



2024

Environmental, Social and Governance Report

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About This Report



Overview

This report is the seventh 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 1st, 2024, to December 31st, 2024 (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 [Appendix C2 of The Listing Rules-Environmental, Social and Governance Reporting Code](#) of the Stock Exchange of Hong Kong Limited (hereinafter referred to as the "Hong Kong Stock Exchange") and the [Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies-Sustainability Report \(Trial\)](#) issued by the Shanghai 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 \(GRI Standards\)](#), and aligns with the [United Nations Sustainable Development Goals \(UN SDGs\)](#). We also take into account the relevant requirements set forth by 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 cover the Company and its subsidiaries, consistent with the annual report. All the information and data disclosed in the report cover the Company's statistical reports and relevant documents. The Board of 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. Shanghai Branch to provide an attached independent verification statement for this report. Please see Appendix IV for details.



Report Language

The report is presented 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 April 3rd, 2025 after confirmation by the ESG Committee.

Message from the Chairman and CEO



Dear Stakeholders,

I am proud to share this year's Environmental, Social and Governance (ESG) Report.

Doing the right thing for patients is the cornerstone of WuXi AppTec ESG initiatives. Everything we do is driven by our commitment to enabling innovation for a healthier world. This guided us in 2024 as we continued to strengthen our CRDMO platform, support over 6,000 global customers' life-saving work, and deliver benefits to patients in need.

Over the past year, we have achieved meaningful progress in sustainability and social responsibility. Compared to our 2020 baseline, we reduced our carbon emissions intensity by 12.15%, and lowered water usage intensity by 36.10%. We continue to embrace the adoption of green technologies like continuous manufacturing and enzyme technology, which minimize the use of chemicals in our R&D and manufacturing processes. Additionally, WuXi AppTec hosted inspiring global forums and innovation days around the world, bringing together leading voices to share insights and advance healthcare solutions for patients worldwide. We also contributed to collective efforts to shape a more sustainable way of doing business by joining the United Nations

Global Compact (UNGC) and the Pharmaceutical Supply Chain Initiative (PSCI), as well as submitting our science-based targets (commitments to reduce absolute carbon emissions in line with climate science) to the Science Based Targets Initiative (SBTi).

WuXi AppTec's progress has been recognized by major global ESG rating agencies, including MSCI, EcoVadis, CDP, S&P Global, Morningstar Sustainalytics, FTSE, and ISS. These honors further inspire our commitment to embedding ESG practices in our culture, strategic planning, and daily operations.

I invite you to explore this report to learn more about our ESG strategy and vision. Together, 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

2024 ESG Highlight Performance

Reduced

36.10%

water usage intensity compared to the 2020 baseline

89%

of main operational sites obtained ISO 14001 Environmental Management System certification

89%

of main operational sites obtained ISO 45001 Occupational Health and Safety Management System certification

89%

of main operational sites obtained ISO/IEC 27001 Information Security Management System certification

Joined the United Nations Global Compact to support its ten sustainability principles

100%

compliance with internal and external business ethics audit requirements

98%

customer satisfaction rate

Global CRDMO Company of the Year by Frost & Sullivan for the eighth consecutive year

Became a Supplier Partner of the Pharmaceutical Supply Chain Initiative

802 quality audits and inspections by global customers and regulatory authorities

100% compliance with the requirements

Successfully established 3,000 health stations from 2022 to 2024

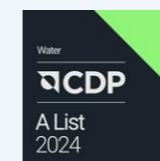
2024 ESG Rating Performance



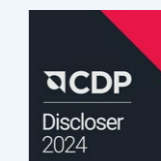
Received an **"AA"** rating for four consecutive years



First **Gold Medal** awarded in 2024 EcoVadis sustainability rating



First achieved a leadership level of **"A"** in 2024 CDP Water Security rating



Achieved a leadership level of **"A-"** in the CDP Climate Change rating for three consecutive years

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

Included in the **Dow Jones Sustainability Index (DJSI)** for four consecutive years



Awarded as **Industry and Regional Top-Rated Company** for three consecutive years by Morningstar Sustainalytics



FTSE4Good

Included in the **FTSE4Good index series** for two consecutive years



First awarded **"Prime"** Status in ISS ESG Corporate Rating

About WuXi AppTec

- Our Governance



As a global company with operations across Asia, Europe, and North America, WuXi AppTec provides a broad portfolio of R&D and manufacturing services that enable the global pharmaceutical and life sciences industry to advance discoveries and deliver groundbreaking treatments to patients. Through its unique business models, WuXi AppTec's integrated, end-to-end services include chemistry drug CRDMO¹, biology discovery, preclinical testing and clinical research services, helping customers improve the productivity of advancing healthcare products through cost-effective and efficient solutions. WuXi AppTec's open-access platform is enabling more than 6,000 customers from over 30 countries to improve the health of those in need – and to realize the vision that "every drug can be made and every disease can be treated".

WuXi Chemistry

Providing services for chemistry drug development from discovery, through preclinical and clinical stages, to commercial manufacturing, offering an integrated, end-to-end solution, meeting any material requirement at any scale, covering all categories for all synthetic molecular modalities, including small molecules, oligonucleotides, peptides and related chemistry conjugates, as well as supporting the formulation business for various chemical drugs.

WuXi Testing

Providing seamless drug testing services from preclinical testing to clinical trials, covering laboratory testing service, clinical CRO service, and site management organization service, accelerating the research and development process.

WuXi Biology

Providing a full spectrum of biology services and solutions that support various biological research and testing projects, from target discovery to candidate selection and optimization, and into the clinic, for different target classes and molecular types.

Others

Comprising the non-core business, as well as income from administrative services, etc.

Information on our financial performance and innovation & development can be found in our 2024 Annual Report.



Our Governance

Our Commitment

A robust governance structure is the foundation for sustainable corporate development. WuXi AppTec is firmly committed to continuing to foster accountability among the Board and senior management, while promoting transparency through responsible corporate governance that aligns with our core values. We firmly believe that corporate governance best practices ensure accountability, protect the interests of our shareholders, and enhance the overall corporate value.

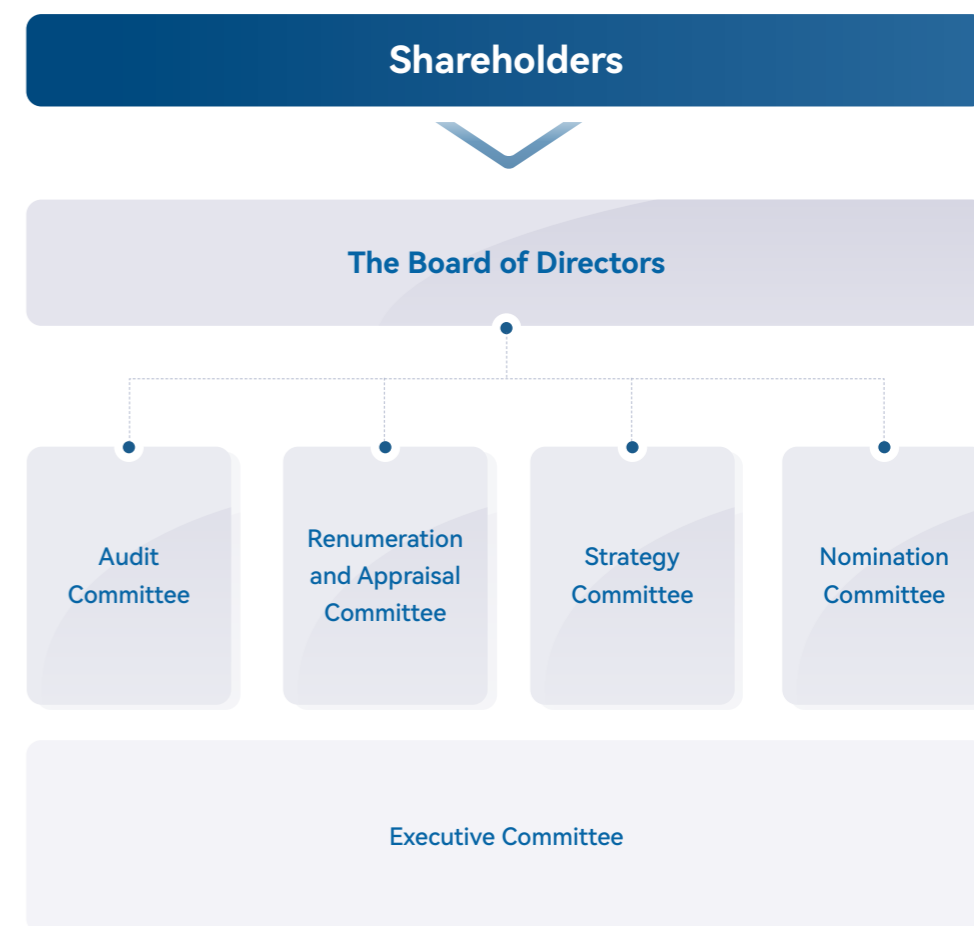
Corporate Governance

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 on the Hong Kong Stock Exchange website or access the [WuXi AppTec Co., Ltd. Articles of Association](#) on our website.

We have established an Executive Committee that assumes responsibility for operational management, encompassing decision-making on sustainability-specific matters, monitoring business performance, implementing the Company's strategic plan, and providing regular reports to the Chief Executive Officer.



Corporate Governance Structure

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 a three-year term. 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.

In selecting individuals to serve on the Board, we aim to enhance cognitive diversity to optimize board performance. We have implemented the [Board Diversity Policy](#) that aligns with the [WuXi AppTec Co., Ltd. Articles of Association](#) and other relevant regulations. Our selection criteria encompass a range of diversity metrics, including but not limited to gender, age, cultural background, and ethnicity. In addition, we give careful consideration to factors such as educational background, professional experience, skills, knowledge, and director tenure, ensure a balanced approach.

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 knowledge and expertise within our Board.

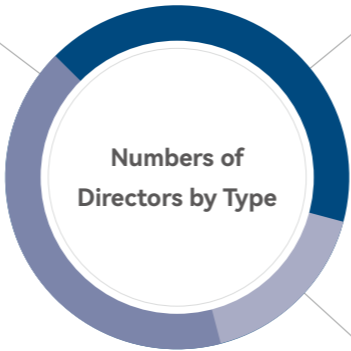
We are dedicated to continuously enhancing the effectiveness of the Board through ongoing board training and development initiatives. All Directors are encouraged to participate in compliance trainings covering the operating rules in the securities market, corporate policies and codes of conduct. During the Reporting Period, the Board of Directors attended a total of 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.

During the Reporting Period, the average attendance rate of board members was

100 %

Independent Non-executive Directors, 5

41.67%



Executive Directors, 5

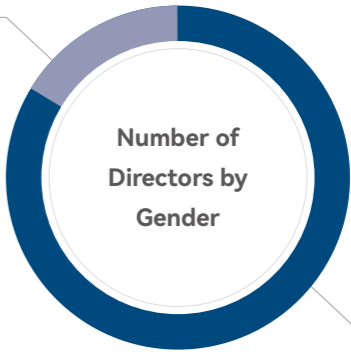
41.67%

Non-executive Directors, 2

16.66%

Female, 2

16.67%



Male, 10

83.33%

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

Information Table of Directors

Risk Management

Risk Governance

At WuXi AppTec, risk management is deeply integrated into our operation and engages different management levels. Our risk governance structure fosters cross-functional collaboration to bolster the Company's development while upholding the independence of our business units. This structure facilitates unbiased risk monitoring and control, ensuring an impartial approach that prioritizes the long-term stability and growth of the organization.

- ④ 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.
- ④ The Executive Committee is responsible for the overall risk management, encompassing risk assessment and resource allocation, and supervises key risk management from the operational level.
- ④ The business units and operation units are responsible for the implementation of risk management, including the identification and report of risk categories, tracking progress in risk management, and the implementation of corresponding measures for risk control.

Under the robust risk governance at WuXi AppTec, we cultivate a shared understanding of risk management, emphasizing the principle that everyone is responsible. We integrate key performance indicators (KPIs) related to risk management of compliance, occupational health and safety (OHS), human rights, and more into individual performance review.

Risk Management Process

By optimizing risk management processes to control and mitigate risks, the Company can enhance decision-making and foster stability and growth within our business. WuXi AppTec establishes a risk management process to identify risks across the organization, analyze and assess the risk impact, and implement the appropriate mitigations and controls to ensure that the risk appetite is respected. The framework helps to integrate an approach to navigate the complex landscape of risks and achieve strategic business objectives.

• Risk Identification



At WuXi AppTec, risk management is specified as a fundamental element in every business process. Every business unit and operation unit bears their responsibility for risk identification in their daily operations. Leveraging our Risk Management System (RMS), risks are constantly monitored at site level, generating documentation and evidence for the company-wide risk identification. In our annual risk identification process, risk owners identify all major existing or potential risks of compliance, operations and business continuity by using a company-wide risk taxonomy, aligning with the nature of the business and experts' insights. Once the company-wide risks are determined and defined, the risk owners report the identified risks to the Executive Committee for further analysis and assessment.

• Risk Analysis and Assessment

To guarantee thorough and resilient risk management and to provide prompt support and resources, the Executive Committee performs risk assessments at least twice a year, supplemented by risk analyses once triggered by legal and regulatory modifications as well as project initiations. We actively assess the likelihood of each risk, and evaluate its potential financial and non-financial impact on staff, facilities, systems and business under extreme scenarios using stress testing, and cross testing, among others., to determine the priority of each risk. Further, the Company conducts research on external industry dynamics and policy changes, such as emerging regulations and policies, and consults external experts to ensure our risk analysis and assessment are timely updated. In addition, both internal and external audits are conducted periodically to maintain the objectivity and reliability of our risk assessment.

• Risk Mitigation and Control

Based on the results of risk assessments, we established effective resource allocation, risk mitigation and control processes at the site level, business or operation unit levels to ensure that risk thresholds for the specified risk appetite are upheld throughout the organization. The responsibilities for overall risk control are assigned to at least one individual in each operational site. Various risk response drills are conducted on an annual basis at all main operational sites and a recovery plan is in place to facilitate seamless implementation of emergency response measures, thereby enhancing the overall business continuity capability.

Risk Type	Risk Definition	Risk Assessment		Mitigation Approach
		Risk Probability	Risk Impact	
<div></div> <div>Cybersecurity risks due to increasing reliance on digital technology</div>	Cybersecurity risks may come from external malicious attacks and accidental action by an employee. Cyberattacks and information leakage may impact the Company's reputation and cause financial losses.	The probability of cybersecurity risks will increase as the industry demands greater efficiency and digitization.	Malicious attacks could have impact on the infrastructure and facilities of the Company. There is a risk of causing inconveniences for customers, which could affect partnerships.	The Company has established a comprehensive cybersecurity management structure based on ISO/IEC27001 Information Security Management System, and conduct annual IT audits to identify potential risks. Also, we continuously enhance our cybersecurity technologies and infrastructures. Please see the chapter Information Security and Protection for details.
<div></div> <div>Supply chain risks</div>	Raw material supply shortage may result in delay for goods deliverable. Supply chain risks can also come from suppliers with high sustainability risks, resulting in reputation damage to the Company.	With the expansion of our business, supply chain risks are expected to grow as companies outsources products and services.	Supply chain risks could compromise the Company's supply chain stability, affecting the production and the delivery efficiency.	We have deployed a dual-sourcing approach with effective contingency plans and mitigation controls in place. We have also conducted stress tests and maintained safety stock for all key raw materials to ensure the reliability and safety of our products and services. In addition, we keep monitoring and auditing sustainability risks within the supply chain to secure supply chain quality and continuity. Please see the chapter Sustainable Supply Chain for more details.

Examples of Major Risk Management

Additionally, we place particular emphasis on protecting our Company against emerging risks in an ever-changing world. We constantly monitor and review the effectiveness of our initiatives to address emerging risks. For example, we continue to monitor physical risks of climate change and its impact on our operations, and have implemented systematic mitigation and control measures to improve resilience. Furthermore, recognizing the financial implications of carbon pricing mechanisms on our business, we closely monitor our carbon management practices and take proactive steps to mitigate potential risks. Please see the chapter [Climate Change](#) for details.

