd.

Certification body address: Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China. 100738
Further clarifications regarding the verification scope of this statement may be obtained by consulting the organization.
To check this statement validity please call: +86 021-23160306

Page 1 of 2

ISO 14064 Certificate

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 life cycles of our products. 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. For 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.

Internal Carbon Pricing (ICP)

To achieve our climate change targets, WuXi Biologics has made continuous efforts to minimize greenhouse gas emissions, particularly through investments in low-carbon equipment and projects. Through conducting cost-benefit analyses, the ICP mechanism supports energy efficiency improvements and guides investments in low-carbon equipment and projects. It also incentivizes the systematic consideration of climate-related issues in business decision-making and risk assessments, enabling the Company to identify and seize low-carbon opportunities, inform strategic and financial planning, and navigate evolving climate-related regulations. In addition, internal carbon pricing helps drive emissions reductions across the upstream value chain and fosters internal momentum toward achieving our climate change 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 and achieving of climate-related policies and targets.

WuXi Biologics has established an internal carbon pricing mechanism covering Scope 1, 2 and 3 GHG emissions. The mechanism is underpinned by rigorous analysis of domestic and international policies, proactive monitoring of market trends (including green power costs, carbon trading market prices and carbon credit prices), cross-functional reviews to calibrate the internal carbon price, and annual reviews of pricing benchmarks.

Internal Carbon Pricing Pilot

A notable example is our pilot initiative at the Wuxi site. We estimated the greenhouse gas reduction potential of proposed investments and applied a predefined RMB 100/tCO_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. Based on physical risk analysis, and in alignment with annual dynamic assessment results, TCFD framework risk management requirements, and the latest climate scenario data from the IPCC, WuXi Biologics has optimized its "risk identification — strategy alignment — implementation" mechanism to address such physical risks as extreme weather events and sea level rise across both existing and new operational sites. Differentiated adaptation plans have been developed to ensure resilience and effective mitigation of these risks.

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.

Business Continuity Plan Optimization

As a key part of our operations risk adaptation 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 2025, there were no safety accidents or production impacts caused by extreme weather at WuXi Biologics.

Enhancing Climate Resilience

Building on the aforementioned business continuity systems and processes, WuXi Biologics has identified — through scenario-based risk analysis — key physical risks that may materially impact operations. In response, we have developed corresponding management and adaptation measures.

Key Physical Risks

Extreme Heat	Water Stress & Drought
Adaptation Measures	
• Adaptive Design: Implement seasonal switching of the make-up air unit (MAU). In designing the two-MAU system for the Hebei site, we fully considered the local climatic conditions, namely the seasonal variation in air humidity. When the dryness of the air meets the requirements of the air handling unit (AHU) — i.e., in situations where dehumidification is not needed — we switch the system seasonally, stop the operation of the MAU, and utilize natural ventilation, effectively reducing the energy consumption of the dehumidifier. • Temperature Control of Production Facilities: Upgrade the cooling system in core areas or install backup cooling devices to ensure temperature stability meets production requirements. • Employee Health Protection Management: Install cooling equipment in workshops and office areas; equip facilities with heatstroke prevention medicines and emergency medical supplies, and conduct regular heatstroke prevention training.	• Water Resource Monitoring Enhancement: Conduct ongoing assessments of water-related risks and set site-specific water-saving targets to proactively identify potential water stress conditions. • Water-Efficient Design Optimization: Integrate high-efficiency water-saving features into new construction and retrofit projects; adopt low-water-consumption technologies — such as Single-Use Technologies (SUT) — to reduce process water demand. • Water-Use Efficiency Improvement: Further reduce operational water consumption through equipment upgrades, process optimization, and behavioral improvements, and incorporate water-saving performance indicators into the WBS system to reinforce execution. • Non-conventional Water Utilization Enhancement: Promote the reuse of reclaimed water or condensate, and explore the feasibility of rainwater harvesting to reduce reliance on municipal water supply and strengthen site resilience during dry seasons.

Avoid

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 eco-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

- Adopt advanced, eco-friendly technologies, such as Single-Use Technologies (SUT). Compared with a traditional stainless steel production process, SUT can achieve up to 70% water resource savings, 33% resource consumption reduction.
- 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, WuXi Biologics 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.

Mitigation

To address evolving climate-related risks, WuXi Biologics not only focuses on physical risk adaptation but also actively integrates transition plans into our overall climate strategy to comprehensively enhance climate resilience. In line with the characteristics of the Company's business development, we fully consider low-carbon design concepts at the project initiation stage, implement green and low-carbon management during operations, and collaborate with value chain partners to advance decarbonization, while actively promoting the use of renewable energy across all processes. At the same time, WuXi Biologics allocates dedicated funding each year to support low-carbon transition initiatives such as improvements in energy efficiency, application of carbon reduction technologies, and procurement of renewable energy, ensuring that relevant measures are steadily advanced.

Reduce

Energy Management

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

Energy-Efficient Manufacturing and Operation

Recognizing that energy consumption is one of the Company's most significant aspects in achieving our GHG emission reduction target, 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, we established an energy management team in each location 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 address 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 2025, 7,226 MWh of electricity, 654,473 cubic meters of natural gas, and 8,835 GJ of steam were saved through energy-saving measures, leading effectively to a 7,687 tonnes reduction in Scope 1 and Scope 2 GHG emissions.

Substitute

Shifting our energy mix to renewable sources is crucial for WuXi Biologics' 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 and to replace energy sources whenever possible with green alternatives — such as green electricity, photovoltaic power, and wind power — to 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 electricity. Further advancing our renewable energy journey, a number of PV power installation projects, among other improvements, were completed at the Wuxi site, the Shanghai site, the Ireland site, and the Hangzhou site. In 2025, we sourced a total of 34,680,425 kWh of renewable electricity through green power procurement, green electricity certificates (GECs), and rooftop photovoltaic projects, representing 14% of total electricity consumption.

Offset

In accordance with the *WuXi Biologics Climate Change Policy*, we focus primarily on our own energy-saving and emission-reduction efforts — including the use of green energy, 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. We maintain a focus on nature-based solutions alongside other emerging carbon mitigation approaches, and continue to assess the potential role of carbon credits and carbon capture and storage (CCS) technologies in addressing residual emissions.

