



2023 Environmental, Social and Governance Report

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About this Report

Overview

This report is the sixth environmental, social and governance (hereinafter referred to as "ESG" as appropriate) report issued by WuXi AppTec Co., Ltd. ("WuXi AppTec", "the Company", "we") and reflects the performance of the Company and its subsidiaries in ESG. This report is an annual report covering the work for the financial year from January 1, 2023, to December 31, 2023 (the "Reporting Period"), with some associated information that may be retroactive outside of the Reporting Period.

Reporting Methodology

This report has been prepared in accordance with the [Appendix C2 of the Listing Rules-Environmental, Social and Governance Reporting Guide \(ESG Guide\)](#) of the Stock Exchange of Hong Kong Limited (hereinafter referred to as the "Hong Kong Stock Exchange"). At the same time, the Company's ESG report is prepared in accordance with the guidelines of the Global Reporting Initiative's [Sustainability Reporting Standards 2021 \(GRI Standards 2021\)](#), and aligns with the [United Nations Sustainable Development Goals \(SDGs\)](#). We also take into account the relevant requirements of the [Sustainability Accounting Standards Board \(SASB\)](#), the [Ten Principles of the UN Global Compact \(UNGC\)](#) and the [International Financial Reporting Standards \(IFRS\) S2 Climate-related Disclosures](#). The report is compiled based on the results of our materiality analysis.

Scope and Boundary

The policies and data presented in this report covers the Company and its subsidiaries, which is consistent with the annual report. The currency used in the report is RMB. All the information and data disclosed in the report are based on the Company's statistic report and relevant documents. The board of the directors of the Company (the Board of Directors) is responsible for the truth, accuracy and completeness of the report content and ensures that there are no misrepresentations or misleading statements in the report.

Report Verification

WuXi AppTec commissioned TÜV SÜD Certification and Testing (China) Co., Ltd. to provide independent verification for this report and a verification statement is attached. Please see Appendix IV for details.

Report Language

The report is drafted in Chinese and English. In case of discrepancies between the two versions, the English version shall prevail.

Confirmation and Approval

This report was approved by the Board of Directors on March 18, 2024 after confirmation by the ESG Committee.

Message from the Chairman and CEO

Dear Stakeholders,

It is my pleasure to share the 2023 WuXi AppTec Environmental, Social and Governance (ESG) Report with you.

At WuXi AppTec, we are deeply committed to enabling innovation and improving lives. We are proud to provide valued services to over 6,000 global customers in their life-saving work through our CRDMO and CTDMO platforms. The broad application of our new modality capabilities enables the delivery of groundbreaking therapies to patients worldwide. Our steadfast support for our global partners in their impactful work, along with our efforts to improve our approach to sustainability, allow us to continue making a difference in multiple areas.

In 2023, we continued to integrate ESG priorities into our strategy and operations, promoting business practices that are environmentally sustainable, socially impactful, and align with robust governance standards. We established an internal ESG data management system to help us implement our sustainability strategy. Compared to the 2020 baseline, we reduced our carbon emissions intensity by 23.2%, energy consumption intensity by 19.7%, and water usage intensity by 38.7%. And, in December, we joined the Science Based Targets initiative (SBTi) and plan to set our target by 2025. These initiatives are just a few examples that demonstrate our ongoing commitment to sustainability as a responsible corporate citizen.

Doing the right thing for patients and supporting the global healthcare ecosystem are the driving forces behind our work. In 2023, we convened forums and professional events across North America, Europe, and Asia, bringing together leading regional and global voices for insightful discussions to strengthen collaboration across borders and disciplines to help make innovation accessible to all.

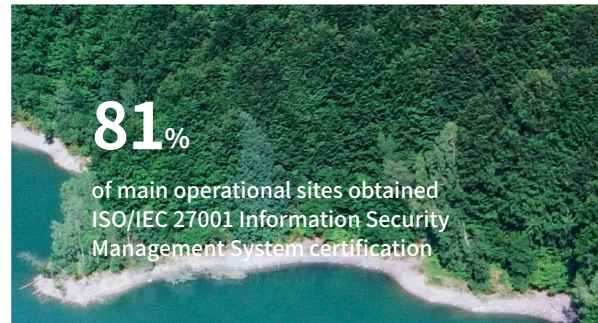
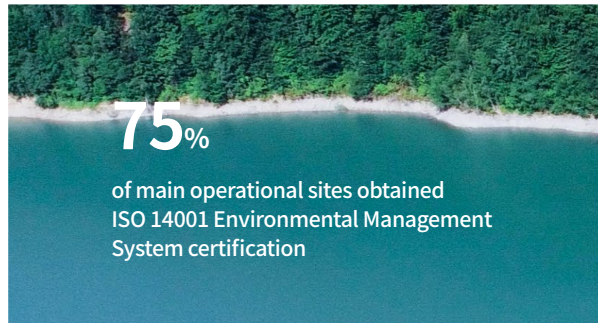
We are humbled by the recognitions of these efforts. For the third consecutive year, we were awarded an "AA" rating by MSCI. This year, we received a leadership level of "A-" in the CDP Climate Change and Water Security rating. We have also been widely acknowledged by major global ESG rating agencies, including EcoVadis, S&P Global, Sustainalytics, and FTSE Russell. While we take pride in these achievements, we understand that fostering innovation and making meaningful impact for patients is an enduring journey, to which we are fully committed.

I invite you to explore this report to learn more about our ESG strategy and vision. With sustainability at the core of our future, we are building a healthier and more sustainable world where "every drug can be made and every disease can be treated."

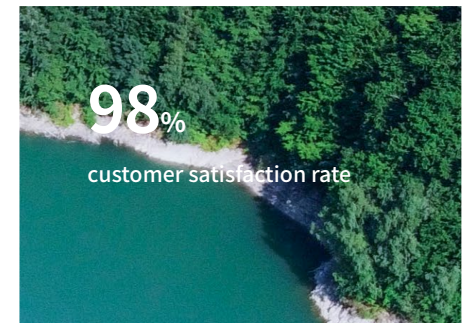
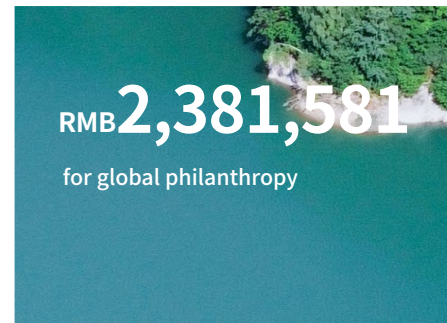
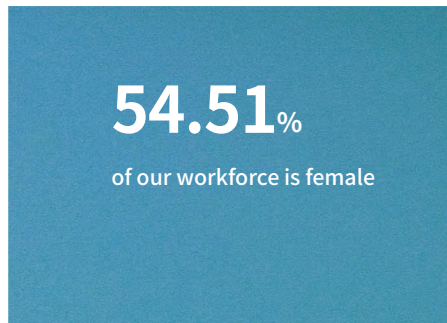


Ge Li, Ph.D.
Chairman and CEO of WuXi AppTec

2023 ESG Performance and Highlights



Committed to the **Science Based Targets Initiative** and planned to set the science-based target in the coming two years



Selected ESG Rating Performance

ESG Rating Agency	Award and Recognition	2022	2023
		AA	AA
		15 (Low Risk)	12.2* (Low Risk)
	<p>Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA</p>	65	69
		2.7	3.2
		Bronze medal	Silver medal
	<p>2023 CDP Environmental Leadership Award</p>	A- (Climate Change) B (Water Security)	A- (Climate Change) A- (Water Security)

* A lower score means a lower risk

About WuXi AppTec

[Our Business](#)

[Our Governance](#)

[Our Stakeholders](#)



Our Business

The business scope of WuXi AppTec encompasses various business segments, namely WuXi Chemistry, WuXi Testing, WuXi Biology, WuXi ATU¹, and WuXi DDSU². Through our comprehensive and integrated platform, we strive to help customers lower R&D barriers, enhance R&D efficiency, and expedite the delivery of innovative and high-quality drugs to patients around the world.

WuXi Chemistry	Integrating the chemistry business-related resources and capabilities, including WuXi STA and the Research Chemistry Services business units to offer new drug Contract Research Development and Manufacturing Organization services to customers.
WuXi Testing	Integrating the pre-clinical and clinical resources and capabilities, such as Lab Testing Division, WuXi Clinical (Clinical Development Services business) and MedKey (Site Management Organization business) to serve global customers for pharmaceutical, medical device, and in vitro diagnostic sectors.
WuXi Biology	Integrating the technologies in DNA-encoded library, biology, oncology and immunology to provide global customers with integrated drug discovery and research services.
WuXi ATU	Capitalizing on global resources and capabilities to provide customers with integrated advanced therapies CTDMO ³ services including process development, manufacturing and testing.
WuXi DDSU	Based on customers' needs, providing customers with integrated new drug R&D services with a focus on patent creation, empowering the product development of first-class small molecule new drugs for customers.

To find information on the increase of our revenue and profit, please refer to our *2023 Annual Report*.

Our Governance

Our Commitment

Sound governance structure is widely regarded as a cornerstone of sustainable corporate development. WuXi AppTec is committed to promoting accountability of the Board and our senior management, and increasing corporate transparency through the responsible corporate governance that is derived from our values. We believe that corporate governance best practices can provide accountability, protect the rights and interests of shareholders and enhance corporate value.

Corporate Governance

System of Corporate Governance

Within our corporate governance structure, the general meeting comprising all shareholders of WuXi AppTec is the highest authority, including annual general meetings and extraordinary general meetings. Annual general meetings shall be convened once a year within six months from the end of the previous fiscal year. Shareholders decide on the Company's business policy and investment plans, elect and replace Directors and Supervisors who are not employee representatives, determine the remunerations of Directors and Supervisors, and consider and approve the reports of the Board and the Company's annual financial budgets, final accounts, etc. at the general meetings.

The Board of Directors is accountable to the general meeting which acts as the organ of authority of the Company, and is responsible for implementing resolutions of the general meeting. The Board of Directors is also responsible for overseeing management, developing strategic plans, and monitoring their execution. We have established four committees under the Board of Directors, i.e., the Audit Committee, the Remuneration and Appraisal Committee, the Strategy Committee, and the Nomination Committee. The four committees are responsible for focusing on specific matters related to operation and management in a detailed manner. All stakeholders can download the terms



of reference for shareholders, the Board of Directors and committees from the Hong Kong Stock Exchange website or access the [WuXi AppTec Co., Ltd. Articles of Association](#) from our website.

Meanwhile, we also established the Executive Committee in charge of operational management, including decision-making in connection with specific sustainability-related matters, business performance, and implementation of the Company's strategic plan, etc., while reporting to the Chief Executive Officer regularly.



Composition of the Board

During the Reporting Period, our Board of Directors consisted of five executive Directors, two non-executive Directors, and five independent non-executive Directors. Directors are elected at annual general meetings for three years. Directors are eligible for re-election upon expiry of their term of office, while the renewed term of office of independent non-executive Directors shall not exceed six years. The average board meeting attendance during the Reporting Period is 100%.

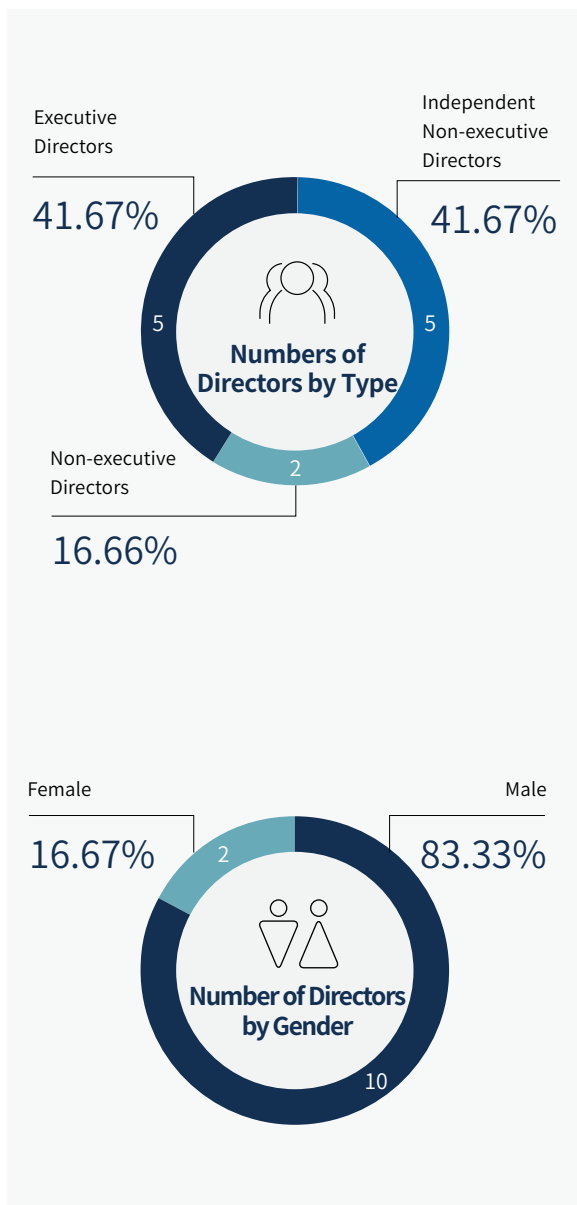
When selecting individuals to serve on the Board, we aim to improve cognitive diversity to enhance board performance. We have established the [Board Diversity Policy](#), which is aligned with our [WuXi AppTec Co., Ltd. Articles of](#)

[Association](#) and other relevant regulations. Our selection criteria encompass various diversity metrics, including but not limited to gender, age, cultural background, and ethnicity. Additionally, we carefully consider factors such as educational background, professional experience, skills, knowledge, and Director's tenure, ensuring a balanced approach.

At the end of the Reporting Period, all 12 incumbent Directors are highly experienced professionals with expertise in various fields, including life science, chemistry, risk management, accounting, and law. Half of our Directors hold doctoral degrees, further highlighting the depth of knowl-

edge and expertise within our Board.

We are committed to continuously enhancing the Board's effectiveness through board training and development. All Directors are strongly encouraged to participate in compliance trainings covering corporate policies, codes of conduct, and operating rules in the securities market. During the Reporting Period, the Board of Directors actively participated in 10 relevant training sessions. To enhance overall Board effectiveness, Board self-evaluation is designed to gather feedback from individual board members about their own performance and the functioning of the entire Board.



Type	Name	Gender	Tenure	Independent		Expertise				
				of Management ⁴	of Other Interests ⁵	Industry Professionals ⁶	Risk Management	Accounting	Law	
Chairman, Executive Director, Chief Executive Officer	Ge Li	Male	6 years	No	No	✓				
Executive Director, Co-chief Executive Officer	Minzhang Chen	Male	2 years	No	Yes	✓				
Executive Director, Vice Chairman, Global Chief Investment Officer, CEO of WuXi ATU	Edward Hu	Male	6 years	No	Yes	✓			✓	
Executive Director, Co-chief Executive Officer	(Steve) Qing Yang	Male	3 years	No	Yes	✓				
Executive Director, China Chief Operating Officer, Executive Vice President	Zhaohui Zhang	Male	6 years	No	No	✓				
Non-executive Director	Xiaomeng Tong	Male	6 years	No	Yes				✓	
Non-executive Director	Yibing Wu	Male	6 years	No	Yes			✓		
Independent Non-executive Director	(Christine) Shaohua Lu-Wong	Female	1 year	Yes	Yes	✓		✓	✓	
Independent Non-executive Director	Wei Yu	Male	1 year	Yes	Yes	✓		✓		
Independent Non-executive Director	Xin Zhang	Male	1 year	Yes	Yes				✓	
Independent Non-executive Director	Zhiling Zhan	Female	1 year	Yes	Yes					✓
Independent Non-executive Director	Dai Feng	Male	5 years	Yes	Yes	✓				

Information Table of Directors

Risk Management

Risk Governance

Risk management is deeply integrated with the Company's operations, which requires the involvement and support from different management levels. Our risk governance structure promotes collaboration across levels for the benefit of the Company as a whole and maintains the structural independence of business departments to monitor and control risks objectively in the interest of the entire organization.

- » The Audit Committee, authorized by the Board of Directors, is responsible for regularly monitoring risk management implementation, reviewing internal control policies, supervising their effectiveness, and evaluating the status of external audits.
- » The Executive Committee is responsible for the overall risk management, including risk assessment and resource allocation, and supervises key risk management from the operational level.
- » The business units are responsible for the implementation of risk management, such as identifying and reporting risk categories and circumstances and taking corresponding measures for risk control.

To ensure the effectiveness of our risk governance, all employees, including senior executives and line managers are encouraged to follow risk-related regulations and procedures. We incorporate key performance indicators (KPIs) related to risk management of compliance, occupational health and safety, human rights, etc. into individual performance review. The KPIs play an important role in the personal performance appraisal process.

Risk Management Process

By focusing attention on risks and optimizing risk management processes to control and mitigate risks, the Company can enable better decision-making and promote stability and growth within our business. Three important steps of our risk management process are risk identification, risk analysis and assessment, and risk mitigation and control.



Risk Identification

In our annual risk identification process, risk owners identify all major existing or potential risks in the areas of compliance, operations and business continuity, according to the nature of the business and experts' opinions. Then, risk owners report the identified risks to the Executive Committee for further analysis and assessment.



Risk Analysis and Assessment

To review the Company's risk exposure, the Executive Committee performs the risk assessment at least twice a year, supplemented by regular analysis once triggered by law and regulation modification as well as project initiation. We actively analyze the likelihood of each risk, and evaluate the potential impact of financial and non-financial under extreme scenarios using stress testing, cross testing, etc., for identifying the priority of the risks based on our business objectives. Further, the Company conducts research on new regulations and policies and consults external experts to ensure our risk analysis and assessment are timely updated based on external requirements and both internal and external audits are conducted periodically to make sure WuXi AppTec has identified the correct risks involved with aspects such as policies, procedures, operational controls and more.



Risk Mitigation and Control

We have developed a series of risk mitigation procedures at the site level as well as business or operation unit level and delegated the responsibilities of overall risk control to at least one person in every department. Various risk response drills are conducted on a regular basis and a recovery plan is in place to ensure seamless execution of emergency response measures and resilience enhancement. For risk monitoring and review, we have established a company-wide risk management platform in place to identify and communicate the risks within the Company on the platform. The lessons learned could enhance our risk awareness and also be shared within the Company.

Risk Training and Communication

Increased awareness of risk management across the workforce can help prevent and mitigate potential risks at source. We provide comprehensive training sessions across relevant departments on a regular basis to ensure the response efficiency of risk management practices. We also provided dedicated training on risk management for non-executive Directors, ensuring that they have the capacity to handle various risks as an independent role and stay abreast of the updated risk management practices.

The Company actively engages employees in delivering the values of responsibility. We have established a communication and feedback process for employees to proactively report potential risks that could occur based on their experiences or any suggestions on risk mitigation. By reviewing the received feedback, our Risk Management Department together with the dedicated departments identify the reported issue and continuously improve the risk management practices. We offer recognition, rewards and promotion to employees who make significant contributions to risk identification and management.



Our Stakeholders

Stakeholder Identification

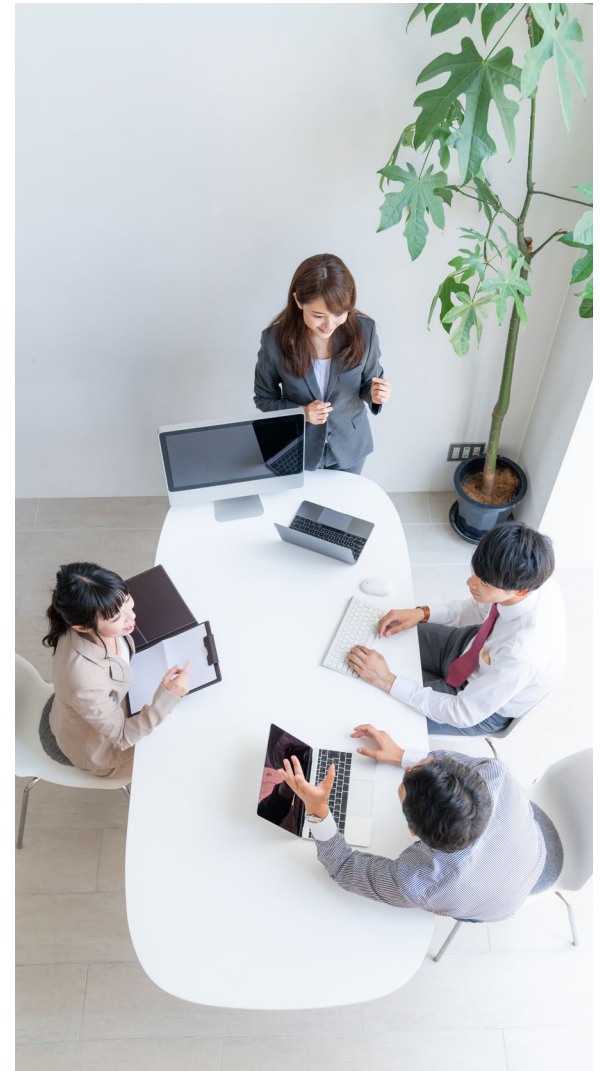
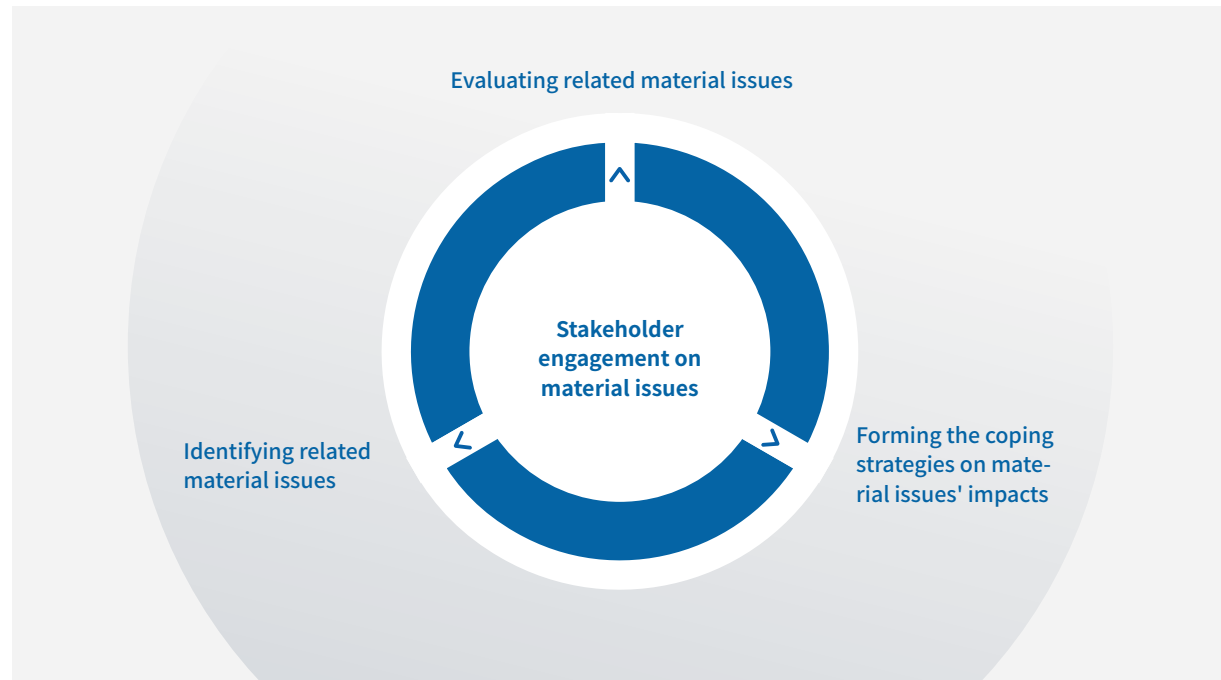
Stakeholders play an essential role in improving the Company's business decisions, conduct and overall progress. We highly value the diverse perspectives of our stakeholders during the formulation and management of our ESG strategy. Our key stakeholders are identified based on our businesses and operations as well as industrial experience and practice. The key stakeholders identified include government and regulators, customers, shareholders and investors, employees, contractors, suppliers, partners, community and the general public, and the natural environment. We have established effective communication channels for stakeholders to express their suggestions or concerns.

Category	Stakeholders	Issues of Concern	Communication Channels
Government and Regulators	Federal, state and local agencies, securities supervision and regulatory agencies, agencies in market supervision, emergency management, ecological environment, taxation, Customs, etc.	Environmental management Contribution to community Anti-corruption and bribery Climate change Energy management Resources management	Institutional investigation Official document exchange Standard operating procedures (SOPs) implementation Information disclosure
Customers	Corporations, research institutions, scientists, entrepreneurs, hospitals and doctors related to the health-care industry	Climate change Energy management Environmental management Employee development Information security and protection Product and service quality Anti-corruption and bribery Sustainable supply chain	Customer research Technology seminars Customer service hotline Customer satisfaction surveys

Category	Stakeholders	Issues of Concern	Communication Channels
Shareholders and Investors	Investors and institutions that invest in the Company's equity and debt, and rating institutions	Climate change Energy management Environmental management Sustainable supply chain Ethics and compliance	Shareholders' meetings Information disclosure Roadshows
Employees	The Company's employees	Employee development Talent recruitment and retention Occupational health and safety (OHS)	Policy releases Management meetings and employee meetings Internal online communication platform Employee trainings Employee activities Employee Management Committee
Contractors	Contractors serving the Company	OHS Resources management	On-site communication Contractor trainings
Suppliers	Suppliers serving the Company	Sustainable supply chain	Supplier assessment Supplier communication and training
Partners	Industry associations	Contribution to community	Routine communication and visits Industrial forums
Community and the General Public	The communities in which we operate, non-governmental organizations, social groups, media, etc.	Contribution to community	Volunteer services Community events Visits and interviews
Natural Environment	Natural environment that is impacted by our business operations	Environmental management Climate change Energy management Resources management	Regular inspection and monitoring

Stakeholder Engagement

In pursuit of progress and effective ESG management, we are committed to achieving collective impact through stakeholders' collaboration. We highly value the viewpoints of our stakeholders and engage with them through regular dialogues and cooperation. To facilitate efficient communication with our stakeholders and form business optimization plans, we have established various communication channels, including online and offline meetings, face-to-face interactions, interviews, and opinion surveys.