Physical Risks of Climate Change

With the rising frequency of nature disasters and extreme weather events, the physical risks associated with climate change are likely to increase the likelihood of the Company's business and logistics continuity risk on a broader scale. This necessitates the Company to increase investments in the development and implementation of mitigation measures, leading to a rise in operational costs.

We take physical risks of climate change into consideration during the stage of new site planning, aiming to expand our property in areas with lower physical risks. During the construction of new sites, we strive to apply materials and designs that help to enhance the preparedness of the property. In our daily operations, we have established a robust Business Continuity Management System (BCMT), with Business Continuity Plan (BCP) and Disaster Recovery Plan (DRP) in place for all operational sites, including establishing geographically diverse backup sites to ensure operations can continue in the event of regional disruptions. Additionally, we purchase insurance for our operational sites to provide financial support for rapid recovery. Furthermore, we regularly conduct emergency drills to enhance our ability to respond to operational disruption risks.

Financial Risks of Increase in Carbon Price

Financial risks of carbon-related expenses stem from global and regional carbon pricing systems. The EU's Carbon Border Adjustment Mechanism (CBAM) and similar carbon pricing schemes, aimed at encouraging low-carbon transitions, could impose financial burdens on the global production and operations, particularly in markets such as the EU.

As global and regional carbon pricing systems are likely to expand to cover additional industries, our supply strategy is facing new challenge. The Company may encounter heightened costs in sourcing raw materials and capital goods from regions with stringent carbon regulations. Furthermore, customer demands for reductions in carbon-related expenses may further strain the Company financially, requiring the Company to transition to low-carbon operations. This transition will require substantial investments in carbon reduction measures to meet customers' decarbonization requirements. While this may have financial implications for the Company, it simultaneously creates operational opportunities.

We take proactive measures to foster low-carbon sustainable growth. During the Reporting Period, we have submitted our science-based targets to the [SBTi](#) for validation, helping to meet global and regional carbon-related standards. We enhance energy and resource efficiency throughout our operations to lower carbon emissions and reduce overall energy costs. In addition, we expedite the adoption of renewable energy solutions to reduce our exposure to carbon pricing mechanisms.

Risk Training and Communication

The key to successful risk management is our people. Their risk culture, perception, attitude, engagement, behavior and actions, with respect to risk management, will make or break the success of the Company's risk management. We provide comprehensive training sessions and drills to employees at multiple levels across relevant departments on a regular basis to ensure the response capability and efficiency of risk management practices. We also provided specialized training on risk management for non-executive Directors, enhance their awareness and recognition, ensuring that they have the capacity to make decision on various risks as an independent role and stay abreast of the updated risk management practices.

For risk monitoring and review, we have established a company-wide risk management platform to identify and communicate the risks within the Company. The lessons learned could enhance our risk awareness and promote the sharing of risk management expertise and knowledge within the Company. We also actively engage employees in fostering risk culture. The Company has 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, in collaboration with the dedicated departments, identifies the reported issue and continuously improves the risk management practices. This proactive approach provides insights that enable us to manage risks preemptively before they become critical issues. We offer recognition, rewards and promotion to employees who make substantia contributions to risk identification and management.





ESG Strategy and Management

- ESG Governance
 - ESG Management
 - Materiality Assessment
-



ESG Governance

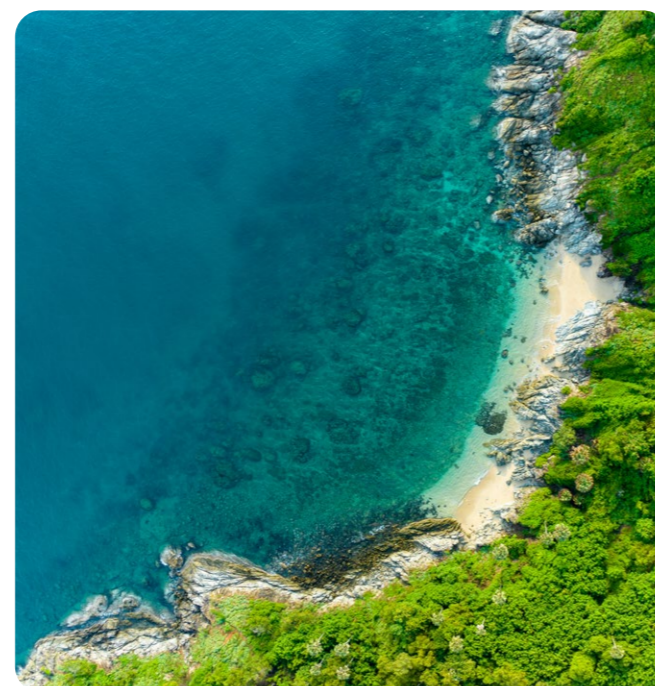
ESG Governance Structure

With a comprehensive ESG governance structure as the cornerstone, we have effectively embedded ESG management strategies into our business operation. In accordance with the [ESG Committee Charter](#) (hereinafter referred to as the [Charter](#)), the ESG Committee is responsible for overseeing and managing our ESG strategies, policies, and performance, providing regular reports to the Board of Directors. The [Charter](#) outlines the ESG Committee's structure, procedural rules, responsibilities, and authorities, furnishing institutional guidance for overseeing, implementing, and advancing ESG-related initiatives. Additionally, we have established an ESG Office to execute the action plans, and coordinate the ESG working group to collectively implement our ESG initiatives.

The Company regularly convenes ESG Committee meetings to monitor and assess the implementation of ESG strategies, reviewing key priorities and progress on ESG initiatives. During the Reporting Period, the ESG Committee conducted 4 meetings to review newly introduced ESG policies, material issues, attainment of environmental goals (including targets related to energy consumption, carbon emissions, waste management, water resources, etc.), and other critical ESG matters. Furthermore, we provided annual ESG training to all employees to enhance their comprehension of the Company's ESG management strategies and associated initiatives.

In addition, WuXi AppTec employs quantitative metrics to measure the effectiveness of its ESG management strategies, validated by an independent third party to ensure comprehensiveness and accuracy. Since 2020, pertinent quantitative ESG indicators,

including ratings from independent third-party ESG agencies, have been incorporated into the evaluation criteria for the ESG executive management team's compensation structure. In line with internal policies, we evaluate the performance of the management team against the progress of our ESG commitments and goals on an annual basis, acknowledging their contributions to WuXi AppTec's ESG development through incentive mechanisms.



Board of Directors

- Monitor, direct, and review the Company's ESG initiatives.
- Delegate authority to the ESG Committee for the management of ESG-related strategies, target-setting, policy formulation, and overall implementation.



ESG Committee

- Supervise the formulation of the Company's ESG vision, strategies, and policies.
- Supervise the implementation of the Company's ESG vision and strategies.
- Supervise the expenditure on related ESG work.
- Supervise ESG external communication policies.



ESG Office and ESG Working Group

- Assist the ESG Committee with formulating the Company's ESG vision, strategies, policies, and ESG management goals.
- Collect, summarize and disclose ESG performance with indicators and initiatives.
- Promote the implementation of ESG projects and build the Company's exclusive ESG brand.



Relevant Department

- According to responsibilities and authorities, implement the relevant policies and programs to achieve the ESG goals.

Board of Directors ESG Statement



Responsibilities of the Board of Directors

The Board of Directors is accountable for overseeing, guiding, and reviewing WuXi AppTec's ESG initiatives. The Board delegates authority to the ESG Committee to manage ESG-related strategies, set targets, develop policies, and ensure overall implementation. The ESG Committee is composed of a minimum of four members, with at least one director. Committee members are nominated by the Chairman and subsequently elected the Board of Directors.



Priority ESG Topics

WuXi AppTec actively identifies, assesses, and addresses key ESG issues raised by stakeholders. We have established transparent and reliable communication channels and feedback mechanisms with diverse stakeholders. Additionally, the Company has engaged an independent third party to conduct annual materiality assessment to better understand stakeholder concerns and expectations.



ESG Risk Management

To preemptively tackle potential risks that may hinder WuXi AppTec's sustainable development, the Board of Directors assumes accountability for overseeing and directing ESG management policies and strategies. This involves assessing sustainability risks and opportunities, integrating ESG priorities throughout all aspects of our business, and implementing our ESG management strategies effectively.



ESG Transaction Execution

The ESG Committee meets at least four times annually to discuss and review ESG objectives, ESG performance, and new ESG trends. The Committee coordinates resources within the Company to support the implementation of ESG plans and submits any proposed actions to the Board for approval.

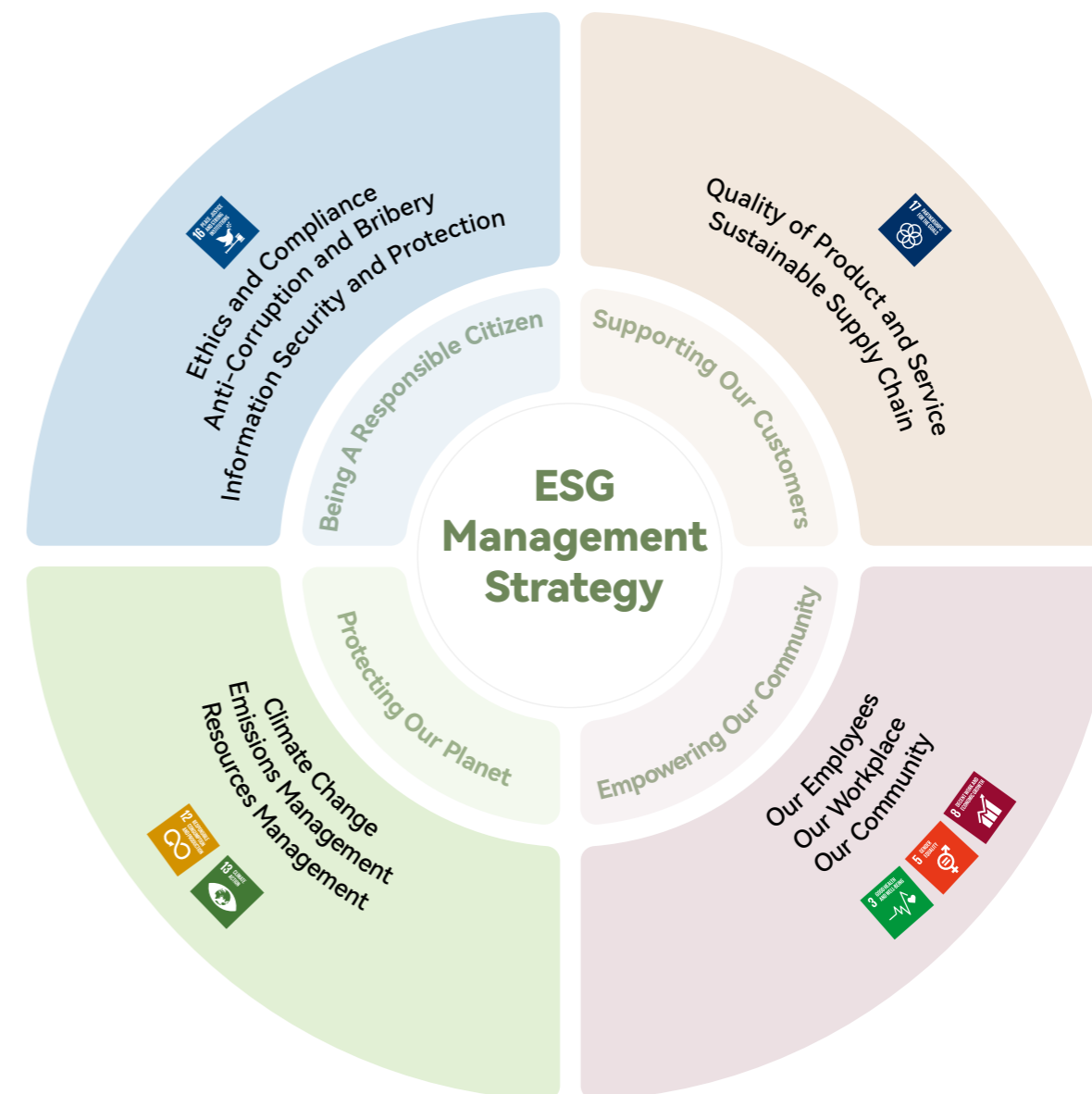
The ESG office and ESG working group collaborate to ensure that relevant policies and objectives are effectively applied across all relevant departments. All the relevant departments needed to fulfill its duties and execute our sustainability strategy within the daily operations.

ESG Management












In the face of pressing global challenges such as climate change, health crises, and poverty, WuXi AppTec embraces its responsibility as a global corporate citizen. Our mission extends beyond steady business growth to fostering positive impacts on global well-being. As an enabler of innovation, a trusted partner, and a contributor to the global healthcare industry, we are committed to environmental protection and social responsibility, aligning our ESG management strategy with the [United Nations Sustainable Development Goals \(UN SDGs\)](#).

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.



Sustainability Priority Matrix

Category of Topics	Commitments & Goals	Key Actions & Performance	Link to UN SDGs
<div></div> <div>Being A Responsible Citizen</div>	<ul style="list-style-type: none">• Comply with all applicable laws and regulations and uphold the high standards of business ethics and compliance.• Provide annual training on Code of Business Conduct and anti-corruption and bribery for all active employees, maintaining a completion rate of over 95%.• Achieve 100% of main operational sites obtaining ISO/IEC 27001 Information Security Management System certification by 2030.	<ul style="list-style-type: none">• In 2024, we joined the United Nations Global Compact (UNGC) to support its ten sustainability principles.• Established a dynamic control mechanism for business ethics risks, and conduct regular assessments and audits.• Established public reporting channels for stakeholders to encourage the reporting of misconduct.• Developed an annual training plan on ethics and compliance, covering all employees (including part-time, etc.) and contractors, with a training completion rate of 96.92% in 2024.• 89% of our main operational sites have obtained the certification for the ISO/IEC 27001 Information Security Management System.	
<div></div> <div>Supporting Our Customers</div>	<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.• Provide annual training for procurement personnel related to sustainable procurement, with a completion rate of 100% by 2030.	<ul style="list-style-type: none">• We have been awarded 2024 Global CRDMO Company of the Year by Frost & Sullivan for the eighth consecutive year.• More than 80% of our main facilities were certified to widely accepted quality standards, including GMP⁶, GLP⁷, GCP⁸, ISO 9001, ISO 13485 or other equivalent standards.• Became a Supplier Partner of the Pharmaceutical Supply Chain Initiative (PSCI), striving to foster responsible practices within the supply chain through various supplier engagement initiatives.• Achieved a 100% completion rate in training for procurement personnel related to sustainable procurement at all main operational sites.	
<div></div> <div>Protecting Our Planet</div>	<ul style="list-style-type: none">• Committed to the SBTi and present the target to the SBTi for official validation by 2025.• 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.• Achieve 30% water usage intensity reduction by 2030 compared to the 2020 baseline.• Achieve a minimum 50% recycling rate for regulated hazardous waste at API⁹ manufacturing sites by 2030.• Achieve 100% of main operational sites obtaining ISO 14001 Environmental Management System certification by 2030.	<ul style="list-style-type: none">• We have submitted our science-based targets to the SBTi.• Reduced 12.15% GHG emission intensity compared to the 2020 baseline.• Reduced 4.58% energy consumption intensity compared to the 2020 baseline.• Reduced 36.10% water usage intensity compared to the 2020 baseline.• Strengthened our environmental management system to ensure compliance with emissions and minimize environmental impacts.• 89% of our main operational sites have obtained the certification for the ISO 14001 Environmental Management System.	 
<div></div> <div>Empowering Our Community</div>	<ul style="list-style-type: none">• Promote an equal and fair working environment for all employees within our operational sites, throughout hiring, career development, and promotion.• Achieve 100% of main operational sites obtaining ISO 45001 Occupational Health and Safety Management System certification by 2030.• Building 3,000 health stations from 2022 to 2024.	<ul style="list-style-type: none">• We fostered a culture where all employees can thrive. In 2024, the proportion of female candidates entering the interview stage for managerial positions and the director level and below in China was 42.73%.• 89% of our main operational sites have obtained the certification for the ISO 45001 Occupational Health and Safety Management System.• We have successfully achieved the goal of establishing 3,000 health stations in 2024.• Through initiatives such as "WuXi Night", we brought together top global resources to continuously drive community development and innovative partnerships.	  