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

Process Optimization	Equipment Replacement and Upgrade	Maintenance Program	Equipment Smart Control
• 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. • Replace air-cooled chillers with magnetic bearing chillers. • 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. • Chemical cleaning and descaling of boilers and chillers. • 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.	• 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. • Setting equipment temperatures according to seasonal variations.
Estimated annual GHG emissions reduction 529 tCO_2e	Estimated annual GHG emissions reduction 1,430 tCO_2e	Estimated annual GHG emissions reduction 544 tCO_2e	Estimated annual GHG emissions reduction 1,073 tCO_2e
Energy Efficiency	**Heating, Ventilation, Air-Conditioning and Cooling (HVAC)**	**Waste Heat Recovery**	**Lighting**
• Utilizing free cooling system to maximize the use of natural cooling. • Optimization of central chilled water system control. • Transition industrial steam supply from self owned boilers to municipal steam. • 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.	• Using Light Emitting Diode (LED) for lighting fixtures. • Installing sensor lights. • Keeping the lights off in laboratories and non-working areas.
Estimated annual GHG emissions reduction 1,414 tCO_2e	Estimated annual GHG emissions reduction 1,884 tCO_2e	Estimated annual GHG emissions reduction 665 tCO_2e	Estimated annual GHG emissions reduction 148 tCO_2e

Employee engagement is critical for achieving our GHG goals and implementing our climate adaptation 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

In 2025, WuXi Biologics successfully held the Environmental Sustainability Workshop at the Shanghai site. The workshop focused on two key themes — climate change and nature sustainability — with a program that shared annual progress; showcased exemplary energy-saving, carbon-reduction, water-saving, and waste-reduction practices from various sites; and recognized top-performing sites and cross-site projects.

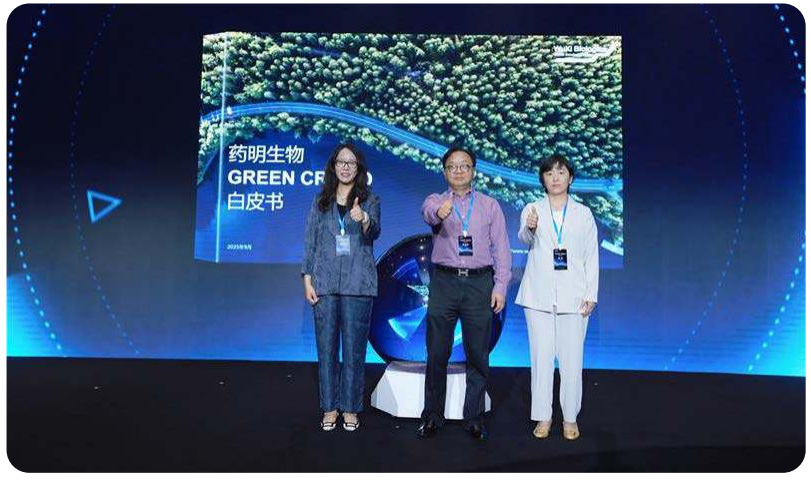
During the workshop, representatives from different sites exchanged views on policy trends, annual challenges, and innovative measures in the areas of climate and nature; presented energy-saving cases derived from the *Energy-Saving and Carbon-Reduction White Paper*; and highlighted the achievements of outstanding water management initiatives. The workshop also featured hands-on demonstrations for using ESG Lean tools to identify new energy-saving opportunities, further strengthening experience-sharing and performance improvement across sites.

2025 Annual Environmental Sustainability Workshop

Launch of *WuXi Biologics Green CRDMO White Paper*: Advancing Sustainability Across the Biologics Industry

WuXi Biologics launched the *WuXi Biologics Green CRDMO White Paper* at its first CRDMO+ Open Day event, sharing the Company's end-to-end Green CRDMO solution for biologics and driving sustainable development across the global biologics industry supply chain. The Company's Green CRDMO solution was also featured in the *20 Case Examples for 20 Years* report initiated by the United Nations Global Compact, making it the only case in the pharmaceutical industry to receive this honor.

Along with an overall introduction to the Company's strategic approach toward sustainability and climate change, the White Paper details WuXi Biologics' green innovation technologies across the research, development and manufacturing of biologics, and showcases the significant carbon reduction achieved through green operations. A total of 242 energy-saving cases are compiled in the White Paper, spanning five key energy-saving scenarios, 12 typical energy systems, and 25 technology categories within the industry. In addition, the paper highlights how the integration of lean management and digitalization with sustainability enhances resource and energy efficiency, while driving continuous improvement.



2025 WuXi Biologics Green CRDMO Whitepaper Launch

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.

Industry Collaboration

We firmly adhere to public policies aligned with the *Paris Agreement*, actively sharing relevant information, technologies, and resources, and cooperating with industry associations and global organizations that follow the same principles to seek methods for addressing climate change and improving the Company's environmental performance. We have also established review and oversight processes to evaluate whether our public policy participation and collaborative activities comply with the requirements of the *Paris Agreement*. A clear framework has been established to systematically identify and address potential differences between the climate policy positions of industry associations and the Company's climate commitments. To date, our public policy engagement practices have been fully consistent with the goals of the *Paris Agreement*.

In 2023, we became a supporter of the TCFD. Through Carbon Disclosure Project (CDP), we disclose our environmental performance externally, actively sharing WuXi Biologics' achievements in addressing climate change, and contributing to the joint effort of building a net-zero emissions and water-secure world. In 2025, our CDP Climate Change score improved to an A List, demonstrating WuXi Biologics' outstanding performance in climate-related disclosure, risk management, response to challenges, and the establishment of key targets.

Suppliers

As the climate performance of our suppliers is crucial to the performance of our Scope 3 GHG emissions, WuXi Biologics is 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, and 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. In 2025, our CDP Supplier Engagement Assessment achieved an "A" score, demonstrating WuXi Biologics' strong performance and effective partnership with suppliers on climate change issues.

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 2025, based on pre-defined criteria, we identified key customers who were likely to be the most impactful regarding our Scope 3 GHG emissions. We conducted regular engagement with these customers via one-on-one meetings, workshops and visits, and email and online communications to ensure transparent disclosure, open dialogue, and effective collaboration on decarbonization.

Employees

Employee engagement is critical to achieving our GHG emission reduction targets and implementing climate change transition plans. We raise awareness for our employees through training programs and communications, driving positive behavior that contributes to a reduction in Scope 3 GHG emissions. In particular, we actively encourage and promote green commuting.

Green Commuting

The Company has implemented a range of initiatives to encourage employees to adopt greener commuting options and reduce transportation-related carbon emissions:

- Electric shuttle buses operated by the Company covered 68% of employees' commuting needs, representing an increase of 8% compared with the previous year, effectively reducing reliance on private vehicles.
- The Company had installed 262 electric vehicle (EV) charging points, an increase of 9% compared with the previous year, further strengthening low-carbon mobility infrastructure.
- Employees are encouraged to prioritize electric taxis for business travel. According to internal statistics, 88% of taxis booked through the Company's ride-hailing platform in China were EVs, up 8 percentage points from the prior year.