We are unwavering in our commitment to upholding the principles of transparency, consistency, accountability, and integrity. We update the Company's information by publishing financial reports and announcements on the Company's [website](#) and other official channels. We have also formed the *WuXi AppTec Information Disclosure Policy* to standardize and facilitate the public's access to policy information.

Materiality Assessment

To stay on top of external and internal challenges, we conduct an annual materiality assessment following the requirements of the [ESG Guide](#) published by the Hong Kong Stock Exchange and the [GRI Standards 2021](#), adopting the principle of double materiality by analyzing the financial materiality and impact materiality of each issue. The Board of Directors designates the ESG Committee to review and approve the results of the annual review. We also consider the ESG risk management of material issues as an essential part of the Company's risk management process and continue to evolve our approach to effectively manage associated risks.

During the Reporting Period, we have modified our materiality list and matrix⁷ to further analyze and manage the corresponding impacts on stakeholders. WuXi AppTec identified 15 ESG material issues through the benchmarking of external concerns, expert consultation, and peer practices.

Identify Materiality

We identify potential ESG materiality issues by considering changes in the internal and external environments, referencing regulatory requirements, industry standards, and other relevant information, and seeking advice from stakeholders.

Prioritize Materiality

The expert consultation, peer practices, feedback from management, investors as well as employees are utilized to rank the material issues. The severity, likelihood of occurrence and mitigation capability of both negative and positive impacts led by material issues are also considered to determine the significance of each issue.

Approve Materiality

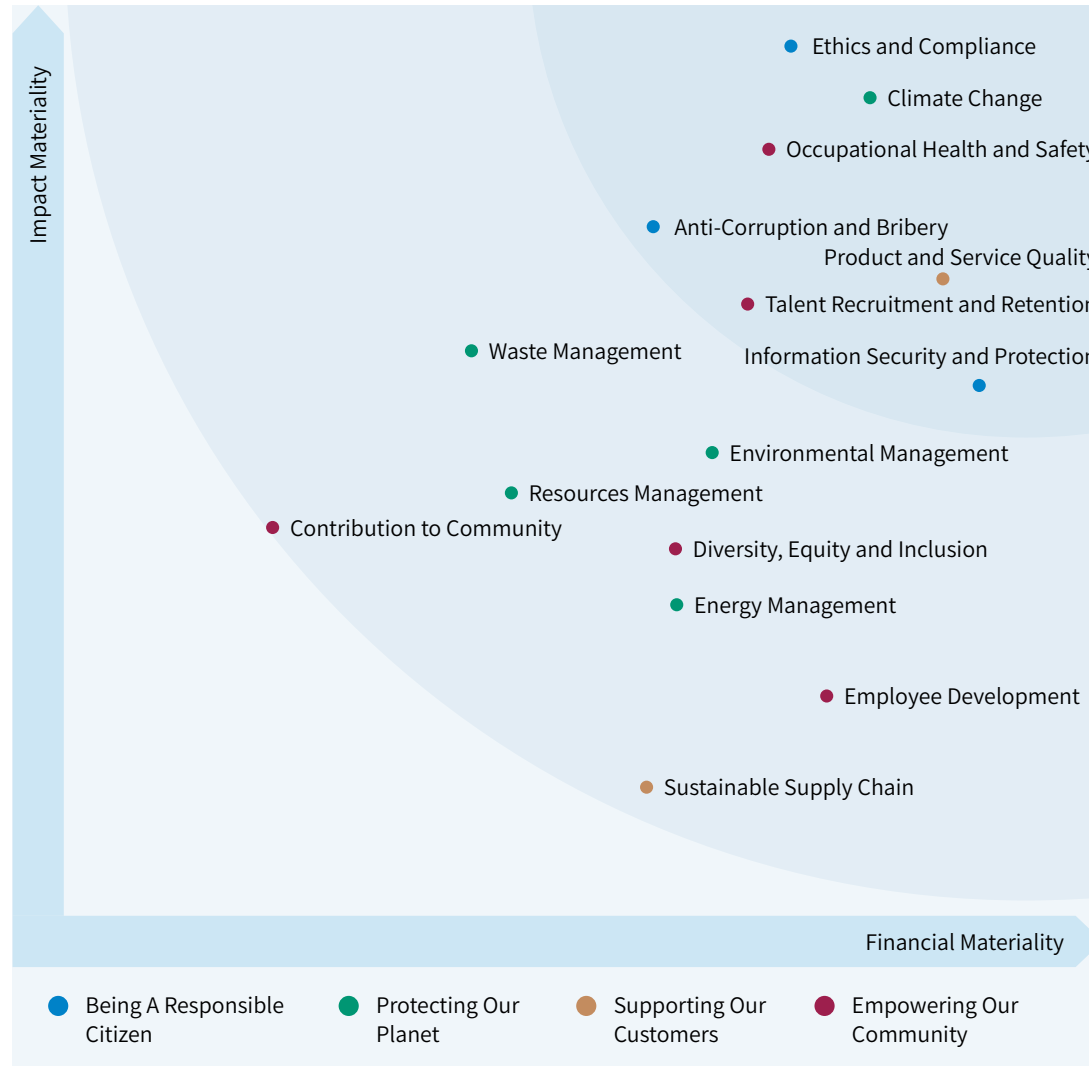
Our Board of Directors designates the ESG Committee to approve and regularly review the materiality matrix.

Manage Materiality

We regularly review and improve our internal management system to minimize the negative effects and maximize the positive impacts of material issues.

Internal and external stakeholders' opinions are also integrated while formulating the mitigation plan.

Based on the feedback from stakeholders such as management, investors, customers, and employees through questionnaires, we prioritized and categorized these material issues. We grouped them into four issue categories – "Being A Responsible Citizen", "Protecting Our Planet", "Supporting Our Customers", and "Empowering Our Community" – to generate the materiality matrix.



Issue Category	Materiality with High Importance	Materiality with Medium Importance
Being A Responsible Citizen	Ethics and Compliance Anti-Corruption and Bribery Information Security and Protection	NA
Protecting Our Planet	Climate Change	Environmental Management Energy Management Resources Management Waste Management
Supporting Our Customers	Product and Service Quality	Sustainable Supply Chain
Empowering Our Community	Occupational Health and Safety Talent Recruitment and Retention	Employee Development Contribution to Community Diversity, Equity and Inclusion (DE&I)

ESG Strategy & Management

[ESG Strategy](#)

[ESG Governance Structure](#)

[Board of Directors ESG Statement](#)



ESG Strategy








Society is facing increased environmental and social challenges such as climate change, health crises, and poverty. WuXi AppTec is highly aware of these challenges and dedicated to acting as a responsible corporate citizen. While ensuring the steady growth of our business, we also aspire to contribute to the well-being of humankind. As an enabler of innovation, a trusted partner, and a contributor to the global healthcare industry, the Company is committed to environmental protection and sustainable development, and to being a good global corporate citizen. Our ESG strategy is also aligned with the [United Nations Sustainable Development Goals \(SDGs\)](#). Our ESG priorities and commitments are demonstrated as follows:

Our ESG Value

Benefiting global patients by building an enabling platform to empower customers around the world to develop new drugs. Work with all sectors to promote social and environmental sustainability through responsible operations.



WuXi AppTec Sustainability Priority Matrix

Category of Topics	Commitments & Goals	Our Actions	Link to SDGs
Being A Responsible Citizen	<ul style="list-style-type: none"> » Assess and address major business ethical risks. » Uphold high standards of business ethics in supply chain management, clinical research, and in overall business interactions. » Maintain a 100% signature rate of the Integrity Behaviors Requirements by WuXi AppTec management. 	<p>We thoroughly implemented the Code of Business Conduct (the "Code") that covers a wide range of business ethics practices, and have conducted initiatives to proactively manage potential ethical risks in our operations, and to safeguard the Company's compliance and management effectiveness in key issues such as Anti-Corruption and Bribery, Ethics in Research and Development, and Information Security and Protection.</p>	
Supporting Our Customers	<ul style="list-style-type: none"> » Leverage our strengths to provide excellent services to our customers to expedite the discovery and development of new treatments for patients around the world. » 100% of our key suppliers participated in an ESG training and audit. 	<p>We developed and followed our quality management system across the full product and service life cycle and incorporated the principle of "Put Customers First" into work to deliver trusted service.</p> <p>We have developed a supply chain ESG management system consisting of "Supply Chain ESG Screening and Classification", "Supply Chain ESG Assessment and Development" and "Supply Chain Collaboration" to support suppliers in improving their sustainability performance.</p>	
Protecting Our Planet	<ul style="list-style-type: none"> » Committed to SBTi and planned to set the science-based target in the coming two years. » Achieve 25% GHG emission intensity reduction by 2030 compared to the 2020 baseline. » Achieve 25% energy consumption intensity reduction by 2030 compared to the 2020 baseline. » Strive to be landfill free for all productive hazardous waste by 2030. » Achieve 30% water usage intensity reduction by 2030 compared to the 2020 baseline. 	<p>We have established a climate change risk and opportunity management strategy based on scenario analysis, and supported our green solutions through various pathways, including managerial emission reduction, technical emission reduction and structural emission reduction.</p> <p>We have established a comprehensive environmental management system to ensure compliance with emissions management and continuously reduce the environmental impact of our business activities.</p> <p>We strive to reduce the use of water resources and packaging materials, and enhance the efficiency of resource use in our operations.</p>	 
Empowering Our Community	<ul style="list-style-type: none"> » Promote an equal and fair working environment for all staff within our operational sites, throughout hiring, career development, and promotion. » Put no harm to employees as priorities. » Build 3,000 health stations from 2022 to 2024. 	<p>We provide support to our employees throughout their careers based on a diversified and inclusive workplace culture, with the aim of empowering sustainable career development.</p> <p>We have developed a dynamic health and safety management system and continue to strengthen employee engagement to ensure a healthy and safe working environment.</p> <p>We regularly evaluate and focus on the philanthropic areas where we have the most capabilities and resources, striving to creating social impacts in a meaningful way.</p>	  

ESG Governance Structure

Under the guidance of the ESG Committee, we have successfully integrated ESG management strategies into various departments and key business processes. In accordance with the [ESG Committee Charter](#), (hereinafter referred to as the [Charter](#)), the ESG Committee oversees and manages our ESG strategies, policies, and performance, regularly reporting to the Board of Directors. The composition of the ESG Committee, procedural rules, responsibilities, and authorities, as well as authorization and powers, are clearly outlined in the [Charter](#), providing institutional guidance for the supervision, implementation, and development of ESG-related initiatives. Additionally, we have established the ESG Office to implement and execute the action plans formulated by the ESG Committee, coordinating ESG working group formed by relevant departments to collectively drive specific ESG measures.

To oversee and review the implementation of ESG management strategies, the Company regularly convenes meetings of the ESG Committee to assess ESG priorities and review progress in ESG initiatives. During the Reporting Period, the ESG Committee held a total of four ESG Committee meetings to evaluate newly formulated ESG policies, material issues, the attainment of environmental goals (including energy consumption, carbon emissions, waste, water resources, etc.), and other critical ESG matters. The attendance rate of Committee members is 100%. Furthermore, we provided ESG training for all employees to enhance their understanding of the Company's ESG management strategies and related initiatives.

In addition, WuXi AppTec actively employs quantitative metrics to gauge the effectiveness of its ESG management strategies, verified by an independent third party to ensure comprehensiveness and accuracy. Since 2019, relevant quantitative ESG indicators including independent third-party ESG rating agencies' result of the Company's ESG practice have been incorporated into the assessment criteria for the ESG executive management team's compensation structure. In accordance with internal policies, we evaluate the annual performance of the management team against the progress of our ESG commitments and goals, and recognize their contributions to WuXi AppTec's ESG development through incentive mechanisms as well.



Board of Directors ESG Statement

Responsibilities of the Board of Directors

The Board of Directors is responsible for monitoring, directing, and reviewing the ESG initiatives at WuXi AppTec. The Board delegates authority to the ESG Committee for the management of ESG-related strategies, target-setting, policy formulation, and overall implementation. The ESG Committee consists of a minimum of four members, with at least one executive included. Members of the ESG Committee are nominated by the Chairman and subsequently elected by the Board of Directors.

ESG Risk Management

To proactively mitigate potential risks that could impede the sustainable development of WuXi AppTec, the Board of Directors takes accountability for overseeing and directing ESG management policies and strategies and evaluating ESG risks and opportunities, to integrate ESG priorities in all aspects of our business operations, effectively implementing our ESG management strategies.

Priority ESG Topics

WuXi AppTec actively identifies, assesses, and addresses key ESG focal points brought forth by our stakeholders. We have established transparent and reliable communication channels and feedback mechanisms with diverse stakeholders. The Company has also commissioned an independent third party to conduct a materiality assessment every year, enhancing our understanding of stakeholder concerns and expectations.

ESG Transaction Execution

The ESG Committee shall meet at least four times a year to discuss and review the ESG objectives, performance, and emerging ESG trends. The Committee also coordinates company resources to support relevant ESG plan implementation and reports any proposed action plans to the Board for approval.

At the operational level, WuXi AppTec's ESG office and the ESG working group collaborate to coordinate engagement across all relevant departments, ensuring the effective implementation of pertinent policies and objectives. The day-to-day management of the Company's ESG affairs is entrusted to the ESG office by the ESG Committee. To enhance the Company's ESG performance, the ESG Committee also delegates necessary authority to the ESG working group, empowering them to carry out relevant duties and implement our sustainability strategy in the daily operations of each functional department.

Being A Responsible Citizen

Ethics and Compliance

Anti-Corruption and Bribery

Ethics in Research and Development

Information Security and Protection





Our Governance

Our business ethics management system is steered by the Audit Committee of the Board of Directors, embedding business ethics in our culture through the engagement of the highest level of the organization. The Audit Committee, which is made up entirely of independent directors, monitors the applicability and effectiveness of the Company's ethical standards, and assesses and addresses business ethics risks. The Internal Audit Department conducts annual internal audits on all operational sites to validate the effectiveness of ethical standards and the compliance system. The department reports directly to the Audit Committee on identified ethical risks, breaches of the Code of Business Conduct, among other business ethics issues. Through the business ethics management system, functional departments also made collaborative efforts to support the Internal Audit Department, embedding ethical behaviors in daily operations. During the Reporting Period, the internal audits were performed on focused areas of business ethics, including corruption and bribery, conflict of interest, fair competition, and confidential business information, etc.

Our Approach

Upholding the [Code of Business Conduct](#) as a foundation, we have designed a robust business ethics and compliance system, which encompasses a series of business ethics management initiatives to proactively prevent any business ethics risks. We ensured the fulfillment of high standards of business ethics through regular training and communication, effective business ethical risk assessment and audit, and the establishment of a transparent whistleblowing system.

2023 Performance

- ◆ **100%** of new employees completed the Conflict of Interest Declaration.
- ◆ **100%** compliance with business ethics audit requirements with no critical findings.
- ◆ **81%** of main operational sites have obtained the ISO/IEC 27001 Information Security Management System certification.

Please see [Performance Table](#) for details

Ethics and Compliance

Our Commitment

We strive to maintain a strong compliance system and drive our business growth in an ethical and responsible way. To achieve this, we continue to strengthen our policies and procedures, setting the right tone at the top to demonstrate our commitment to promoting business ethics.

Our Approach

By understanding that every employee is accountable for upholding our business ethical standards, we increased great efforts to build employees' engagement in business ethics through management approaches and initiatives, seeking to have the business ethical culture ingrained into everyday operations.

Primary Principle

As one of WuXi AppTec's primary principles, integrity serves as a guideline for everything we do. We integrate integrity and business ethics related metrics into our employee performance appraisal. By specifying business ethical requirements and corresponding disciplinary actions in case of breaches, we strive to create and maintain an integrity and transparent working environment to guarantee the stakeholders' interests.

Why It Matters

WuXi AppTec upholds high standards of business ethics to ensure the long-term development and sustainability of the Company. Around the world we are delivering positive impacts to our customers, investors, employees and the community we serve. Our achievements and business results are built on the trust that our stakeholders have in our performance and integrity. As our foundational pillar for the delivery of high-quality service to our customers, maintaining high standards of business ethics and compliance could avoid jeopardizing our reputation and business operations from weak supervision of business ethics.

Code of Conduct

A joint effort from all interested parties is required to fulfil our commitment towards a business ethics conduct. Our [Code of Business Conduct](#), as the foundation and top priority of our business principles, provides guidance for employees at all levels on making the right decisions in their daily work. We expect our business partners to uphold the same standards to build a transparent value chain. All suppliers are required to respect and comply with our [Supplier Code of Conduct](#) when conducting business and driving professional, fair, and compliance interactions with third parties.

How We Manage Topics Covered in Our Code – Human Rights

WuXi AppTec is committed to the [Ten Principles of the UN Global Compact \(UNGC\)](#) and the [Guiding Principles on Business and Human Rights](#). We support the "protect, respect and remedy" framework and its due diligence principles. We firmly prohibit child labor and forced labor. We steadfastly adhere to the principle of diversity and non-discrimination, ensure equal pay, and are devoted to respecting and safeguarding the legitimate rights and interests of all employees. We are committed to freely allowing our employees lawful rights to associate with others, form, join or refrain from joining organizations of their choice, and bargain collectively, without interference, discrimination, retaliation, or harassment.

We are constantly monitoring and managing labor and human rights risks to protect all stakeholders in our business processes. Regular internal inspections and external audits from regulators and our customers that cover 100% of our own operational sites and joint ventures are conducted to protect labor and human rights. During the Reporting Period, the inspections and audits show no serious risks.

Training and Communication

We operate ongoing compliance and business ethics training programs for all personnel, including full-time employees, part-time employees and contractors. Our training courses are translated into local languages, contributing to a common understanding of what is expected from our employees worldwide. All employees are required to complete an annual business ethical compliance examination and sign our [Code of Business Conduct](#) to confirm their understanding. We also offered job-specific training for employees in higher-risk roles such as legal, audit, sales, and marketing, helping them to understand the ethical, legal, and policy requirements that apply to their jobs.

Business Ethics Trainings for All Employees

During the Reporting Period, we designed a series of mandatory courses regarding our business ethics standards to ensure that all personnel, including full-time employees, part-time employees and contractors, are aware of the standards and enhance the compliance capability. These trainings require all personnel to complete at least once a year and cover our commitments and requirements on ethical behaviors, as well as specific ethical topics tailored for different job positions.



Reporting and Investigation System

We encourage our employees to speak up and report any misconduct that violates business ethics rules, regulations and laws, and strive to create an "open-door" environment for all personnel. We do this by actively maintaining our reporting channels, promptly investigating any reported cases, and taking recurrence prevention measures to minimize business ethics risks. Our whistleblower program is available in local languages, assuring that all stakeholders including employees feel comfortable raising questions.

Under the *WuXi AppTec Report and Investigation Policy*, we clearly define the reporting requirements, scope, investigation process, and whistleblower protection measures. Our reporting channels allow our employees and external stakeholders to raise any concerns anonymously through various channels. Once an alert is raised, it is subject to a thorough and confidential investigation, protecting all individuals involved.



Monitor

- » Our Compliance Department is responsible for reviewing the reported concerns, and determining whether further investigation is needed.



Investigate

- » If an investigation is initiated, resources will be allocated to facilitate the progress promptly and efficiently.



Respond

- » If the reported case is proven to be true, adequate corrective actions will be taken as necessary.

The Investigation Process of Reported Concerns

Reporting Channels:

- » Global Reporting Email: InternalAudit@wuxiapptec.com
- » Global Reporting Website: jubao.wuxiapptec.com
- » Global Reporting Hotline (7*24 hours): 1-877-342-0109 (Independent External Reporting Hotline)

We also have a strict non-retaliation policy in place to prohibit retaliation against anyone who voices concerns. Senior management is held accountable for building an open and inclusive environment, and ensuring that no one is subject to retaliation such as discrimination, and unfair judgment on job performances, etc.

Measures to Prohibit Retaliation:

- » Our reporting website and hotline do not track identification of the whistleblower.
- » Conversations and investigations regarding the reports will be made with the whistleblower in person. The Company will keep the personal information of the whistleblower and all reporting materials provided by the whistleblower strictly confidential, and the investigator shall not disclose it to any other unrelated person unless there is a necessary reason related to the investigation of the case.
- » The Company will confirm whether the whistleblower has been retaliated against in any form after completing the investigation, and once it is verified that the retaliation was occurred, disciplinary actions will be taken against the personnel involved.

Anti-Corruption and Bribery

Our Commitment

Anti-corruption is at the forefront of all of our interactions. We strictly prohibit bribery and corruption in any form and hold our business partners to the same high standards. We fully comply with the anti-corruption laws of every country and region in which we operate.

Our Governance

At the managerial level, the Executive Committee consists of senior management that oversees the Company's corruption and bribery issues and is responsible for ensuring the effectiveness of our anti-corruption policies and management system. Throughout our daily operations, the heads of each business and operation unit are directly in charge of the corruption and bribery risks of the department and responsible for identifying any anti-corruption issues. Therefore, compliance and business ethics have been integrated into the performance appraisal of the heads. The Internal Audit Department is independent from the business line and tasked with overseeing the implementation of anti-corruption policies and system through internal audits.



Why It Matters

WuXi AppTec prohibits bribery and corruption in any form. We continuously enhance the robustness of our management system, and strive to construct an integrity-drive value chain. Combating corruption and bribery is integral to ensuring the long-term sustainability of the Company, which ensures industry transparency and the delivery of high-quality product and service to our customers.

Assessment and Audit

We have formal policies including the *Anti-Corruption Policy of WuXi AppTec* and the *WuXi AppTec Integrity Requirements and Code of Conduct for Management* in place that apply to all employees and business partners across all operations to prohibit bribery, illegal kickbacks, and non-compliant business gifts etc. We also provide detailed content and guidance on acceptable behaviors and approval procedures. To guarantee a thorough understanding of our requirements on anti-corruption and bribery, we require all employees to sign the Policy on Bribery and Corruption.



During the Reporting Period, the completion rate of signing the Policy on Bribery and Corruption is

100%

We clarified the definition of bribery and corruption, conflicts of interest, facilitation payments in our *Anti-Corruption Policy of WuXi AppTec*:

- » Bribery and Corruption: it includes directly or indirectly giving, offering, accepting or authorizing bribes or related behavior.
- » Conflicts of Interest: it refers to a conflict that occurred or may occur between an employee's personal interests and the interests of the Company, or a conflict between an employee's personal interests and his / her job responsibilities.
- » Facilitation Payments: employees shall not engage in any form of bribery to government officials, such as paying "facilitation payments", and "benefit fees", etc. Facilitation payment refers to small payments to government officials with the intent to expedite or guarantee the execution of their pre-existing duties. Fees paid in accordance with the announced standards of administrative or judicial authorities and for which receipt or invoice is obtained are not defined as facilitation payment.

We conducted periodic assessments to identify corruption and bribery risks across all business areas and investigated a number of issues, including improper operation, illegitimate benefits and bribery risks etc. Department self-assessments serve as the first step in WuXi AppTec's compliance management, with a focus on assessing identified corruption risks tailored to the unique nature and operational distinctions of each department or operational site. In addition, the Internal Audit Department conducted annual reviews of the effectiveness and compliance of the internal control systems to support bribery and corruption risks assessments. For operations of new business lines and entities, we carried out special audits. Based on the audit results, the Company continues to improve the anti-corruption systems and policies, with progress and outcomes reported to the Audit Committee. In addition, we established monitoring platform, and provided dedicated awareness training for all employees located at these operations, promoting integrity across all locations.

We also conduct an annual third-party external audit as an independent review of the Company's business ethics in accordance with the *Basic Standard for Enterprise Internal Control* (Company Sarbanes-Oxley Act, C-SOX) and have established stringent due diligence procedures for our business partners, allowing us to comprehensively identify potential corruption risks, including bribery, illegal profiteering, and trade secrets leakage, in various aspects of our supply chain and business processes. We require our partners to promptly rectify any issues discovered during these investigations to ensure compliance.

During the Reporting Period, we conducted multiple audits as part of standard practice to confirm transparency and accountability on corruption and bribery, with no confirmed cases regarding corruption or unfair competition reported.