Materiality Assessment

Stakeholder Identification

Stakeholders play a crucial role in shaping and enhancing our business decisions, practices, and overall development. We place great importance on integrating diverse stakeholder perspectives into the design and implementation of our ESG strategy. WuXi AppTec has formulated a comprehensive and structured stakeholder identification methodology in accordance with the [AA1000 Stakeholder Engagement Standard](#) and provides guidance throughout the stakeholder engagement process, ensuring effective engagement and nurturing trusted relationships with stakeholders. The process commences with stakeholder identification, which is mainly based on our businesses and operations as well as industrial experience and practices. This culminates in the compilation of a key stakeholder list encompassing a broad spectrum of entities, including government and regulators, customers, shareholders and investors, employees, contractors, suppliers, community and the general public, and the natural environment.

Stakeholder Engagement

At WuXi AppTec, we recognize that effective stakeholder engagement is essential for strengthening our ESG management and creating long-term value. We have defined various levels of engagement tailored to different categories of stakeholders. Each year, we evaluate and rank the relevance and significance of these stakeholders considering factors such as the potential impact on or impact by the Company's operations, their level of influence, and the nature of their relationship with WuXi AppTec. This evaluation helps the Company update each stakeholder's level of engagement in a timely manner. We regularly identify stakeholders needs and have created well-suited communication channels for them to express their suggestions or concerns. We promptly address and follow up on stakeholder concerns to meet their expectations.

In terms of stakeholder engagement on issues, we invite stakeholders to assess issues aligned with their respective categories. This assessment centers on evaluating these issues' financial materiality to WuXi AppTec and/or their impact on environmental, social, and economic aspects. Throughout the engagement process, we strive to provide comprehensive and unbiased information to ensure that stakeholders understand the context of the assessment and can provide honest and objective feedback.



Category	Stakeholder	Communication Channel		Issues of Concern	
Government and Regulator	Federal, state and local agencies, securities supervision and regulatory agencies, agencies in market supervision, drug production, emergency management, ecological environment, taxation, Customs, etc.	Institutional investigation Official document exchange	Standard and Mechanism Implementation Information disclosure	Anti-corruption and bribery Quality of product and service Climate change Energy management	Waste management Resources management Occupational health and safety Contribution to community
Customer	Corporations, research institutions, scientists, entrepreneurs, hospitals and doctors related to the healthcare industry	Customer research Technology seminars	Customer service hotline Customer satisfaction surveys	Anti-corruption and bribery Information security and protection Quality of product and service Sustainable supply chain	Climate change Energy management Waste management Employee development
Shareholders and Investor	Investors and institutions that invest in the Company's equity and debt, and rating institutions	Shareholders' meetings Information disclosure	Roadshows	Ethics and compliance Sustainable supply chain Climate change	Energy management Waste management
Employee	The Company's employees	Policy releases Management meetings and employee meetings Internal online communication platform	Employee training Employee activities Employee Management Committee	Employee development Talent recruitment and retention Occupational health and safety	
Contractor	Contractors serving the Company	On-site communication	Contractor training	Resources management Occupational health and safety	
Supplier	Suppliers serving the Company	Supplier assessment	Supplier communication and training	Sustainable supply chain Climate change	
Community and the General Public	The communities in which we operate, non-governmental organizations, social groups, media, etc.	Volunteer services Community events	Visits and interviews Industrial forums	Sustainable supply chain Climate change Waste management Resources management Contribution to community	
Natural Environment	Natural environment that is impacted by our business operations	Regular inspection and monitoring		Climate change Energy management	Waste management Resources management

Double Materiality Assessment

Adhering to the requirements set forth by the [Appendix C2 of The Listing Rules-Environmental, Social and Governance Reporting Code](#) published by the Hong Kong Stock Exchange, the [Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report \(Trial\)](#) issued by the Shanghai Stock Exchange, and the [GRI Standards](#), the Company has established a pool of issues and carried out a double materiality assessment every year in terms of impact materiality and financial materiality of each issue. The Board of Directors has designated the ESG Committee to review and approve the results of the annual double materiality assessment.

During the Reporting Period, WuXi AppTec updated the double materiality matrix¹⁰ according to the approved assessment results. Fully acknowledging the impact of our material issues on business development, the Company has integrated ESG risk management into its risk management process, continuously optimized its management strategies and refined approaches to respond to the fast-changing business and regulatory environments and meet the expectations of our stakeholders. We have formulated and implemented improvement measures for the 13 material issues identified this year and enhanced our management processes to ensure effective management of these material issues. Regarding the two material issues with high financial materiality, this Report is organized according to Governance – Management Strategy – Risk Management – Metric and Target, and we will gradually enhance the disclosure of financial material issues in the coming years.

Identify Materiality

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

Evaluate & Prioritize Materiality

The expert consultations, peer practices, feedback from management, investors as well as employees are utilized to assess and rank the material issues.

Impact Materiality

Positive impacts are determined based on the scale, scope, and likelihood of occurrence of material issues.

Negative impacts are determined based on the severity, scope, likelihood of occurrence, irretrievability, and addressing capability of material issues.

We set thresholds to analyze the impacts and rank the material issues.

Financial Materiality

Both positive and negative impacts are determined based on the continuity of resource utilization and dependence on continuous operation.

We set thresholds to analyze the impacts and rank the material issues.

Double Materiality Assessment Process of WuXi AppTec



Being A Responsible Citizen

- Ethics and Compliance
- Anti-Corruption and Bribery
- Information Security and Protection



Our Governance

WuXi AppTec has established a business ethics management structure comprising the Board of Directors, the Audit Committee, the Internal Audit Department and compliance management task force from each business and operation unit, to continuously maintain and improve the Company's business ethics management system and ensure that the Company's operations and decision-making comply with the principles of practicing social responsibility. Each business and operation unit takes the initiative to conduct business ethics risk management, promptly identifying, assessing, controlling, and mitigating potential risks. This provides information for the formulation and enhancement of the Company's overall business ethics management strategy, and promotes a corporate culture of ethics and compliance.

2024 Highlight

Performance

Our Approach

In accordance with the [Code of Business Conduct](#), WuXi AppTec has established a comprehensive business ethics and compliance framework that encompasses a range of management practices aimed at proactively addressing business ethical and compliance risks. We maintain high standards of business integrity through ongoing training and communication, conducting effective ethical and compliance risk assessments and audits, and upholding a transparent reporting system.



Joined the
**United Nations
Global Compact**



100%

compliance with internal and external
business ethics audit requirements.



89%

of main operational sites have obtained the
ISO/IEC 27001 Information Security Management System certification.



Ethics and Compliance

Why It Matters

WuXi AppTec is dedicated to upholding high business ethics standard to secure sustainable growth. We strive to generate positive impacts for customers, investors, employees, and communities worldwide. Our accomplishments and business results are rooted in our stakeholders' trust in our integrity and performance. Adhering to these standards safeguards our reputation and operations from risks stemming from inadequate ethical oversight.

Our Commitment

We are committed to maintaining a strong ethics and compliance framework and making a positive impact globally through an ethical and responsible approach. To this end, we consistently improve our policies and procedures while fostering ethical leadership at the top, reaffirming our dedication to business integrity.

Governance of Ethics and Compliance

Our Audit Committee of the Board of Directors serves as the highest authority responsible for overseeing business ethics and compliance risk affairs. The Audit Committee, comprised entirely of independent directors, monitors the applicability and effectiveness of the Company's ethical and compliance standards, and assesses and addresses ethics and compliance risks. The Internal Audit Department, acting as an independent functional department, is responsible for the establishment and enhancement of our ethics and compliance management policies, the continuous assessment and management of ethics and compliance risks, and performing annual internal audits across all operational sites to ensure the work of compliance management teams in each department is effectively implemented. Meanwhile, the Internal Audit Department organizes Compliance Conferences on a quarterly basis that covers compliance management personnel from all departments. Key issues and related requirements of compliance audits are shared during the conferences and all departments were invited to share good compliance management practices and cases. The Internal Audit Department regularly reports to CEO, Executive Committee, and Audit Committee on identified ethics risks, non-compliance matters, and related issues. All functional departments fully support the work of the Internal Audit Department and integrate ethics and compliance into the Company's daily operations.

Management Strategy of Ethics and Compliance

Ethics and compliance serves as a fundamental part of our efforts toward building trust and confidence with our stakeholders including employees, customers and suppliers. In order to ensure strong measures to implement the principles of ethics and compliance, we have identified and assessed the risks associated with ethics and compliance, clarified their business and financial impact on the Company, and tailored our management strategy. With effective management strategies, no critical compliance issue or corresponding financial impact has occurred during the Reporting Period.

Ethics and Compliance Risks	Business Impact	Financial Impact	Time Horizon
Ethics and compliance risk related to internal stakeholders	Incidents involving employees breaching ethical and compliance principles may disrupt the internal management system, interfere with business development, or even result in external penalties.	It may result in higher operating costs due to penalties and lower revenue due to business influence.	Short term (within 1 year)
Ethics and compliance risk related to external stakeholders	If the Company violates the principles of ethics and compliance in the course of business activities with external stakeholders may result in the disruption of business cooperation, damage to the interests of both parties, and even litigation risk.	It may result in an increase in operating costs due to penalties and compensation and a decrease in revenue due to damage to the Company's reputation.	Short term (within 1 year)

Management Strategy

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 and supplier selection decision. We strive to maintain a transparent working environment, by deploying clear business ethical requirements and disciplinary actions in the case of breaches, in a bid to uphold the best interests of our stakeholders.

Code of Conduct

A joint effort from all stakeholders is required to fulfill our commitment to ethical conduct. Our [Code of Business Conduct](#), as the foundation and top priority of our business principles, guides employees at all levels in making the right decisions in their daily work. To ensure the effective implementation of the Code, the Internal Audit Department conducts annual internal audits on all operational sites on the conformance of our ethical

and compliance standards. We anticipate that our suppliers adhere to the same standards and establish transparent value chains. When engaging in business with us, all suppliers are expected to abide by and comply with our [Supplier Code of Conduct](#), ensuring professional interactions, fairness, and compliance with third-party entities.

Training and Communication

We consistently offer ethics and compliance training programs to all persons, including full-time employees, part-time employees, and contractor, as well as all board members. To ensure that all relevant stakeholders are aware of and comply with the ethical standards, we translate our training programs into local languages and design them to be role-specific, thus helping personnel best understand our business ethics requirements.

The WuXi AppTec Ethical Standards Training Program has been conducted for the fourth consecutive year and its 2024 session has been successfully completed. We regularly provide

ethics and compliance training for all personnel and significant suppliers, and we also offer specialized programs for employees in high-risk positions such as procurement, law, marketing, and auditing. Besides, we develop business ethics training related to their service roles for all contractors, including but not limited to admin service, security, and IT support staff, to ensure that they meet our business ethics standards while serving within WuXi AppTec.

To ensure the effectiveness of the training, we require all targeted personnel to learn and sign the [Code of Business Conduct](#) and pass the compliance examination.

Reporting and Investigation System

We actively encourage stakeholders to voice concerns and report any violations of business ethics rules, laws, and regulations to foster an inclusive and transparent work environment where everyone feels comfortable to speak up. To ensure ethical integrity, we diligently maintain robust reporting channels, promptly investigate cases, and implement measures to prevent recurrence. Whistleblowers can rest assured that their reports will not result in negative consequences. Our whistleblowing program is also available in multiple languages for easy and effective reporting with all stakeholders including our employees.

In accordance with *WuXi AppTec Report and Investigation Policy*, our reporting process outlines the necessary criteria, scope, investigation procedure, and safeguards for whistleblowers. Our reporting channel enables anonymous submission of concerns from internal and external stakeholders through various channels. Upon receiving an alert, we mandate a comprehensive confidential preliminary inquiry to protect all parties involved.

Monitor

Our Internal Audit 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.

Response

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

The Handling Process of Reported Case

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)

The implementation of a stringent non-retaliation principle has been established, which strictly prohibits any form of retaliation against individuals who voice concerns. It is the responsibility of senior management to foster an inclusive and transparent environment, ensuring that no one is subjected to retaliatory actions such as discrimination or unfair judgment based on job performance.

Measures to Prohibit Retaliation:

- Our reporting website and hotline do not track identification of the whistleblower.
- We conduct in-person conversations and investigations with the whistleblower. 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.

Ethics and Compliance Risk Management

To ensure the effectiveness of our management strategy, we disaggregate business ethics and compliance-related risks into sub-risks based on the topics they cover, including human rights risk, ethics in clinical studies risk, animal welfare risk, etc. We assessed the identified sub-risks, quantified their likelihood of occurrence and the type and magnitude of their impact, and then weighted the results to calculate the risk management prioritization. For the sub-risks with the highest priority, the Company has set up a special management system to clarify the responsible team and workflow to regularly monitor and document those prioritized sub-risks. At the same time, we continue to improve our risk management initiatives to minimize the impact of risks on our internal and external stakeholders.

Human Rights Risk Management

WuXi AppTec strictly complies with the [International Bill of Rights](#), the [ILO Declaration on Fundamental Principles and Rights at Work](#), the [Ten Principles of the UN Global Compact \(UNGC\)](#) and the [Guiding Principles on Business and Human Rights](#), and is committed to safeguarding the rights of all stakeholders involved in our business. We support the "protect, respect and remedy" framework and have established a comprehensive human rights due diligence process.

WuXi AppTec has implemented a cross-functional task force dedicated to the management and mitigation of human rights risks. Our human rights policies apply across WuXi AppTec's own operations, subsidiaries, and suppliers. We continue to strengthen our policies on issues covering the prohibition of child labor, forced labor, and human trafficking, zero tolerance for all forms of discrimination and harassment (including sexual and non-sexual harassment), protection of the right to freedom of association and collective bargaining, and promotion of equal remuneration, fair working condition, and safe working environment. We continue to implement due diligence related to human rights. Additionally, we have implemented a grievance and reporting mechanism for human rights issues to guarantee timely resolution of related concerns. We actively conduct human rights training programs to raise risk awareness and response capability across all levels of the organization.

We constantly monitor and manage labor and human rights risks to protect all stakeholders in our business processes. In line with our policies, we identify and assess labor and human rights risks across our value chain and the stakeholders whose rights may be affected. This assessment covers diversified issues, including freely chosen employment, child labor, non-discrimination, fair treatment, wages, benefits and working hours, freedom of association and right to collective bargaining, and employee privacy protection. In addition, we conduct regular internal inspections that cover 100% of our own operational sites and joint ventures and receive external audits from regulators and our customers to ensure labor and human rights.

We address the risk assessment results by defining and implementing mitigation and remediation measures to effectively prevent and minimize labor and human rights risks and impacts. For example, in terms of discrimination and harassment, we require all employees to take annual anti-harassment training and have established clear reporting channels and escalation procedures for harassment incidents. Any confirmed violation cases are subject to immediate corrective actions and disciplinary measures under our policies.

Ethics in Clinical Studies Risk Management

WuXi AppTec is committed to adhering to international ethical frameworks¹¹, ethically conducting trials, and treating every patient who participate in our clinical trials with dignity and respect. We hold our suppliers to the same ethical standards and keep monitoring their conduct to ensure compliance. To reinforce the prevention of unethical practices, we established an independent Compliance Committee to review, monitor, and report potential risks according to our compliance standards, ensuring that clinical trials we undertake for customers can only be conducted after obtaining approvals from relevant national authorities. Based on our internal policies and management framework, we take actions to protect participants' rights and well-being.

We strive to protect subjects' right to know, willingness, and privacy. To ensure subjects are well informed of their involvement and any potential risks, we developed rigorous clinical trial protocols and required informed consent form to be signed by the subjects. This process is continuously monitored by an independent ethics review committee. Additionally, we employ

advanced privacy-enhancing technologies to safeguard subject information, ensuring secure handling of data and full compliance with global data protection regulations. We also have a grievance mechanism in place for the trial subjects to uncover any possible violations during the trial.