Metrics and Targets

Compared to the 2020 baseline year, greenhouse gas emission intensity decreased by

30%

Scope 1 and Scope 2

The proportion of renewable electricity usage reached

14%

Climate change has become a core issue affecting the global industrial landscape and corporate sustainability, and it will continue to guide the direction of green transformation across industries. In response, WuXi Biologics will consistently advance decarbonization from a long-term perspective, further strengthening the Company's low-carbon transition through such diversified measures as continuously improving energy efficiency, systematically avoiding energy waste, expanding the proportion of renewable energy use, and reasonably adopting carbon offset solutions. At the same time, we will adhere to the principle of open and transparent information disclosure, regularly reporting decarbonization progress to the public, thereby fulfilling our environmental responsibilities through concrete actions and promoting the co-construction of a green industry ecosystem.

WuXi Biologics has established greenhouse gas emission reduction targets across different time horizons: taking 2020 as the baseline year, achieving a 50% reduction in Scope 1 and Scope 2 GHG emissions intensity by 2030, and reaching net-zero emissions at the operational level by 2050. To ensure the scientific validity and consistency of these reduction targets, WuXi Biologics' near-term, long-term and net-zero greenhouse gas emission reduction targets were officially approved by the Science Based Targets initiative (SBTi) in August 2025, making the Company one of the first in the industry to obtain approval for near-term, long-term and net-zero commitments. This target matrix covers Scope 1, Scope 2 and Scope 3 GHG emissions, aligns with the 1.5°C pathway, and is established using SBTi-validated baseline and data.

Going forward, the Company is on track to meet all targets. Using 2020 as the baseline year, WuXi Biologics had already achieved a reduction of 30% in Scope 1 and Scope 2 greenhouse gas emission intensity by the end of 2025. At the same time, the proportion of renewable electricity usage reached 14%, up 2 percentage points from the prior year. These achievements successfully met the annual targets, marking a key breakthrough in the Company's low-carbon transition plan.

WuXi Biologics has made notable progress toward its approved science-based targets, including both near-term and long-term goals for Scope 1, 2, and 3 greenhouse gas emissions, as well as a net-zero commitment covering all scopes. All targets are actively in progress and met the annual targets, demonstrating the Company's ongoing efforts to achieve meaningful reductions and transition to a low-carbon future.

This report discloses specific data on Scope 1, Scope 2, and partial Scope 3 GHG emissions for the year 2025 (see Appendix for details). For Scope 2 GHG emissions, we disclose its location-based and market-based emissions. All emission data, including energy consumption, have been verified and assured by professional and authoritative third-party institutions to ensure the authenticity, accuracy, and credibility of the information.

Environmental and Natural Resources Stewardship

The Big Picture

WuXi Biologics believes that business growth should not come at the expense of the environment and natural resources. 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 natural resources. We prioritize proper waste disposal and pollutant management, and constantly seek to identify opportunities for waste reduction and recycling. Furthermore, we place a high value on the protection of water resources and the economical use of packaging materials, setting targets for water use and waste reduction that lead us to be proactive in reducing environmental impacts as we empower energy- and natural 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
NATURAL 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 make 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 with regulations — can negatively impact the performance review.

bsi.

Certificate of Registration

EMS 763381

making excellence a habit.

ISO 14001 Certificate

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 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, set up quantitative environmental targets and objectives, effectively manage environmental risks, 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 the Company's commitment and fostering a transparent dialogue with both internal and external stakeholders regarding our environmental efforts and progress.

Between 2022 and 2025, 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.

Our Approach

Environmental Management System

WuXi Biologics has in place a reliable, effective, and responsible EMS 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 regarding 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 regularly conducted and recorded to help ensure continued compliance in the areas of waste and discharge management. We also perform 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 established a series of environmental internal policies in accordance with ISO 14001, and obtained ISO 14001 certification.

For new sites, extensions of existing sites, and 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.

To better manage the environmental risks of Active Pharmaceutical Ingredients (APIs) while also safeguarding employee occupational health, we developed 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. For any new chemicals that may be introduced through raw and auxiliary materials used in our manufacturing processes, we conduct introduction assessments in accordance with the *WuXi Biologics Chemical Safety Management Procedure*. We prioritize the procurement of chemicals with lower environmental and health impacts, and endeavor to adopt non-carcinogenic, harmless or low-hazard, and environmentally friendly substitute substances wherever feasible. At the same time, we seek to minimize, to the greatest extent possible, the use of persistent organic pollutants.

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. 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 conduct internal environmental audits at all operational sites at least once every three years to monitor environmental performance and ensure compliance management. These audits encompass EHS legal and regulatory compliance, effectiveness of environmental policy implementation, and efficacy of risk management measures. 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 regulatories. WuXi Biologics sites that were visited by multiple clients in 2025 and their audit officers 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 an incident occurs. If adjustments to our environmental management system are required, they are presented at the annual management review meeting — organized and attended by executive management — where EHS policies, targets, and management initiatives are discussed and adjustments are made 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 2025, 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 2025 Environmental Sustainability Workshop, which shared best practices from different sites and departments regarding environmental protection and the reduction of carbon, waste and water usage.

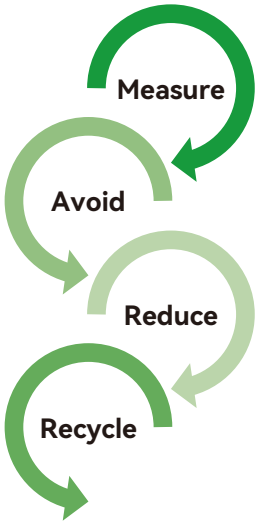
Waste and Discharge Control

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 2025, WuXi Biologics had no environmental penalties for pollutant discharge that exceeded regulatory limits or violated relevant industrial standards.

Our Approach

We have set up waste management programs to continually 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 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 2025, we stayed on track to reach our waste reduction target on both hazardous and non-hazardous waste.

0
waste to landfill

100%
percentage of waste treatment compliant

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 continually measures and monitors generation volumes and disposal methods for both hazardous and non-hazardous waste.

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 liquids, consumables, and spent activated carbon. We rigorously follow local environmental laws and regulations regarding labeling, storing 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 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.

We perform EHS audits of our hazardous waste vendors to confirm compliance, and we conduct regular on-site assessments to ascertain 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 have backups in place to mitigate the impact of an emergency or the unavailability of a single supplier.

As one of our sustainable development targets, WuXi Biologics is committed to reducing the intensity of waste — both hazardous and non-hazardous waste — by 10% (tonnes/RMB 10,000) by 2027 from the base year 2022. 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 2025, 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 refining recycling practices for packaging materials.