Trainings and Communications

WuXi AppTec provided annual anti-corruption training for all employees and required all employees to complete an exam upon the completion of the training. The Company also organized anti-corruption knowledge sharing quarterly, provided front-line compliance personnel in each business and operation unit with identified corruption issues and corresponding control measures. Furthermore, we regularly communicated key elements of our anti-corruption and bribery-related regulations to all employees through various channels, including email notifications and internal web announcements, continually enhancing their compliance awareness. To underscore responsibility and accountability across management, we require all members of the management team⁸ sign the *WuXi AppTec Integrity Requirements and Code of Conduct for Management*.

During the Reporting Period, the completion rate of signing the *WuXi AppTec Integrity Requirements and Code of Conduct for Management* by WuXi AppTec management was

100%



2023 Anti-Corruption and Bribery Training for Board of Directors

The Company offered specific anti-corruption and anti-bribery training for the board members to ensure that they have the competencies in managing corruption and bribery risks. In December 2023, we partnered with an external organization to offer anti-corruption and anti-bribery training for all board members. The training introduced the Board's responsibility for compliance and the current anti-corruption landscape, such as the U.S. [Foreign Corrupt Practices Act \(FCPA\)](#) and the UK [Bribery Act](#), and their implications to company's anti-corruption risk management, ensuring they are informed about the global regulatory system and the latest risk management practices.

2023 Conflict of Interests Training

During the Reporting Period, the Company offered 37 conflicts of interest trainings for all business and operation units, and designed online courses for employee self-study. The training introduced potential conflict of interests in the context of business competition, business opportunities and financial interests in the form of case studies to deepen employees' understanding. The dedicated training activities strengthened the awareness of employees to take the initiative to declare potential conflict of interest, enabling the Company to carry out preventive measures in advance.

Supply Chain Integrity

We required our suppliers to operate in strict compliance with all relevant laws and regulations to build an ethical and reliable value chain. Our [Supplier Code of Conduct](#) specifies our expectations and requirements for third parties on anti-corruption, anti-bribery, and conflicts of interest. We put in place a robust management system and policies that provide a framework and guidance for supplier assessments. The Company has established various working groups responsible for reviewing and monitoring supply chain issues to support business continuity. We ensure continuous monitoring of supply chain risks through financial audits, compliance audits, project audits, and anti-fraud investigations. Potential corruption and conflict of interest risks would be proactively managed by a special taskforce, thereby preventing incidents of corruption and bribery in the procurement process.

We have specific requirements for internal procurement staff and suppliers to ensure that the Company's core values of integrity are fully integrated into its operations and cooperation with third parties. Our whistleblower program is also available for external stakeholders to raise any concerns on ethical issues including corruption, bribery and other unfair business practices.

Internal Procurement Personnel

Conflict of Interest Inspection

Conflicts of interest are monitored in our procurement process system, and our employees are required to sign our *Confidentiality and Integrity Commitment*.

Incentives and Disciplinary Actions

Compliance is linked to employee performance appraisal for key procurement positions, while penalties are imposed for misconduct.

Integrity Training

Regularly conduct integrity training for all procurement personnel to enhance their awareness of integrity and improve their professional competence.

Suppliers

Anti-corruption Management

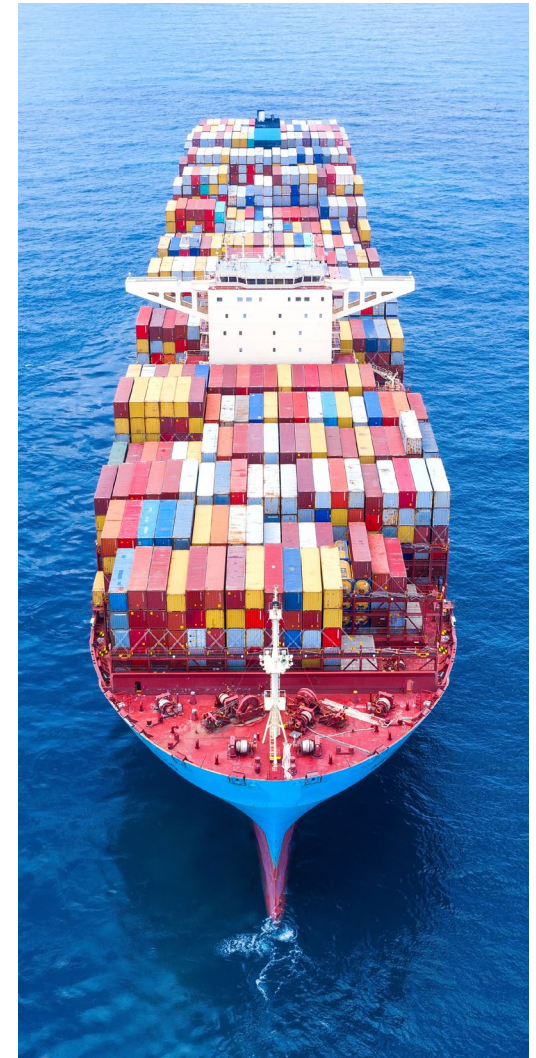
A thorough anti-corruption management procedure is in place and covers the entire procurement process including supplier registration for access, qualification, classification and management of qualified suppliers, and performance assessment.

Control Measures

Based on the results of audits and investigations, suppliers with severe violations will be placed on a blacklist, their bidding eligibility will be suspended, and appropriate accountability will be held in accordance with relevant contract terms, regulations, and policies.

Integrity Audit

Conducting routine management and annual audit of our suppliers and, as per project requirements and supplier evaluation outcomes, we also carry out on-site audits.



Ethics in Research and Development

Clinical Studies

Our Commitment

WuXi AppTec strictly complies with the relevant laws and regulations applicable to our business processes, and we are committed to adhering to international ethical frameworks including:

- ◆ [Declaration of Helsinki](#)
- ◆ [ICH Good Clinical Practice](#)
- ◆ [Council for International Organizations of Medical Sciences](#)
- ◆ [UNESCO's Universal Declaration on Bioethics and Human Rights](#)
- ◆ [Food and Drug Administration Guidance](#)
- ◆ [Clinical Trials-Directive 2001/20/EC](#)
- ◆ [Regulation \(EU\) No 536/2014](#)
- ◆ [General Data Protection Regulation](#)
- ◆ [WHO Guideline for best practices for clinical trials](#)



Why It Matters

Clinical trials and animal research are crucial to WuXi AppTec's business development. Judicious use of laboratory animals and ethical clinical practices contribute to both the quality and safety of our product and service and long-term value of promoting an ethical and responsible industry.

We strive to conduct trials in an ethical manner and treat every patient who participates in our clinical trials with dignity and respect, ensuring the promotion of moral and social values in enabling clients' research and development. We hold our suppliers with the same ethical standards and continue to monitor their conduct to ensure compliance.

WuXi AppTec Protects the Following Subjects' Rights:

Right to Know	Informed consent is key to protecting the subjects' right to know. Following global ethical guidelines, we have procedures in place to ensure that subjects understand the characteristics and processes of the clinical trials. Informed consent forms must also be approved by the relevant regular authorities, the Independent Ethical Review Committee of the applicable sites, and the GCP ⁹ office.
Willingness	Subjects make their own, informed decisions to participate, and they have the right to withdraw from the study at any time.
Privacy	The privacy of the subjects is also strictly protected in accordance with industry regulations at every stage including data collection, utilization, and storage. Please see the chapter Information Security and Protection for details on privacy protection.

Our Approach

WuXi AppTec established an independent Compliance Committee to approve, modify, or suspend trials according to our ethical standards. This Committee ensures that the clinical trials we undertake for clients can only be conducted after obtaining approvals from relevant national authorities.

To ensure full compliance with regulatory and ethical requirements in all clinical trials, we have established over 200 institutional policies and documents to govern the operational process involved. We regularly conduct training sessions on regulation or standard operating procedures (SOPs) updates and hold compliance meetings for employees involved in clinical research to keep them accountable and up to date with the latest regulatory requirements. We regularly re-evaluate the compliance training results and performance of the clinical research employees to ensure continuous enhancements to their awareness of and capabilities in clinical research ethics. In addition, a dedicated department is assigned to conduct audits on the compliance of the entire clinical research process, the department is structurally independent from our business lines.

Clinical Trials Risk Control Process

To mitigate the ethical risks associated with clinical research, we have a risk management process in place to assess risks prior to research. In the process of on-going clinical trials, we closely monitor any incident that violates the ICH-GCP¹⁰ or other clinical research regulations and conduct compliance inspections to uncover potential misconduct. Moreover, we keep monitoring the safety and ethics of the research, minimizing clinical trial risk through our risk control measures.



Pharmacovigilance System

We established a rigorous safety monitoring procedure to promptly identify and address any clinical safety issues.



Quality Management and Data Audit

We have set up a quality management system, and continuously audit data to ensure accuracy and consistency.



Effective Communication and Reporting Mechanism

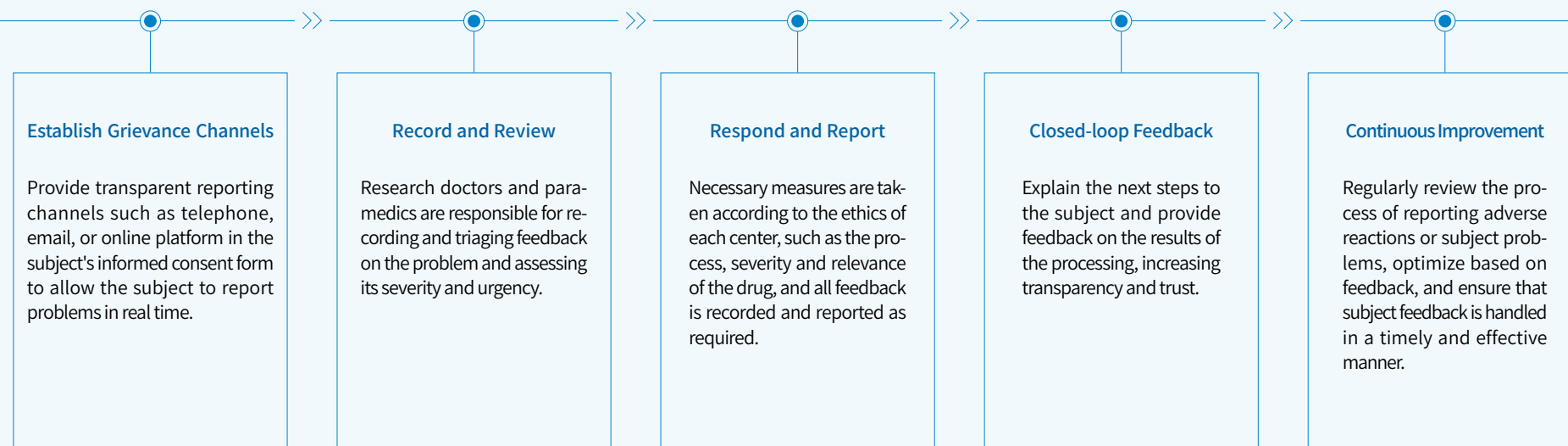
We established transparent and efficient communication channels to promptly convey trial progress and any significant issues.



Ethical Review and Training Program

Provide training for participants to understand relevant regulations, ensuring trials meet ethical standards.

In the event of critical non-compliance, the project manager and sponsor will be promptly notified to find a solution in the shortest possible time and ensure that the safety and rights of the subjects are not affected. For serious adverse drug reactions, we will notify the sponsor and the regular authorities in a timely manner in accordance with relevant laws and regulations. Further, we will closely communicate with the research doctor and the research site to ensure that the subjects receive the most appropriate treatment and care in time to minimize the impact of adverse reactions, and we will follow up on adverse events until the reactions are stabilized. We also have a grievance mechanism in place for the trial participants to uncover any possible violations during the trial.



Participant Grievance Respond Mechanism

Our clinical study procedures are regularly audited by Quality Assurance and inspected by relevant regulatory authorities and customers to verify compliance with relevant laws, regulations and guidelines and continuously improve our clinical research procedures. We are also committed to regularly auditing outsourced trials to ensure that the same ethical standards are upheld. During the Reporting Period, WuXi Clinical conducted 22 internal audits on the compliance, safety, effectiveness, and ethics of its clinical trial system. It also accepted 14 quality audits at the request of customers, two of the customer audits were conducted by independent third-party. We also received 11 audits on contracted projects from regulatory authorities. During the Reporting Period, no critical findings in clinical were found from the internal and external audits.

Animal Welfare

Our Commitment

Animal testing is important for the research and development of new medicines. WuXi AppTec places a high priority on societal concerns about animal welfare and utilizes laboratory animals in a responsible manner. We are committed to upholding the highest ethical and scientific standards on animal welfare and using laboratory animals only when legally requested. We are not only possessing the relevant licenses for animal testing, but also have established a clear management framework and rigorous internal policies, standards, and mechanisms to guide the proper conduct of our animal management and use programs. We engage all employees, suppliers, and business partners to strictly enforce above requirements and keep a shared interest on improving animal welfare.

Our Approach

WuXi AppTec has established an Institutional Animal Care and Use Committee (IACUC) comprising both internal and external experts. The committee members include institutional officers, attending veterinarians, R&D and non-R&D staff, non-affiliated public representatives, and representatives from the WuXi AppTec EHS (Environmental, Health and Safety) and Compliance Departments.

The IACUC is responsible for overseeing all aspects of animal care and use within our facilities and receives resources from the Company to fulfill its responsibilities and safeguard animal welfare. This committee is also responsible for developing all operational procedures and guidelines related to animal welfare and use. It reviews and approves all animal use protocols (a mandatory prerequisite for all animal procedures), conducts semi-annual audit of animal management and use programs and animal facilities, oversees the ethical use of animals and animal welfare training, and conducts audits and qualification assessments of animal suppliers. Additionally, the committee investigates any issues related to animal welfare. During the Reporting Period, there were no critical compliance issue regarding animal welfare has occurred.

Regarding the support and supervise of IACUC, we have implemented a pre-clinical pharmacology policy and established an animal use management system along with a compliance review mechanism. Additionally, we utilize a Management Information System (MIS) to gather key metrics, allowing for comprehensive monitoring of the entire animal testing process and tracking of any anomalies. This initiative helps us keep track of animal usage and identify potential alternative approaches. During the Reporting Period, the Company continued to hold certifications from the [AAALAC](#) International, as well as licenses for the use of laboratory animals issued by the Ministry of Science and Technology of China, and the U.S. Public Health Service Animal Welfare Assurance. We also adhere to the requirements for animal testing in the GLP¹¹, and hold GLP certifications.

Institutional Official

Provide institutional support to the IACUC.
Act as Legal Representative regarding animal welfare.

Institutional Animal Care and Use Committee

Receive, investigate and address all animal welfare compliance issues.
Report directly to the institutional official regarding animal welfare issues.
Continuously assess and monitor practices of animal care and use, including project approval, post-approval monitoring, and review of animal facilities and use plans.

Attending Veterinarian

Operate and manage specific non-clinical animal tests according to relevant test guidelines and specifications.
Provide veterinary care to all animals.

Animal Care and Use Program

Measures to Improve Animal Welfare

WuXi AppTec continues to optimize animal testing processes and improves the living conditions and quality of life for research animals through a proactive approach to animal care and welfare:

» Reducing animal usage and improving animal welfare:

We are dedicated to minimizing the use of research animals to the greatest extent possible. We incorporate the "3R principle" (Reduce, Refine, Replace) in our animal testing processes and continuously invest in R&D to explore potential alternative methods. We are committed to refining animal testing process to improve animal welfare. The animal's living environment is designed to have regular disinfection, temperature monitoring and fresh water providing, ensuring that each animal has proper space to move around and remain healthy. Under the management of our program, animals are provided with a nutritionally adequate daily feed to satisfy their appetite and avoid nutritional deficiencies. We also strictly limit the use of antibiotics such as insecticides and develop healthier medical strategies.

» Enhancing animal welfare awareness:

The Company regularly conducts compliance training and provides education on relevant regulations to increase overall awareness among employees regarding animal care and animal welfare. Reporting channels are available for employees to report on any misconduct or uncompliant issue regarding animal welfare.

» Requiring suppliers to adhere to the same ethical standards:

We stipulate in the [Supplier Code of Conduct](#) that our suppliers must adhere to international animal welfare standards and treat research animals in a humane manner.



Information Security and Protection

Cybersecurity

Our Commitment

At WuXi AppTec, we strive to implement the highest level of information security standards and protect our business and stakeholders from threats such as theft, fraud, and other breaches. To effectively protect our business, networks, and systems from potential cyber security issues, we established comprehensive internal policies and processes, and applied enhanced cybersecurity technologies and infrastructures, with strong oversight of our executive management and the Board of Directors.

Why It Matters

Information security and protection has become an important area for corporations as data and technology has created enhanced convenience for people and businesses, especially in the healthcare sector. In general, the operation of healthcare businesses involves the generation and storage of a large amount of valuable, critical, and sensitive data. Preventing data leakage and cyber threats is not only crucial for corporations to protect the Company's assets, but also demonstrates our steadfast commitment to respect one of the fundamental rights of stakeholders — privacy.

Our Governance

Our governance structure on cybersecurity is classified into three levels, starting at the Board level, who authorizes the Information Security Management Committee to manage information security affairs. The Information Security Management Committee, led by our CEO, is responsible for overseeing cybersecurity development and implementation, annual budget planning, and responses to material cyber threats and incidents. At management level, our information security working group routinely monitors for potential security threats, ensures internal compliance with all applicable policies and procedures, and reports to the Information Security Management Committee on a regular basis, supporting the work of the dedicated department.

Our Approach

The resilience of our information security system is built on a holistic information security policies system, supported by enhanced cybersecurity technologies and infrastructures. Our internal information security management policies include the *WuXi AppTec Information Security Risk Assessment Management Program*, the *WuXi AppTec Information Security Incident Management Program*, the *WuXi AppTec Employee Information Security Code of Conduct Management Program*, which set detailed standards and requirements for every aspect of information security management. These policies are based on relevant international standards and regulations, such as ISO/IEC 27001 Information Security Management System certification. As the policies lay a foundation for the Company's overall information security management, we reinforce our cyber defense through a holistic approach of addressing process, technology and people.

To ensure the effectiveness of our cybersecurity management, we conduct audits on cybersecurity regularly. We also received cyber penetration tests conducted by an independent third-party. During the Reporting Period, no critical findings of cyber-incidents or business information leaks were found through 83 IT audits conducted by our clients. We underwent annual audits from external certification organizations and maintained certification for the ISO/IEC 27001 Information Security Management Framework, bringing the percentage of WuXi AppTec certified main operational sites to 81%.

Process Management

Cybersecurity Threat Identification and Control

Our cybersecurity monitoring system is designed to identify ongoing threats and take proactive and timely measures. We have procedures to identify security threat at five different levels based on the likelihood and impact of the threats. Once the security threat is identified by the monitoring system, preventive measures are taken according to the potential consequences and impacts of the threats.



Cyber-Incident Reporting

To enhance employee engagement in cybersecurity, we have a clear escalation process in place for employees to report any suspicious information security incident by telephone or email. Additionally, we have a time control mechanism to ensure timely reporting of identified incident to management.



Cyber-Incident Responses

Formal incident emergency plans have been established to increase the resilience of our cybersecurity network, strengthening the Company's preparedness for potential cyber-attacks. The information security service team conducts drills for various cyber emergencies at least once a year, ensuring the effectiveness and enforceability of the emergency plan.

Technology Defense

◆ Defense System Enhancement

We have a multilevel defense system to protect our network, systems, and assets, and an advanced emergency system that responds to potential security incidents. We regularly invite external professional partners to conduct third-party cyber penetration testing and red-blue confrontation drills to identify unknown vulnerabilities and improve our security level.

◆ Internal Controls

In the daily operations, we standardize practices regarding computer and network use, passwords and permissions, and virus prevention, etc. We use the Mobile Data Management (MDM) system to encrypt communications and prevent data on mobile devices from being illegally accessed or extorted by third-party services. During the Reporting Period, we continued to optimize our data leakage prevention technology by adding two-factor authentication for email accounts and internet access, and upgrading our local firewall solution to protect company data on personal mobile devices.

People Involvement

◆ Physical Security Management

We have established strict access control, operation and maintenance management standards, and business continuity requirements for our data centers. We specify the scope of visitors' activities and access, and control entry and exit based on the classified security levels of data centers.

◆ Training and Awareness Initiatives

Every new employee is required to complete the information security training during the onboarding process. To promote a security culture in our daily operations, the information service team provides ongoing cybersecurity awareness training and communication for all employees through emails, educational videos, and posters. All employees are required to complete our annual compliance and information security exams.

◆ Cloud Service Supplier Selection

Suppliers are required to fill in the Supplier Information Security Evaluation Form and submit accredited certificates and reports, such as SOC1/SOC2 and ISO/IEC 27001 certification.

Privacy Protection

Our Commitment

We are unwavering in our commitment to adhere to the relevant data protection laws and regulations in our operations. To ensure the security of privacy data throughout its entire lifecycle, we have established a comprehensive data security management system. This system is underpinned by a robust governance structure and effective measures.

Our Governance

We established a leading group to oversee data privacy management. The leading group is led by our Chief Operating Officer and Co-Chief Executive Officer and consists of the heads from the business units and operation units. Additionally, we have formulated a dedicated privacy protection working group managed by our IT Department, which works in close coordination with multiple departments across the Company. Our privacy protection working group assumes the critical role of developing policies, constructing a risk management system, establishing mechanisms for self-inspection, audit, and the reporting of any privacy-related issues. This group reports the performance and results of the data privacy management system to the leading group biannually, and verifies the effectiveness of our data privacy management system with the supports from the Internal Audit team.

Our Approach

Given the diverse legal and industry requirements as well as the heightened expectations of clients, healthcare professions (HCP), and other third parties, privacy protection require a complex and systematic management approach. To effectively address the challenges, the Company has put in place a comprehensive privacy data management system that encompasses a wide range of areas to cater to the specific control requirements of different stakeholders and business scenarios, including clinical research subjects and HCP, employees and their families, on-site visitors, etc.



In all business scenarios mentioned above, WuXi AppTec strictly adheres to our eight principles regarding privacy protection.

System Compliance	
Principle 1: Lawful, Fair and Transparent	Established the <i>Policy on Data Security and Personal Information Protection</i> , ensuring that personal information is collected and used in a lawful, compliant, fair and transparent manner.
Principle 2: Accountability	Ensure that rules and protocols are in place for determining accountability for data and information security incidents.
Process Compliance	
Principle 3: Informed Consent	Ensure that personnel are fully informed and give voluntary and unequivocal consent, and that personal demands and personal rights are addressed in a timely manner.
Principle 4: User Experience Optimization	Provide intuitive and simple features for personnel to grant or revoke permission and delete accounts, etc.
Technical Compliance	
Principle 5: Data Minimization	Ensure that data and information acquisition follow the "minimum necessary" standard ¹² , and that data collection and use are limited to the scope consented to by the personnel.
Principle 6: Data Accuracy	Ensure that users' electronic and hard-copy personal files are encrypted and protected to prevent information tampering and ensure accuracy.
Principle 7: Rigorous Data Storage Restrictions	Ensure that personal information is stored and retained for the shortest amount of time necessary to provide personnel with product and service, and that personal information is deleted or made anonymous when the storage period expires.
Principle 8: Data Integrity and Confidentiality	Established the <i>WuXi AppTec Data Backup and Recovery Management Regulation</i> , using industry-recognized security protection measures and technical tools to protect personal information and ensure data security to the greatest extent possible. All personnel responsible for handling privacy data are required to sign a privacy protection agreement. All related suppliers are required to sign data compliance agreements, and conduct information security due diligence for new business partners.

Measure on Principle 1: Lawful, Fair and Transparent

Since 2022, we have established the *Policy on Data Security and Personal Information Protection* and implemented corresponding SOPs across our operations. We have taken into account various data types and business scenarios and have classified the management of data and personal information. For each category, we have formulated privacy management rules based on specific scenarios to standardize the privacy management process in an all-round way.

Measure on Principle 8: Data Integrity and Confidentiality

During the Reporting Period, WuXi AppTec organized a training focused on data security and privacy protection, attended by all employees. The training introduced the laws and regulations related to data security and privacy protection, and how they apply to the various business scenarios of WuXi AppTec. All employees took and passed the exam after the training, reinforcing their awareness of data security and privacy protection.

In our operational site in Europe and the United States, we conducted a training on the [General Data Protection Regulation](#). The topics covered include how to minimize data breaches, what to do in the event of a breach, types of data that are classified as "sensitive" and "personal", considerations needed when dealing with personal information, and employees' responsibilities in relation to the data protection principles.



Supporting Our Customers

Customer Services

Excellent Quality

Sustainable Supply Chain





Our Governance

To collaborate with our partners to build a strong foundation for the global healthcare industry, we continue to strengthen our quality, service and supply chain management. We have a management department based on our business model, regularly reviews policies and performance and ensures consistent enforcement and monitoring by management systems. Our business units and employees work together for the implementation, execution and improvement of the relevant measures.

Our Approach

WuXi AppTec adheres to the principle of "Put Customers First" to ensure that the quality of product and service meet regulatory requirements, international industry standards, certification standards and customer requirements. We have established, optimized and reviewed a series of systematic management standards and processes that meet the Company's and customers' needs, such as our quality management system, customer service response system, and supplier management system. We aim to improve ESG management levels of our supply chain management, sharing our corporate values and resources with our suppliers to build a sustainable, robust and high-quality supply chain.