By establishing a risk management process to assess risks prior to research, we reinforce our protection of participant well-being and the upholding of ethical standards in clinical trials. Additionally, the Company has developed its proprietary Risk-Based Quality Management (RBQM) system, allowing for real-time data analysis and constant monitoring of ongoing clinical trials. This system is strengthened by regular staff training, systematic internal and site audits, and strict adherence to standard operating procedures (SOPs). Audit findings undergo root cause analysis, with corrective and preventive actions implemented to enhance processes and staff capabilities, ensuring that WuXi AppTec aligns with global clinical research standards. During the Reporting Period, we received no critical findings in clinical ethics audits.

Animal Welfare Risk Management

WuXi AppTec is committed to upholding the highest ethical and scientific standards on animal welfare and using laboratory animals only when legally requested. We possess the relevant licenses for animal testing and 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.

WuXi AppTec has established an Institutional Animal Care and Use Committee (IACUC) comprising both internal and external experts. The IACUC is tasked with overseeing all aspects of animal care and use within our facilities and receives our resources to fulfill its responsibilities and safeguard animal welfare. 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. During the Reporting Period, the Company continued to hold accreditations from AAALAC International, licenses for the use of laboratory animals issued by the local Ministry of Science and Technology, and the U.S. Public Health Service Animal Welfare Assurance. Additionally, the Company has carried out internal reviews and inspections related to animal welfare compliance, and all relevant operational sites have passed external inspections and checks conducted by local government departments and customers with no critical compliance issue regarding animal welfare occurred.

The Company continues to enhance animal testing processes and improves the animal welfare for research animals through a series of measures:

- **Reducing animal usage and seeking alternatives:** We adhere to the "3R principle" (Reduce, Refine, Replace) in our animal testing processes and continuously invest in research and development to explore potential alternative methods. We are committed to refining the animal testing process to improve animal welfare. Our veterinarians actively participate in optimizing antibiotic use and management, improving disease prevention strategies, adjusting animal treatment plans as needed based on changes in animal health, optimizing and reducing antibiotic use. Under the management of our program, animals are provided with nutritionally adequate daily feed to satisfy their appetite and avoid nutritional deficiencies.
- **Enhancing animal welfare awareness:** The Company conducts compliance training and provides education on relevant regulations and skills to increase overall awareness among employees regarding animal care and animal welfare. We also invited external experts to provide training for relevant personnel to further enhance their professional skills and capabilities. In addition, reporting channels are available for employees to report on any misconduct or uncompliant issue regarding animal welfare.
- **Requiring suppliers to adhere to the same standards:** Our suppliers are required to adhere to international animal welfare standards and treat research animals humanely.

Metrics and Targets of Ethics and Compliance

In order to continuously improve WuXi AppTec's business ethics and compliance performance and enhance transparency, we have established a series of monitoring metrics that we track and disclose on a regular basis. Please see the [Performance Table](#) for details. In addition, we have established targets for business ethics and compliance and regularly disclose updates and progress to keep our stakeholders informed of WuXi AppTec's commitment to integrity. For more information related to our targets and progress, please refer to the chapter [ESG Management](#).

Anti-Corruption and Bribery

Why It Matters

Anti-corruption and anti-bribery are integral components of our compliance management. We strive to enhance our management and practices to create long-term value for our stakeholders. It is also essential for us to guarantee fairness and transparency in industry collaboration and deliver high-quality products and services for our customers.

Our Commitment

WuXi AppTec has officially joined the [UNGC](#) and pledges to fully implement the [Ten Principles of the UN Global Compact \(UNGC\)](#). We fully comply with the anti-corruption laws of every country and region in which we operate, strictly prohibit corruption and bribery in any form, and hold our suppliers to the same high standards. We are committed to ensuring compliance of the Company's business while achieving steady development in a fair market environment.

Our Governance

As the highest supervisory body for the Company's anti-corruption and anti-bribery matters, the Executive Committee comprised of senior management levels oversees the Company's anti-corruption and anti-bribery issues, as well as the effectiveness of the policies and systems in place. Each business and operation unit leader is responsible for ensuring stringent adherence in their respective departments to our anti-corruption and anti-bribery standards. To reinforce accountability, ethics and compliance related metrics have been integrated into the performance appraisals of the Executive Committee and the department leaders. The Company's Internal Audit Department operates independently from each business line and is responsible for auditing the implementation and compliance of anti-corruption and anti-bribery policies and systems on a regular basis.



Assessment and Audit

Based on the [Code of Business Conduct](#), WuXi AppTec adopts a zero-tolerance principle towards corruption and bribery. We have established standards and requirements to guide compliance with our anti-corruption and anti-bribery policies, for instance on bribery, illegal kickbacks, and appropriate gifts. We also provide detailed content and guidance on acceptable behaviors and approval procedures. In line with these standards and principles, we are committed to fostering a culture of professionalism, fairness and integrity in our dealings with all of our suppliers at all times. Any employee found to be in violation of anti-corruption and bribery laws or our internal policies will be subject to disciplinary action, including termination as per our internal standards. To ensure a thorough grasp of our requirements on anti-corruption and anti-bribery, we required all employees to study and commit to the Policy on Bribery and Corruption.

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 conduct regular anti-corruption risk assessments and internal audits to identify and mitigate corruption and bribery risks. The risk assessment process comprised several stages, including self-assessment by each department, internal compliance audits and specialized audits on new business lines and operational sites. The self-assessment reviews corruption and bribery risks in all business areas, with each department assessed based on its unique nature and operational distinctions. The assessment covers a range of issues, including improper operations, illegitimate benefits and bribery, etc. Furthermore, the Internal Audit Department conducts annual audits to monitor the effectiveness and compliance of the anti-corruption policies and internal control system, which serves as a reference for bribery and corruption risks assessments. For operations of new business lines and entities, we carry out special audits. The findings of our audits are used to drive continuous improvements in our management system. Progress and outcomes are subject to the oversight of the Audit Committee. We have established a monitoring platform for such risks and provide anti-corruption training for all employees, with the aim of integrating corruption risks management into our day-to-day work.

WuXi AppTec conducts 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](#) and the [Sarbanes Oxley Act](#). We have also established rigorous due diligence procedures for our business partners, enabling us to effectively identify potential corruption risks, including bribery, illegal profit, and trade secrets leakage, across various aspects of our supply chain and business processes. We require our partners to promptly address and rectify any issues identified during our investigations to ensure compliance.

During the Reporting Period, we conducted numerous audits as part of standard practice to uphold transparency and accountability regarding anti-corruption and bribery, with no confirmed cases of corruption or unfair competition discovered.

Trainings and Communications

WuXi AppTec provides annual anti-corruption training for all board members and all employees, with the objective of raising awareness of inappropriate behaviors linked to corruption and bribery. Subsequent to the training, each employee is required to complete a compliance exam. Furthermore, the Company organizes quarterly anti-corruption knowledge sharing sessions, during where we share the risks and preventive measures related to corruption with front-line personnel in each business unit, providing them with practical guidance and experience for updating and optimizing an effective risk control system on anti-corruption and bribery. In addition, we distribute relevant anti-corruption and bribery laws and regulations via email and internal portal on a regular basis.

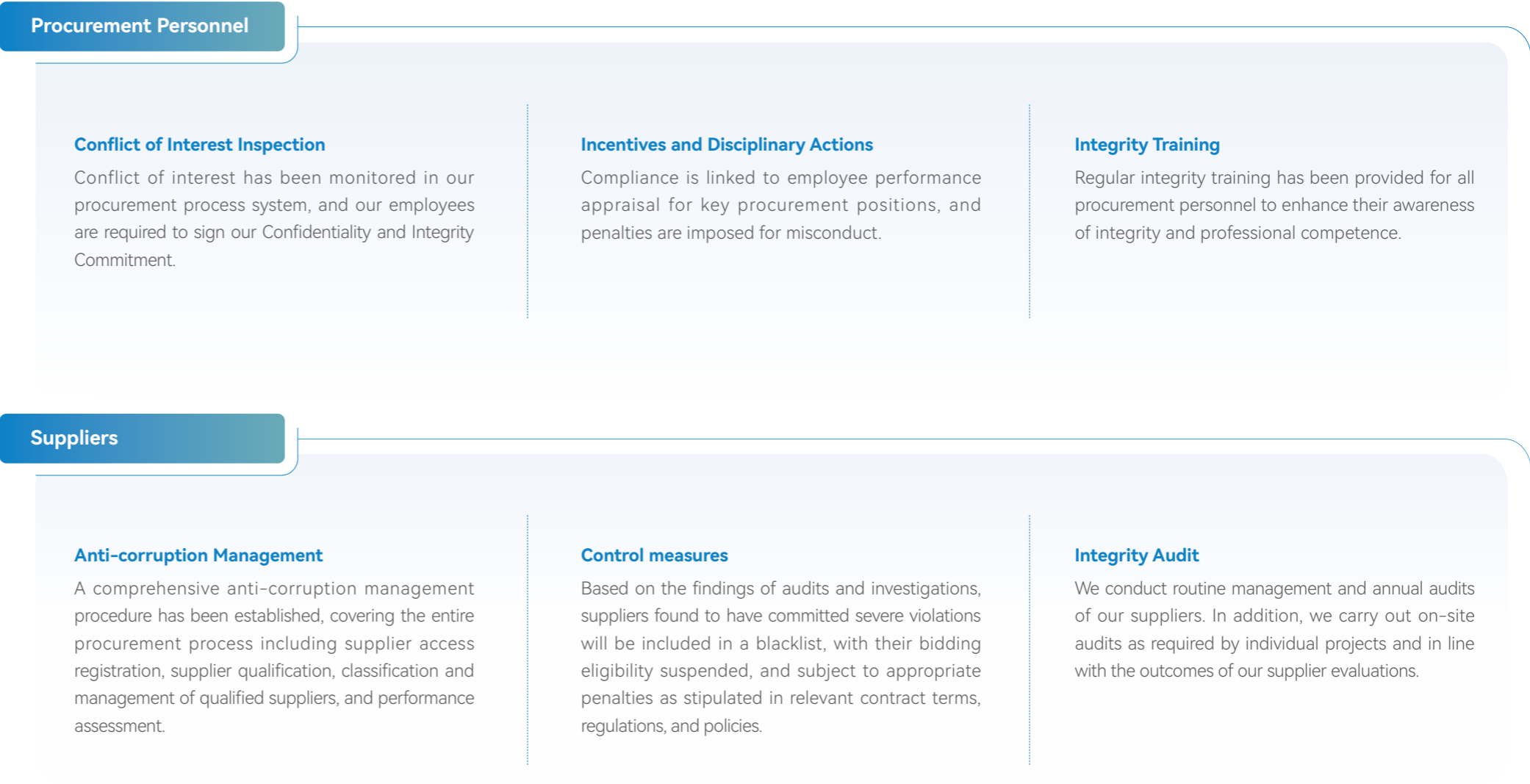
Annual Anti-Corruption and Bribery Training for Board Members

During the Reporting Period, we held an annual anti-corruption and anti-bribery training session for all board members. This training session thoroughly analyzed the current anti-corruption situation, clearly expounded on the Board of Directors' responsibilities in compliance, and introduced the core contents of the U.S. [Foreign Corrupt Practices Act \(FCPA\)](#) and the UK [Bribery Act](#). At the same time, we emphasized the practical experience of WuXi AppTec in anti-corruption risk management, ensuring that each board member could keep abreast of the latest development in the global anti-corruption legal regulatory system and master the cutting-edge risk management strategies.

Supply Chain Integrity

The responsibilities of third parties and our expectations regarding anti-corruption, anti-bribery, unfair competition, and conflict of interest are clearly outlined in our [Supplier Code of Conduct](#). Furthermore, we have established a comprehensive management system and a set of policies that provide a framework and guidance for supplier assessments. Our working groups regularly review and monitor supply chain matters, ensuring the continuity of our business operations. We conduct thorough assessments of supply chain risks from various perspectives, including but not limited to financial audits, compliance audits, project audits, and anti-fraud investigations. The Company has also set up a dedicated working group to proactively manage potential corruption and conflict of interest risks, with the aim of preventing incidents of bribery and corruption in the procurement process.

The Company has established explicit criteria for internal procurement personnel and suppliers to ensure the full integration of integrity into operations and collaborations with third parties. Our whistleblower program is available to external stakeholders, allowing them to raise any concerns they may have regarding ethical issues such as corruption, bribery, and unfair business practices.



Information Security and Protection

Why It Matters

Information security and protection has become an important area for corporations as data and technology have created enhanced convenience for people and businesses, especially in the healthcare sector. Preventing data leakage and cyber threats is not only crucial for corporations to protect their assets, but also demonstrates our steadfast commitment to safeguarding one of the fundamental rights of stakeholders — privacy. At WuXi AppTec, we strictly adhere to international data protection regulations and our internal policies, embedding cybersecurity and privacy protection into our daily work. We continue to improve our cybersecurity management system and cybersecurity measures across our global operations, including enhancing our technology defenses, conducting security audits, and providing awareness training for employees.

Our Target

Achieve 100% of main operational sites obtaining ISO/IEC 27001 Information Security Management System certification by 2030.

Cybersecurity

Our Commitment

At WuXi AppTec, we invest significant resources in safeguarding our business and stakeholders from potential threats such as theft, fraud, and other breaches. Under the oversight of the Board and the executive management, we have implemented a comprehensive cybersecurity management system and a suite of policies to ensure our capability to identify and control potential cybersecurity risks. We are committed to continuously enhancing our cybersecurity technology, upgrading our infrastructure, and striving for a safe, reliable, and stable operating environment for our business, internet, and online systems.

Our Governance

Our governance structure for cybersecurity is classified into three levels, starting at the Board level, which authorizes the Information Security Management Committee to manage information security affairs. The Information Security Management Committee, chaired by our CEO, oversees the development and implementation of cybersecurity measures, annual budget planning, and responses to material cyber threats and incidents. To ensure the effectiveness of management, we have incorporated metrics of cybersecurity compliance into the performance appraisal of the senior management on the Information Security Management Committee. At the management level, our information security working group monitors potential security threats, ensures internal compliance with all applicable policies and procedures, and quarterly reports to the Information Security Management Committee on a regular basis, supporting the work of the dedicated department.

Our Approach

In accordance with relevant laws and regulations, and the ISO/IEC 27001 Information Security Management System standards, we have formulated a series of internal information security management policies. These include the *WuXi AppTec Information Security Risk Assessment Management Program*, the *WuXi AppTec Information Security Incident Management Program*, and the *WuXi AppTec Employee Information Security Code of Conduct Management Program*. Through these policies, which covers different aspects of information security management, we are committed to resolving cyber defense issues by addressing process, technology, and people.

Process Management

Cyber-risk identification

Our cybersecurity monitoring system is designed to identify ongoing threats and take timely actions. We have procedures in place to proactively identify security incidents and classify risks into five different levels based on their likelihood and impact. Once the monitoring system detects a potential cyber threat, preventive measures will be taken according to the potential consequences and impacts of the threat. The Company mitigates identified threats by implementing data encryption, controlled backups, firewalls, anti-virus software, secure hardware disposal, and other initiatives to ensure a secure working environment.

Cyber-risk 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 risks 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

Our network, systems, and assets are safeguarded by a multi-level defense system and cyber insurance policy, and an advanced emergency response plan is in place to address potential security incidents. We regularly engage external professional partners to conduct third-party penetration testing and red-blue confrontation drills to identify unknown vulnerabilities and continuously enhance our security posture.

● Internal Controls

In our day-to-day operations, we standardize our practices related to computer and network use, passwords and permissions, and virus prevention, among others. We employ the Mobile Device Management (MDM) system to encrypt communications to protect our data on mobile devices and prevent unauthorized access or exploitation by third parties.

People Involvement

● Physical Security Management

We have established strict access control, operation and maintenance management standards, as well as business continuity requirements in compliance with regulatory and customers' security protection requirements for different zones and rooms, while considering the actual purposes of these areas. We clearly define the scope of visitors' activities and access, and control entry and exit based on the classified security levels. A dedicated access control team has been established to manage, monitor, and regularly review corporate access permissions and status. These measures serve to safeguard the security of company property and intangible assets.