Hazardous Waste Management Optimization Project in China Sites

This project focuses on the management pathways and treatment approaches of hazardous waste generated across multiple sites and departments. By implementing a comprehensive set of measures centered on reduction, recycling, and reuse, the project aims to minimize reliance on incineration as a primary disposal method. The project systematically reviewed the sources and categories of hazardous waste and aligned these findings with the supplier configurations involved in material procurement and end-of-life disposal. This cross-functional coordination enabled the introduction of solutions such as the reuse of activated carbon, and the repurposing of cleaned alcohol drums as waste-liquid containers. Following implementation, the project achieved a reduction of nearly 195 tonnes of hazardous waste and contributed to lowering Scope 3 greenhouse gas emissions associated with incineration processes.

Non-hazardous Waste Management Optimization Project in China Sites

This project systematically streamlines the categorization and quantification of non-hazardous waste across multiple sites by establishing unified classification and measurement standards. A digital Daily Management (DM) dashboard was deployed to enable real-time monitoring, supporting comprehensive volume tracking, refined categorization, and targeted focus on key waste types. Leveraging trend-based alerts and data analytics, the project team developed site-specific recycling strategies. Building on this foundation, customized recycling solutions were formulated for waste categories with recoverable value. In collaboration with waste-disposal suppliers, four additional recyclable waste categories were introduced, enabling materials previously destined for incineration to be converted into recyclable resources. As a result of these measures, the project reduced the annual amount of non-hazardous waste subject to incineration by approximately 676 tonnes, and Scope 3 greenhouse gas emissions associated with incineration are also reduced.

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 a 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. Between 2022 and 2025, WuXi Biologics had no environmental penalties of non-compliance with water quality or quantity permits, standards or regulations.

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.

Project on Shortening the Delivery Cycle of Sterility Test Method Verification

This project identified waste within the method verification workflow using the Transactional Process Improvement (TPI) tool, and subsequently optimized the verification protocol design and experimental arrangements to reduce equipment occupancy time and conserve consumables. After conducting a detailed review of the existing workflow, the project refined verification steps, batch combinations, and equipment scheduling, resulting in a more streamlined and focused test design that maintains methodological reliability and regulatory compliance. The project significantly shortened the usage time of key equipment such as isolators and biosafety cabinets, thereby reducing energy consumption and the frequency of disinfection cycles. It is estimated that the project can save approximately 44,441 kWh of electricity annually, reduce disinfectant consumption by around 1,322 liters, and decrease medium usage by roughly 883 bottles, thereby contributing to reductions in both waste generation and wastewater discharge.

Air Emission Management

In addition to the importance WuXi Biologics places on reducing the emission of greenhouse gases, we are also highly aware that the management of non-GHG emissions — such as Soot/Particulate Matters, NO_x and SO_x — is vital to our operations and to protecting 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 takes proactive steps 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 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, NO_x, SO_x and other air pollutants — to ensure ongoing compliance. In 2025, 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.

Natural 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

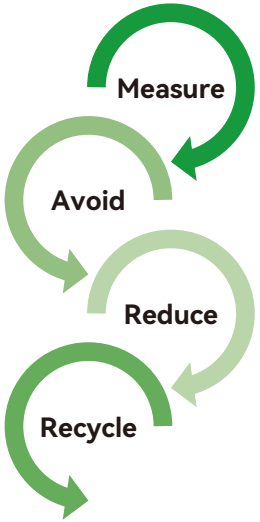
Water is used for various purposes across our daily operations, including for washing, cleaning and sanitization, and as a product ingredient. Water we use for operations comes from municipal water systems, and the small amount we use for irrigation and road cleaning comes from harvested rainwater. We provide our employees with safe drinking water, as well as water for sanitation and hygiene. We work continually 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; and 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.

ENVIRONMENTAL MANAGEMENT
WASTE AND DISCHARGE CONTROL
NATURAL RESOURCE MANAGEMENT

32%
percentage reduction in water consumption intensity since 2019

Our Approach

WuXi Biologics has set up water-efficiency management programs that conduct water-use assessments to identify opportunities for improvement, leading to proactive actions for reducing water consumption and enhancing 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 further advance 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.

Our Target and Goal

Having achieved our water-consumption intensity reduction target ahead of schedule in 2023, we took the action of upgrading the target from an 18% reduction to a 30% reduction by the year 2025 from the base year 2019. In line with this upgraded target, we formulated a water consumption reduction plan, and we continually monitored water consumption performance and our progress towards the target. By the end of 2025, WuXi Biologics had achieved a 32% reduction in water consumption intensity, surpassing the revised target. 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.

Our Measures

Water Excellence Stewardship (WES)

To further fulfill our commitment to sustainable water management, achieve the Company's water targets, respond to customer concerns about sustainability, and continually strengthen our water management, WuXi Biologics independently developed its Water Excellence Stewardship (WES) program and commit to implement WES at our priority sites by 2027. 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). Particulars of the program 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) that 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. In 2025, we expanded the implementation of the WES program beyond our Wuxi and Shanghai sites to encompass ten operational sites across our global network.

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 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.

Water Resource Conservation Improvement Project at Wuxi Site

This project re-examined the Wuxi site's water system design and operational model from the perspective of systematic water conservation. By leveraging opportunities in heat and rinse-water recovery, adopting the multi-effect distillation (MED) proportional capacity control (PCC) mode, and enhancing reclaimed water reuse, the project realized the implementation of deep optimization across water supply, purified water production, and cooling tower blowdown processes. These efforts transformed water-saving initiatives from isolated adjustments into a system-wide enhancement. Through the recovery of heat and rinse-water, the project is expected to save approximately 14,600 tonnes of softened water and 83,315 cubic meters of natural gas annually. The innovative PCC mode for the multi-effect distillation system enables a flexible water supply, further reducing water consumption by an estimated 13,167 tonnes and saving around 95,760 cubic meters of natural gas each year. In addition, by allocating water usage based on operational conditions and redirecting cooling tower blowdown to the reclaimed water system for recycling, the project increased reclaimed water capacity and utilization by approximately 16.7%.

Technology Optimization

WuXi Biologics seeks 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 Ireland site saved 1,008 tonnes of water in 2025 by reusing rainwater. 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.

Clean Utilities (CU) Integrated Operating Cost Reduction and Energy-Saving Project at Hangzhou Site

This project focuses on reducing equipment energy consumption and maintenance costs within the utilities system, further advancing energy efficiency and quality performance based on previous Kaizen achievements. The project analyzed the actual operational requirements of equipment managed by the CU function, and optimized control strategies and operating parameters for multiple scenarios, including the standby mode of the purified water generation system, and optimization to cleanroom air-exchange frequency. These measures reduced unnecessary equipment operation and energy use while maintaining product quality and regulatory compliance. As a result of the improvements, the Hangzhou site is expected to save approximately 1,853,421 kWh of electricity and about 8,597 GJ of steam annually. In addition, adjustments made to the standby mode of the purified water generation system will enable further savings of roughly 13,000 tonnes of water each year.