2023 Performance

- ◆ **100%** compliance with audit requirements from regulatory authorities and clients with no critical findings.
- ◆ **98%** customer satisfaction rate.
- ◆ **122** key suppliers participated in ESG audits.



2024 CDMO Leadership Awards

Please see [Performance Table](#) for details

Customer Services

Our Commitment

At WuXi AppTec, every step is driven by our vision, every drug can be made and every disease can be treated. We are committed to leveraging our strengths to provide excellent services to our customers to expedite the discovery and development of new treatments for patients around the world. During the Reporting Period, we have collaborated with more than 6,000 active customers worldwide to enhance human health and well-being through technology and innovation.

Customer Service Management

Building trust and credibility with our customers is core to the success of the Company. We are committed to leveraging our strengths to ensure and help all customers to bring life-enhancing and secure products to market through technology and innovation. WuXi AppTec enables management responsibility in our dedicated department and promotes customer experience with management, people and culture to establish long-term client relationships and guarantee customer satisfaction. With our *Measures of WuXi AppTec Customer Service*, we have established a comprehensive customers relationship management mechanism and incorporates relevant KPIs into the performance evaluations, as well as setting targets for service safety to encourage our people to improve the effectiveness of customer services. By adhering to our core values of "Doing the Right Thing, Doing It Right", we are committed to continually improving the quality of our customer service.

Standardize and establish a clear, orderly, timely, and efficient customer service management system.

Follow our principle of "Put Customers First" to continuously create value for customers and improve customer satisfaction.

Systematically assess, identify and prevent the risk of customer complaints, and track and supervise the investigation, handling, and accountability of customer satisfaction crisis.

WuXi AppTec Customer Service Management System



Why It Matters

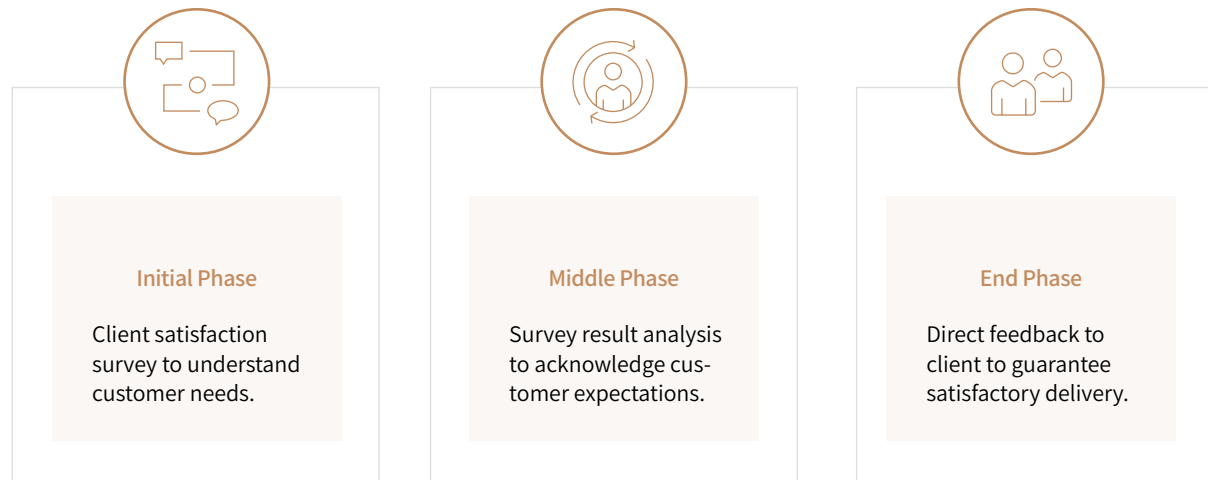
Enhancing customer service to meet and exceed customer expectations is fundamental to maintaining competitiveness for every company. It not only serves as a cornerstone for fostering a culture of responsible business practices but also plays an essential role in inspiring other peers to raise their standards, contributing to economic stability and a sustainable society. To meet our customers' needs and support their long-term values, WuXi AppTec adheres to the principle of "Put Customers First" and continues to improve the quality of our services.

Listening to Our Customers

Our comprehensive customers relationship management mechanism and clear and efficient service response system guarantee the reliability and responsiveness of the services, ensuring excellent service and satisfaction to customers.

Adhering "Put Customer First", WuXi AppTec conducts a client satisfaction survey to obtain comprehensive feedback and put a high value on the results. We are dedicated to summarizing and reviewing customer's advices and maintain a robust process for implementing the corrective actions. During the Reporting Period, our average customer satisfaction rate was 98%.

WuXi AppTec values customer feedback and has comprehensive procedures to address customer concerns. Through our hotlines and communications, we promptly identify, discuss, and address our customers' issues and inquiries. We diligently record all customer feedback, conduct comprehensive analysis, thorough reviews, and summarize the findings. Additionally, post-event surveys will be administered to continuously improve the quality of service.



Protocol for Customer Satisfaction Surveys

We also regularly provide specialized training for all our customer service staff at regular intervals to ensure that every employee is fully aware of the Company's customer service guidelines and requirements. We empower business scenarios and customer experiences through innovative technology to enhance the overall customer service abilities.



Responsible Marketing

The Company strictly abides by all relevant laws, regulations and industry standards of our operational sites and maintains a robust review process, where all marketing materials must be approved by authorized management personnel at the Company before release.

We are dedicated to not only delivering precise and responsible information but also ensuring that our sales representatives adhere to compliance standards during their interactions with customers and healthcare professionals. Meanwhile, the Company established robust monitoring procedures, including regular internal audits, risk assessments, incident investigations and corrective actions, with conducting due diligence at all levels of the marketing team.

WuXi AppTec provides regular training related to responsible marketing and maintains a performance-based compensation structure for marketing representatives, reinforcing our commitment to ethical marketing practices. During the Reporting Period, we found no marketing-related violations within the Company's operations.

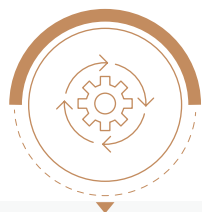
Customers' Intellectual Property Protection

Intellectual property (IP) is a lifeline of the Company and our customers. Our approach to IP protection is embedded in our founding principles of integrity and unwavering commitment to world-class security. We enforce a zero-tolerance policy towards any infringement and combat any criminals of intellectual property rights. It is the Company's responsibility, obligation and commitment to completely eliminate any infringement with the customers' trust.



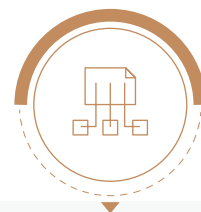
Employee Management

- » Policy
- » Training
- » On-boarding
- » Key employee



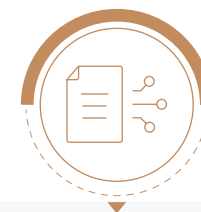
Facility Management

- » Access
- » Monitoring
- » Inspection



Information Management

- » Infrastructure management
- » Data backup
- » Account control
- » Documents control
- » Projects information management



Material Management

- » Intermediate and final product management
- » Material transfer
- » Inbound and outbound logistics control

IP Protection at WuXi AppTec

The Company enforces a zero-tolerance policy towards any infringement of IP rights. We implement a comprehensive early warning mechanism and infringement liability system that oversees the entire process, from proactively preventing, identifying, and monitoring infringement risks to effectively managing and resolving disputes or infringements. During the Reporting Period, we were not involved in any critical lawsuits regarding IP.

Excellent Quality

Our Commitment

"WuXi AppTec will provide quality, reliability and value in our products and services with a commitment to continuous improvement and meeting current regulations ensuring customer satisfaction."

-- Ge Li, Ph.D.
Chairman and CEO of WuXi AppTec

Our Governance

We have established a quality governance framework to ensure the efficiency and transparency of quality management at all levels. The Board of Directors plays the highest governing role in overseeing the compliance and effectiveness of the quality management system (QMS), supported by the Quality Assurance Department, an independent department that is responsible for the implementation of the QMS. Our quality governance framework clarifies managerial responsibilities, ensuring efficient reporting and escalation on local, regional, and global scales. Our QMS covers the entire lifecycle of new drug R&D and manufacturing and we strictly manage all our main operational sites with widely accepted quality standards¹³.



Why It Matters

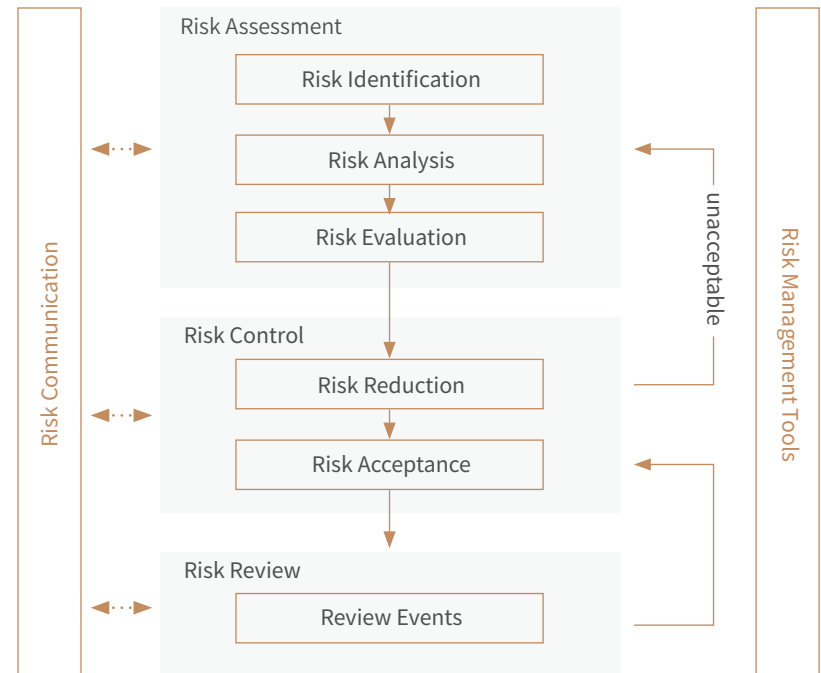
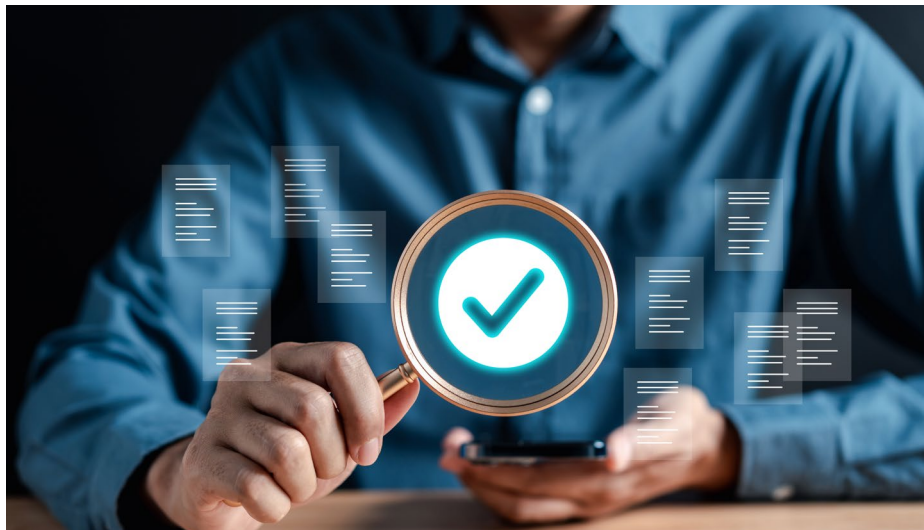
In the global pharmaceutical and life sciences industry, the quality and safety of products play an important role in helping more patients and ultimately advancing health and well-being. Therefore, WuXi AppTec gives top priority to the quality of product and service. We insist on quality in every aspect of our work, including product development, manufacturing and supply chain, to meet the expectations of customers, patients, and caregivers.

Quality Management

Ensuring quality and striving for excellence are deeply embedded in the culture of WuXi AppTec. We have established a comprehensive QMS that covers the full lifecycle of new drug R&D and manufacturing and engage every participant in the Company's value chain. The QMS is built on four pillars as quality risk management, quality control, quality review and quality audits.

Quality Risk Management

Quality risk management (QRM) constitutes an integral part of our QMS. Leveraging our expertise and experience, we have established a QRM system that defines a systematic and continuous process for the assessment, communication, control and review of risks related to product safety and quality. Our QRM is embedded throughout the entire product and service lifecycle at all operational sites. For more details, see the QRM flowchart.



Quality Risk Management Flowchart

Quality Control

WuXi AppTec implements a comprehensive quality control process, supported by robust in-house quality testing capabilities. This facilitates quality improvement through regular precautionary testing and quality control testing for emerging quality and safety concerns that may arise in products and services. The process encompasses testing of response mechanisms for product quality deviation, disaster response, system (data) recovery, and quality abnormality, as well as raw material testing, in-process testing, material release testing and stability testing.

Reaffirming our commitment to quality and safety, WuXi AppTec has established a robust quality and safety training framework. We develop an annual quality training plan and conduct in-depth quality training programs throughout the year. All employees, including part-time employees and contractors related to the quality of product and service, are required to participate in trainings on relevant topics covering quality management standards, process improvement tools, and among others. Moreover, all employees in manufacturing, R&D and quality-related positions receive systematic training, including orientation, QMS training, and other job-specific training programs.

Annual GMP¹⁴ Training

During the Reporting Period, we conducted annual GMP training for quality-related employees at each manufacturing site to ensure that they understand and comply with the Company's QMS. Besides, we organized expert seminars and competitions on GMP-related knowledge to further enhance the awareness and capabilities of our employees in various GMP topics.



Quality Review

Quality review, including QMS review and product review, plays a pivotal role within our QMS. The review assesses the performance of the products and systems, facilitating continuous improvements in quality.

QMS review, also known as management review, constitutes essential components of a QMS, such as trainings, raw material supply, equipment and facilities, internal and external audits, deviations, and change control. Through periodic review meetings and reports, the Company assesses the key quality performance of the QMS and implements any necessary steps to enhance the QMS.

Product review, also known as process performance verification, is a core component of the quality review. It covers the entire lifecycle of a pharmaceutical product, including purity, assay, complaints, recalls, deviation, and change control. Through the review reports, the Company assesses the product's quality performance and adopt all necessary measures to improve product quality.

Quality Audits

To ensure compliance with all relevant rules and regulations and to support the continuous improvement of the QMS, WuXi AppTec maintains a robust quality audit program that covers all internal sites and functions, as well as suppliers.

Our Quality Assurance Department is held accountable for conducting internal inspections, preparing for external audits and regulatory inspections, and addressing findings through corrective actions and preventive actions to improve our QMS and product quality. During the Reporting Period, WuXi AppTec held a total of 748 quality audits. These comprised 687 audits performed at the behest of customers, 59 audits conducted by regulatory authorities, and 2 independent third-party quality audits initiated by the Company. We achieved 100% compliance with audit requirements, with no critical findings.

Recognizing the indispensable role of suppliers and raw material in quality management, WuXi AppTec has established a formal and rigorous assessment and qualification process to monitor all suppliers, including supplier selection, evaluation, and performance review. We conduct periodic audits on our key suppliers to assess their supply sustainability and quality. We also monitor, test, and certify all raw materials on a regular basis to guarantee the compliance with our quality standards. We actively help our suppliers improve their QMS, enabling sustainable and mutually beneficial partnerships within our value chain.

Sustainable Supply Chain

Our Commitment

As a member of the [Pharmaceutical Supply Chain Initiative \(PSCI\)](#), WuXi AppTec is committed to improving supply chain ESG management and fostering responsible, transparent, and collaborative sourcing practices and supplier relationships. By prioritizing responsible sourcing practices, the Company contributes to the protection of the environment, human rights, fair labor practices, and business ethics within our supply chain.

Our Governance

A multi-layered governance structure of supply chain ESG management has been established and continuously improved in WuXi AppTec to achieve various business objectives while forming strong ESG risk resilience. Our ESG Committee, which includes the Company's Chief Operating Officer, is in charge of supply chain ESG management and programs. Additionally, a cross-functional team covering Supply Chain Management, Compliance and EHS Departments, as well as business units, has been set up to be accountable for identifying and eliminating the supply chain related ESG risks.

Why It Matters

With the development of globalization, enterprises are increasingly dependent on their supply chains, and any risk or unexpected problem in the supply chain can lead to damage to a company's reputation or direct financial losses. As a comprehensive and integrated open-access capability and technology platform, WuXi AppTec helps customers improve the productivity of advancing healthcare products to improve the lives of patients. A robust and sustainable supply chain is the foundation of our excellent service for customers.



Our Approach

As one of the emerging global risks, supply chain risk is primarily impacted by demand volatility, supply instability, and other factors. To mitigate or eliminate the potential impact of supply chain risk, we implement a dual-sourcing strategy or establish a backup supplier base for critical raw materials to ensure the stability of supply. Furthermore, we consistently enhance the requirements for supply chain ESG policies and management strategies, building a solid foundation for business operations. We have adopted various management initiatives to promote a sustainable supply chain.



Compliance with the Supplier Code of Conduct

We are committed to carrying out responsible business practices and requiring our suppliers to implement responsible operations through the guidance of the [Supplier Code of Conduct](#). Our [Supplier Code of Conduct](#) which has been updated during the Reporting Period, was formulated according to the related supply chain risks identified, as well as authoritative codes of conducts, including the [Ten Principles of the UN Global Compact \(UNGC\)](#) and the [Guiding Principles on Business and Human Rights](#). It puts forward ESG requirements and guidance, covering laws and regulations, business ethics, quality management, labor standards, OHS, environmental protection and R&D ethics, and reporting channels.

The Company has incorporated ESG requirements, such as OHS, environment, and labor rights, into the [Supplier Code of Conduct](#), which is included in the contracts with all suppliers. Our cooperation with suppliers is periodically reviewed to guarantee the alignment with the [Supplier Code of Conduct](#) and avoid any noncompliance with our ESG standards and requirements. Suppliers identified with significant controversy and subsequently verified to have insufficient improvement within a given time are excluded from the potential supplier's list. During the Reporting Period, 100% of key suppliers had signed our commitment letter to comply with our [Supplier Code of Conduct](#).

Supply Chain ESG Management Strategy

WuXi AppTec consistently strengthens its ESG strategy in the supply chain to minimize environmental impact, promote social responsibility, and ensure sustainability and ethical practices. We have conducted regular supplier ESG performance assessments in the supplier management process, recognizing and supporting suppliers in implementing ESG management initiatives to foster sustainable development across the value chain.

Supply Chain ESG Risk Identification

To better manage supply chain risks, we have involved ESG related factors in supply chain risk identification and conducted regular ESG risk identification based on the countries in which suppliers operate, industries, and business types. Furthermore, we assign evaluation weights to suppliers' ESG performance and incorporate them into the decision-making process for supplier selection and management, thereby enhancing the stability of our supply chain management procedures.

Business Relevance

- » Supply chain spend value
- » Significance to our business continuity
- » Potential influence on the safety and performance of our product and service

Governance

- » Compliance with laws and regulations
- » Business ethics

Environmental

- » Environmental compliance

Social

- » Quality management
- » Labor rights
- » Occupational health and safety

General Supply Chain Risk Screening Categories



Supply Chain ESG Risk Assessment and Audit

We routinely conduct risk assessments and audits in our supply chain management, ensuring compliance with the legal requirements of our operational regions, adherence to global ESG principles, and alignment with our own ESG policies. This process is a joint effort, involving experts from various departments. By adopting this comprehensive approach, we significantly bolster our capacity to efficiently evaluate and mitigate ESG risks within our supply chain.

» Desk Assessments

The Company develops supplier desk assessment tools¹⁵ that combines questionnaires and other forms to evaluate information and supporting evidence regarding supplier's ESG policies, initiatives, and performance. Based on internal assessment standards, this process culminates in the creation of an evaluation report on supplier ESG performance levels.

» On-site Audits

A cross-functional team covering Supply Chain Management, Compliance and EHS Departments, as well as business units, conducts ESG audits every two years to evaluate and improve the ESG performance. The audits incorporate multiple ESG criteria, including labor rights, employment compliance, OHS, environmental protection, anti-corruption, etc. Moreover, to enhance the reliability of our audit results, we engage a third-party to perform on-site audits of our key suppliers. For the suppliers unable to undergo an on-site audit, we conduct remote audits.

After screening the relevant ESG risks, we classify our suppliers as key or non-key. Key suppliers are defined as those with a significant potential impact on our business and are selected based on various factors, including business capability, financial credit, and ESG factors.

WuXi AppTec also collaboratively initiates a CAPA¹⁶ program with our suppliers based on the results of our ESG audits. We provide on-site or remote support to suppliers who demonstrate potential for performance enhancement, aiding them in establishing measurable and achievable solutions along with realistic timelines, while we set action plans and timing requirements to ensure that any performance gaps can be promptly addressed. During the Reporting Period, we planned to conduct ESG audits to 122 key suppliers. All of these key suppliers were evaluated through desk assessments or on-site audits, leading to a 100% completion rate on ESG audits.

Supply Chain Collaboration

Membership Association

In our pursuit of enhanced management practices, we acknowledge the significance of industry collaboration. At WuXi AppTec, we are dedicated to building close partnerships with our crucial suppliers. We align with the [Ten Principles of the UN Global Compact \(UNGC\)](#) and the [PSCI Principles for Responsible Supply Chain Management](#) to further ensure a sustainable supply chain with reliable sourcing and guaranteed the quality of product and service.

Supplier Diversity Supporting

WuXi AppTec is committed to promoting supplier diversity and supporting small and medium-sized enterprises. We recognize the importance of fostering a diverse supply chain. We proactively forge partnerships with eligible small and medium-sized enterprises, bolstering their growth and development. In collaboration with diversified suppliers, we aim to construct a more resilient and sustainable supply chain.

Supplier Empowering

Enhancing the ESG management capabilities of our suppliers is a crucial aspect of our collaborative efforts, not only for ensuring timely and high-quality delivery but also for promoting sustainable performance. To empower all our suppliers in environmental, social, and governance aspects, the Company has implemented a comprehensive supply chain empowering program, covering ESG Training, ESG Benchmarking, and ESG Capacity Building. During the Reporting Period, we dedicated a total of 824 hours to delivering ESG training sessions.

ESG Training

- » Provide ESG trainings covering all suppliers to regularly update the Company's requirements and programs in terms of supply chain ESG management.
- » Provide trainings cover a wide range of ESG topics, including anti-corruption, OHS, and environmental protection towards our suppliers. For example, we offer annual quality trainings, coaching and audits for all suppliers related to product and service quality.

ESG Benchmarking

- » Set dedicated person to take the responsibility for communicating with suppliers on ESG management to ensure that they have access to ESG benchmarks by understanding best practice from other suppliers, their own gaps and how they can take initiatives to achieve best practices.

ESG Capacity Building

- » Conduct comprehensive capacity building programs to systematically improve supplier practices and performance on specific ESG topics through trainings, baseline assessments, collaborative system development, and progress measurement. These technical support programs are long-term and sustained over time with the aim of improving ESG performance rather than solely implementing action plans.

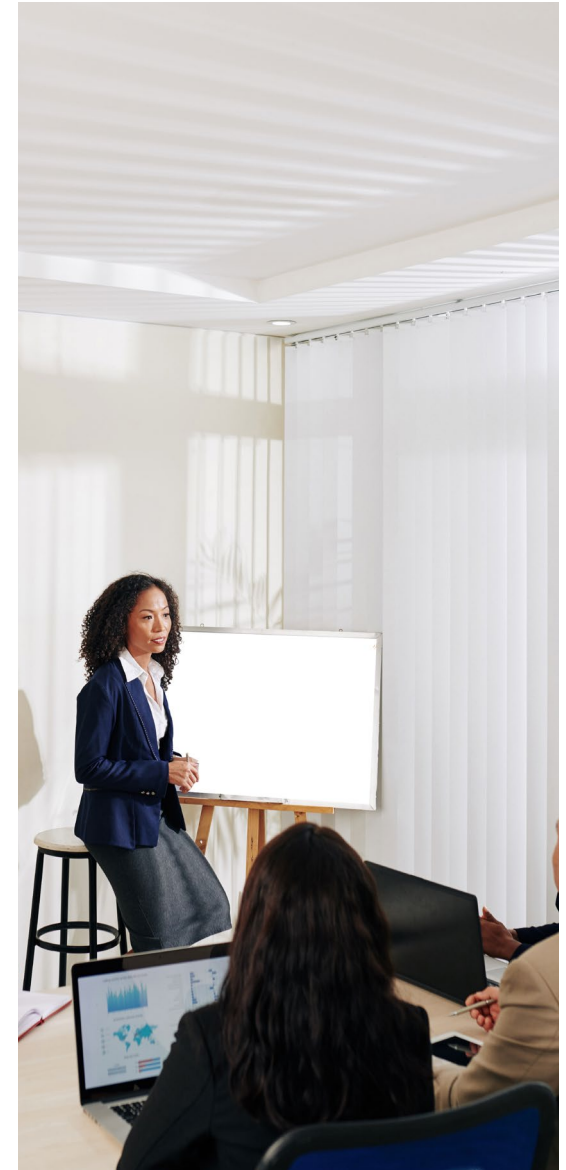
Additionally, we facilitate ESG training programs for the Company's procurement representatives and other internal stakeholders, fostering a deeper comprehension of their respective roles and empowering them to actively contribute to the development of a sustainable supply chain. During the Reporting Period, our ESG training rate of procurement personnel is 100%.