● Training and Awareness Initiatives

All new employees are required to complete the information security training during the onboarding process. To promote a culture of security in our daily operations, the information service team provides annual ongoing cybersecurity awareness training annually for all employees through emails, educational videos, and posters. Employees can also access and study information security-related management systems on their own through the internal system management platform. All employees are required to complete the annual compliance and information security exams.

● Cloud Service Supplier Selection

WuXi AppTec has established a dedicated Information Security Service Team tasked with reviewing cloud service providers' security designs and management standards, providing constructive security recommendations, and conducting regular audits of accounts and associated permissions on cloud platforms. Suppliers are required to fill out the Supplier Information Security Evaluation Form and submit accredited certificates and reports, such as SOC1/SOC2 and ISO/IEC 27001 certification.

We undertake regular cybersecurity risk assessment and audits to ensure that our cyber management procedures remain current and effective. During the Reporting Period, we received 58 IT audits conducted by our customers, with no critical findings of cyber-incidents or business information leaks. We underwent annual audits from external certification organizations and maintained certification for the ISO/IEC 27001 Information Security Management System, bringing the percentage of certified main operational sites to 89%.

Privacy Protection

Our Commitment

We steadfastly uphold international data protection laws and regulations in operations. To ensure the security of personal data throughout its entire lifecycle, we have established a comprehensive data privacy management system, underpinned by a robust governance structure and effective measures.

Our Governance

We have established a leading group dedicated to overseeing data privacy management. This Group is comprised of our Chief Operating Officer, Co-Chief Executive Officer, and the heads of our business units and operation units. Furthermore, we have formed a dedicated privacy protection group, which is managed by our IT Department and works closely with multiple departments across the Company. Our privacy protection group plays a vital role in developing policies, establishing self-inspection and audit mechanisms, reporting any privacy-related issues, and constructing a data privacy risk management system. This system includes data classification, privacy impact assessments, data minimization, encryption and anonymization, access controls, data protection awareness training, and incident response plans, among other elements. The Group is obligated to report the progress and result of the data privacy management system to the leading group twice a year and verify the effectiveness of our data privacy management system in conjunction with the Independent Internal Audit team.

Our Approach

In light of the diverse legal and industry requirements, as well as the growing expectations of customers, healthcare professionals, and other stakeholders, privacy protection necessitates a robust and systematic management approach. To address the challenges effectively, WuXi AppTec has established a comprehensive data privacy management system, ensuring compliance with specific control requirements across various stakeholder and business scenarios. We remain committed to our eight principles of 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 personal 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 personal 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" principle ¹² , and that data collection and use are limited to the scope consented to by the personal.
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 personal with products and services, and that personal information is deleted or made anonymous when the storage period expires.
Principle 8: Data Integrity and Confidentiality	Established <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 diligent for new business partners.

Information Security Week

During the Reporting Period, WuXi AppTec held an Information Security Week event, emphasizing the culture of information security. Through online quiz competition and offline information security games, our employees gained a deep understanding of the Company's information security requirements and work together to safeguard the Company's information assets.

Privacy Protection Awareness Training

During the Reporting Period, WuXi AppTec conducted an annual data security and personal information protection training. The training aimed to ensure that our employees clarify their roles and responsibilities in data and customer information protection, acquire in-depth knowledge of data type screening, and have a comprehensive understanding of laws and regulations as well as the Company's requirements under key data scenarios. All employees participated in the training were required to take exams, with a pass rate of 100%.



Supporting Our Customers

- Product and Service Quality
- Sustainable Supply Chain



Our Governance

WuXi AppTec consistently adheres to the highest international quality standards and has established a comprehensive intellectual property protection system. We continuously optimize and explore business synergies across different segments, strengthening our integrated end-to-end CRDMO open-access platform to meet diversified customers' demands in terms of technologies and coverage of services.

2024 Highlight Performance

Our Approach

We focus on building capacity and scale through cutting-edge technology while continuously improving our integrated end-to-end platform to lay a strong foundation for the global pharmaceutical and life sciences industry. To provide better products and services, WuXi AppTec has established, reviewed and optimized our management systems and mechanism in technology, quality and supply chain to improve customer experience and satisfaction. We remain committed to sharing our corporate values and resources with our customers and suppliers to build a responsible, sustainable, and high-quality value chain.



Named

Global CRDMO Company of the Year

by Frost & Sullivan for the eighth consecutive year.



100%

compliance with audit requirements from regulatory authorities and customers.



98%

customer satisfaction rate.



PSCI
Supplier Partner

Became a Supplier Partner of the

Pharmaceutical Supply Chain Initiative

Quality of Product and Service

Why It Matters

As technological advances and scientific innovations continue to emerge, the global demand for new and improved medicines grow steadily, driving an increasing need for efficient and empowering services. WuXi AppTec adheres to the principle of "Put Customers First", prioritizes capacity and scale building, upholds strict compliance and high-quality standards, collaborates with our customers to create long-term value, and actively promotes the advancement of industry standards and practices.

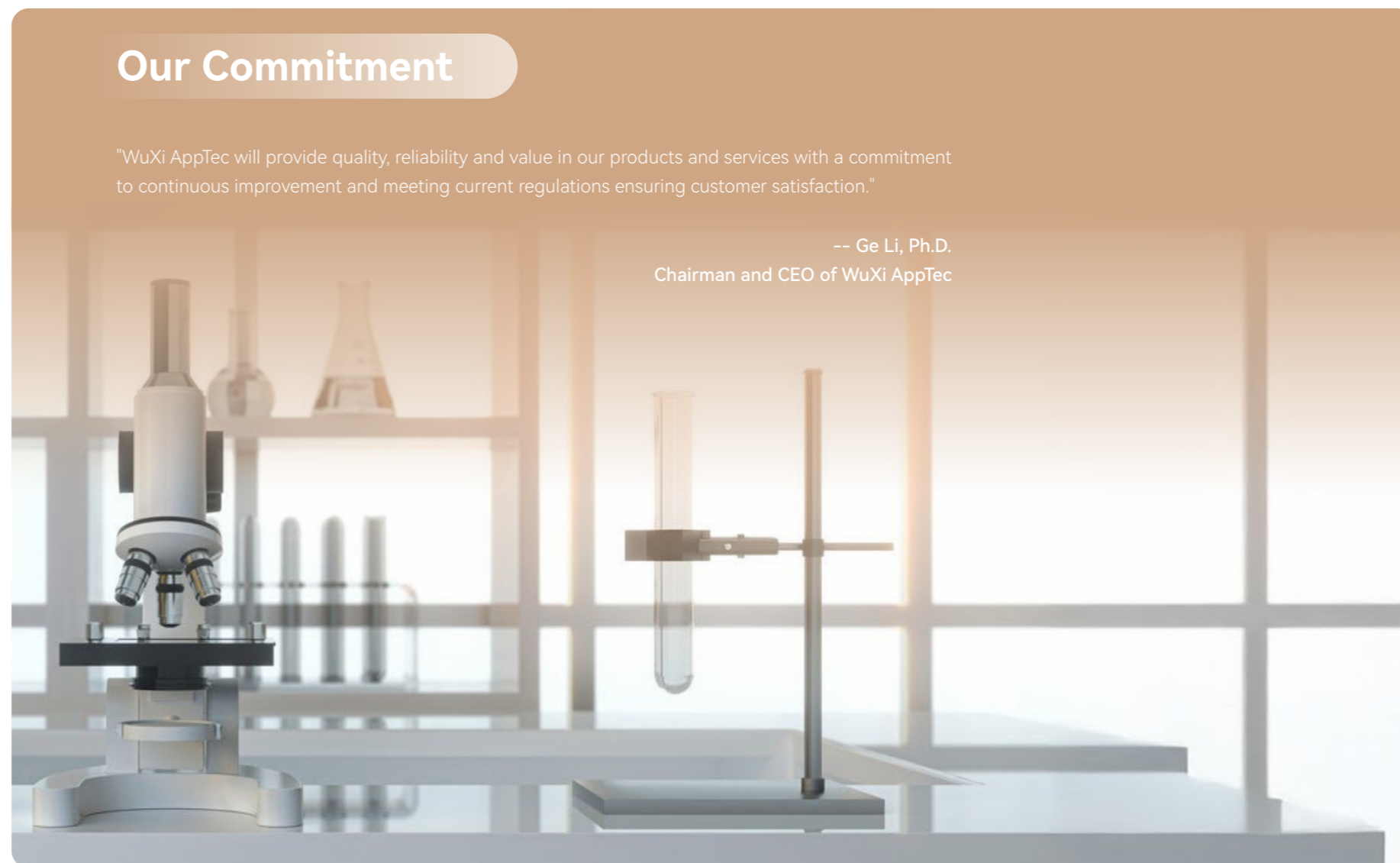
Our Approach

WuXi AppTec adheres to the principle of "Put Customers First", continually enhancing our products and services quality. We tirelessly work on capacity and scale building, quality management, and customer intellectual property protection, ensuring the safety and quality of our products and services to meet regulatory frameworks, industrial standards, and customer expectations. We constantly optimize, review, and refine a range of management standards and processes, including quality management systems and customer service response systems. Our excellence in capability, compatibility, professionalism, quality, reliability, and service ensures we provide quality, reliability and value in our products and services.

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



Capacity and Scale Building

With our leading service capability and scale in the industry and unique integrated CRDMO business model, we enable medical innovation in an effort to assist our customers in transforming new drug ideas into reality. Our API platform continues to improve our R&D capabilities in flow chemistry, enzyme catalysis, crystallization and particle engineering process research. The capabilities of our formulation platforms have expanded from oral preparation to sterile injectable preparations, and we will continue to conduct research on the formulation process of poorly soluble drugs and the development and application of new technologies. The capabilities of our WuXi TIDES platform fully utilize innovative technologies such as thin-film evaporation, tangential flow filtration (TFF)/precipitation and continuous flow purification to provide one-stop services covering drug discovery, CMC¹³ research and production for oligonucleotides, peptides and related chemical conjugated drugs.

The Company will continue to strengthen its capabilities and scale to improve operating efficiency, to provide integrated, end-to-end new drug research and development and production services to the global pharmaceutical and life science industries, benefiting patients worldwide.

More Information on our capacity and scale building can be found in our 2024 Annual Report.



Quality Management

WuXi AppTec has established a comprehensive Quality Management System (QMS) that operates beyond customer standards. We manage all our operational sites in a quality-centered approach, ensuring that these sites rigorously uphold the Company's internal quality policies and standards. More than 80% of our main facilities are certified to widely accepted quality standards, including GMP, GLP, GCP, ISO 9001, ISO 13485 or other equivalent standards.

To ensure the compliance, effectiveness, and consistency of our QMS, we have established a robust quality governance framework. The Board of Directors plays the highest governing role in overseeing the 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, facilitating efficient reporting and escalation at local, regional, and global levels.



Adhering to the principle of Quality by Design (QbD), WuXi AppTec has established a systematic, scientific and risk-based quality management system. The system encompasses the entire lifecycle of pharmaceuticals, including the management of production, facilities and equipment, materials, packaging and labeling, and laboratory controls. We define a continuous process for the assessment, communication, control and review of risks related to product safety and quality, ensuring compliance with regulatory requirements and fostering continuous improvement.

WuXi AppTec has carefully developed systematic and standardized management systems, covering all aspects of production, including project transfer, production planning, operating procedures, production records, and process monitoring, ensuring that all production activities comply with established requirements. To maintain stable operations, we also implement strict control over quality parameters throughout the production process, securing the quality of our products and services.

In terms of facilities and equipment management, we have also enforced strict standardized procedures, ensuring compliant operation, adherence to cleaning standards, and the prevention of cross-contamination. This approach maintains facilities and equipment in optimal working condition and ensures they meet all production requirements.

We recognize the critical importance of high-quality raw materials in achieving exceptional products and services standards. Therefore, we utilize a material management system and implement strict material control measures to enhance our quality control capacity. We have established a formal and rigorous assessment and qualification process to manage all suppliers. This process encompasses supplier selection, ongoing evaluation, and regular performance review. For all our significant suppliers, we conduct periodic audits to review supply quality and stability. For the sub-tier suppliers that have a material impact on our quality, we review their quality performance through detailed questionnaires, and desk assessments, among other methods. To further ensure the quality of raw materials, we also continuously monitor, test, and certify all raw materials on a regular basis to guarantee the compliance with our quality standards.

As for packaging and labeling management, WuXi AppTec has continuously strengthened the standardized management of material labels and established an efficient automatic label generation program for workshop materials and transit equipment. The intelligent management system has enabled the automation and systematization of packaging and labeling management, ensuring the smooth and efficient operation of the quality system.

Additionally, we are dedicated to fostering mutually beneficial collaborations with our suppliers to jointly enhance the management of quality of products and services. All suppliers involved in manufacturing and R&D are required to sign a quality agreement that outlines their quality responsibilities, expectations, and standards. We develop an annual supplier training plan based on the findings from our supplier audits, and conduct quality trainings covering all suppliers through quality awareness raising, on-site communication, technical empowerment and other forms.

Regarding our quality controls system in laboratory, we conduct regular precautionary testing for emerging quality and safety concerns in all products and services with our robust in-house quality testing capabilities to effectively control and manage the risks related to product safety and quality. In accordance with the standards set by the pharmacopoeia of the operations, registration standards and internal control standards, we carry out regular preventive testing to identify potential quality and safety issues in all products and services. This encompasses raw materials and auxiliary materials testing, packaging material receipt inspection, in-process testing, process control and validation, product release testing, and stability testing, covering

the entire lifecycle of a pharmaceutical product. Our proactive testing approach enables the Company to detect potential issues, minimize risks, and ensure that all products and services meet with the strict quality standards.

WuXi AppTec provides integrated, end-to-end drug discovery, development, and manufacturing services for the global pharmaceutical and life sciences industry. Our customers are responsible for the final marketing of their products and WuXi AppTec is unable to initiate product recalls on its own. However, we hold responsibilities and remain proactive in assisting our customers to deal with quality issues that may arise. To

ensure that we can act quickly and effectively after a customer submits a request for a product recall, we have established a comprehensive product recall governance structure and systematic processes that control risks and appropriately resolve issues in a timely manner.

To further promote our culture of pursuing excellence, we have established a robust quality training framework. We develop annual quality training plans and consistently conduct in-depth quality training programs for our employees. Our all employees (including part-time, etc.) and contractors are required to learn the Company's quality culture and complete trainings

on quality management standards and process improvement tools every year. Moreover, all employees in manufacturing, R&D and quality-related positions must undergo systematic quality assurance training, including orientation, QMS training, and other job-specific training programs. To ensure the effectiveness of our quality training framework, we require that each quality training course must be followed up by attestations, examinations, survey feedback, and record archiving. During the Reporting Period, our quality-related trainings covered 100% of our employees.

Types of quality training	Training contents and objectives
General knowledge training	For all employees; Including training courses on the fundamentals of quality management system, quality data management, and other related topics, equipping all employees with the expertise to effectively execute quality-related management processes and control standards.
Job-specific training	For employees in quality, R&D, production, and testing positions; Including training courses on laboratory risk prevention, quality management, equipment management, technical operations, and other related topics, enhancing the professional competencies and operational efficiency of employees in specific positions, thereby ensuring the effective operation of the quality management system.

Annual GMP training

During the Reporting Period, we conducted annual GMP training for all quality and R&D-related employees at each manufacturing site, including specialized training sessions on topics including introduction to GMP regulations, deviation and change management, data integrity, and cross contamination. We require all employees participated in the training to pass the training exam, ensuring that all employees understand and comply with the Company's QMS. In addition, we organized eight expert seminars on GMP-related knowledge to further raise the employees' awareness and enhance their capabilities in various GMP topics.

Quality Inspections and Audits

WuXi AppTec strictly complies with all relevant rules and regulations, and maintains a robust quality audit program that covers all main operational sites and functions to drive the continuous improvement of the QMS.