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, while ensuring they are of the same or even better quality. Our packaging materials for drug products are now 100% Forest Stewardship Council (FSC) certified. We diligently classify left-over packaging materials and reuse them internally for other purposes when possible, and if they cannot be used internally, we collaborate with qualified third-party agencies to maximize their recycling or reuse.

Appendix I

Key Performance Indicators

Environmental performance indicators					
Type	**Unit**	**2022**	**2023**	**2024**	**2025**
Energy indicators[32]					
Direct energy consumption — Gasoline	Liters	10,764	52,203	11,679	8,996
Direct energy consumption — Diesel fuel	Liters	16,470	36,350	22,536	36,083
Direct energy consumption — Natural gas	m^3	11,875,465	10,432,418	12,770,432	14,955,988
Indirect energy consumption — Purchased electricity[33]	kWh	166,417,679	173,378,300	204,309,778	241,518,365
Indirect energy consumption — Purchased steam	GJ	108,021	187,216	201,656	249,756
Total renewable electricity consumption[34]	kWh	—	2,797,036	24,083,113	34,680,425
Total electricity consumption	kWh	—	176,175,336	206,671,931	247,029,754
Share of renewable electricity consumption	%	—	2	12	14
Energy consumption indicators[35]					
Total energy consumption	MWh	325,195	332,191	389,333	464,782
Integrated energy consumption intensity	MWh/RMB 10,000	0.213	0.195	0.208	0.213
Greenhouse gas emissions indicators					
Scope 1 Emissions	tCO_2e	33,762	32,687	38,346	44,125
Scope 1 Emissions Intensity	tCO_2e/RMB 10,000	0.022	0.019	0.021	0.021
Scope 2 Emissions[36]	tCO_2e	136,067	149,229	160,308	185,605
Scope 2 Emissions Intensity	tCO_2e/RMB 10,000	0.089	0.088	0.086	0.086
Totals (Scope 1 + Scope 2)	tCO_2e	169,829	181,916	198,654	229,730
Total Emission Intensity (Scope 1 + Scope 2)	tCO_2e/RMB 10,000	0.111	0.107	0.106	0.1054
Scope 3 Emissions — Fuel-and energy-related activities	tCO_2e	—	35,385.14	39,468	47,052
Scope 3 Emissions — Upstream transportation and distribution	tCO_2e	2,431.75	2,251.28	2,175	3,565
Scope 3 Emissions — Waste generated in operations	tCO_2e	2,944.18	5,040.10	5,868	5,948
Scope 3 Emissions — Business travel	tCO_2e	—	2,101.23	2,470	3,895

Appendix I

Key Performance Indicators (Cont.)

Environmental performance indicators					
Type	**Unit**	**2022**	**2023**	**2024**	**2025**
Scope 3 Emissions — Employee commuting	tCO_2e	20,400	19,654.27	19,176	22,532
Scope 3 Emissions — Downstream transportation and distribution	tCO_2e	1,169.96	1,031.75	2,087	1,746
Waste indicators					
Hazardous waste produced volume	tonnes	3,337.11	2,852.50	3,583.56	4,589.46
Hazardous waste treatment — Landfilled	tonnes	0.0068	0.05	0.02	0
Hazardous waste treatment — Incinerated with energy recovery	tonnes	2,866.50	1,839.30	2,411.02	3,394.82
Hazardous waste treatment — Incinerated without energy recovery	tonnes	438.69	917.95	1,072.04	834.93
Hazardous waste treatment — Recycled/Reused	tonnes	6.32	54.60	51.63	268.40
Hazardous waste treatment — Other treatments	tonnes	25.59	40.60	0	91.30
Hazardous waste intensity	tonnes/RMB 10,000	0.0022	0.0017	0.0019	0.0021
Non-hazardous waste produced volume	tonnes	2,671.93	2,962.67	3,293.22	2,718.18
Non-hazardous waste treatment — Landfilled	tonnes	12.00	39.11	40.74	0
Non-hazardous waste treatment — Incinerated with energy recovery	tonnes	2,317.19	2,488.83	2,459.52	2,006.73
Non-hazardous waste treatment — Incinerated without energy recovery	tonnes	42.32	268.34	441.54	318.12
Non-hazardous waste treatment — Recycled/Reused	tonnes	171.42	160.04	336.62	379.24
Non-hazardous waste treatment — Biological treatment	tonnes	25.00	6.35	14.80	2.44
Non-hazardous waste treatment — Other treatments	tonnes	104.00	0	0	11.65
Non-hazardous waste intensity	tonnes/RMB 10,000	0.0017	0.0017	0.0018	0.0012
Waste intensity	tonnes/RMB 10,000	0.0039	0.0034	0.0037	0.0034
Water discharge indicators					
Total water discharge	tonnes	1,410,253	1,657,510	1,667,082	1,791,539
Off-site water treatment total discharge[37]	tonnes	1,396,193	1,629,855	1,667,082	1,791,539
Beneficial/other use total discharge	tonnes	14,060	27,655	0	0
Other destination total discharge	tonnes	0	0	0	0

Appendix I

Key Performance Indicators (Cont.)

Environmental performance indicators					
Type	**Unit**	**2022**	**2023**	**2024**	**2025**
COD discharge	tonnes	101.91	63.79	56.99	91.73
NH_3-N discharge	tonnes	6.81	4.02	4.65	3.74
Exhaust gas indicators					
NO_x emissions	tonnes	3.53	5.04	2.23	8.53
SO_x emissions	tonnes	0.005	0.018	0	0.003
Soot/Particulate Matters emissions	tonnes	0.19	0.26	0.15	0.67
Water consumption indicators					
Total water consumption/withdrawal[38]	tonnes	2,108,001	2,373,618	2,434,339	2,670,104
Municipal water supply	tonnes	2,106,456	2,372,989	2,432,890	2,668,147
Harvested rainwater	tonnes	1,545	629	1,449	1,957
Other sources	tonnes	0	0	0	0
Water consumption/withdrawal intensity	tonnes/RMB 10,000	1.38	1.39	1.30	1.23
Total water recycling	tonnes	15,605	40,132	72,571	108,449
Harvested rainwater	tonnes	1,545	629	1,449	1,957
Condensed water	tonnes	—	11,848	41,708	11,341
Reclaimed water	tonnes	14,060	27,655	29,414	95,150
Packaging material consumption indicators					
Packaging material consumption	tonnes	219.33	177.82	328.09	545.38
Packaging material consumption intensity	kg/RMB 10,000	0.144	0.104	0.176	0.250