2023 Supplier Training Conference

To enhance communication and collaboration between the Company and suppliers and foster mutual growth and development, during the Reporting Period, we hosted the "2023 Supplier Training Conference", gathering over 100 key suppliers as well as representatives from WuXi AppTec's Supply Chain Management and related departments. Various topics, including procurement policy, supplier management norms, supplier integrity and compliance, EHS management, information security and sustainable value chain were discussed. During the event, we also recognized and rewarded the suppliers with outstanding performance in 2022, promoting the development of sustainable value chain.

Training on Procurement Representatives

The Company offers comprehensive ESG training sessions to enhance the knowledge and awareness of the Company's procurement representatives and other internal stakeholders. Sustainable supply chain training is regularly conducted to ensure that procurement representatives are equipped with the necessary knowledge and expertise.



Protecting Our Planet

Climate Change

Emissions Management

Resources Management





Our Governance

WuXi AppTec has values environmental protection and established a comprehensive governance structure to ensure compliance with relevant laws and regulations at all operational sites and effective control and improvement of tackling environmental concerns. With a transparent communication mechanism in place, we are devoted to enabling effective implementation of environmental management system, reduction of GHG emission and energy consumption, emissions management and resource allocation. The Company's environmental governance is not only a reflection of the corporate responsibility but also a testament to our dedication to sustainable practices.

To ensure adherence to environmental management standards, we have proactively embraced scientific approaches to manage our environmental impact across all activities. Our compliance with the disclosure guidelines put forth by the [Task Force on Climate-related Financial Disclosure \(TCFD\)](#) and the [HKEX](#) enables us to comprehensively assess the risks and opportunities associated with climate change. Such assessment forms the basis for developing a robust strategy and action plan to effectively address these challenges. We prioritize technological innovation and optimize our management processes to eliminate unnecessary energy consumption and reduce energy consumption through equipment upgrades, technological transformation etc. We continue to explore opportunities for substituting with renewable energy. In terms of emissions management and resources management, we are actively implementing effective measures to ensure emission compliance and enhance the efficiency of our resource utilization, and are dedicated to achieving a mutually beneficial balance between environmental and economic benefits. We have established a range of environmental management objectives and closely monitored their progress via quantitative analysis and periodic reviews.

Our Target

- ◆ **GHG Reduction Target: 25%** GHG emission intensity reduction by 2030 compared to the 2020 baseline.
- ◆ **Energy-saving Target: 25%** energy consumption intensity reduction by 2030 compared to the 2020 baseline.
- ◆ **Water-saving Target: 30%** water usage intensity reduction by 2030 compared to the 2020 baseline.
- ◆ **Waste Management Target:** Be **landfill-free** for all productive hazardous wastes by 2030.
- ◆ Committed to the [SBTi](#) and planned to set the science-based target in the coming two years.

Please see [Performance Table](#) for details

Climate Change

Our Commitment

To combat climate change, global leaders signed the [Paris Agreement](#) in 2015, committing to working together and taking ambitious efforts to limit the global temperature rise in this century to less than 2°C above pre-industrial levels. In November 2023, COP28¹⁷ assessed the progress on the [Paris Agreement](#) goals and charted a way forward while discussing the reduction of fossil fuels usage and increase in deployment of renewable energy. To safeguard our planet, we support the [Paris Agreement](#) and dedicate ourselves to the reduction of greenhouse gas emissions. We are concentrating our efforts on exploring a systematic approach to environmental protection with the aim of mitigating our environmental impact.

Scientificity

We adhere to a scientifically grounded approach to climate change management. These targets are established on a science-based perspective to effectuate a reasonable reduction in carbon emissions. We have committed to the SBTi and plan to set the science-based target in the coming two years.

Transparency

We highly value the transparency and openness of information disclosure, and follow the [TCFD](#) recommendations regarding our disclosure of climate-related financial information. It is readily available in our Report on Combatting Climate Change, which can be accessed through our official website. Besides, we have participated in the [Climate Disclosure Project \(CDP\)](#) Climate Change questionnaire to help stakeholders better understand the Company's progress in climate change management. We promise to partner with our stakeholders to create positive changes across the entire value chain.

Proactivity

Low-carbon operation has been integrated into daily actions of employees at WuXi AppTec. We actively foster a green and low-carbon corporate culture of full participation. We encourage our employees to be an advocate of energy conservation and emission reduction, a practitioner of green office, a promoter of low-carbon production and a pioneer of technological innovation.

Why It Matters

Climate change represents a significant menace to both human well-being and the ecological systems of our planet. [Statistically](#), climate change related natural hazards account for around 50% of all disasters. The frequent occurrence of extreme weather and natural disasters brings challenges to the security of human society and the stability of ecosystem. Additionally, climate change can also disrupt regular business operation, and as a result, imposing negative impacts on economic development. WuXi AppTec attaches great importance to environmental protection, continues to minimize the negative impact on the environment, and contributes to addressing the challenges of climate change.



Our Target



GHG Reduction Target:

25%

GHG emission intensity reduction by 2030 compared to the 2020 baseline.



Energy-saving Target:

25%

energy consumption intensity reduction by 2030 compared to the 2020 baseline.



Committed to the [SBTi](#) and planned to set the science-based target in the coming two years.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Climate-related Governance

WuXi AppTec prioritizes climate change governance and continually refines our management mechanism and approach to enhance the effectiveness of climate change governance continuously. Our governance structure for managing climate-related risks comprises the Board of Directors, the ESG Committee, the ESG Office, and working group composed of climate-related departments. The ESG Office provides quarterly reports to the ESG Committee, which in turn present a report to the Board of Directors on a regular basis.

The Board of Directors has been provided with climate competence training, such as inviting external experts to deliver climate change trainings, etc., has been conducted to keep them abreast of the latest climate-related trends and to ensure that they have the necessary expertise to oversee the management of climate-related issues. To ensure the effective implementation of measures, we incorporate climate-related targets into the performance assessment of particular management team members. This approach encourages our management team to prioritize climate-related management and strive for improved performance.

Board of Directors

- » Formulating a comprehensive approach to address climate-related risks and capitalize on associated opportunities.
- » Overseeing and assessing the effectiveness of the management approach.



ESG Committee

- » Establishing protocols to stay informed about climate-related matters.
- » Evaluating and addressing climate-related concerns.
- » Scrutinizing and approving climate-related targets and monitoring the execution and achievement of associated performance objectives.
- » Determining and managing the budgets and resources, as well as investment strategies, for the identification, mitigation and monitoring of climate-related issues.



ESG Office and Climate-related Working Group

- » Identifying relevant risks and opportunities.
- » Implementing climate change risk management and climate-related strategies.
- » Promoting interdepartmental cooperation.
- » Maintaining effective data management system.
- » Assessing, managing and monitoring climate-related issues to furnish comprehensive analysis, recommendations and updates for deliberation by the Board of Directors and ESG Committee.

WuXi AppTec's Governance Structure of Climate Change

Climate-related Strategy

We adhere to a scientific and systematic approach to establish climate-related management strategies. Scenario analysis, including IEA¹⁸ NZE 2050¹⁹, RCP²⁰ 2.6, IEA STEPS²¹ and RCP 8.5 scenarios²², has been used to formulate strategic plans to enable flexible and robust responses to various future situations. To further identify the priority of our planned actions, we regularly adjust them in the short, medium, and long term based on the risks and opportunities identified in our current risk management system and strategic planning.

Short term (1-2 years)

Risk assessment as well as financial forecasting is implemented on an annual basis. Strategic development is planned each one to two years together with detailed climate mitigation and adaptation actions in the short term.

Medium term (2-6 years)

We undertake a comprehensive review, analyze, and update our climate-related strategy every three years, taking into account factors such as target achievement, policy trends, market development, and customer demand etc., to ensure consistency with our long-term strategy.

Long term (> 6 years)

We have set up a long-term management strategy that encompasses the overarching direction and objectives to solve climate change risks and foster climate change resilience. This strategy includes the analysis and enhancement of long-term carbon reduction measures, such as the deployment of renewable energy and collaboration across our value chain.

Climate-related Strategy

Climate-related Risk Management

WuXi AppTec has established a comprehensive and measurable risk management system by referring to the [International Sustainability Standards Board \(ISSB\)](#) and the [TCFD](#). We have identified both physical and transition risks over the short, medium and long term, as well as opportunities related to energy sources, product and service. Physical risks include both acute and chronic risks, while transition risks contain policy, legal, technology, market, and reputational risks.

For the purpose of optimizing resource allocation and constantly improving climate-related risk management efficiency, we proactively evaluate and manage to make sure the identified risks under control. Additionally, we also embed the climate-related risk management into the Company's overall risk management process to facilitate effective corporate decisions.

Establish a pool of climate-related risks and opportunities

Identify the climate-related risks and opportunities according to the framework recommended by [TCFD](#) and peers' pools.

Discuss with risk owners regarding the list of climate-related risks and opportunities related to climate change.

Analyze and determine climate-related risks and opportunities

Analyze the climate-related risks and opportunities by considering the pharmaceutical and life sciences industry's characteristics and the opinions of stakeholders and external experts, then determine WuXi AppTec's climate-related risks and opportunities.

Choose climate scenarios by following the principles of high contrast, balanced and science-based and conduct scenario analysis to examine the comprehensive risks and opportunities of climate change in the future and formulate strategic plans in response to them.

Evaluate and manage the climate-related risks and opportunities

Assess the climate-related risks and opportunities based on the likelihood, impact, adaptability and recovery etc., and set the priority of management strategies accordingly.

Climate-related Risk Management Process

*For more information on our climate-related strategy, please refer to our *Report on Combatting Climate Change*.

Tackling Climate Change

In response to climate change and to mitigate the environmental impact of our commercial activities, WuXi AppTec has implemented a range of measures focused on carbon emission reduction and energy conservation.

Green Measurement

WuXi AppTec has initiated the process of calculating the data related to GHG emissions and energy consumption since 2020. We have also adopted a stratified management approach aimed at reducing carbon emissions and decreasing energy usage. To achieve the GHG emission intensity and energy consumption intensity targets, the Board of Directors provides quarterly oversight on the progress of our GHG reduction target. Moreover, the ESG Office diligently reviews and evaluates the implementation and effectiveness of GHG reduction initiatives across our entire business. We have implemented an ESG management system to ensure regular monitoring of the data submitted by our main operational sites while adapting the guidelines set forth by the [GHG Protocol](#) for our GHG emissions calculations.

During the Reporting Period, our GHG emissions intensity is 13.32 kilograms of CO₂e / RMB1,000.

According to our GHG emission data, Scope 1²³ emissions account for 13% of total emissions (combining Scope 1 and Scope 2), while Scope 2²⁴ emissions account for 87% of the total emissions. Currently, our Scope 3²⁵ emissions mainly include upstream transportation, employee commuting, business travel, upstream leased assets, downstream leased assets and waste generated in operations. We actively collaborate with our suppliers to track Scope 3 emissions closely and implement initiatives aimed at reducing carbon emissions throughout the value chain.

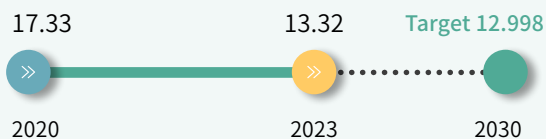


GHG Reduction Target:

25%

GHG emission intensity reduction by 2030 compared to the 2020 baseline.

GHG Reduction Progress



Status: On Plan

Unit: Kilograms of CO₂e / RMB1,000

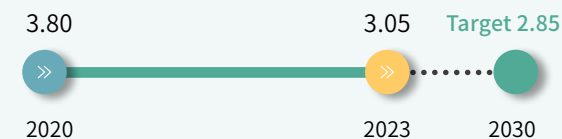


Energy-saving Target:

25%

energy consumption intensity reduction by 2030 compared to the 2020 baseline.

Energy-saving Progress



Status: On Plan

Unit: Kilograms of standard coal equivalent / RMB1,000

Green Solutions

Energy consumption in the R&D and manufacturing processes is a primary source of our GHG emissions. We have taken multiple measures to reduce energy consumption and GHG emissions. Our primary emphasis is conducting overall energy management, eliminating unnecessary energy consumption, improving energy efficiency, and substituting with a new energy structure.

Overall Energy Management

Our Energy Management Committee is responsible for guiding and formulating the Company's energy management strategies and procedures. Through general energy management SOPs, WuXi AppTec provides overall guidance at the site level. Building upon this guidance, each main operational site has developed its own set of SOPs specifically tailored to the facility's energy management, with the primary objective of promoting the multiple measures to efficiently reduce energy consumption and GHG emissions. Furthermore, we are advocating energy-saving initiatives internally and seeking input from employees to contribute innovative ideas, with the aim of further enhancing our energy management practices. Notably, some sites are certified to ISO 50001 (Energy Management System), and we are actively working towards expanding the coverage of this certification.

Eliminate Unnecessary Energy Consumption

We are devoted to utilizing innovative technologies across various stages, including R&D and manufacturing, process optimization, and operations, to proactively eliminate unnecessary energy consumption. For instance, we promote energy recycling through waste heat recovery technology as an alternative to fuel usage. In terms of equipment input, we place overarching importance on procuring energy-efficient equipment by taking EEI²⁶ ratings into account, requiring our suppliers to disclose EEI information in their proposals and quotes. Furthermore, we actively engage in widespread education on and promote energy conservation and carbon reduction, vigorously advocate for green and low-carbon initiatives in business operations, and actively facilitate a company culture that prioritizes energy conservation and involves employees in measures to mitigate unnecessary energy consumption.

Waste Heat Recovery Project

WuXi AppTec actively promotes waste heat recovery and reuse, optimizing the process with low-carbon principles and reducing energy consumption at the source. The Changzhou site was equipped with heat recycling devices for air compressors and uses heat pumps to replace steam water heaters to recover waste heat from air compressors for the hot water Heating, Ventilation and Air Conditioning (HVAC) system.

The Suzhou and Chengdu sites implemented the air conditioning heat pipe heat recovery transformations for the air conditioning units in the animal rooms. The three-dimensional U-shaped heat recovery heat pipe was used to ensure waste heat recycling.

During the Reporting Period, estimated 19,834.6 tons of steam and 675,705.6 kWh of energy were saved through carrying out waste heat recovery projects in the Company.



Reduce Energy Consumption

Practices including process optimization, equipment upgrades, and infrastructure renovation have been seamlessly integrated into our overall energy management practices to enhance energy efficiency. Moreover, we extensively employ frequency conversion modes in our electrical equipment to optimize energy savings. Through equipment upgrades and technological advancements, we have considerably reduced our energy consumption. To elevate our energy efficiency management, we have implemented an online monitoring system that enables real-time tracking and analysis of data for our main operational sites. This system not only allows us to promptly identify any abnormal energy consumption, but it also serves as a guide for our future efforts in energy conservation and reduction.

Equipment Upgrades Project

WuXi AppTec promotes the process of upgrading low-carbon emitting equipment, thereby enhancing energy efficiency. The Atlanta site replaced 53 total fluorescent ceiling lights with LED bulbs. Additionally, the Wuxi site installed infrared illuminance auto-sensing equipment for the lighting system in public areas. During the Reporting Period, a total of 77,000 kWh of energy was saved as a result of the aforementioned projects.

Operation Mode Optimization Project

Delicacy management is critical to the company's efforts to reduce emissions, and we regularly analyze the energy usage of our operational sites and potential optimization initiatives. The Wuxi site uses dynamic energy management as well as optimizes operation mode of the HVAC²⁷ system. The HVAC system is set to run at a reduced frequency during non-production hours. During the Reporting Period, a total of 198,000 kWh of electricity and 781 tons of steam were saved at the Wuxi site.

Substitute with Renewable Energy

Given the importance of renewable energy in combating climate change, we actively pursue opportunities to adopt renewable energy sources and low-emission fuels across our operations and to transition our business towards more energy-efficient operations.

Energy transition is a systematic program, and WuXi AppTec has established its own framework to drive the energy transition of our business in a more sustainable way. Through initiatives such as the purchase of green electricity and the installation of photovoltaic systems, etc., to make the most use of renewable energy sources.





Accessibility and Applicability

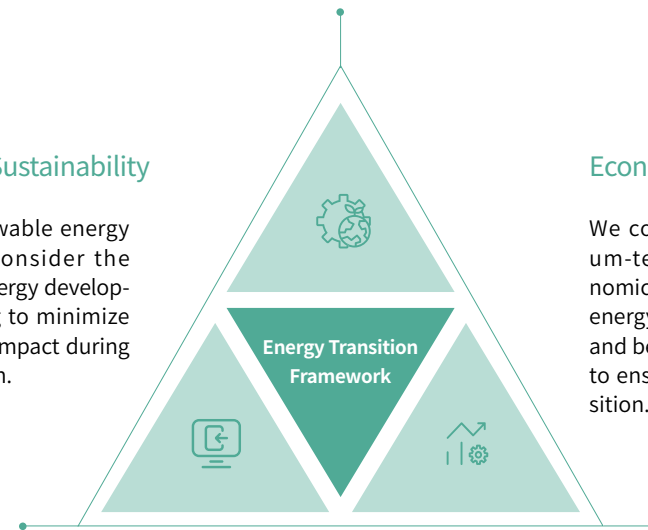
We actively evaluate renewable energy resources and options of each main operational site based on geographical factors and natural conditions to analyze the types of energy that may be used. Further, we assess the applicability of renewable energy applications and current infrastructure to ensure that they are technically viable.

Environmental Sustainability

In evaluating renewable energy application, we consider the entire process of energy development-use-recycling to minimize the environmental impact during our energy transition.

Economic Feasibility

We conduct short-term, medium-term, and long-term economic assessments of renewable energy programs, balancing cost and benefits across various stage to ensure a healthy energy transition.



Renewable Energy Transformation

Our Couvet site has increased its use of renewable energy by installing rooftop photovoltaic panels and promoted the energy transition by purchasing hydropower. During the Reporting Period, the site generated approximately 198,000 kWh of electricity from photovoltaics and used approximately 3,530,000 kWh of purchased hydropower.

Emissions Management

Our Commitment

We consistently follow the relevant laws and regulations at all operational sites. We actively take measures to improve environmental management and minimize emissions from our business activities, and to create long-term value with our stakeholders.

Environmental Management System

WuXi AppTec aims to ensure adherence to relevant laws and regulations at all operational sites, minimize the environmental impact of our production activities and contribute to sustainable development. To achieve this, we have implemented a robust and systematic environmental management process of comprehensive policies standardized across all operational sites, while collaborating with stakeholders.

We have developed an inspection checklist which outlines the specific responsibilities of each department and inspection items to be carried out regularly. To further enhance our environmental management capabilities, external audits on our environmental management are conducted at main operational sites by third parties on a regular basis. Meanwhile, we regularly perform internal self-assessment and undergo external inspections to ensure the effectiveness of our environmental management system. These measures are taken periodically to uphold our commitment to environmental stewardship and continuous improvement.

75% of our main operational sites have been certified to ISO 14001 Environmental Management System at the end of the Reporting Period. During the Reporting Period, no instance of non-compliance with laws and regulations occurred.

Why It Matters

Prioritizing emissions management approach, we aim to limit and reduce the impact of our emissions on the global ecosystem. By implementing effective emissions management measures, companies can improve operational efficiencies and save costs while avoiding various problems, including regulatory compliance challenges, reputational damage, waste disposal expenses, and potential penalties.

Waste Management Target:



Be landfill free

for all productive hazardous waste by 2030.

Wastewater Discharge

In response to eliminating environmental impacts on surrounding areas regarding industrial wastewater, we have implemented a range of measures to control wastewater discharge. Our wastewater is primarily generated from urban sewage, R&D, and manufacturing processes. Laws and regulations prohibit WuXi AppTec from discharging wastewater directly to natural bodies of water, ensuring that wastewater undergoes proper treatment before being discharged into the municipal pipe networks, meeting all required water quality parameters.

Our on-site WWTPs²⁸ employ various processes, including eco-friendly pretreatment, aerobic and anaerobic treatment, and sedimentation. To ensure the integrity of our wastewater management and compliance with regulations, our EHS personnel and third-party experts monitor wastewater discharge closely at each of our main operational sites through both manual testing and online monitoring system. Key water quality parameters, such as COD²⁹, NH₃-N, and pH, are regularly monitored. Moreover, we have tailored site-specific emergency response plans for wastewater and have adopted a wastewater management approach that considers discharge risks, following the industry practices promoted by the [PSCI](#). These comprehensive measures demonstrate our commitment to responsible wastewater management and environmental compliance.

In terms of APIs³⁰, which could contain small number of residua due to its production, a wastewater management approach has been adopted to minimize the discharge risk. The APIs concentration of wastewater is regularly evaluated while certified partners or suppliers are chosen to properly deal with the wastewater containing APIs to guarantee that the API residua limits are compliant.

Wastewater Discharge Reduction Projects

To guarantee the operation of the wastewater treatment system and compliance of wastewater discharge, the Changzhou site has established a comprehensive wastewater discharge management system. The site has set wastewater monitoring indicators and established a traceability mechanism to ensure the effectiveness of management. The site also reduces wastewater through pretreatment initiatives to prevent overloading, and continuously strengthens equipment management, operation and maintenance procedures to guarantee the operation of the wastewater treatment system. During the Reporting Period, 100% of the wastewater discharge was in compliance. Compared to 2022, COD emissions decreased by 51%, NH₃-N emissions decreased by 84%, the total nitrogen emissions decreased by 6%, and the total phosphorus emissions decreased by 53%.

Air Emission

At WuXi AppTec, we prioritize adherence to air emission regulations and strive to reduce our emissions. In order to mitigate the impact of our emissions on the environment, we have used RTOs³¹ and activated carbon adsorption devices as the main methods for treating the VOCs³², SO₂, NO_x, particulate matter, and other pollutants produced during R&D and manufacturing processes. Additionally, fugitive emissions are minimized through the use of LEV³³ and proper containment, and we regularly engage certified third parties to conduct air emission testing at all of our main operational sites.

Furthermore, WuXi AppTec has installed online air emission monitoring systems at our main operational sites as per local government requirements. By leveraging information technology, we are improving our air emission management practices and strengthening our commitment to compliance to minimize the environmental impact of our air emissions.

Air Emissions Treatment Facilities Upgrade Project

WuXi AppTec actively optimizes air emission treatment facilities to ensure compliance. During the Reporting Period, the animal room of Suzhou site was equipped with two sets of scrubber towers to reduce air emissions. The Huishan site constructed and operated a scrubber tower with lye absorption and activated carbon and successfully reduced the VOCs by 43%.

Waste Management

Hazardous Waste Management

Our classification of hazardous waste aligns with the definitions established by the laws and regulations at all operational sites. This includes various types of hazardous waste such as laboratory waste liquid, waste organic solvent, waste activated carbon, sludge from wastewater treatment, biological waste, medical waste and pharmaceutical waste from R&D and manufacturing. We have embraced comprehensive actions covering the entire process of generation, storage, transportation and disposal to reduce the impact of hazardous waste on the surrounding environment. We develop and update our storage strategies by strictly complying with the relevant laws and regulations. Our waste management procedures are implemented with precision, including classification, labeling and recording, while certified hazardous waste disposal agencies are selected to ensure the compliance and safe disposal of hazardous waste.

Precious Metal Recycling Project

In July 2022, WuXi AppTec launched a precious metal recovery project. In recent years, we have improved the specific recovery process and established relationships with new suppliers for heterogeneous catalyst recovery to expand the scope of our recovery business, and tracked the process of catalyst use to ensure that precious metals can be recovered to the maximum extent. Meanwhile, we entrust certified third parties to further process the metal into catalysts to ensure reuse. During the Reporting Period, we recovered approximately 976.79 kg of precious metals.

Hazardous Waste Reduction Projects

Several initiatives have been implemented in the Couvet site in Switzerland to reduce waste. Instead of burning the printed material, it is recycled through a specialized company able to handle printed material for packaging, consequently reducing the amount of hazardous waste and ensuring compliance and safe disposal.

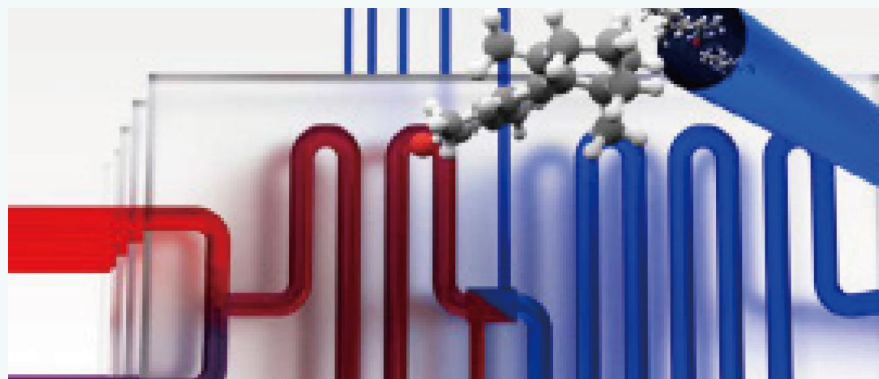


Innovation to continuously reduce hazardous waste at its source is well under way. We aim to accelerate the adoption of green technology and green chemistry practices, including the use of continuous manufacturing and enzyme technology to reduce hazardous waste. We are applying innovative technologies to the production process and promoting the use of chemicals with no / low toxicity to reduce steps and minimize hazardous waste.