We conduct regular quality review, including QMS reviews and product reviews to monitor and assess the performance of our systems and products. Our QMS review is designed to analyze essential components such as raw material supply, equipment and facilities, internal and external audits, deviations, change control and trainings to optimize the QMS. Our product review covers the entire lifecycle of a pharmaceutical product, including purity, concentration, complaints, recalls, deviations, and change control. Through periodic management review meetings and performance verification reports, we implement all necessary steps to improve our QMS and product quality. In addition to internal quality review, we undergo frequent inspections

from regulatory agencies, including but not limited to Food and Drug Administration (FDA), European Medicines Agency (EMA), National Medical Products Administration (NMPA), and others. These inspections provide independent assurance that our QMS adheres to the required high-quality standards and expectations.

Our Quality Assurance Department is held accountable for conducting internal inspections, preparing for customer audits and regulatory inspections, and addressing findings through corrective and preventive measures. During the Reporting Period, WuXi AppTec held a total of 802 quality inspections and audits. These comprised 719 audits performed at the behest of customers, 69 inspections from regulatory authorities, and 14 independent third-party quality audits initiated by the Company. We achieved 100% compliance with audit requirements, with no critical findings.

Ethical Marketing

Adhering to the principles of honesty and integrity, WuXi AppTec firmly oppose any form of unfair competition and fraudulent behavior, including but not limited to untrue publicity, monopoly behaviors, and the infringement of commercial secrets. We strive to create a fair and transparent business environment and have established an [Ethical Marketing Policy](#) to manage and regulate the marketing practices of all employees, ensuring the compliance with relevant laws and regulations. We maintain a robust review process, requiring that all marketing materials must be approved by authorized management personnel at the Company before release. To ensure adherence to ethical marketing practices, we have established robust monitoring procedures, including regular compliance training, internal

audits, risk assessments, incident investigations, and corrective actions, with due diligence conducted at all levels of the marketing team.

We provide regular training on ethical marketing, which not only delivers accurate and responsible information, but also ensures that our sales representatives adhere to compliance standards in their interactions with customers and healthcare professionals. At the same time, we regularly update the course content according to the market developments, taking into account the latest marketing cases, ensuring its relevance. During the Reporting Period, we did not identify any marketing-related violations within the Company's operations.



Customers' Intellectual Property Protection

Intellectual property (IP) is fundamental to both our operations and the success of our customers. We enforce a zero-tolerance policy towards any infringement of IP rights. Through a robust management system and comprehensive security measures, we safeguard our customers' IP and foster trust with our valued partners.

Adhering to the "3P principles" (Prevention, Protection and Prosecution), WuXi AppTec continuously improves its IP management system. We implement a comprehensive early warning mechanism and an infringement liability system, which 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.



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

Sustainable Supply Chain

Why It Matters

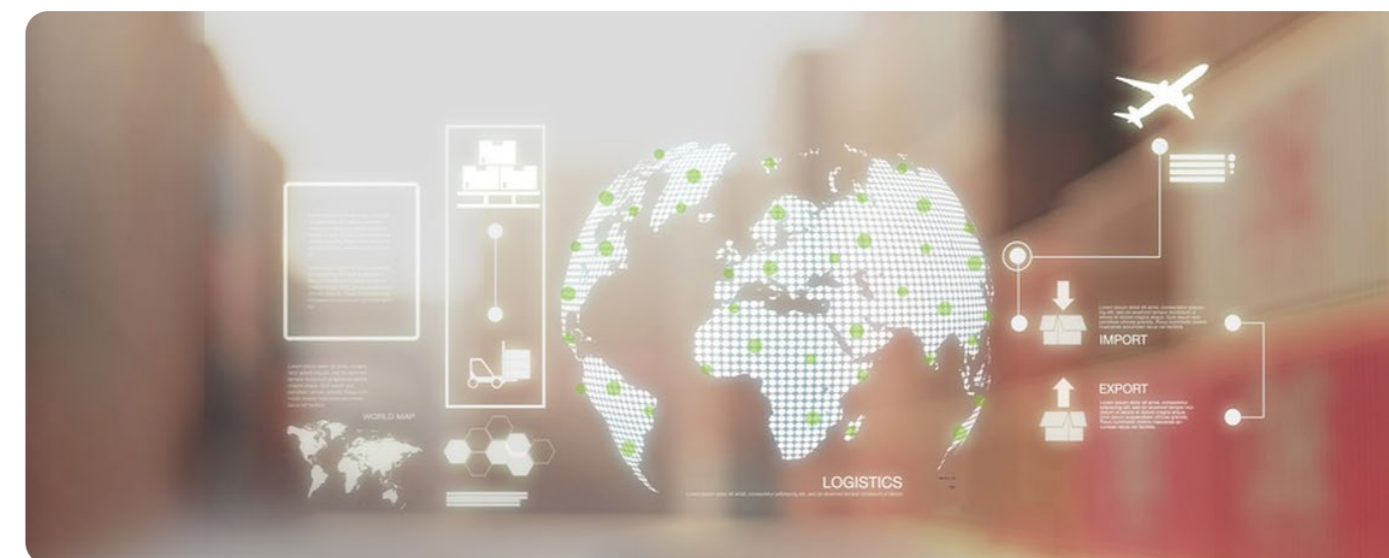
Globalization has heightened the demands for the stability and sustainability of supply chains. In response, companies must continuously refine their supply chain management systems to minimize the occurrence of supply chain-related risks or emergencies, thereby ensuring operational stability throughout the globalization process. As an integrated open-access capability and enabling platform, WuXi AppTec strives to establish a stable and sustainable supply chain that supports our customers in expediting the development of healthcare products, ultimately benefiting patients worldwide.

Our Commitment

As a [Supplier Partner](#) of the [Pharmaceutical Supply Chain Initiative \(PSCI\)](#), WuXi AppTec is committed to adhering to [PSCI Principles for Responsible Supply Chain Management \(PSCI Principles\)](#) and improving supply chain sustainable management and fostering responsible, transparent, and collaborative sourcing practices and supplier relationships. By prioritizing responsible sourcing practices, the Company contributes to the health and safety, environment, ethics, and human rights within our supply chain.

Our Governance

WuXi AppTec has established a multi-layered governance structure for supply chain sustainable management, aimed at enhancing the Company's capabilities of mitigating relevant risks and ensuring the stability and resilience of the supply chain. Our ESG Committee, which includes the Company's Chief Operating Officer and Co-CEO, oversees supply chain sustainable management and the execution of related initiatives. In addition, we have formed a cross-functional team comprised of members from Supply Chain Management, Compliance, EHS Departments, and business units to identify, assess, and mitigate sustainability risks within the supply chain.



Our

Approach

WuXi AppTec is committed to the [PSCI Principles](#) and contributes to the community by promoting responsible value chain practices. The Company has established a [Supplier Code of Conduct](#) as a fundamental requirement for our daily management and guidance for suppliers. Furthermore, we establish mechanisms for risk identification, assessment and response, effectively managing the impact of supply chain risks on our business. Additionally, we conduct regular supplier assessments and audits to evaluate supply chain sustainability and engage with suppliers to drive continuous improvement.

Compliance with the Supplier Code of Conduct

WuXi AppTec is dedicated to conducting responsible business practices and applies the same expectations to our suppliers. We adhere to global initiatives and authoritative standards, including the [Ten Principles of the UN Global Compact \(UNGC\)](#), the [Guiding Principles on Business and Human Rights](#), and the [PSCI Principles](#). The [Supplier Code of Conduct](#) clearly outlines our requirements for suppliers across key areas, such as compliance with laws and regulations, business ethics, quality management, labor standards, OHS, environmental protection and R&D ethics, and reporting channels, ensuring transparency and compliance throughout the supply chain.

To ensure the effective implementation of the [Supplier Code of Conduct](#), we provide comprehensive guidance for the daily management of our suppliers, including regular training, ongoing communication, and support to help them understand and comply with our requirements. Additionally, to cultivate responsible and sustainable partnerships, we require all suppliers to adhere to the Code and incorporate sustainable practices related to labor rights, OHS, and environmental responsibility, into the contract terms. Through continuous monitoring and audits, suppliers found to have violated the terms of the Code and subsequently verified as having made insufficient improvement within a given time are removed from our supplier pool. During the Reporting Period, 100% of significant suppliers signed the [Supplier Code of Conduct](#).

Responsible Supply Chain Management

The stability of the supply chain is a cornerstone of responsible supply chain management. WuXi AppTec has established a robust supply chain risk response mechanism, adopting diversified measures to safeguard its security and stability. We employ a dual-sourcing approach, conduct stress tests, and maintain safety stock to ensure the continuous and stable operation of our business, even in challenging circumstances. These proactive practices reflect our commitment to mitigating or eliminating the potential impacts of supply chain disruptions and achieving responsible operations.

WuXi AppTec consistently enhances our responsible supply chain management strategies, with a foundation in ensuring supply chain stability. We integrate sustainability-related factors into our supplier management processes, proactively identifying and assessing potential sustainability risks to ensure that all relevant criteria are fully considered during supplier selection and management. Additionally, we conduct regular monitoring of supplier performance metrics to ensure compliance with sustainability standards. Through empowerment and collaboration, we support our suppliers in implementing responsible management practices, thereby driving sustainable development across our entire value chain.

Supply Chain Sustainability Risk Identification

WuXi AppTec has established a comprehensive sustainability risk identification mechanism within our supply chain to support risk management and ensure efficient operations. We identify sustainability risks at various stages of supplier management, considering the potential negative sustainability impacts related to the laws and regulations of the countries where suppliers operate, the distinct characteristics of the relevant sectors, and the supply chain structure of products and services, etc. Furthermore, when selecting suppliers and awarding contracts, we not only consider the products and services offered but also assign a certain percentage of evaluation weights to sustainability performance. This approach allows us to prioritize suppliers with better performance to enhance the management of sustainability risks within our supply chain.



WuXi AppTec's Supply Chain Risk Screening Categories

Supply Chain Sustainability Risk Assessment and Audit

WuXi AppTec conducts routine sustainability risk assessments and audits in our supply chain management to ensure compliance with legal requirements in our operational regions, alignment with global sustainability standards, and adherence to our internal sustainability policies. We manage supply chain sustainability risk through a combination of desk assessments and on-site audits. This process involves experts from multiple departments or collaborates with third parties, significantly enhances our sustainability risk assessment and response capabilities within our supply chain.

●

Desk Assessment

Assessment Method:

- Conduct supplier assessments utilizing our supplier desk assessment tools¹⁴, which combines questionnaires and other forms.

Assessment Scope:

- Assess information and supporting evidence on the supplier's sustainability-related policies, initiatives, and performance.

Assessment Report:

- Generate assessment report on supplier sustainability performance using our internal assessment standards.

●

On-site Audit

Audit Method:

- A cross-functional team comprising the Supply Chain Management, Compliance, and EHS Departments and various business units conducts sustainability audit every three years.
- Engage third-party auditors to perform on-site audit for significant suppliers, enhancing the reliability of audit results.
- Carry out remote audit as appropriate for suppliers unable to undergo an on-site audit.

Audit Scope:

- Incorporate labor rights, employment compliance, OHS, quality management, environmental protection, anti-corruption, etc. into the audit.

Audit Report:

- Generate audit report on supplier sustainability performance using our internal audit standards.

We identify significant suppliers based on procurement expenditure, significant business impacts, and also take into account various factors such as business capability, financial credit, and sustainability performance. To measure and monitor their performance, we conduct various forms of audits specifically for these significant suppliers, utilizing internal criteria to effectively track and monitor their performance. At the end of the Reporting Period, we planned to conduct sustainability audits for 133 significant suppliers. Each of these significant suppliers was evaluated through desk assessments or on-site audits, leading to a 100% completion rate for ESG audits. As a result, a total of 15 significant suppliers identified for ESG management improvements have all completed rectification processes with the Company's support.

Following the reports of our sustainability risk assessments and audits, WuXi AppTec collaborates with suppliers to implement a CAPA¹⁵ program. For suppliers identified as having improvement potential, we provide training or technical support to help establish measurable and evaluable solutions and practical improvement plans within a reasonable timeframe. This support enables suppliers to address issues effectively and promptly, thereby jointly enhancing the sustainable management of the supply chain.

Supply Chain Engagement

As a [PSCI Supplier Partner](#), WuXi AppTec adheres to the [PSCI Principles](#) and focuses on five key areas of engagement, including governance and management systems, ethics, human rights, health and safety, and environmental protection, aiming to contribute to a global community committed to driving responsible value chain practices. During the Reporting Period, we conducted specialized initiatives on sustainable supply chain management, emphasizing areas of environment and governance, and collaborating with our suppliers to jointly advance the industry development.



Sustainable Supply Chain Specialized: Governance and Management System

WuXi AppTec acknowledges the significance of fostering a diversified supply chain, viewing it as a crucial measure to enhance the effectiveness of our supply chain governance and management system. We are dedicated to collaborating with a diverse array of suppliers to create a sustainable and mutually beneficial supply chain. We actively establish long-term, stable, and cohesive partnerships with eligible small and medium-sized enterprises (SMEs¹⁶), promoting local employments and driving their economic development.

Sustainable Supply Chain Specialized: Environmental Protection

Engagement with suppliers is a robust approach to promoting the carbon emission reduction in the value chain. It not only helps reduce carbon emissions in both the upstream and downstream of the Company, addressing customers' low-carbon demands, but also contributes to the green transformation of the entire industry chain. To enhance our supply chain's carbon emission reduction capabilities and motivation, we have established close collaboration with significant suppliers, helping them improve their understanding of carbon management and data accounting to lay a comprehensive and solid foundation of carbon management. Additionally, we assist significant suppliers in advancing carbon emission reduction measures for effective implementation of low-carbon transformation within the value chain.

To ensure the effectiveness of our dedicated efforts in sustainable supply chain management and drive active collaboration and mutual progress along the value chain, we have implemented a supplier empowerment program. This program supports suppliers in achieving better sustainability performance through training, benchmarking, and capacity building programs. During the Reporting Period, total supplier training hours on business ethics are 549 hours.

Sustainability Capacity Building



Assign a dedicated person to take the responsibility for communicating with suppliers on sustainable management, and regularly carry out awareness campaigns on sustainability.

Actively engage with suppliers who excel in sustainability performance to exchange ideas on best practices. Provide sustainability trainings cover a wide range of topics, including anti-bribery, OHS, quality management, and environmental protection. These trainings aim to ensure that suppliers can access sustainability benchmarks by identifying their own gaps and initiating improvements.

Conduct comprehensive capacity building programs to systematically improve supplier practices and performance on specific 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 sustainability performance.

We proactively organize supplier conference and other communication events, aiming to build an efficient and open communication platform for promoting mutual exchange and in-depth cooperation among suppliers.

2024 Supplier Conference

During the Reporting Period, WuXi AppTec hosted the "2024 Supplier Conference", aimed at enhancing communication and collaboration with our suppliers for mutual sustainable growth. The Conference covered a wide range of issues including introduction on [PSCI Principles](#), sustainable supply chain management, and GHG reduction targets and action plans. The Conference empowered our suppliers and jointly advanced the development of sustainable value chain.



In addition, we have developed sustainability training programs for procurement representatives and other internal stakeholders. These programs aim to foster a deeper comprehension of their respective roles in supply chain sustainable management, empowering them to continually refine their necessary skills and expertise, in pursuit of the goal of building a sustainable supply chain.

Our Target and Progress

Provide annual training for procurement personnel related to sustainable procurement, with a completion rate of 100% by 2030.

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



Training on Procurement Representatives

The Company provides comprehensive sustainability training sessions for procurement representatives and other internal stakeholders, aiming to foster the awareness of sustainable development and enhance related knowledge and capabilities. We regularly organize sustainable supply chain training for procurement representatives, while seamlessly integrating the concept of sustainable procurement into daily operations and business activities, thereby strengthening the sustainability of procurement activities and supply chain management.

Protecting Our Planet

- Climate Change
- Emissions Management
- Resources Management



Our Governance

WuXi AppTec upholds values that prioritize environmental protection and has established a comprehensive governance structure to ensure compliance with relevant laws and regulations at all operational sites. We effectively tackle environmental challenges while striving for continuous improvement in our environmental protection efforts, dedicated to the effective implementation of environmental management systems, energy management, emission management, resource allocation, ecosystem and biodiversity protection, and circular economy. The Company's environmental governance not only reflects our corporate responsibilities but also demonstrates our dedication to sustainable practices.