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators

Type	Unit	2022	2023	2024	2025
Personnel employment indicators					
Number of employees	Number	12,461	12,740	12,687	13,352[39]
Male	Number	5,808	5,922	5,822	6,123
Female	Number	6,653	6,816	6,865	7,226
Gender unknown	Number	—	2	0	3
Under 18	Number	0	0	0	0
18 to 30	Number	6,546	5,929	5,132	4,899
30 to 50	Number	5,591	6,458	7,180	8,079
Over 50	Number	324	353	375	374
Full-time employees	Number	12,461	12,740	12,687	13,352
Part-time employees	Number	409	179	284	491
Contractors[40]	Number	—	78	62	46
Senior management	Number	218	251	255	263
Middle management	Number	1,161	867	759	777
Primary management	Number	927	1,308	828	773
General staff	Number	10,155	10,314	10,845	11,539
Asia	Number	11,217	11,110	10,963	12,009
America	Number	359	411	403	419
Europe	Number	885	1,219	1,321	924

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators

Type	Unit	2022	2023	2024	2025
New employees	Number	3,826	1,668	1,408	2,181
Male	Number	1,714	824	648	1,112
Female	Number	2,112	843	760	1,069
Gender unknown	Number	—	1	0	0
Under 18	Number	0	0	0	0
18 to 30	Number	2,649	997	792	1,286
30 to 50	Number	1,098	607	574	842
Over 50	Number	79	64	42	49
Internal employee transfers	Number	1,176	953	948	610
Average years employed by the Company — Male	Year	1.9	3.2	3.9	4.2
Average years employed by the Company — Female	Year	2.0	3.2	3.9	4.3
Percentage of employees covered by collective bargaining agreements	%	32	28	26	24

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators

Type	Unit	2022	2023	2024	2025
Employee diversity indicators					
Total number of employee nationalities	Number	49	56	53	51
Percentage of non-Chinese employees	%	8.6	9.5	9.0	8.7
Percentage of non-Chinese employees in all management positions	%	14.1	12.4	14.0	16.9
Percentage of Han Chinese ethnicity	%	89.1	69.8	70.3	73.0
Percentage of Han Chinese ethnicity in all management positions	%	84.7	48.3	45.1	46.4
Percentage of employees from minority ethnic groups	%	2.3	4.2	5.0	3.8
Percentage of employees from minority ethnic groups in all management positions	%	1.2	3.6	4.7	4.2
Percentage of employees from minority ethnic group in senior management	%	0.9	2.4	3.5	4.2
Percentage of female employees in overall workforce	%	53	54	54	54
Percentage of female employees in management positions	%	47	47	46	45
Percentage of female employees in executive management	%	30	33	35	33
Percentage of female employees in senior management	%	39	39	33	41
Percentage of female employees in middle management	%	46	45	46	46
Percentage of female employees in primary management	%	50	50	47	45
Percentage of female employees in management positions in revenue-generating functions	%	44	45	44	43
Percentage of female employees in STEM positions (as % of total STEM positions)	%	53	53	54	54
Percentage of employees with disability	%	0.8	0.8	0.9	0.8
Median gender pay gap	%	3.1	8.0	7.1	5.7
Median gender pay (bonus) gap	%	5.9	8.0	7.1	5.7

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators

Type	Unit	2022	2023	2024	2025
Average salary comparison between genders[41]					
General staff — Base salary	%	101	101	95	96
Primary management — Base salary	%	97	97	102	101
Primary management — Base salary + bonus	%	—	97	102	101
Middle management — Base salary	%	97	99	100	100
Middle management — Base salary + bonus	%	—	99	100	100
Senior management — Base salary	%	87	84	85	86
Senior management — Base salary + bonus	%	—	84	84	81
Employee retention indicators					
Total employees lost	Number	1,300	1,393	1,450	1,352
Total employee turnover[42]	%	10	11	11	10
Male	%	11	12	11	12
Female	%	10	10	12	9
Under 30	%	10	14	14	10
30 to 50	%	10	8	9	10
Over 50	%	14	14	18	20
China	%	10	11	11	8
Outside China	%	16	14	17	24

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators

Type	Unit	2022	2023	2024	2025
Occupational health and safety indicators — Employees					
Number of fatalities due to work injuries — Employees	Number	0	0	0	0
Number of lost work days due to work injuries — Employees	Day	103	6	134	200
Lost-time injury rate — Employees	Times/200,000 working hours	0.040	0.009	0.109	0.040
Occupational health and safety indicators — Contractors[43]					
Number of fatalities due to work injuries — Contractors	Number	0	0	0	0
Number of lost work days due to work injuries — Contractors	Day	—	—	—	310
Lost-time injury rate — Contractors	Times/200,000 working hours	—	—	—	0.134
Employee training indicators					
Percentage of employees trained	%	100	100	100	100
Male	%	47	46	46	46
Female	%	53	54	54	54
General staff	%	82	81	85	86
Primary management	%	7	10	7	6
Middle management	%	9	7	6	6
Senior management	%	2	2	2	2
Average number of training hours per full-time employee	Hour	72	73	74	79
Male	Hour	71	73	75	81
Female	Hour	73	73	74	77
General staff	Hour	72	73	76	79
Primary management	Hour	75	76	79	83
Middle management	Hour	72	70	77	80
Senior management	Hour	57	64	64	74

Appendix I

Key Performance Indicators (Cont.)

Social performance indicators					
Type	**Unit**	**2022**	**2023**	**2024**	**2025**
Average number of training days per full-time employee	Day	9	9	9	10
Average number of training hours per part-time employee	Hour	—	40	53	57
Average number of training hours per contractor	Hour	—	13	11	23
Total investment in training	RMB 10,000	1,335	1,601	1,660	1,783
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	5,996	8,017	9,919	12,330
Times of volunteer participation	Person-times	1,371	1,907	2,879	3,827
Product responsibility indicators					
Number of product recall	Number	0	0	0	0
Customer satisfaction indicators					
Percentage of satisfied customers	%	89.47	89.2	90.2	89.4
Target of percentage of satisfied customers	%	80	82	86	90
Revenue coverage of customer satisfaction	%	50	74	93	72.4

Appendix I

Key Performance Indicators (Cont.)