Continuous Manufacturing

WuXi AppTec has invested in continuous manufacturing since 2014. Our end-to-end platform now has more than 30 reaction categories, and over 30 continuous manufacturing lines covering needs from pre-clinical to commercial projects. During the Reporting Period, we have supported over 100 clients globally apply continuous manufacturing to over 300 projects and substantially reduce solvents, reagents and catalysts used in production to minimize negative environmental impacts.

At the end of the Reporting Period, the implementation of continuous manufacturing contributed to the decrease of waste generation by more than 1,000 metric tons. The application of continuous manufacturing for the production of carboxylic acids intermediates using carbon dioxide as a starting material, has consumed more than 3 metric tons of CO₂. In addition, WuXi AppTec proactively expanded the application of photo-flow chemistry as a green technology, and applied it to scale up over 20 different intermediates production.



Enzyme Technology

During the Reporting Period, WuXi AppTec improved our one-stop biocatalytic platform which covers technologies from enzyme screening to product manufacturing. We continuously expanded our enzyme library, which now has over 2,500 enzymes and more than 150,000 mutants available for rapid screening.

We have explored new types of enzymatic reactions and developed 5 new enzyme-catalyzed reactions this year. We investigated synthetic biology methods and developed 2 methods for direct preparation of APIs and key chiral intermediates by fermentation.

In addition, we have supported over 40 global customers and more than 70 projects applying enzyme-catalyzed processes, which effectively reduced the use of about 1,700 tons organic solvents. By using the biocatalytic technique, we greatly reduced the number of reaction steps while significantly increasing yield.



Non-hazardous Waste Management

Our management and supervision of non-hazardous waste strictly follow the relevant laws and regulations at all operational sites as well as our own waste management procedure. Such processes include:

- » Collecting domestic waste and periodic transportation to sanitation stations every day.
- » Regularly cleaning the temporary storage areas of the general industrial solid waste.
- » Contracting certified third parties to treat and recycle general industrial solid waste.

Preservation of Biodiversity

We identify potential biodiversity risks, assess the impact of our operations on them, and consistently take action to protect our ecosystems. Environmental Impact Assessment (EIA) is conducted regularly over all main operational sites to avoid any significant impacts on local biodiversity and ecosystems resulting from our operations.

Biodiversity Preservation

Our Philadelphia site in the United States collaborates with the local Water Department to build rain gardens, where rainwater is purified as water is gradually filtered through a combination of plants, sand and soil, enabling ecologically sustainable rainwater control and utilization. The plants in the rain garden also help to regulate the humidity and temperature of the air in the environment and provide a habitat for local organisms.



Resources Management

Why It Matters

It is the responsibility of every corporate citizen to protect the planet's resources. Resources, with their characteristics of finiteness, regionalization and non-recyclability, are essential for human survival and economic development. Resources management is also attributed to the reduction of waste and pollution, as well as the reduction of operating costs, protecting the environment and contributing to the sustainability of the Company.

Our Commitment

We attach great importance to resource conservation and fully understand the importance of resources management. We commit to managing every aspect of our operations in an environmental responsible manner, to continually mitigate any potential risks linked to our business operations, to actively improve the resource utilization efficiency, and to minimize the environmental impact of our operations.

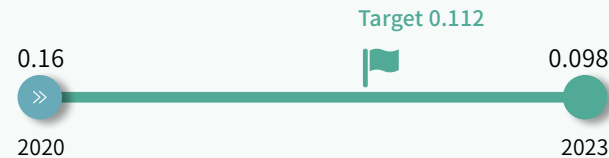


Water-saving Target:

30%

water usage intensity reduction by 2030 compared to a 2020 baseline.

Water-saving Progress



Status: Achieved

Unit: Cubic meter / RMB1,000



Water Stewardship

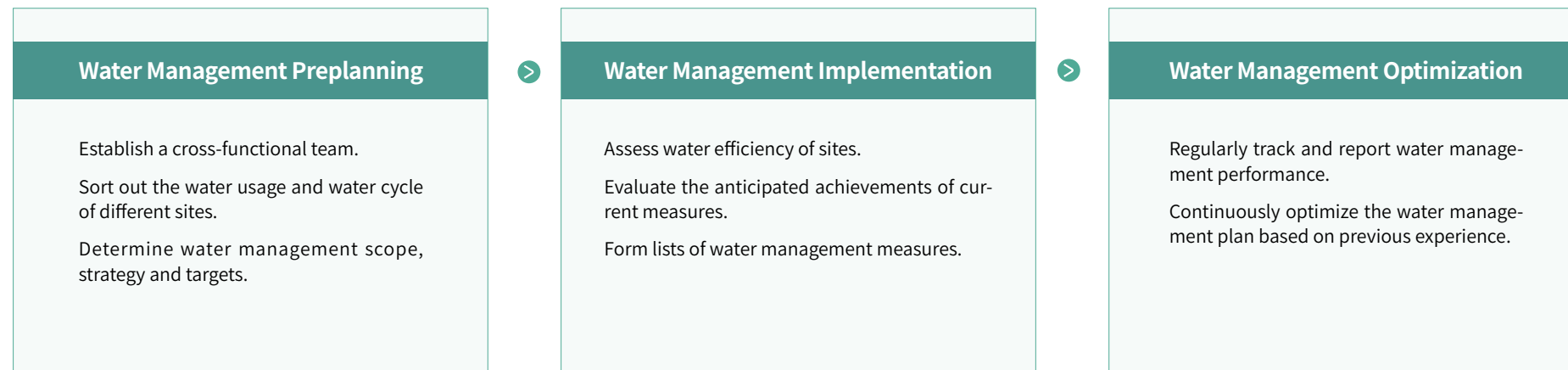
Effective water stewardship is vital for sustainable development of business operations and environmental conservation. We have actively participated in the completion of Water Security questionnaire of the [CDP](#). WuXi AppTec recognizes the need to play our part in protecting water sources and has established water-saving target to guide our initiatives. By 2030, we are committed to becoming a water-positive company and achieving a 30% reduction in water usage intensity compared to the 2020 baseline. Moreover, we have designated site-level water-saving target aligned with the broader WuXi AppTec environmental goals across all main operational sites to measure water stewardship achievements.

We primarily use water supplied by the municipal water system for tasks including industrial cooling, purified water generation, washing and cleaning, used in the R&D and manufacturing processes. Our [Environmental Policy](#) has been formulated to offer guidance and drive effective implementation regarding water management for all main operational sites and states our commitments to optimizing the use of water in business operations together with water management operating procedures.

To ensure the proper functioning of the water system and avoid potential wastage, we conduct regular inspections of water balance and pipeline leakage etc. Water system loads are also adjusted according to internal policies to guarantee essential water demands while limiting overuse. We have established water management plans and workstreams for all main operational sites to promote the urgent water purchasing from external supplies to satisfy operation needs. During the Reporting Period, there were no significant incidents of non-compliance related to water occurred at our main operational sites.

We place importance on the issue of water resources and aim to make significant progress in water conservation through practical measures such as source control, equipment upgrades, and digital upgrades. With regard to digitization, we have applied an online water management system to collect water data automatically, prompt abnormal conditions, and generate periodic water usage reports for analyzing our water usage.

Additionally, water risk is incorporated into our management work. To ensure we can identify, understand, and respond to water risks in our operations, WuXi AppTec identifies and assesses water stress risk at all main operational sites by using data of the [World Resources Institute \(WRI\)](#). Due to the update of the WRI's tools, the identified water risk level of our main operational sites is modified compared to that of last year. And we utilize this data to implement water management initiatives effectively.



Water Management Process of WuXi AppTec

Furthermore, we actively engage with local stakeholders, including regulatory authorities and business partners, during the construction, expansion, and reconstruction stages of projects. Stakeholders' suggestions are included in the decision-making process to minimize our operations' impacts on local natural resources and to facilitate water savings through collaboration. During the Reporting Period, we collaborated with other companies to address water-related risks, through methods including reusing reclaimed water.

No.	Location	Water risk level
1	Atlanta, US	High
2	Chengdu, Sichuan, China	High
3	Cranbury, US	High
4	Oxford, UK	High
5	Plainsboro, US	High
6	San Diego, US	High
7	Shanghai, China	High
8	Suzhou, Jiangsu, China	High
9	Changshu, Jiangsu, China	Medium
10	Changzhou, Jiangsu, China	Medium
11	Nantong, Jiangsu, China	Medium
12	Natick, US	Medium
13	Philadelphia, US	Medium
14	Taixing, Jiangsu, China	Medium
15	Wuxi, Jiangsu, China	Medium
16	Couvet, Switzerland	Low
17	Fangchenggang, Guangxi, China	Low
18	Guangzhou, Guangdong, China	Low
19	Martinsried, Germany	Low
20	Nanjing, Jiangsu, China	Low
21	St. Paul, US	Low
22	Tianjin, China	Low
23	Wuhan, Hubei, China	Low

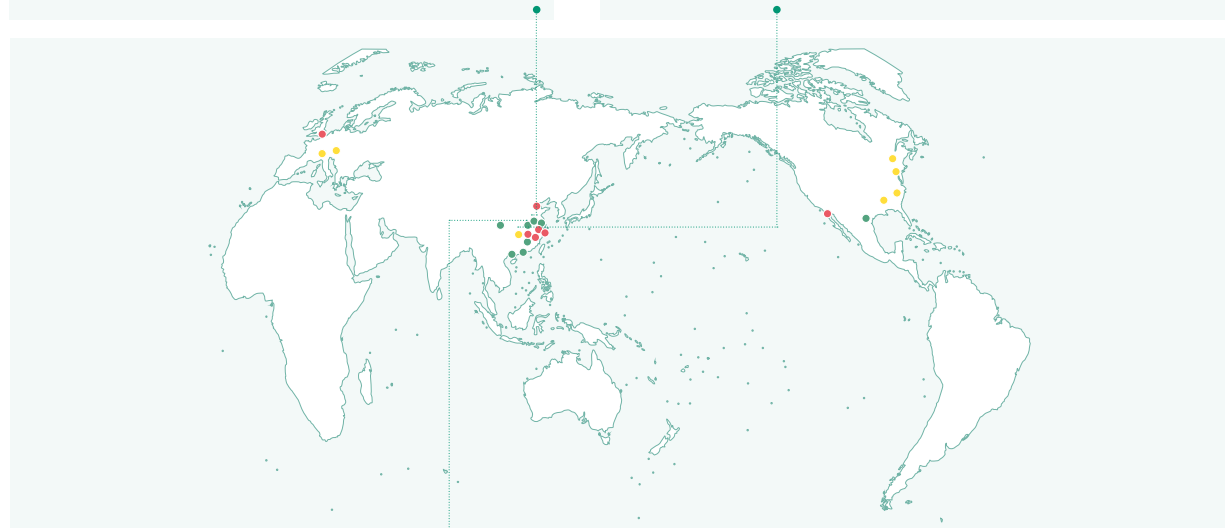
Water Risk Map of WuXi AppTec

Steam Condensate Water Recycle and Reuse Project

During the Reporting Period, our Nantong, Wuxi, Changshu, and Tianjin sites in China renovated their existing drainage system, in order to collect steam condensate water in tanks to be reused. The steam condensate water recycle and reuse project can not only reduce the wastewater treatment pressure but also reduce the water usage of municipal water supply, thereby enhancing water use efficiency. During the Reporting Period, these projects saved about 90,394 tons of water.

Reusing Reclaimed Water Project

Our Wuxi site has implemented a project to reclaim and reuse water since September 2018. Through this project, the production wastewater from the surface cleaning of production equipment and laboratory utensils is treated by a third party and then reused for non-production purposes such as cooling towers, greening, and toilets. This project has not only achieved zero discharge of production wastewater but also contributed to a reduction in overall water usage, thereby minimizing the impact on the environment. During the Reporting Period, the total amount of reclaimed water reached was 57,804 tons.



Rainwater Recycling Project

Our Changshu site has implemented a rainwater recycling project by renovating the circulation pipeline of the rainwater collection tank to recycle rainwater and use for regulating tank. During the Reporting Period, a total of 49,197 tons of rainwater was recycled and utilized.

Packaging

The composition and circulation of packaging principle plays a fundamental role in reducing environmental impact. WuXi AppTec is devoted to promoting the usage of recycled materials for packaging and optimizing packaging designs to continuously improve the recycling rate of our packaging. We utilize a diverse range of packaging materials, including plastic, metal buckets, glass etc., reflecting our dedication to resource efficiency and environmental responsibility.

Plastic Reuse Program (PRP)

Our Natick site carries out a plastic reusing plan, which includes reusing the packing plastic bags by repurposing them for trash bins and reusing the vial holders. During the Reporting Period, Natick site saved about 0.3 tons of packaging materials through PRP, significantly improving resource usage efficiency.



Empowering Our Community

Our Employees

Our Workplace

Our Community





Our Governance

WuXi AppTec insists on putting people first and has a well-established governance structure in place to empower our employees and community. We have designated relevant committees and senior executives to be responsible for DE&I, employee development, health and safety, and community support. At WuXi AppTec, we encourage our employees to actively participate in their professional growth, contribute to the growth of the Company, and engage in community service, delivering a greater impact on our business operations and the society at large.

Our Approach

WuXi AppTec actively works with internal and external stakeholders to promote employee growth, OHS, and community development. We strive to incorporate the needs of our employees, community, regulators and partners into our mission and daily work, so as to benefit more people in our community. We have set quantitative targets related for our employees and community. We regularly monitor the progress of objectives and review the performance of key indicators to ensure that our work meets the expectations of all stakeholders.

2023 Highlight Performance

- ◆ **54.51%** of our workforce is female.
- ◆ Employees spent an average of **55** hours on training.
- ◆ **75%** of main operational sites are certified to ISO 45001 Occupational Health and Safety Management System.
- ◆ RMB**2,381,581** for global philanthropy.

Please see [Performance Table](#) for details

Our Employees

Our Commitment

As a customer-focused and innovation-driven enabling platform, we recruit talents globally and demonstrate our value and respect for every individual by creating an inclusive culture, supporting their long-term career development and taking care of their wellbeing.

Our Target

Ensure that a proportion exceeds 30% of female candidates reaching the interview stage for positions at the director level and below, in managerial roles hired in the China region through 2026.

At the end of the Reporting Period, the yearly target has been achieved.

Our Approach

WuXi AppTec adheres to the [ILO Declaration on Fundamental Principles and Rights at Work](#), relevant local regulations as well as international standards in our employee management. We implement a people-centered strategy, robust governance structure, and comprehensive policies and systems to support our people to "Have Passion, Have Fun, Have a Career in WuXi AppTec". Following the principles of fairness, impartiality, and transparency, we make a constant effort to create a positive working environment for our employees.



Why It Matters

Employees play a pivotal role in driving growth and fostering innovation in our industry. Therefore, WuXi AppTec recognizes our employees as invaluable assets whose experience, expertise, and skill sets secure business development, empower customers and partners, and ultimately benefit global patients.

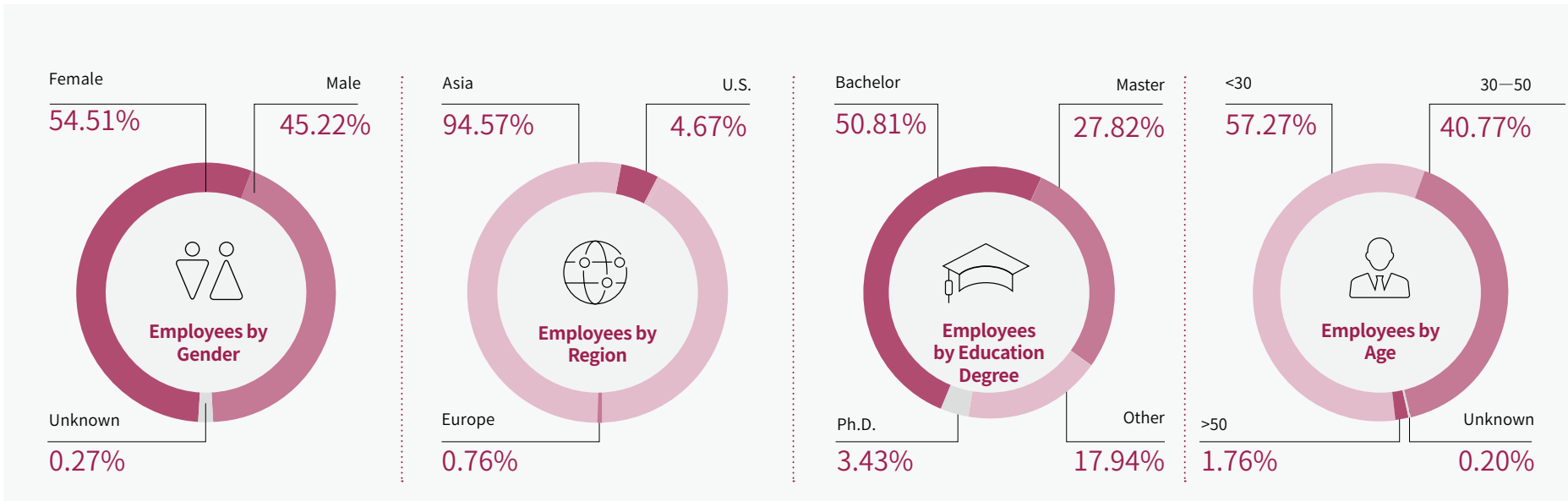
Diversity, Equity and Inclusion

As an innovation-driven company, WuXi AppTec embraces diversity in everyday activities, and believes that fostering equity and inclusion for everyone everywhere is integral to unleashing creativity and driving innovation.

We have established a governance structure to better promote a culture of DE&I. Our Board has assigned the ESG Committee to guide and oversee the formulation, management, supervision and implementation of the Company's DE&I management strategy. Additionally, our [Diversity, Equity & Inclusion Policy](#) ensures compliance with DE&I principles in hiring and career development within the Company.

We have taken proactive steps to raise DE&I awareness, including annual DE&I training for our employees, internal communications on fostering a positive workplace, and workshops focusing on unconscious bias. Additionally, we spare great efforts to offer abundant and tailored resources to our employees in need, including accessible facilities for employees with disabilities and breastfeeding rooms for breastfeeding employees, among others.

We regularly monitor our performance of key indicators related to DE&I to ensure the effectiveness of our practices. As of the end of the Reporting Period, our global workforce consists of 41,116 employees, among which 360 are employees with disabilities.



Event on The Blossom of Her Power

In response to International Women's Day 2023 campaign theme #EmbraceEquity, WuXi AppTec launched the themed video "The Blossom of Her Power", celebrating the courage and persistence of women working in the pharmaceutical and life sciences industries. Over 30,000 employees watched and interacted with the video, demonstrating WuXi AppTec's support for women's rights.



Employee Attraction and Development

Human capital development is pivotal in enabling the company to meet external challenges and ensure its continual growth. We firmly believe the knowledge and insights of our employees empower the Company to innovate and make impact. We have made unremitting efforts in attracting, developing and inspiring our employees globally to ensure that we have the right people equipped with skill sets that align with our long-term growth and innovation needs.

Employee Recruitment

WuXi AppTec is dedicated to a recruitment strategy that attracts talents from around the globe. We actively evaluate our hiring needs through strategic workforce planning. By identifying current workforce skills gaps and forecasting recruitment demand, we continuously grow our diverse pools of talent. Our recruitment efforts include outreach through a variety of channels and partners, aiming to reach potential candidates.

- » Organizing campus recruitment events and graduate traineeship programs to ensure a steady talent pipeline.
- » Providing return offers for outstanding interns to join the Company as full-time employees.
- » Building and hosting online recruitment events to attract global talents via new technical tools and channels.
- » Offering internal job transfer opportunities to enable our employees to reach their full potential.
- » Establishing an internal referral program to improve hiring efficiency and foster a sense of ownership among our employees.

Employee Development

Pursuing continuous learning and growth is an important aspect of WuXi AppTec's culture. We are dedicated to supporting all employees to realize their career goals while building a professional, capable and resilient workforce. At WuXi AppTec, employees have access to a variety of learning resources to empower their growth. Our online learning resources, with multiple language options and assigned personal mentors, are available to all global employees to identify suitable pathways for upskilling or reskilling.

Following our [Employee Development Policy](#), we have made substantial investments in a variety of structured training programs that cover the entire development process of our employees.

During the Reporting Period,
our employees on training spent an average of

55 hours .



General Training

Mandatory compliance training on business ethics, anti-corruption, responsible marketing, OHS, etc. is regularly assigned to all employees to enhance their compliance awareness. Our online learning platform also provide our employees with general competence training programs covering office software skills, communication skills, etc., thereby supporting their career development.

Job-specific Training

We encourage the continuous growth of our employees and equip them with the knowledge and skills required for their positions through job-specific training programs. These programs, available for all employees, help them navigate their careers while expanding their professional skill sets. Besides, we offer additional professional training programs for qualified employees who are willing to pursue excellence beyond core job requirements to develop their unique strengths.

"Study Director Training Camp" Job-specific Training Program

During the Reporting Period, we launched the "Study Director Training Camp" program, which provided in-depth training in communication skills, project management, among other topics, through a variety of learning modes including online learning and in-person seminars and workshops. This training program helped employees to better their professional competence in customer management, enhancing their work efficiency and overall competitiveness.

Leadership Training

WuXi AppTec not only offers leadership training to all employees but has also developed a suite of Leadership Development Programs (LDPs) covering all levels of management and potential management. The LDPs feature on-demand content and personalized modules and cover employees at all levels, aiming to nurture the future industry leaders and influencers.

WuXi AppTec insists on nurturing successors to secure the talent pipeline and ensure sustainable development. During the Reporting Period, we carried out the comprehensive talent succession planning at multiple levels, guiding employees to enhance and develop their comprehensive capabilities and professional skills.

Newly Promoted Leaders Succession Program	Aims to help newly promoted first-line and senior leaders gain a deeper understanding of the key competencies for management positions, master important management principles and methodologies, and skillfully apply management concepts, tools and skills to enhance the effectiveness of themselves, their teams and the business, which help complete the role transition.
First-Line Leaders Development Program (FLDP)	Aims to clarify the roles of first-line leaders, enhance their management skills, improve team performance, and help cultivate and select outstanding fist-line leaders who have a strong belief in the Company's vision and are able to continue to learn, which lay the foundation for building, identifying, and selecting future senior leaders.
Senior Leaders Development Program (SLDP)	Aims to empower and select senior leaders with a deep understanding of the market, international insight, a sense of mission, and entrepreneurial spirit through systematic training, enhancing overall management capabilities, driving organizational effectiveness, and facilitate business development.
Advanced Senior Leaders Development Program (A-SLDP)	Aims to build the strategic and global view of advanced senior leaders through the training method of "selecting, developing and training people", and enhance their capabilities to understand the essence of the problem, which enable advanced senior leaders to efficiently carry out the implementation of the business strategy.

The development of employees requires not only abundant internal resources, but also the empowerment of external professional perspectives. Embracing a learning mindset, WuXi AppTec actively engages external educational institutions and experts to develop lectures and training programs for our employees, supporting their career development.

External Joint Training Programs

In order to introduce high-quality and professional training resources, WuXi AppTec partners with external educational institutions based on business requirements to provide targeted empowerment programs for employees. During the Reporting Period, we jointly conducted programs such as the "Enabling Talents and Discovering Talents Annual Training Program" and the "Study Director Training Camp" with external professional educational institutions to provide the knowledge and resources required by different types of employees, including new joiners, general employees, management and senior management.

Educational Assistance Program

We actively support our employees in obtaining official degrees and qualifications from educational institutions. Our educational assistance program covers 100% of our employees. After evaluation, employees are supported by the Company with reimbursement for tuition fees, study leave approval, and learning resource sharing. In our North America and European operations, we offer financial support of up to \$5,000 for employees who earn a master's degree.

Performance and Promotion

In our promote-for-performance philosophy, we believe a fair, transparent and equitable performance appraisal system constitutes the cornerstone for motivating our employees and establishing ourselves as a place to attract and retain employees. We have formulated the [Employee Development Policy](#) to ensure that all employees have access to fair and equal performance appraisal, feedback, and promotion twice a year. Additionally, our dual-track career path towards technical and managerial roles provides equal promotion opportunities for our employees of different roles.

WuXi AppTec has established an objective-oriented performance system where the Company's key performance indicators are cascaded down to departments, teams and individuals, driving the Company's growth together. At the beginning of each review period, employees, together with their line managers, are required to set measurable targets. We periodically conduct multidimensional performance appraisals to get a more comprehensive and objective overview of our employees' performance. We use 360-degree reviews to seek feedback from colleagues, including the assessed individual's direct and indirect supervisors, peers, and subordinates. The quantitative and qualitative evaluation allows our employees to discover their strengths and growth opportunities in the fields of leadership, execution, knowledge, and capabilities. In addition to above regular reviews, ongoing and effective conversations and feedback between employees and their managers are also required to communicate progress and barriers towards the objectives, which ultimately facilitate the achievement of individual and organizational goals. In addition, we have set up an official performance management website, which provides an open and transparent channel for employees to communicate at any time about the process of goal setting and performance appraisal, and to complain to the HRBP if necessary, to ensure that the goals set obtain the consent of individual employees.