Our Approach

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 set forth by the [Task Force on Climate-related Financial Disclosure \(TCFD\)](#), the [Hong Kong Stock Exchange](#) and the [Shanghai Stock Exchange](#) enables us to comprehensively assess the risks and opportunities associated with climate change and subsequently, allowing us to develop a robust strategy and action plan aimed at effectively tackling these challenges. We actively pursue effective solutions to the Company's prominent climate-related risks and opportunities, by implementing measures to reduce energy consumption and GHG emissions through promoting energy efficiency improvements, laying out the energy transition, developing low-carbon design, collaborating with low-carbon partners, and advocating a low-carbon culture. We continuously strengthen our environmental management system, not only strictly complying with the compliant discharge standards for wastewater, air emission, and waste, but also actively adopting emission reduction measures to effectively protect our operational sites and the surrounding natural environment. Moreover, we proactively practice circular economy principles, promoting efficient water management and reuse, as well as packaging material recycling and solvent recovery, to achieve a mutually beneficial balance between ecological sustainability and economic efficiency. We have set a series of environmental management targets and closely monitored our progress through quantitative assessments and periodic evaluations.

2024 Highlight

Performance



Reduced

12.15 %

GHG emission intensity compared to the 2020 baseline.



Reduced

36.10 %

water usage intensity compared to the 2020 baseline.



89 %

of our main operational sites have obtained the ISO 14001 Environmental Management System certification.



Submitted our science-based targets to the SBTi.

Climate Change

Why It Matters

Climate change poses a major threat to both human well-being and the ecological balance of our planet, highlighting the necessity for ambitious and accelerated climate change adaptation and mitigation actions. WuXi AppTec places significant emphasis on environmental protection, striving to minimize negative environmental impacts and actively contributing to addressing the challenges posed by climate change.

Our Commitment

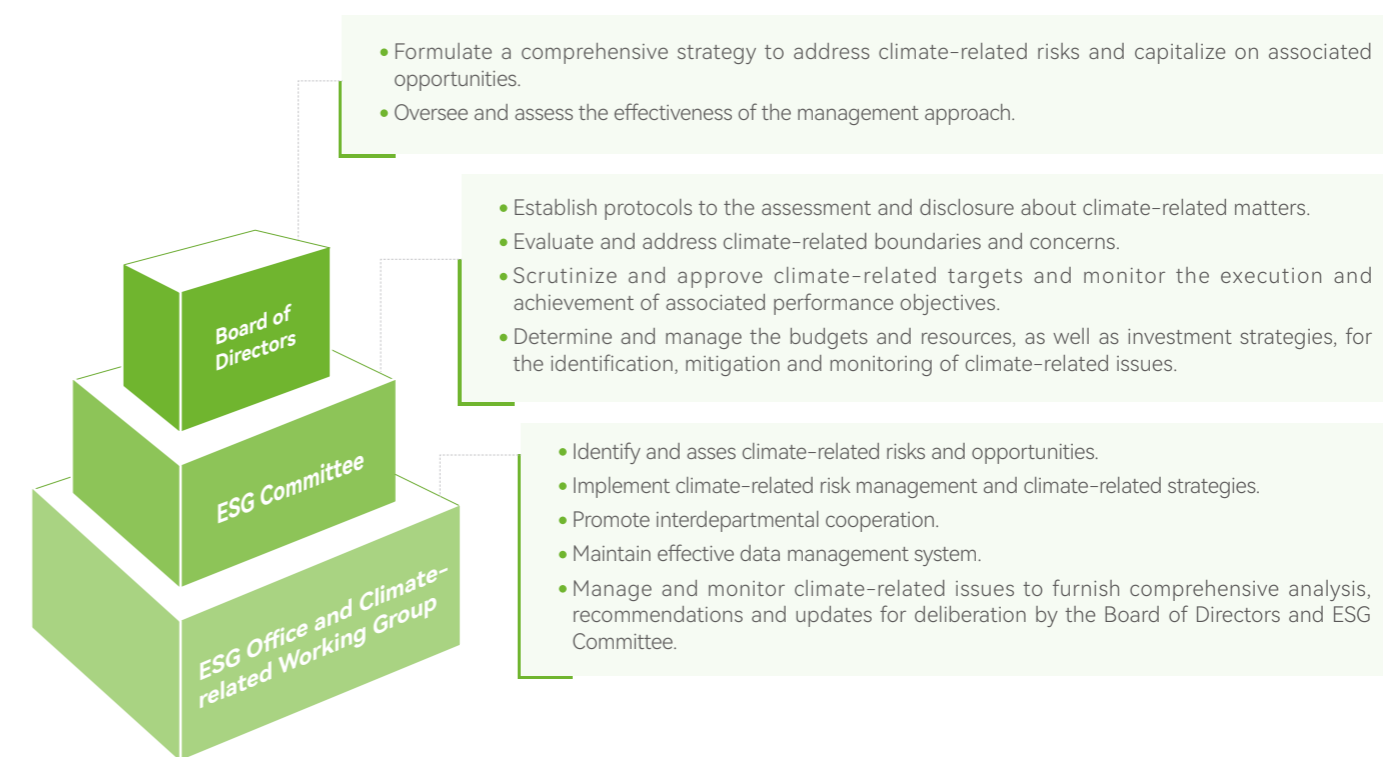
To combat climate change, global leaders signed the [Paris Agreement](#) in 2015, committing to working together and taking ambitious steps to limit the global temperature rise in this century to less than 2°C above pre-industrial levels. In November 2024, COP 29¹⁷ assessed the progress towards the [Paris Agreement](#) goals and focused on ensuring implementable national climate plans are developed to transition away from fossil fuels and limit global warming. To safeguard our planet, we support the [Paris Agreement](#) and dedicate ourselves to the GHG reduction. We are concentrating our efforts on exploring a systematic approach to environmental protection with the aim of mitigating our environmental impact.

We follow the [TCFD](#) recommendations regarding our disclosure of climate-related financial information, and have participated in the [CDP](#) Climate Change questionnaire to help stakeholders better understand the Company's progress in climate change management. We are committed to partnering with our stakeholders to create positive changes across the value chain.

Climate-related Governance

WuXi AppTec attaches great importance on climate change governance and continuously refines our management mechanism and approaches to ensure ongoing effectiveness. Our governance framework for addressing climate-related risks includes the Board of Directors, the ESG Committee, the ESG Office, and the Working Group made up of climate-related departments. The ESG Office compiles quarterly reports and submits them to the ESG Committee, which subsequently presents a regular report to the Board of Directors.

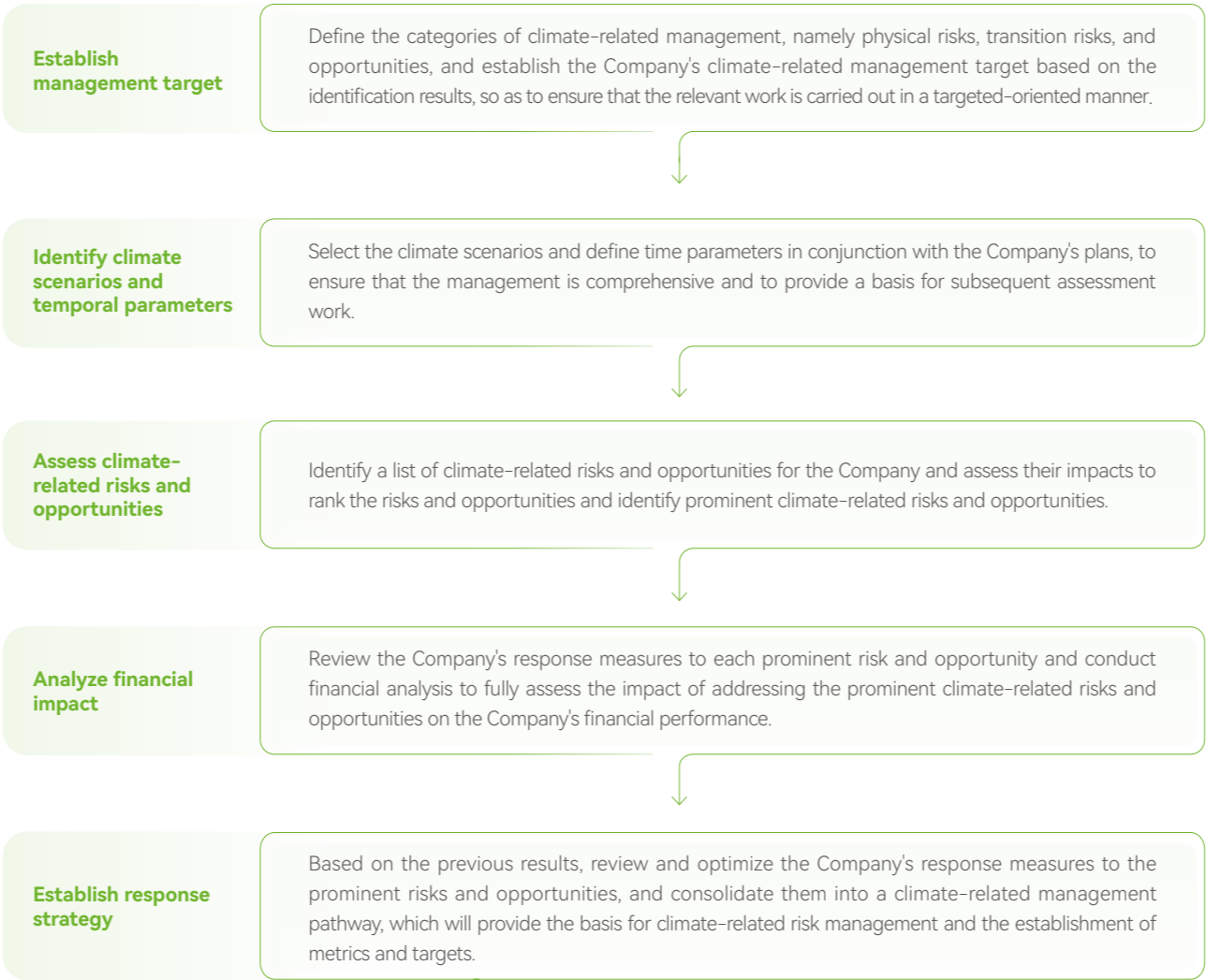
The Board of Directors has taken climate competence training provided by external experts to stay informed about the latest climate-related trends and ensure they possess the expertise needed to oversee climate-related issues. To facilitate the effective implementation of climate-related measures, we integrate climate-related targets into the performance assessment of specific management team members, thereby motivating them to prioritize climate management and pursue enhanced performance.



WuXi AppTec's Climate-related Governance Structure

Climate-related Strategy

We are dedicated to a scientific and systematic approach to establishing climate-related management strategies and exploring a cleaner and more sustainable operation mode. During the Reporting Period, we conduct climate-related analysis by referring to the [International Financial Reporting Standards \(IFRS\) S2 Climate-related Disclosures](#) and the [Conclusions on Climate Disclosure Requirements](#), established a long-term climate strategy to strengthen climate resilience, thereby supporting the implementation of our decarbonization.



WuXi AppTec Climate-related Management Strategy Process

The Company categorized climate-related management into risks and opportunities management, with risks categorized as physical risks and transition risks. We set the identified short-term climate-related risks and opportunities as the current management target and combined the results of the medium-term and long-term identification to provide the basis for future management objectives and planning, to support the Company with comprehensive climate-related management.

To generate the climate-related strategy in a scientific and effective manner, we have identified climate scenarios and temporal parameters with reference to international standards and recommendations, peer practices, and the actual situation of the Company. We used the SSP¹⁸1-2.6, SSP2-4.5 and SSP5-8.5 scenarios for the physical risk analysis and the IEA¹⁹ NZE 2050²⁰, IEA APS²¹ and IEA STEPS²² scenarios for the transition risk analysis. The analysis timeline is divided into short-term (1 year), medium-term (2-5 years), and long-term (≥6 years).

During the Reporting Period, we have updated our list of climate-related risks and opportunities to ensure that it is comprehensive and timely. The list we have generated covers three physical risks, five transition risks and three opportunities. To prioritize the climate-related response strategy, we assessed the impact of each risk and opportunity, ranked the result of impact, and identified prominent climate-related risks and opportunities. Involving the results of different impact assessments under different climate scenarios, we developed response measures in accordance with the most severe impact levels that may occur. We have assessed the financial impact of prominent climate-related risks and opportunities response in the respective time phases and climate scenarios, to provide reference for the Company's response measures.

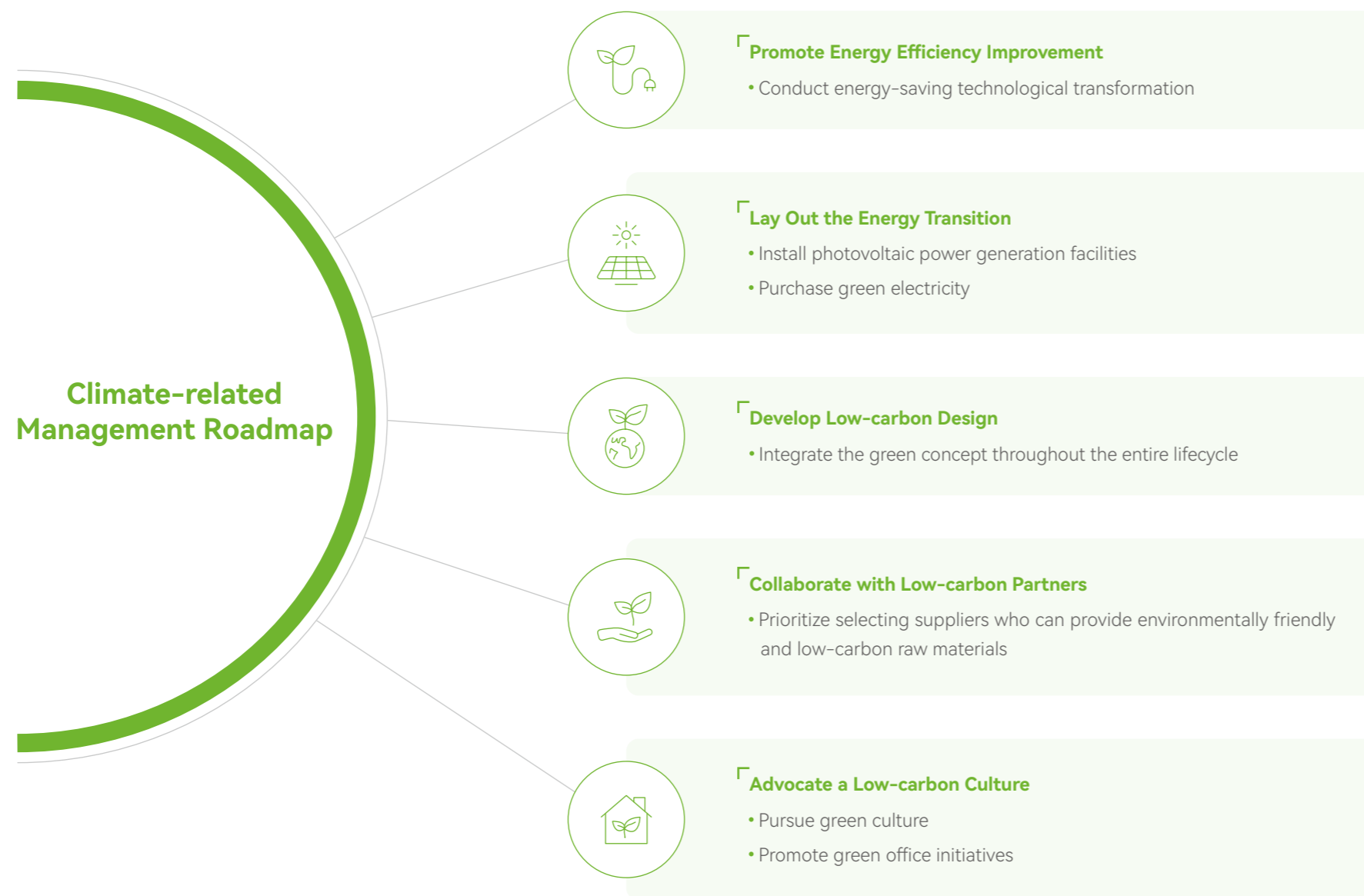
Risk Type	Climate-related Risk		Potential impact	Time Dimension	Impact Rating			Response Measures	Financial Impact
					SSP1-2.6	SSP2-4.5	SSP5-8.5		
Physical risks	Acute	Typhoons	Typhoon may damage the Company's infrastructure and affect the operational stability of the Company.	Short-term	Minor	Minor	Minor	Prevention in advance: Develop comprehensive emergency response plans for extreme weather events, covering multiple scenarios such as typhoons, floods, and heat waves, and improve our emergency response capabilities in terms of facility preparation, personnel capability, and material storage. Also, adopt the risk assessment and early warning mechanism to pay attention to the likelihood of acute risks, so as to support the Company in making emergency response decisions.	Increased operating costs from front-end guarantee and improve emergency response capabilities.
				Medium-term	Minor	Minor	Minor		
				Long-term	Minor	Minor	Minor		
		Floods	Equipment and assets submerged by floods need to suspend operations, affecting the stability of business operations.	Short-term	Minor	Minor	Minor	Response during extreme weather event: Promptly activate the emergency response plan and deploy the necessary resources to ensure employee safety and business continuity. Also, carry out real-time monitoring of weather changes and damage to facilities, and timely adjust response measures in accordance with the actual situation.	Increased operating costs associated with the activation of emergency response plans and emergency initiatives during the event response process.
				Medium-term	Minor	Minor	Minor		
				Long-term	Minor	Minor	Minor		
		Heatwaves	The increasing frequency of heatwaves may lead to decline in labor productivity	Short-term	Minor	Minor	Minor	Follow-up after event: On the one hand, carry out a comprehensive evaluation on the damage caused by the event in conjunction with insurance companies and other related organizations, and formulate a recovery plan. On the other hand, review emergency responses during the event to optimize the emergency plan and response process so as to improve the ability to respond to extreme weather events in the future.	Increased operating costs due to maintenance, reinforcement and renovation of infrastructure after event.
				Medium-term	Minor	Minor	General		
				Long-term	General	General	Critical		