Governance performance indicators

Type	Unit	2022	2023	2024	2025
Supplier indicators					
Number of suppliers in Asia	Number	1,468	1,423	1,445	1,567
Asian suppliers by spending	%	27	38	44	56
Number of suppliers in Europe	Number	480	1,019	911	651
European suppliers by spending	%	38	37	32	20
Number of suppliers in America	Number	936	520	540	448
American suppliers by spending	%	35	25	24	24
Total number of Tier 1 suppliers	Number	2,884	2,962	2,896	2,666
Total number of significant suppliers in Tier 1	Number	109	92	374	174
Percentage of total spend on significant suppliers in Tier 1	%	80	78	80	81
Total number of significant suppliers in non Tier 1	Number	0	0	0	0
Percentage of buyers across all locations who have received training on sustainable procurement	%	100	100	100	100
Percentage of targeted suppliers that have gone through a sustainability assessment	%	80	78	80	81
Targeted suppliers that have gone through a sustainability on-site audit	Number	—	1	4	5
Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	%	100	100	100	100

Appendix I

Key Performance Indicators (Cont.)

Governance performance indicators

Type	Unit	2022	2023	2024	2025
Operational governance indicators					
Number of reports related to business ethics	Number	—	26	27	24
Valid reports by type — Corruption or bribery	Number	0	2	3	2
Valid reports by type — Conflict of interest	Number	0	0	1	1
Valid reports by type — Customer privacy data	Number	0	0	0	0
Valid reports by type — 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
Number of information security incidents	Number	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 — Environmental and Natural Resources Stewardship
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 — Environmental and Natural Resources Stewardship — 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 — Environmental and Natural Resources Stewardship — 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 — Environmental and Natural Resources Stewardship — 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 — Environmental and Natural Resources Stewardship
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 — Environmental and Natural Resources Stewardship — 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 — Environmental and Natural Resources Stewardship — 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 — Environmental and Natural Resources Stewardship — Natural 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 — Environmental and Natural Resources Stewardship
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 — Environmental and Natural Resources Stewardship

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 — Inclusive and Ethical Workplace 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 — Talent Attraction and Development — Employee Training Empowering Our People — Talent Attraction and Development — Performance Management and Talent Incentives
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 — Inclusive and Ethical Workplace — Human Rights Protection
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Empowering Our People — Inclusive and Ethical Workplace — Human Rights Protection
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Empowering Our People — Inclusive and Ethical Workplace — Human Rights Protection
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.12	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.78	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 — Information Asset Protection
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
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.	
	The current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain.	
	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.	
	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.	
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.	
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/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; • The performance against each climate-related target and an analysis of trends or changes in the issuer's performance; • 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.	Greening Our Business — Climate Change and Energy Saving — Risk Management/ Performance and Metrics

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, 2025 to December 31, 2025 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
2–14	Role of the highest governance body in sustainability reporting	Enhancing Governance — Corporate Governance — Board Statement

Appendix III

GRI Standard Index (Cont.)

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 — Operational Governance — Business Ethics Enhancing Governance — Sustainable Supply Chain Empowering Our People — Inclusive and Ethical Workplace — Human Rights Protection
2–24	Embedding policy commitments	Enhancing Governance — Business Ethics Enhancing Governance — Sustainable Supply Chain Empowering Our People — Inclusive and Ethical Workplace — Human Rights Protection
2–25	Processes to remediate negative impacts	Enhancing Governance — Operational Governance — Business Ethics
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

Appendix III

GRI Standard Index (Cont.)

Stakeholder engagement		
2–29	Approach to stakeholder engagement	Enhancing Governance — Corporate Governance — Stakeholder Engagement
2–30	Collective bargaining agreements	Empowering Our People — Inclusive and Ethical Workplace — Human Rights Protection
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 — Inclusive and Ethical Workplace 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
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

Appendix III

GRI Standard Index (Cont.)

Environment		
GRI 301: Materials 2016		
301–1	Materials used by weight or volume	Greening Our Business — Environmental and Natural Resources Stewardship — Natural 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 — Environmental and Natural Resources Stewardship — Natural Resource Management
303–2	Management of water discharge-related impacts	Greening Our Business — Environmental and Natural Resources Stewardship — Natural Resource Management
303–4	Water discharge	Appendix I: Key Performance Indicators
303–5	Water consumption	Greening Our Business — Environmental and Natural Resources Stewardship — Natural 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

Appendix III

GRI Standard Index (Cont.)

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 (NO_x), sulfur oxides (SO_x), 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 — Environmental and Natural Resources Stewardship — Waste and Discharge Control Appendix I: Key Performance Indicators
306–2	Management of significant waste-related impacts	Greening Our Business — Environmental and Natural Resources Stewardship — 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
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
401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering Our People — Employee Engagement and Well-being — Employee Benefits
401–3	Parental leave	Empowering Our People — Employee Engagement and Well-being — Employee Benefits

Appendix III

GRI Standard Index (Cont.)

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
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 — Talent Attraction and Development — Employee Training
404–3	Percentage of employees receiving regular performance and career development reviews	Empowering Our People — Talent Attraction and Development — Employee Training
GRI 405: Diversity and Equal Opportunity 2016		
405–1	Diversity of governance bodies and employees	Empowering Our People — Inclusive and Ethical Workplace
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

Appendix III

GRI Standard Index (Cont.)

GRI 408: Child Labor 2016		
408–1	Operations and suppliers at significant risk for incidents of child labor	Empowering Our People — Inclusive and Ethical Workplace 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	Empowering Our People — Inclusive and Ethical Workplace 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
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	Number of recalls issued, 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) involuntary 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 — Inclusive and Ethical Workplace
	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 — Inclusive and Ethical Workplace
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