Caring for Our Employees

Compensation

We believe that fair and equitable pay that is competitive in the market is essential to attracting, motivating and retaining a high-caliber workforce that helps to grow the business. Our comprehensive compensation package contains a variety of components, including a competitive base salary, short-term incentives, and long-term equity incentives, which not only rewards the important contributions of our employees to the Company, but also serves as key drivers to attract, motivate and retain talent. We monitor and analyze industry trends and our pay across functions on a regular basis to evaluate our market competitiveness and ensure the consistency of our compensation framework.

The Company believes in equal pay for equal work. We protect the rights and interests of our employees through close monitoring of relevant indicators. We adhere to the principle of fairness to ensure that our employees with the same level of position, performance, and experience are paid equally.

Gender Pay Indicators

Difference Between Male and Female Employees

Mean gender pay gap **0.62%**

Median gender pay gap **0.89%**

*The data coverage exceeds 75% of our employees and excludes the US and EU employees due to privacy protection.



Benefits and Well-being

WuXi AppTec strives to formulate comprehensive benefits that facilitate the balance between work and life, and well-being of our employees. We take into account diverse customs, practices, and legal requirements of the markets in which we operate to design competitive benefits programs to attract and retain employees.

During the Reporting Period, we provided our global employees with a variety of activities and events to help them relax and integrate better into the team. For example, our New Jersey site held monthly team building activities, baking days and quizzes to provide employees with a better work-life experience.



Club Vitality Tournament

We encourage our employees to actively participate in sports activities during their leisure time and have established a wealth of employee clubs. During the Reporting Period, we held the Club Vitality Tournament, in which employees participated in various exciting matches and competitions, including football, basketball, badminton, and dancing. We will continue to provide our employees with all kinds of health and sports resources to help them better embrace work-life balance.



Engaging with Our Employees

At WuXi AppTec, we encourage open and inclusive conversations so that everyone feels a deep sense of belonging. To hear the input and feedback of our employees, we have established a range of communication channels, including our globally connected chat groups, communications with our management platform, and various forms of community-based networking events, enabling everyone to contribute effectively. Additionally, we conduct annual employee engagement surveys to solicit employee feedback, observations, and opinions so we can make continuous improvements.

Employee Engagement Survey and Improvement Actions

During the Reporting Period, our employee engagement survey at our U.S. sites covered more than 75% of our employees, with a 4% increase in engagement score from the previous year. The survey consisted of 64 questions in 11 categories, including company strategy, company culture, organizational structure, performance management, etc., to comprehensively understand employees' thoughts and needs. The survey results show that our employees would like more support in areas including career and professional development. Therefore, we further improved our career development programs and employee recognition programs to provide employees with a better experience.



During the Reporting Period, the voluntary employee turnover rate is

11.34 %

The Company has several channels designated for our employees to raise grievances at any time. WuXi AppTec responds to any grievances or violations as soon as they are reported through a formal channel. All alleged violations are taken seriously and investigated thoroughly with comprehensive measures for whistleblower protection (please see chapter on [Being A Responsible Citizen](#) for details on whistleblower protection). If the incident requires an escalated investigation, the Executive Committee will be involved. Additionally, feedback is provided to the reporting individual in a timely manner. If the reported violation is proven to be true, corrective actions and penalties are taken as necessary.

Our Workplace

Our Commitment

We're committed to driving a culture of safety, embedding safety considerations into every aspect of our global operations. To uphold the management philosophy of "Zero Accident and Injury Free", we strive to further strengthen our robust EHS management system to manage a healthy and safe working environment for our employees and contractors.

Our Approach

WuXi AppTec has established a robust EHS governance system to implement a global standard health and safety management. Our EHS Committee consists of employee representatives, business unit heads, operation unit heads and EHS teams to decide our global objectives and drive our EHS programs. We regularly convene EHS committee meetings to summarize and review experiences and lessons, and share OHS best practices. At each site, designated safety representatives and professional teams help ensure the successful implementation of our internal programs with strong collaboration efforts. In addition, we incorporate OHS into the performance assessment system of all employees to continuously promote the culture of health and safety.

WuXi AppTec complies with all relevant OHS laws, regulations and international standards at all operational sites. Our EHS team develops and maintains OHS policies and procedures, and communicate our philosophy and policies to all stakeholders thoroughly. We motivate all people to work in healthy and safe responsible manner at all operational sites. In addition, we continue to evaluate opportunities to raise our OHS standards. At the end of the Reporting Period, 75% of our main operational sites have obtained the certification of the ISO 45001 Occupational Health and Safety Management System accredited by third-party auditors.

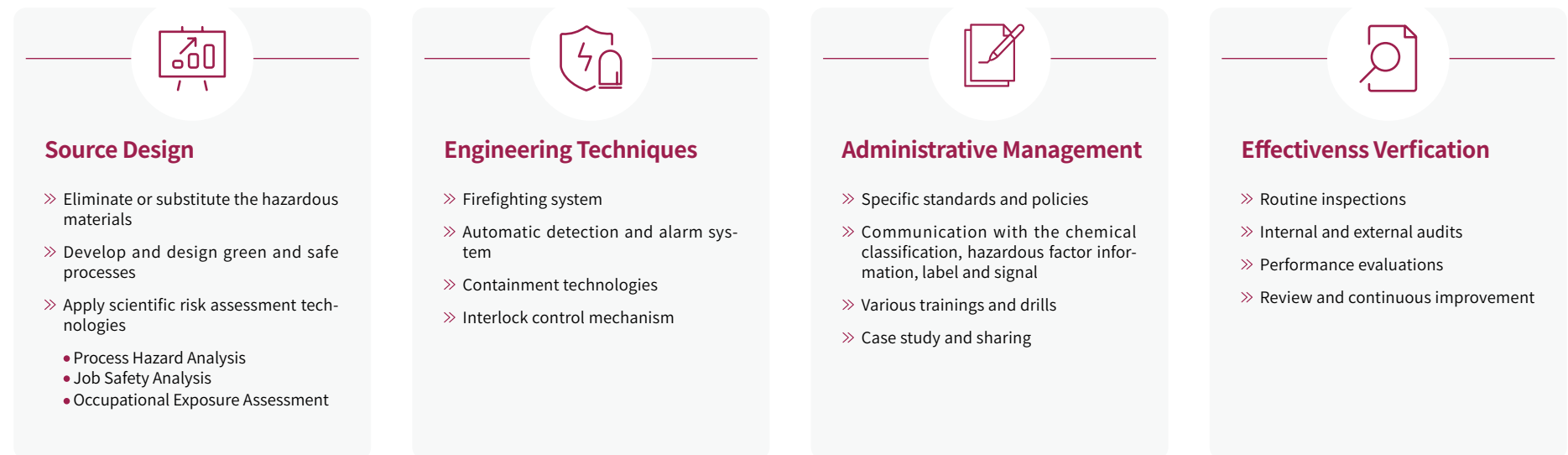


Why It Matters

The health and safety of our employees and contractor is very important for WuXi AppTec. We strive to provide a safe workplace through an integrated Environment, Health and Safety (EHS) management system, which is crucial to prevent accidents, maintain operational excellence, and ensure the well-being of our employees. Meanwhile, it supports the achievement of our compliance goals and helps to create long-term business value.

OHS Risk Management

We have established integrated OHS risk assessment management, following the risk management strategy of anticipation, identification, assessment, and control. EHS and site departments conduct comprehensive risk management on materials, processes, equipment, and operations during the R&D and manufacturing processes. In accordance with the control hierarchy principles of source design, engineering techniques, and administrative management, we take control or improvement measures one by one to mitigate all hazards to an acceptable level. We prevent injuries and accidents from occurring or recurring through thorough investigations, implementation of action plans, effectiveness assessments, and lesson learned.



WuXi AppTec's OHS Risk Management Strategies

Performance Monitoring and Continuous Improvement

WuXi AppTec has set company-level objectives, along with KPIs and measurement standards. These are methodically broken down and incorporated into the performance evaluation systems of designated personnel across all sites and relevant departments. Our EHS Committee periodically monitors, reviews, and evaluates the achievement of OHS targets. The EHS Committee initiates investigations into underperforming indicators to identify root causes and implement subsequent improvement measures, thereby ensuring the achievement of overall goals. The EHS Committee regularly reports OHS performance to the Executive Committee, enabling executive management to review and assess the effectiveness of OHS management strategies and policies.

OHS Training and Communication

As we strive towards a future of "Zero Accident and Injury Free", we provide comprehensive training to enhance OHS awareness for all employees. EHS training is a crucial component of our efforts in accident prevention and control. At WuXi AppTec, we have established robust EHS training and assessment management measures, targeting employees and contractors. We create personnel training matrices for different positions, and accordingly develop and conduct annual training plans based on the relevant laws and regulations, internal and external audit results, business requirements, and our OHS objectives. The training targets, mentors, content, processes, and frequency are all clearly defined. We also establish methods and standards for assessing the effectiveness our training programs. This comprehensive approach ensures that everyone in the Company fully comprehends and adheres to our OHS system policies, management processes, and specific requirements.

To guarantee employees' physical and mental health, WuXi AppTec continues to carry out occupational health surveillance in order to prevent the unsafe behavior and accident. WuXi AppTec continues to carry out occupational health surveillance. During the reporting period, we conducted annual occupational health check-ups for positions exposed to occupational disease hazards, and provided annual welfare physical examinations for other employees. At the same time, we also pay equal attention to mental health of our employees, with professional employee assistance program (EAP) and psychological consultation hotline, as well as training courses on Employee Physical and Mental Health Management. We have also integrated medical information guidance within the Company, enabling employees to seek medical assistance in the fastest possible time in case of emergencies, thus ensuring the sustained well-being and development of our employees.

To promptly identify potential safety risks and enhance management transparency, we encourage all employees to actively participate in the implementation and optimization of the OHS management system. We have formed an OHS reporting system and management mechanism that facilitates direct communication with employees, contractors, and visitors. We provide everyone with timely feedback on any improper behaviors or potential safety hazards related to OHS to ensure all people stable development in health and safety at WuXi AppTec. Once a report is received, the Company will conduct an investigation according to the *EHS Incident Report and Investigation Management Measures* and take improvement actions. In addition, employee representatives can directly provide their health and safety needs to the EHS Committee.

"EHS Culture Week" Activity

During the Reporting Period, WuXi AppTec held the "2023 EHS Culture Week" activity covering a variety of activities such as EHS training, safety and fire emergency drills, safety and health walks, and behavior-based safety. Through these comprehensive activities for full-time and part-time employees, we effectively promoted the awareness of occupational health protection and emergency firefighting among our employees, improved their safety skills and emergency response capabilities, and continuously enhanced the level of corporate safety culture.

"Healthy Lifestyle" Activity

Health is an important aspect of WuXi AppTec's culture. During the Reporting Period, we launched our "Healthy Lifestyle" month campaign, encouraging our employees to start their own health journeys. Focusing on the themes of healthy diet, mental health, adequate sleep and proper exercise, we organized a series of activities including the "21-Day Sustainable Healthy Lifestyle" and "Energy Management Workshop" to help employees embrace a healthier work and life balance.

Our Community

Our Commitment

As a responsible corporate citizen, building and nurturing meaningful connections with our community is integral to our sustainable development. We are committed to fully leveraging our resources, technologies, and employee expertise to improve the lives of patients around the globe, while supporting and facilitating our own community.

"At WuXi AppTec, part of 'doing the right thing' is giving back and enriching the communities in which we operate."

—Richard Connell Ph.D.

WuXi AppTec Senior Vice President, US / EU Chief Operating Officer



Our Target

Community Support and Contribution

- **Target**

Build 3,000 health stations from 2022 to 2024.

- **Status**

At the end of the Reporting Period, we have built 1,531 health stations.

Why It Matters

The approval of the [UN Millennium Development Goals](#) has ushered in extraordinary progress in promoting global health and well-being, providing quality education, and combatting poverty, among other initiatives. However, to contribute to the achievement of the [United Nations Sustainable Development Goals \(SDGs\)](#) by 2030, global businesses still need to make significant efforts to bridge the gap and accelerate progress. This poses both challenges and opportunities for companies to better engage with community and maximize their impact. For our industry, community empowerment is not only our corporate social responsibility, but also allows companies to make greater contributions to global health and the well-being of patients.

Our Approach

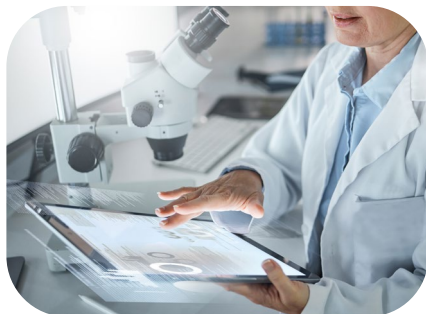
Contributing to our community aligns with WuXi AppTec's value of "doing the right thing, doing it right". Following the *Grant and Sponsorship Management Policy of WuXi AppTec*, we utilize our philanthropic efforts to actively serve the community. We consistently review and assess our community-focused contributions to take concrete actions and achieve targets that contribute to the advancement of sustainable community.

Principles: Community-focused	
Purpose: community-focused activities	Recipient
Disaster relief, poverty relief, assistance to the disabled and other social groups and individuals with special needs	Public welfare and philanthropic groups
Education, science, culture, healthcare, sports	Public welfare non-profit organizations
Environmental protection, public facility construction	The recipient should have relevant credentials if the donation has a specific purpose
Other activities that promote social development	

WuXi AppTec has clearly mapped out pathways for socially responsible action, focusing on areas with the greatest potential for positive social impact.



Health and Science



Education



Humanitarian Aid



Industry-wide Collaboration



Contributing to Our Community

Health and Science

Rare Diseases ³⁴

Statistically, around 7,000 rare diseases have been identified, affecting an estimated 300 million people worldwide, making rare diseases a major global health challenge. WuXi AppTec is dedicated to enabling our customers to develop pharmaceuticals and healthcare products for the ultimate benefits of patients. In addition, we leverage our platform and global connections to raise public awareness for rare diseases through various channels, including webinars and forums, educational programs, and charity events.

Public Health

Combatting diseases, ensuring healthy lives, and promoting well-being require global efforts. WuXi AppTec firmly believes that resources, technology, and high-quality primary health care are fundamental to a thriving public health ecosystem. We are committed to leveraging the strengths of our industry to contribute to the sustainable development of public health and to create a healthier future for all.

WuXi AppTec "BOLD Innovation That Matters" Series

During the Reporting Period, WuXi AppTec was honored to have hosted four "BOLD Innovation That Matters" online events. During the virtual event of episode III, over 30 experts from the life science field joined us to share their bold ideas, bold actions, and progress in tackling global challenges related to cancer, CNS disorders, and rare diseases. During the event, these experts had thought-provoking discussions on various topics, including Breaking Barriers in Cancer R&D, Overcoming CNS Challenges, and Leading the New Generation in Rare Disease Intervention. They also showcased the latest advancements in treatments for cancer, CNS disorders, and rare diseases.

"Health Station" Philanthropic Program

Village clinics play a vital role in the primary health care system, providing residents with medical services such as diagnosis and treatment, routine checkups, blood pressure monitoring, and among others. Aiming to promote more accessible and high-quality health care services in the disadvantaged areas, WuXi AppTec initiated the "Health Station" philanthropic program in 2021, donating 30 health stations equipped with health monitoring devices and medical supplies. In 2022, WuXi AppTec set a target for the program, committed to building 3,000 health stations over the course of three years, with an estimated donation of RMB10 million in medical supplies and equipment, which are expected to benefit a population of 7.5 million. At the end of the Reporting Period, we have donated and completed the construction of 1,531 health stations, benefiting approximately 3.8 million people.

Education

Education is the cornerstone for sustainable, inclusive, and equitable economic growth and social development. WuXi AppTec is dedicated to supporting local education initiatives to ensure a fair, affordable and accessible learning environment for all.

Humanitarian Aid

According to the [United Nations Office for the Coordination of Humanitarian Affairs \(OCHA\)](#), there were a total of 339 million people in need of humanitarian aid in 2023. Natural disasters, conflicts, and diseases take a toll on people, exacerbate regional poverty and inequality, and hinder global sustainable development. Through collaborations with reputable charitable organizations, WuXi AppTec efficiently mobilized resources to assist vulnerable populations affected by crises and natural disasters.

Industry-wide Collaboration

At WuXi AppTec, every step is driven by our vision that "every drug can be made and every disease can be treated". Industry collaboration presents opportunities for common development with peers, partners, and the global drug research and development ecosystem. We proactively facilitate cross-industry partnerships and educational programs to share disease knowledge and cutting-edge technologies, driving innovation and delivering more accessible, affordable medical solutions for patients worldwide.

Aseptic Technique Certificate Program

During the Reporting Period, WuXi ATU partnered with the Community College of Philadelphia to build a Company specific Aseptic Technique Certificate Program. 17 students were enrolled in the program and participated in eight weeks of learning and development. Six students were hired into full-time entry level manufacturing and testing positions at our Philadelphia site.

Disaster Relief

On December 18, 2023, a magnitude 6.2 earthquake struck Gansu Province, China. In response to the sudden earthquake, WuXi AppTec immediately called for donations to support those affected by the disaster. Our employees actively participated in the donations and the Company allocated special funds for the earthquake. In just a few days, more than RMB3.8 million was raised for disaster relief and post-disaster reconstruction in the affected area.

2023 WuXi Innovation Day – Advancing Breakthroughs for Patients

During the Reporting Period, WuXi AppTec held eight Innovation Day events across seven regions globally, including Basel in Switzerland, Copenhagen in Denmark, Munich in Germany, Singapore, San Diego, Boston and the Bay Area in the United States. The events attracted over 2400 participants on site, bringing together leading voices from global ecosystem to spotlight the region's strengths in advancing innovation that matters to patients and collaborative opportunities in tackling global health challenges. Our goal is to continuously leverage cutting-edge content and insights to reinforce our brand as a vital contributor to the innovation ecosystem.

Performance Table³⁵

Governance KPIs

Performance indicators	Unit	2022	2023
Business Ethics and Anti-corruption and Bribery			
Training on Business Ethics and Anti-corruption and Bribery			
Percentage of employees trained on business ethical standards and anti-corruption and bribery	%	99.49	95.26
Training hours per employee on business ethical standards and anti-corruption and bribery	Hours	0.17	0.20
Percentage of board members trained on anti-corruption and bribery training	%	100	100
Training hours of anti-corruption and bribery per board member	Hours	1	1
Number of anti-corruption and bribery trainings for board members	Times	1	1
Compliances Violation on Corruption and Bribery			
Cost of fines, penalties or settlements in relation to corruption and bribery	RMB	0	0
IT Security			
Number of IT security audits conducted from the clients	Times	30	83
Responsible Marketing			
Cost of fines, penalties or settlements in relation to responsible marketing	RMB	0	0
Ethics in Research and Development			
Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	RMB	0	0
Number of violations in clinical trails	Case	/	0

Environmental KPIs

Performance indicators	Unit	2022	2023
Energy Type			
Purchased electricity	MWh	608,968.79	674,227.67
Purchased hot water	MWh	6,286.22	4,892.18
Purchased steam	Tons	267,378.72	299,518.15
Gasoline	Liter	138,011.02	155,093.59
Diesel	Liter	247,476.63	57,686.62
Natural gas	Cubic meter	8,968,036.37	8,562,527.78
Purchased green electricity	MWh	13,594.32	8,916.00
Solar power	MWh	205.18	197.50
Energy Consumption³⁶			
Direct energy consumption	Tons of standard coal equivalent	11,698.72	10,951.37
Indirect energy consumption	Tons of standard coal equivalent	101,880.88	112,107.48
Total energy consumption	Tons of standard coal equivalent	113,579.60	123,058.85
Intensity of Energy consumption by revenue	Kilograms of standard coal equivalent CE / RMB1,000	2.89	3.05
Greenhouse Gas Emissions³⁷			
Total direct GHG emissions (Scope 1)	Tons of CO ₂ e	19,453.58	68,853.62 ³⁸
Total indirect GHG emissions (Scope 2)	Tons of CO ₂ e	495,184.83	467,798.35
Total other indirect GHG emissions (Scope 3)	Tons of CO ₂ e	162,988.00	143,722.00
Total GHG emissions (Scope 1, Scope 2 and Scope 3)	Tons of CO ₂ e	677,626.40	680,373.98
Total GHG emissions (Scope 1 and Scope 2)	Tons of CO ₂ e	514,638.40	536,651.98

Performance indicators	Unit	2022	2023
Intensity of GHG emissions by revenue (Scope 1 and Scope 2)	Kilograms of CO ₂ e / RMB1,000	13.09	13.32
Wastewater Discharged			
Total wastewater discharged	Cubic meter	2,728,215.93	2,897,150.55
COD discharged	Tons	447.27	277.68
NH ₃ -N discharged	Tons	10.61	9.55
Air Emissions			
Total air emissions	Cubic meter	28,417,182,146.78	34,845,003,916.38
Non-methane hydrocarbons (NMHC) emissions	Kilograms	110,400.56	148,488.67
Hazardous Waste			
Total hazardous waste	Tons	82,630.11	155,906.80
Intensity of hazardous waste by revenue	Kilograms / RMB1,000	2.10	3.87
Non-hazardous Waste			
Total non-hazardous waste	Tons	11,966.12	10,123.90
Intensity of non-hazardous waste by revenue	Kilograms / RMB1,000	0.30	0.25
Water Resource			
Water usage	Cubic meter	4,578,504.00	3,956,920.67
By water sources: municipal water supply	Cubic meter	4,526,643.00	3,899,116.67
By water sources: reclaimed water from other enterprises or organizations	Cubic meter	51,861.00	57,804.00
Intensity of water usage by revenue	Cubic meter / RMB1,000	0.116	0.098
Packaging Material			
Total amount of packaging material used for finished product	Tons	155.91	148.03
Intensity of packaging material used	Kilograms / RMB1,000	0.004	0.004

Social KPIs

Performance indicators	Unit	2022	2023
Quality of Product and Service			
Number of products and service related complaints received	No. of items	0	0
Customer complaint handling rate	%	100	100
Customer satisfaction	%	95	98
Supplier³⁹			
Total number of suppliers	No. of suppliers	5,987	5,756
Number of Suppliers by Geographical Region			
Asia	No. of suppliers	3,605	3,561
America	No. of suppliers	1,573	1,469
Europe	No. of suppliers	808	725
Other areas	No. of suppliers	1	1
Supplier Training			
Total supplier training hours on business ethics	Hours	205	228
Employee			
Total number of employees ⁴⁰	No. of people	44,361	41,116
Number of Employees by Gender			
Men	No. of people	20,213	18,594

Performance indicators	Unit	2022	2023
Women	No. of people	24,037	22,413
Unknown ⁴¹	No. of people	111	109
Number of Employees by Age			
Below 30	No. of people	28,128	23,549
30 to 50	No. of people	15,403	16,761
Over 50	No. of people	663	723
Unknown ⁴²	No. of people	167	83
Number of Employees by Education Degree			
Ph.D.	No. of people	1,407	1,412
Master	No. of people	11,874	11,439
Bachelor	No. of people	23,316	20,890
Other education degrees	No. of people	7,764	7,375
Number of Employees by Region			
Asia	No. of people	42,112	38,882
U.S.	No. of people	1,890	1,919
Europe	No. of people	359	315
Number of Employees by Type			
Full-time	No. of people	44,361	41,116
Other employment types ⁴³	No. of people	711	312

Performance indicators	Unit	2022	2023
Employee Turnover⁴⁴			
Employee turnover rate	%	13.76	15.06
Employee Turnover Rate by Gender			
Men	%	13.44	14.81
Women	%	13.98	15.27
Employee Turnover Rate by Age			
Below 30	%	14.73	18.20
30 to 50	%	11.84	10.34
Above 50	%	16.18	13.41
Employee Turnover Rate by Region			
Asia	%	13.31	14.83
U.S.	%	23.11	18.82
Europe	%	10.92	20.05
Employee Training – Percentage of Employees Trained			
Percentage of employees trained	%	100	100
Percentage of Employees Trained by Gender			
Men	%	45.56	45.22
Women	%	54.19	54.51
Unknown	%	0.25	0.27

Performance indicators	Unit	2022	2023
Percentage of Employees Trained by Job Position			
Non-management level	%	88.92	87.23
Junior management level	%	6.11	6.80
Middle management level	%	4.11	4.78
Senior management level	%	0.86	0.99
Unknown	%	/	0.20
Employee Training – Training Hours per Employee			
Training hours per employee	Hours	57	55
Training Hours per Employee by Gender			
Men	Hours	56	55
Women	Hours	57	54
Training Hours per Employee by Job Position			
Non-management employees	Hours	58	55
Junior employees	Hours	52	63
Middle management	Hours	45	51
Senior management	Hours	27	38
Labor Diversity			
Number of senior management-women	No. of people	113	128
Percentage of senior management-women	%	29.74	31.60

Performance indicators	Unit	2022	2023
Average proportion of women in senior management in last three years	%	29.01	30.20
Percentage of women in management positions	%	/	41.02
Percentage of women in junior management positions	%	/	44.91
Percentage of women in STEM ⁴⁵ -related positions	%	/	48.33
Percentage of women in management positions in revenue-generating functions	%	/	40.53
Number of ethnic minorities employees working in Mainland China	No. of people	1,585	1,523
Employees with disabilities	No. of people	358	360
Equal Pay Indicator			
Mean gender pay gap	%	0.77	0.62
Median gender pay gap	%	1.11	0.89
Health and Safety			
Work-related Fatality and Injury⁴⁶			
Number of work-related fatalities	No. of people	0	0
Percentage of work-related fatalities	%	0	0
Lost days due to work injury	Days	705	662.5
Lost time injury rate (LTIR)	Per 200,000 hours worked	0.11	0.08
Rate of fatalities as a result of work-related injury	Per 200,000 hours worked	/	0
Social Investment			
Charity and social welfare investment	RMB	1,503,314	2,381,581