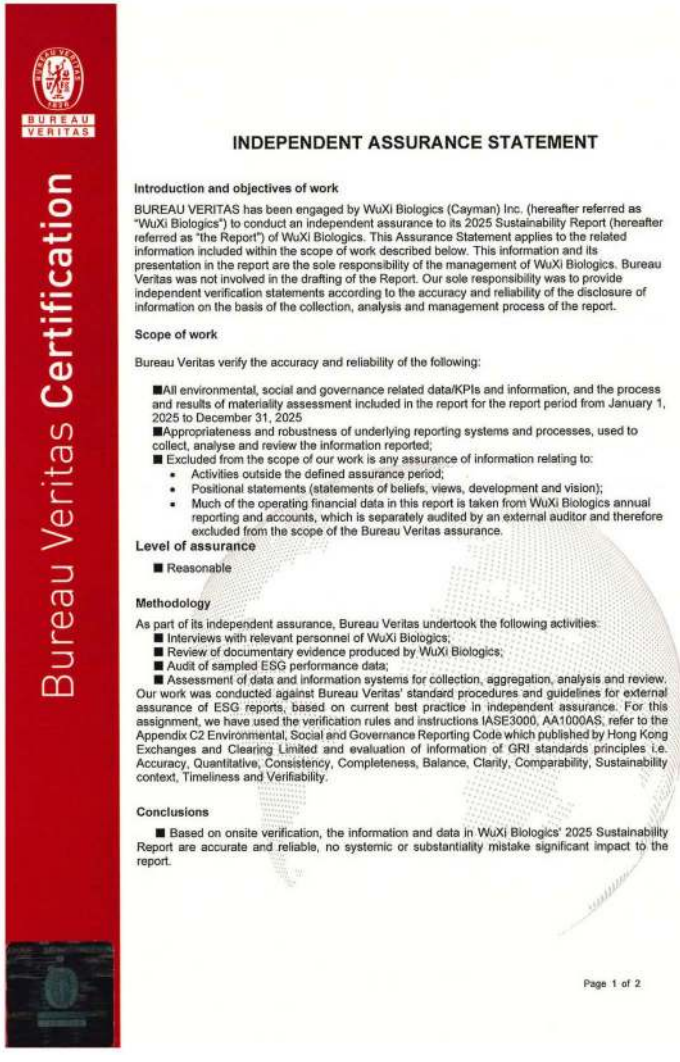
Appendix VI

List of Notes

1. "A global health strategy for 2025–2028 — advancing equity and resilience in a turbulent world", WHO.
2. Data from Global Health Observatory, WHO.
3. Brazilian Ministry of Health. (2026, January 8). New and 100% Brazilian dengue vaccine begins administration in Botucatu, São Paulo. Government of Brazil.
4. Giugliani, R., Solomon, F., Kushlaf, H., *et al*. (2025). Global variations in diagnostic methods and epidemiological estimates in Pompe disease: Findings from a scoping review. *Orphanet Journal of Rare Diseases, 20*, 216.
5. Nalysnyk, L., Rotella, P., Simeone, J. C., Hamed, A., & Weinreb, N. (2017). Gaucher disease epidemiology and natural history: A comprehensive review of the literature. *Hematology, 22*(2), 65–73.
6. New suppliers refer to the ones contracted after July 2024 and all existing significant suppliers signed both.
7. 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.
8. 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.
9. The violations encompass, but are not limited to, corruption and bribery, anti-competition/antitrust, money laundering/insider trading, conflicts of interest, and fraud.
10. COSO refers to The Committee of Sponsoring Organizations of the Treadway Commission.
11. This includes, but not limited to, forced labor, child labor, discrimination and harassment, working condition and freedom of association.
12. This includes people in minority groups and people with disabilities.
13. This refers to WuXi Biologics median gender pay gap in China.
14. The potential risks include human trafficking, discrimination, child labor, slavery and impact on environment as well as local communities.
15. This refers to women, children, persons with disability, third-party contracted labor, and local communities and students.
16. This includes, but not limited to, forced labor, child labor, discrimination and harassment, working condition and freedom of association.
17. The violations encompass, but are not limited to, forced labor, child labor, discrimination and harassment.
18. This includes part-time employees and contractors.
19. This includes DDI, CEIBS Business Online, LinkedIn, and INTUITION.
20. This includes line managers and dotted-line managers.
21. This includes Business indicators and PROUD Competence indicators.
22. Retention rate = 1 - Voluntary employee turnover rate; Voluntary employee turnover rate = Total number of voluntary turnovers/Total number of employees by year-end.
23. PROUD stands for Passion, Resilience, Ownership, Trust, and Decisiveness.
24. 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.
25. The latest coverage of ISO certification can refer to our company website. (https://www.wuxibiologics.com/iso-certification-status/)
26. Shared Socioeconomic Pathways (SSPs) are the scenario framework adopted by the Intergovernmental Panel on Climate Change (IPCC) in its Sixth Assessment Report (AR6), used to describe possible global social and economic development trajectories within this century and their impacts on greenhouse gas emissions, under the assumption of no additional climate policy interventions.
27. The International Energy Agency (IEA) World Energy Outlook (WEO) scenarios are based on assumptions regarding global energy supply and demand, policy trends, and technological developments, depicting possible evolution pathways of the global energy system to 2050 under varying policy intensities.
28. The IPCC Sixth Assessment Report (AR6), released in 2021, adopted 1995–2014 as the baseline period for climate change analysis, and the climate data used in this physical risk scenario analysis is consistent with AR6.
29. Use the Commercial Sensitivity Relief, the financial quantification of climate-related opportunities is not disclosed at this stage.
30. If the associated adverse impacts are below 0.5% of the Company's revenue from principal operations, they are assessed as not having a material impact on the Company's financial position or operational performance. The corresponding financial impact amounts can be derived from the disclosed percentages and the Company's revenue reported in this Report.
31. The Company's risk management processes have not undergone major adjustments during this year and continue to follow the existing comprehensive risk management framework.
32. Including direct and indirect energy consumption.
33. Including purchased renewable electricity and purchased non-renewable electricity.
34. Including the use of embedded site renewables, purchased green electricity and Green Electricity Certificate (GEC).
35. Refer to *GB/T 2589–2020 General Principles for Calculation of Comprehensive Energy Consumption*, and the *Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)* released by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Total energy consumption including total renewable energy consumption (34,680 MWh) and total non-renewable energy consumption (430,102 MWh).
36. Applies market-based approach. Scope 2 emissions under the location-based approach is 196,599 tCO_2e.
37. This includes 5,104 tonnes of waste liquids collected by a qualified third party and discharged off-site as wastewater.
38. 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.
39. This includes employees in the Health Care Team.
40. Contractors, project contractors excluded.
41. Average salary comparison between genders = Female employee's average salary/Male employee's average salary × 100%
42. Total employee turnover = Total number of turnovers/Total number of employees by year-end (retirement included).
43. This refers solely to temporary or contract-based workers who are regularly stationed and working at WuXi Biologics sites, and excludes construction workers engaged in site construction activities.
44. All operational sites refer to all the sites put into operation before June 30, 2025, 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, Ireland Dundalk site, Hangzhou MVP site (MFG13), Hebei site, Cranbury site, and Shanghai Biosafety Testing 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 2025 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, 2025 to December 31, 2025
- ■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 ESG 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' 2025 Sustainability Report are accurate and reliable, no systemic or substantiality mistake significant impact to the report.

Page 1 of 2

Bureau Veritas Certification

Objectivity

■ The information and data disclosed in the ESG report are accurate and reliable. WuXi Biologics collect, organize 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 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
Assurance Team Leader
2026-03-13

Fanny Zou
General manager, Certification, I&F China
2026-03-30

Certification body address: Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China. 100738
Local office address: Rm. B, F4, No.1288, Waima Road, Huangpu District, Shanghai, China. 200011
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.[44]

Reporting Period

This report covers the period from January 1, 2025 to December 31, 2025 (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 2026.

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 24, 2026, 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

WuXi Biologics (Cayman) Inc.

www.wuxibiologics.com

ESG@wuxibiologics.com