Appendix I: Index Table of ESG Report

Index Table of HKEX ESG Reporting Guide

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
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 and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Protecting Our Planet: Climate Change Protecting Our Planet: Emissions Management
KPI A1.1	The types of emissions and respective emissions data.	Protecting Our Planet: Emissions Management Performance Table
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Protecting Our Planet: Climate Change Performance Table
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Protecting Our Planet: Emissions Management Performance Table
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. (e.g., per unit of production volume, per facility).	Protecting Our Planet: Emissions Management Performance Table
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	ESG Strategy & Management: ESG Strategy Protecting Our Planet: Climate Change Protecting Our Planet: Emissions Management
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 Strategy & Management: ESG Strategy Protecting Our Planet: Emissions Management
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Protecting Our Planet: Climate Change Protecting Our Planet: Resources 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).	Protecting Our Planet: Climate Change Performance Table
KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility).	Protecting Our Planet: Resources Management Performance Table
KPI A2.3	Description of energy-use efficiency target(s) set and steps taken to achieve them.	ESG Strategy & Management: ESG Strategy Protecting Our Planet: Climate Change

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
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 Strategy & Management: ESG Strategy Protecting Our Planet: Resources Management
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Protecting Our Planet: Resources Management Performance Table
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Protecting Our Planet: Emissions Management Protecting Our Planet: Resources Management
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Protecting Our Planet: Emissions Management Protecting Our Planet: Resources Management Performance Table
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Protecting Our Planet: Climate Change
KPI A 4.1	Description of significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Protecting Our Planet: Climate Change
B. Social		
Employment and Labour 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 Community: Our Employees
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Empowering Our Community: Our Employees Performance Table
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Performance Table
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 Community: Our Workplace
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Performance Table
KPI B2.2	Lost days due to work injury.	Performance Table

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Empowering Our Community: Our Workplace
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 Community: Our Employees
KPI B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	Empowering Our Community: Our Employees Performance Table
KPI B3.2	The average training hours completed per employee by gender and employee category.	Performance Table
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 labour.	Being A Responsible Citizen: Ethics and Compliance
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Being A Responsible Citizen: Ethics and Compliance
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Being A Responsible Citizen: Ethics and Compliance
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supporting Our Customers: Sustainable Supply Chain
KPI B5.1	Number of suppliers by geographical region.	Performance Table
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.	Supporting Our Customers: 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.	Supporting Our Customers: 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.	Supporting Our Customers: Sustainable Supply Chain
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.	Supporting Our Customers: Excellent Quality
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable ⁴⁷
KPI B6.2	Number of product- and service-related complaints received and how they are dealt with.	Supporting Our Customers: Customer Services
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Supporting Our Customers: Customer Services

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
KPI B6.4	Description of quality assurance process and recall procedures.	Supporting Our Customers: Excellent Quality
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Being A Responsible Citizen: Information Security and Protection
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.	Being A Responsible Citizen: Anti-Corruption and Bribery
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.	Being A Responsible Citizen: Anti-Corruption and Bribery
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Being A Responsible Citizen: Ethics and Compliance
KPI B7.3	Description of anti-corruption training provided to board directors and staff.	Being A Responsible Citizen: Anti-Corruption and Bribery
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.	Empowering Our Community: Our Community
KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	Empowering Our Community: Our Community
KPI B8.2	Resources contributed (e.g., money or time) to the focus area.	Empowering Our Community: Our Community

Index Table of GRI Standard

Statement of Use		WuXi AppTec has reported in accordance with the GRI Standards from January 1, 2023, to December 31, 2023.		
GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	Our Business		
	2-2 Entities included in the organization's sustainability reporting	About this Report		
	2-3 Reporting period, frequency and contact point	About this Report		
	2-4 Restatements of information	About this Report		
	2-5 External assurance	Appendix IV: Independent Verification Statement		
	2-6 Activities, value chain and other business relationships	Our Business Sustainable Supply Chain Performance Table		
	2-7 Employees	Our Employees		
	2-8 Workers who are not employees	Performance Table		
	2-9 Governance structure and composition	Our Governance		
	2-10 Nomination and selection of the highest governance body	Our Governance		
	2-11 Chair of the highest governance body	Our Governance		
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance Structure Board of Directors ESG statement		
	2-13 Delegation of responsibility for managing impacts	ESG Governance Structure Board of Directors ESG statement		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Board of Directors ESG statement Our Stakeholders		
	2-15 Conflicts of interest	Anti-Corruption and Bribery		
	2-16 Communication of critical concerns	ESG Governance Structure Board of Directors ESG statement		
	2-17 Collective knowledge of the highest governance body	ESG Governance Structure		
	2-18 Evaluation of the performance of the highest governance body	Our Governance ESG Governance Structure		
	2-19 Remuneration policies		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
	2-20 Process to determine remuneration		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
	2-21 Annual total compensation ratio		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
	2-22 Statement on sustainable development strategy	ESG Strategy ESG Governance Structure		
	2-23 Policy commitments	Ethics and Compliance		
	2-24 Embedding policy commitments	Ethics and Compliance		
	2-25 Processes to remediate negative impacts	Ethics and Compliance		
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance		
	2-27 Compliance with laws and regulations	Performance Table		
	2-28 Membership associations	Sustainable Supply Chain Emissions Management		
	2-29 Approach to stakeholder engagement	Our Stakeholders		
2-30 Collective bargaining agreements		Information unavailable/ incomplete	This data is currently outside the scope of the Company's ESG data management. The Company will gradually expand the scope of the data in the future and consider disclosing this information when included.	

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Stakeholders		
	3-2 List of material topics	Our Stakeholders		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Business		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Our Business		
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change		
	201-3 Defined benefit plan obligations and other retirement plans	Our Employees		
	201-4 Financial assistance received from government		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
Market presence				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Employees		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		Information unavailable/incomplete	This data is currently outside the scope of the Company's ESG data management. The Company will gradually expand the scope of the data in the future and consider disclosing this information when included.
	202-2 Proportion of senior management hired from the local community	Our Employees		
Indirect economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
	203-2 Significant indirect economic impacts		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Anti-Corruption and Bribery		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Bribery		
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Bribery		
	205-3 Confirmed incidents of corruption and actions taken	Performance Table		
Anti-competitive behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	Anti-Corruption and Bribery		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Corruption and Bribery		
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
GRI 207: Tax 2019	207-1 Approach to tax		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
	207-2 Tax governance, control, and risk management		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
	207-3 Stakeholder engagement and management of concerns related to tax		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.
	207-4 Country-by-country reporting		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in the ESG report.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	Resources Management		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Performance Table		
	301-2 Recycled input materials used	Resources Management		
	301-3 Reclaimed products and their packaging materials		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate Change Performance Table		
	302-2 Energy consumption outside of the organization		Information unavailable/incomplete	This data is currently outside the scope of the Company's ESG data management. The Company will gradually expand the scope of the data in the future and consider disclosing this information when included.
	302-3 Energy intensity	Climate Change Performance Table		
	302-4 Reduction of energy consumption	Climate Change		
	302-5 Reductions in energy requirements of products and services	Climate Change		
Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	Resources Management		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Resources Management		
	303-2 Management of water discharge-related impacts	Emissions Management		
	303-3 Water withdrawal	Performance Table		
	303-4 Water discharge	Performance Table		
	303-5 Water consumption	Performance Table		
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Emissions Management		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
	304-2 Significant impacts of activities, products and services on biodiversity	Emissions Management		
	304-3 Habitats protected or restored	Emissions Management		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change Emissions Management		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Performance Table		
	305-2 Energy indirect (Scope 2) GHG emissions	Performance Table		
	305-3 Other indirect (Scope 3) GHG emissions	Performance Table		
	305-4 GHG emissions intensity	Performance Table		
	305-5 Reduction of GHG emissions	Climate Change		
	305-6 Emissions of ozone-depleting substances (ODS)	Performance Table		
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Performance Table		
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	Emissions Management		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Emissions Management		
	306-2 Management of significant waste-related impacts	Emissions Management		
	306-3 Waste generated	Performance Table		
	306-4 Waste diverted from disposal		Information unavailable/incomplete	This data is currently outside the scope of the Company's ESG data management. The Company will gradually expand the scope of the data in the future and consider disclosing this information when included.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 306: Waste 2020	306-5 Waste directed to disposal		Information unavailable/incomplete	This data is currently outside the scope of the Company's ESG data management. The Company will gradually expand the scope of the data in the future and consider disclosing this information when included.
Supplier environmental assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain		
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain		
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Employees		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Table		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Employees		
	401-3 Parental leave	Our Employees		
Labor/management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Employees		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Our Employees		
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Workplace		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our Workplace		
	403-2 Hazard identification, risk assessment, and incident investigation	Our Workplace		
	403-3 Occupational health services	Our Workplace		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Our Workplace		
	403-5 Worker training on occupational health and safety	Our Workplace		
	403-6 Promotion of worker health	Our Workplace		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Workplace		
	403-8 Workers covered by an occupational health and safety management system	Our Workplace		
	403-9 Work-related injuries	Performance Table		
	403-10 Work-related ill health	Performance Table		
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Employees		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Performance Table		
	404-2 Programs for upgrading employee skills and transition assistance programs	Our Employees		
	404-3 Percentage of employees receiving regular performance and career development reviews	Our Employees		
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Employees		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our Employees		
	405-2 Ratio of basic salary and remuneration of women to men	Our Employees		
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Employees		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Our Employees		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Freedom of association and collective bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Compliance		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Ethics and Compliance		
Child labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Compliance		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics and Compliance		
Forced or compulsory labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Compliance		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics and Compliance		
Security practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Sustainable Supply Chain		
Rights of indigenous peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Employees		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Community		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
	413-2 Operations with significant actual and potential negative impacts on local communities		Not applicable	
Supplier social assessment				

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain		
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain		
Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	The Company's Code of Business Conduct is clearly defined, so there is no monetary contribution to political campaigns or organizations, lobbyists and other tax-exempt groups whose role is to influence political campaigns or legislation. In 2023, our related monetary contributions were 0.
GRI 415: Public Policy 2016	415-1 Political contributions		Not applicable	
Customer health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Excellent Quality		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Excellent Quality		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Excellent Quality		
Marketing and labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics	Customer Services		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Customer Services		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Customer Services		
	417-3 Incidents of non-compliance concerning marketing communications	Performance Table		
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Information Security and Protection		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Protection		

TCFD Recommendation Index

TCFD Pillar	Recommended Disclosures	Chapter
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	About WuXi AppTec: Our Stakeholders ESG Strategy Protecting Our Planet: Climate Change
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	About WuXi AppTec: Our Governance ESG Strategy & Management: ESG Governance Structure Protecting Our Planet: Climate Change
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Protecting Our Planet: Climate Change
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Protecting Our Planet: Climate Change
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario.	Protecting Our Planet: Climate Change
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Protecting Our Planet: Climate Change
	b) Describe the organization's processes for managing climate-related risks.	About WuXi AppTec: Our Stakeholders Protecting Our Planet: Climate Change
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Protecting Our Planet: Climate Change
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Protecting Our Planet: Climate Change
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Protecting Our Planet: Climate Change
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	2023 ESG Performance and Highlights Protecting Our Planet: Climate Change

SASB Index

Topic	Metric	Code	Chapter
Drug Safety	(1) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	Not applicable
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Performance Table
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 Community: Our Employees
	(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 Community: Our Employees Performance Table
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	Being A Responsible Citizen: Anti-Corruption and Bribery

SDGs Index

Relevant SDGs	Action-Involving Chapter
	Empowering Our Community
	Empowering Our Community
	Empowering Our Community
	Protecting Our Planet
	Protecting Our Planet
	Being A Responsible Citizen
	Supporting Our Customers

Appendix II: List of Internal Policies

Internal Policies	Chapter
WuXi AppTec Co.,Ltd. Articles of Association	About WuXi AppTec: Our Governance
Board Diversity Policy	
WuXi AppTec Information Disclosure Policy	About WuXi AppTec: Our Stakeholders
ESG Committee Charter	ESG Strategy & Management
Code of Business Conduct	Being A Responsible Citizen: Ethics and Compliance
Supplier Code of Conduct	
WuXi AppTec Reporting and Investigation Management Procedure	
Anti-Corruption Policy of WuXi AppTec	
WuXi AppTec Integrity Requirements and Code of Conduct for Management	Being A Responsible Citizen: Anti-Corruption and Bribery
WuXi AppTec Information Security Risk Assessment Management Program	Being A Responsible Citizen: Information Security and Protection
WuXi AppTec Information Security Incident Management Program	
WuXi AppTec Employee Information Security Code of Conduct Management Program	
WuXi AppTec Data Security and Personal Information Protection Management Program	
WuXi AppTec Data Backup and Recovery Management Regulation	

Internal Policies	Chapter
Measures of WuXi AppTec Customer Service	Supporting Our Customers: Customer Services
Responsible Marketing Policy	
Reporting on Combatting Climate Change	Protecting Our Planet: Climate Change
Climate Policy	
Environmental Policy	Protecting Our Planet: Resources Management
Diversity, Equity & Inclusion Policy	Empowering Our Community: Our Employees
Employee Development Policy	
Environmental, Health and Safety Policy	Empowering Our Community: Our Workplace
Position on Environmental, Health and Safety Management	
Contractor Safety Management System	
EHS Training and Assessment Management System	
Chemical Safety Management System	
EHS Accident Report and Investigation Management System	
Measures for Management of Safety Risk Assessment	Empowering Our Community: Our Community
Management Measures for Occupational Exposure Band and Protection of Compounds	
The Grant and Sponsorship Management Policy of WuXi AppTec	

Appendix III: List of Notes

- 1 ATU: Advanced Therapies Unit
- 2 DDSU: Domestic Discovery Service Unit
- 3 CTDMO: Contract Testing, Development and Manufacturing Organization
- 4 Exhibit 2: Not Independent of Management, <https://www.msci.com/documents/1296102/34424357/MSCI+ESG+Ratings+Methodology+-+Board+Key+Issue.pdf/01ddf79e-9db3-e785-9c61-cedc033a9ede?t=1666182592028>
- 5 Exhibit 3: Not Independent of Other Interests, <https://www.msci.com/documents/1296102/34424357/MSCI+ESG+Ratings+Methodology+-+Board+Key+Issue.pdf/01ddf79e-9db3-e785-9c61-cedc033a9ede?t=1666182592028>
- 6 Including life science and chemistry
- 7 The number of material issues in 2022 was 21, and we updated to 15 material issues in 2023. We added "Ethics and Compliance", "Waste Management", and "Talent Recruitment and Retention", deleted "Risk Management", "ESG Strategy", "Responsible Marketing", "Intellectual Property Protection", "Emissions Management", "Compensation, Benefits and Well-being", "Industry-wide Collaboration", "Capacity and Capabilities Enhancement" and "Health Popularization" from material issues in 2022, revised "Anti-Corruption and Bribery", "Diversity, Equity and Inclusion", "Sustainable Supply Chain", and "Product and Service Quality"
- 8 Refer to members in the key management team
- 9 GCP: Good Clinical Practice
- 10 ICH-GCP: The Good Clinical Practice Guideline under the International Council on Harmonisation
- 11 GLP: Good Laboratory Practice
- 12 "Minimum necessary" standard refers to the collection of data and information shall be adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed
- 13 The quality standards include but are not limited to GMP, GLP, GCP, ISO 9001, ISO 13485, or other equivalent standards
- 14 GMP: Good Manufacturing Practice
- 15 Supplier desk assessment tools: A market research activity, which is relative to on-site assessment, collects necessary information and carries out verification and evaluation.
- 16 CAPA: Corrective Action and Preventive Action
- 17 COP 28: The 28th session of the Conference of the Parties to the UNFCCC
- 18 IEA: International Energy Agency
- 19 NZE 2050: the Net Zero Emissions by 2050 Scenario
- 20 RCP: Representative Concentration Pathway
- 21 STEPS: the Stated Policies Scenario
- 22 Scenarios: The parameters and their definitions are cited from the IPCC's Fifth Assessment Report, the Special Report: Special Report on the Ocean and Cryosphere in a Changing Climate and the Global Energy and Climate Model Documentation-2023 by IEA up to October 2023
- 23 Scope 1: Stationary sources (e.g., diesel generators, natural gas, etc.), mobile sources (e.g., owned vehicle, etc.), fugitive emissions (e.g., refrigeration and air-conditioning equipment, fire suppressant, septic tank etc.) and other production support facilities
- 24 Scope 2: Procurement of electricity and steam
- 25 Scope 3: Upstream transportation, employee commuting, business travel, upstream leased assets, downstream leased assets and waste generated in operations. For the accuracy

of our Scope 3 emissions, we calculated the Scope 3 emissions including upstream transportation, employee commuting, and upstream leased assets in reference with the UK Government GHG Conversion Factors for Company Reporting

26 EEI: Energy Efficiency Index

27 HVAC: Heating, ventilation, and air conditioning system

28 WWTP: Wastewater Treatment Plant

29 COD: Chemical Oxygen Demand

30 API: Active Pharmaceutical Ingredients

31 RTO: Regenerative Thermal Oxidizers

32 VOCs: Volatile Organic Compounds

33 LEV: Local Exhaust Ventilation

34 Rare Diseases: According to the World Health Organization (WHO), rare diseases are defined as diseases that affect 0.65 to 1 per 1,000 of the total population

35 All data by revenue in the performance table of this report is based on the major business revenue of WuXi AppTec in 2023 which can be found in our 2023 financial report

36 Energy Consumption: Calculation of energy consumption of operations in China by reference to the General Principles of Comprehensive Energy Consumption Calculation (GB2589-2020) issued by the State Administration for Market Regulation and the Standardization Administration of China. Calculation of energy consumption of operations oversea by reference to U.S. Environmental Protection Agency issued Emission Factors for Greenhouse Gas Inventories – 2021

37 Green House Gas Emissions: Calculation of greenhouse gas emissions of operations in China by reference to the National Development and Reform Commission of the People's Republic of China issued Industrial Companies in Other Industries in Greenhouse Gas Emissions Accounting Methods and Reporting Guidelines, the national grid average emission factors (Trial) published by the Ministry of Ecology and Environment of the People's Republic of China, the 2006 IPCC national greenhouse gas inventory guide and the Sixth Assessment Report (AR6) released by the Intergovernmental Panel on Climate Change (IPCC). Calculation of greenhouse gas emissions of operations oversea by reference to U.S. Environmental Protection Agency issued Emission Factors for Greenhouse Gas Inventories – 2021 and Intergovernmental Panel on Climate Change (IPCC) released the 2006 IPCC national greenhouse gas inventory guide

38 The scope of data coverage this year is expanded compared with 2022. Additional information, including sources of fugitive emissions such as the use of refrigeration and air-conditioning equipment, the use of fire suppressant and the treatment volume of septic tank, is used to calculate CO₂, CH₄ and HFCs emissions

39 Total number of Supplier: The change of the data in 2022 is due to the update of the scope of data

40 Total number of employees: The scope of data is the same as the financial report

41 Unknown: Some employees are not willing to define their gender

42 Unknown: Some employees are not willing to disclose their age

43 Other employment types: mainly include interns and temporary employees. The change of the data in 2022 is due to the update of the scope of data

44 Employee Turnover: The change of the data in 2022 is due to the update of the scope of data

45 STEM: science, technology, engineering, mathematics

46 Work-related Fatality and Injury: The number and percentage of work-related fatalities are 0 in the past three years

47 KPI B6.1: This Key Performance Index is not applicable to the Company, thus it has not been disclosed

Appendix IV: Independent Verification Statement

Independent Verification Statement



To the management and stakeholders of WuXi AppTec,

TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch (hereinafter referred to as "TÜV SÜD") has been engaged by WuXi AppTec Co., Ltd. (hereinafter referred to as "WuXi AppTec" or "the Company") to perform an independent third-party verification on "WuXi AppTec 2023 Environmental, Social and Governance Report" (hereinafter referred to as "the Report"). During this verification, TÜV SÜD's verification team strictly abided by the contract signed with WuXi AppTec and provided verification regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Verification Statement is based on the data and information collected by WuXi AppTec and provided to TÜV SÜD. The scope of verification is limited to the given information. WuXi AppTec shall be held accountable for authenticity and completeness of the provided data and information.

Scope of Verification

Time frame of this verification:

- The Report contains the data disclosed by WuXi AppTec during the reporting period from January 1st, 2023 to December 31st, 2023, including economic, environmental and social related information and data, methods for management of substantial issues, actions/measures and the Company's sustainability performance during the reporting period.

Physical boundary of this verification:

- The verification takes the on-site form, and the physical scope selected is located at No.388 Haifa Road, Chengdu Cross-Strait Science & Technology Industrial Development Park, Wenjiang District, Chengdu, Sichuan, China, 1318 Wuzhong Avenue, Wuzhong District, Suzhou, Jiangsu, China, 8 Xinrui Road, Xin Wu District, Wuxi, Jiangsu, China, 288 Fute Zhong Road Waigaoqiao Free Trade Zone, Pudong New Area, Shanghai, China.

Scope of data and information for the verification:

- The scope of the verification is limited to the data and information of WuXi AppTec and its subsidiaries covered by the Report.

The following information and data are beyond the scope of this verification:

- Any information and contents beyond the reporting period of this Report; and
- The data and information of WuXi AppTec's suppliers, partners and other third parties; and
- The financial data and information disclosed in this Report that have been audited by an independent third party are not verified again herein.

Limitations

- The verification process is conducted in the above scope and place. Sampling and verification are adopted for the data and information in the Report by TÜV SÜD, and only the stakeholders within the organization are interviewed; and
- The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before January 1st, 2023 are beyond the scope of this verification.

Basis for the Verification

Independent Verification Statement



This verification process was conducted by TÜV SÜD's expert team with extensive experience in the economic, environmental and social related areas and drew the conclusions thereof. The verification conforms to the following standards:

- AA1000AS v3, Type 2 Engagement and High level Assurance
- TÜV SÜD Procedure of Verification on Sustainability Report

In order to perform adequate verification in accordance with the contract and provide reasonable verification for the conclusions, the verification team conducted the following activities:

- Preliminary investigation of the relevant information before the verification;
- Confirmation of the presence of the topics with high level of materiality and performance in the Report;
- On-site verification of all supporting documents, data and other information provided by WuXi AppTec; tracing and verification of key performance information;
- Special interview with the representative of WuXi AppTec's board of directors; interviews with the employees related to collection, compilation and reporting of the disclosed information; and
- Other procedures deemed necessary by the verification team.

Verification Conclusions

According to the verification, we believe the Report adheres to the requirement of AA1000AS v3.

The verification team has drawn the following conclusions on this Report:

Inclusivity	WuXi AppTec fully identifies the organization's internal and external stakeholders, such as government agencies, management, customers, shareholders and investors, employees, suppliers, partners, local communities and the general public, etc., and establishes a stakeholder communication mechanism to regularly collect the real demands of stakeholders.
Materiality	WuXi AppTec has established a process for prioritizing material issues, identified and prioritized sustainability issues of high relevance to the industry, disclosed strategies, management actions and performance data in the Company's sustainability management and operations processes, and reported materially.
Responsiveness	Focusing on topics of concern to stakeholders, WuXi AppTec has clearly disclosed its approach and performance in managing major issues in the areas of ethics and compliance, anti-corruption and bribery, information security and protection, climate change, products and services quality, occupational health and safety, talent recruitment and retention, etc. and has established a grievance mechanism to adequately respond to stakeholder requests and expectations.
Impact	WuXi AppTec has established an ESG Committee at the Board level to study the Company's sustainability strategy, identify significant climate change risks, develop risk management measures, regularly monitor sustainability performance, and monitor and evaluate the economic, environmental and social impacts of its business activities.

Recommendations on Continuous Improvement

- It is recommended that the Company continue to implement the low-carbon development strategy, and more directly reflect the impact of climate change on the Company's business.

Independent Verification Statement



Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specialises in testing, certification, auditing and advisory services. Since 1866, TÜV SÜD has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. TÜV SÜD has been committed to sustainable development and actively promotes environmental protection related projects. Over the years, TÜV SÜD has been actively expanding its performance in energy management, renewable resources, and electric automobiles, etc., helping its customers meet sustainable development needs.

TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch is one of TÜV SÜD 's global branches and has an expert team whose members have professional background and rich industrial experiences.

TÜV SÜD and WuXi AppTec are two entities independent of each other and both TÜV SÜD and WuXi AppTec and their branches or stakeholders have no conflict of interest. No member of the verification team has business relationship with the Company. The verification is completely neutral. All the data and information in the Report are provided by WuXi AppTec. TÜV SÜD has not been involved in preparation and drafting of the Report, except for the verification itself and issuance of the verification statement.

Signature:

On Behalf of TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch

Zhu Wenjun

TÜV SÜD Sustainability Authorized Signatory Officer

March 8th, 2024

Shanghai, China



Note: In case of any inconsistency or discrepancy, the simplified Chinese version "Independent Verification Statement CN" of this verification statement shall prevail, while the English translation is used for reference only.