Risk Type	Climate-related Risk		Potential Impact	Time Dimension	Impact Rating			Response Measures	Financial Impact
					IEANZE 2050	IEA APS	IEA STEPS		
Transition risks	Policy and legal	Increased pricing of carbon emissions	Carbon pricing, CBAM and other regulations may continue to raise the cost of carbon emissions.	Short-term	Minor	Minor	Minor	Monitor the latest climate-related laws and regulations at all our operational sites and strengthen energy management, take necessary energy-saving and carbon-reducing measures.	Responding to policy and regulation changes may lead to the increase in operating costs.
				Medium-term	Minor	Minor	Minor		
				Long-term	Minor	Minor	Minor		
	Technology	Costs to transition to lower emissions technology	With the progress of energy and low-carbon transition, increases in the investment of new lower emissions technologies are needed, which may affect the existing operation models.	Short-term	Minor	Minor	Minor	Conduct comprehensive feasibility studies and risk assessments to ensure the efficient implementation of measures such as process optimization, equipment upgrade, infrastructure renovation, and technological innovation on the basis of guaranteeing smooth business operations.	Conducting comprehensive research and evaluations and implementing lower emissions technology measures may result in increased operating costs
				Medium-term	Minor	Minor	Minor		
				Long-term	Minor	Minor	Minor		
	Market	Changing customer behavior	Recently, an increasing number of customers have set carbon targets for their value chain, demanding carbon reduction contributions from the entire value chain, and failure to meet customers' requirements is a risk factor that can lead to loss of business opportunities.	Short-term	Minor	Minor	Minor	Actively engage in dialogue and cooperation with customers to understand their requirements for the Company's GHG emission reduction performance. Establish GHG emission reduction targets and carbon reduction strategies and implement measures focused on carbon reduction.	Response measures to meet customers' low-carbon requirements may result in increased operating costs.
				Medium-term	Minor	Minor	Minor		
				Long-term	Minor	Minor	Minor		
		Increased cost of raw materials	Supply chain partners gradually establish their own carbon reduction plans, resulting in an increase in raw material costs.	Short-term	Minor	Minor	Minor	Carry out supplier low-carbon collaboration projects, and continue to explore the possibility of supply chain decarbonization.	Low-carbon collaboration projects in the supply chain may lead to increased operating costs.
				Medium-term	Minor	Minor	Minor		
				Long-term	Minor	Minor	Minor		
	Reputation	Increased stakeholder concern	A decline in the Company's reputation on climate change could adversely affect the Company's ability to raise capital by failing to meet the expectations of investors, who perceive climate change action as an important investment factor.	Short-term	Minor	Minor	Minor	Establish climate-related risk management process, implement corresponding measures, and maintain transparent disclosure.	Response measures to meet stakeholders' low-carbon concerns may result in increased operating costs.
				Medium-term	Minor	Minor	Minor		
				Long-term	Minor	Minor	Minor		

Opportunity Type	Climate-related Opportunity	Potential Impact	Time Dimension	Impact Rating			Response Measures	Financial Impact
				IEA NZE 2050	IEA APS	IEA STEPS		
Resource Efficiency	Enhancement of energy efficiency	Promote energy-saving technological transformation and optimize the level of energy management to enhance the efficiency of energy use, thereby reducing energy costs.	Short-term	Minor	Minor	Minor	Use our online monitoring system and other tools for data analysis and decision-making to optimize energy management and support energy saving and consumption reduction. Apply practices such as process optimization, equipment upgrade, infrastructure renovation, and technological innovation to improve energy use efficiency.	Undertaking comprehensive energy efficiency improvement initiatives to reduce energy consumption, which may result in reduced operating costs.
			Medium-term	Minor	Minor	Minor		
			Long-term	Minor	Minor	Minor		
Energy Source	Increase in the proportion of renewable energy usage	Increasing the proportion of renewable energy usage can reduce the Company's dependence on fossil fuels, avoid the impact of fossil fuel price fluctuations, and help the Company build a green and low-carbon brand image.	Short-term	Minor	Minor	Minor	Implement renewable energy through the purchase of green electricity and the installation of solar photovoltaic power generation facilities to continuously increase the proportion of renewable energy usage.	Operating costs associated with renewable energy use-related initiatives are relatively manageable, based on the application of mechanisms such as centralized green procurement and energy management contracts, and a green and low-carbon brand image may lead to increased operating revenue.
			Medium-term	Minor	Minor	Minor		
			Long-term	Minor	Minor	Minor		
Products and Services	Increased demand for low-carbon products	Customers increasingly favor low-carbon options, companies' low-carbon and environmental protection achievements can lead to a significant competitive advantage.	Short-term	General	General	Critical	Adopt green chemistry and other measures to reduce the environmental impact of our products and services.	Initiatives related to low-carbon products and services are compatible with the Company's own business philosophy and model, and are conducive to driving the growth of operating revenue.
			Medium-term	General	General	Critical		
			Long-term	General	General	Critical		

In order to systematize the Company's climate-related management strategy, we have consolidated various initiatives to address prominent climate-related risks and opportunities, resulting in a climate-related management roadmap that implements the Company's management initiatives in the following five areas.



Promote Energy Efficiency Improvement

Improving energy efficiency stands as one of the pivotal methods WuXi AppTec employs to implement low-carbon strategies and address climate change. We are making substantial advancements in energy efficiency through energy management, process and technology optimization, and energy efficiency monitoring along with other measures.

The Company offers comprehensive guidance on energy management at the site level through general energy management SOPs. Based on the guidance, each main operational site has formulated its own tailored SOPs for energy management, with the main goal of implementing various measures to effectively reduce energy consumption and GHG emissions. We have established an Energy Management Committee, which evaluates and identifies opportunities for improving energy performance while facilitating the sharing of exemplary energy-saving cases across the Company. In addition, we encourage our employees to propose innovative management solutions and explore more effective energy management practices. Currently, some of our operational sites have obtained ISO 50001 Energy Management System certification, and we are striving to expand the coverage of this certification.

WuXi AppTec proactively explores and applies practices such as process optimization, equipment upgrade, infrastructure renovation, and technological innovation. For equipment procurement, we require suppliers to disclose their EEl²³ in energy proposals and quotations and give preference to equipment products with higher EEIs. In terms of equipment upgrade and technological iterations, we extensively employ frequency conversion modes in electrical equipment to achieve improved energy efficiency and optimized energy savings. Additionally, we utilize waste heat recovery technology to reduce fuel usage.

Also, we focus on strengthening energy efficiency management by employing an online monitoring system to track and analyze energy efficiency data in real-time for our main operational sites. This allows us to promptly detect and address irregularities in energy consumption, while establishing a foundational system and comprehensive database to support future energy-saving and consumption reduction endeavors.

Equipment Upgrade Project

The Company continued to carry out equipment upgrade projects, introducing energy-efficient equipment and conducting equipment modifications. The Waigaoqiao site replaced six air-conditioners with Class 1 energy-efficient air-conditioners and replaced LED energy-saving lighting equipment for laboratory fume hoods. The Taixing site conducted steam pipeline maintenance and upgrade to safeguard steam delivery efficiency. Additionally, the Jinshan site modified its 20 temperature-controlled circulating pumps with frequency converters and utilized a distributed control system to accurately control the operating frequency, and the Changshu site carried out operation optimization for exhaust fans, deodorization systems, etc., thereby effectively reducing energy consumption. A total of 3,312 MWh of electricity and 1,043 tonnes of steam were saved as a result of the projects.

Waste Heat Recovery Project

Upholding a low-carbon concept, WuXi AppTec has optimized equipment and processes and actively carried out waste heat recovery and reuse projects. We implemented an air-conditioning heat recovery project by U-shaped heat pipes on 12 air-conditioners at the Suzhou and Nantong sites, installing glycol heat recovery units on six air-conditioners at the Nantong site, and optimizing optimize glycol heat recovery for air-conditioners at Taixing site, aiming to achieve efficient recovery and utilization of cooling and heating energy. Our Changzhou site also conducted waste recovery projects, reusing waste heat from steam condensate, cooling water, and air compressors and reducing the consumption of steam. During the Reporting Period, the Company's waste heat recovery projects contributed to a reduction of approximately 2,167 MWh of electricity and 30,307 tonnes of steam.

Lay Out the Energy Transition

In the face of global climate challenges, renewable energy substitution presents an effective solution for transforming energy structure, reducing the environmental impact of fossil fuels, and providing a reliable power supply amidst fluctuating fossil fuel prices. WuXi AppTec actively explores opportunities to adopt renewable energy sources and low-emission fuels in our operations, aiming to reduce the use and emissions of traditional energy sources and facilitate a smooth transition in our energy structure.

To ensure effective and sustainable progress, WuXi AppTec has established an energy transition framework that guides our gradual fulfillment of the energy transition through measures such as purchasing green electricity and installing photovoltaic power generation facilities. In 2024, the Company significantly increased the procurement of green electricity, totaling 58,333 MWh of green electricity, which accounts for 7.20% of the Company's electricity consumption, demonstrating a strong commitment to sustainable energy use. In addition, we have an operational site equipped with solar photovoltaic facilities, and we plan to gradually carry out photovoltaic power generation facility installation projects in our main operational sites to continually increase the proportion of renewable energy usage.

Photovoltaic Power Generation

Our Couvet site has installed rooftop photovoltaic panels to convert solar power to electricity, increasing the proportion of renewable energy usage. During the Reporting Period, the Couvet site has generated approximately 175 MWh of electricity from photovoltaics.

Develop Low-carbon Design

At WuXi AppTec, we prioritize integrating sustainability into our front-end process design. We recognize the importance of adopting eco-friendly design principles that minimize environmental impact while maximizing efficiency. Our R&D teams incorporate sustainable philosophy into their workflows, ensuring that every design meets the quality standards and aligns with our green design objective. We decrease the usage of raw material chemicals by enhancing the utilization rate of raw materials, thereby reducing the generation of hazardous waste. By leveraging innovative technologies and low-carbon raw materials, we strive to create effective and environmentally responsible solutions.



Collaborate with Low-carbon Partners

On top of promoting low-carbon operation in our business, WuXi AppTec is also committed to embedding the low-carbon philosophy to all aspects of our value chain. We communicate and cooperate with various business partners on the topic of low-carbon management, striving to reduce carbon emissions within our business operations, jointly contribute to the green transformation of the industry chain, and explore sustainable business models with climate resilience.

During the Reporting Period, we have conducted a thorough carbon inventory of our value chain. Based on the results of our carbon inventory, Category 1: Purchased goods and services, which primarily include raw material and service procurement, accounts for 75.30% of our Scope 3²⁴ GHG emissions. We carried out a series of specialized low-carbon transformation initiatives focused on sustainable supply chain management, which effectively enhance the low-carbon responsibilities of suppliers from both capacity building and management optimization aspects. In terms of supplier capacity building, we provide training to suppliers to raise their awareness of low-carbon principles and guide them in applying low-carbon initiatives in the production and supply of raw materials. This ensures the effective implementation of decarbonization measures within our value chain. To optimize our management mechanism, WuXi AppTec prioritizes selecting suppliers who can provide environmentally friendly and low-carbon raw materials under the same conditions. We require capable suppliers to provide emission factors and product carbon footprints and consider incorporating this information into the evaluation process for procurement decisions to further our commitment to sustainability.

Supplier Low-carbon Awareness Training

During the Reporting Period, we invited external experts to conduct low-carbon awareness training for our suppliers. The training shared global low-carbon development trends and successful case studies to help suppliers understand the importance of low-carbon development and its impact on the sustainable development of enterprises. The training also included specialized guiding session on effective carbon emission data collection and analysis methods, assisting suppliers in accurately assessing their carbon emissions status and enhancing their data management capabilities. In addition, we encourage suppliers to adopt energy-saving and carbon reduction measures to reduce products carbon footprint and GHG emissions. Through the low-carbon awareness training, we have significantly enhanced our suppliers' low-carbon management capability and environmental responsibility, laying a solid foundation for building a green supply chain of the Company.

Advocate a Low-carbon Culture

WuXi AppTec is dedicated to fostering a culture of climate awareness within the Company. We believe that advocating for a low-carbon culture is crucial for driving sustainable practices. To this end, we provide comprehensive trainings covering a wide range of topics, such as environmental protection, energy efficiency management, and waste reduction and recycling, to educate our employees on the importance of sustainability. Furthermore, we promote green office initiatives, such as recycling programs, energy-efficient lighting, and online meeting, to encourage employees to contribute to reducing waste and conserving energy in our business operations.

Green Commuting

The Company actively advocates the concept of green commuting and provides employees with low-carbon and environmentally friendly commuting options. We introduce electric shuttle buses for our employees and advocate the principle of prioritizing shuttle buses, encourage employees to reduce the use of private cars, and guide them to take practical actions to reduce carbon emission. At the end of the Reporting Period, the Company has put into use 70 electric shuttle buses, further promoting the application of green commuting methods.



Climate-related Risk Management

WuXi AppTec has established a comprehensive climate-related risk management process, including risk identification and assessment, risk prioritization and response, and risk monitoring and control. Through this process, we aim to reduce the climate-related impacts on the Company and its stakeholders.



We have identified climate-related risks and opportunities that are appropriate for the Company and have generated a list, taking into account the industry characteristics and the views of stakeholders and external experts. In addition, we review and update the risk list based on the global climate-related policies and regulations, climate-related requirements from our customers and the Company's low-carbon planning. Each identified risk or opportunity is assessed qualitatively and quantitatively for likelihood, severity (risk analysis only) and relevance to generate the impact assessment. Global Climate Modelling (GCM) and Geographic Information System (GIS) data are used to assess and estimate physical risk. Feedback from external experts, management, heads from the business units and other stakeholders is used to determine the assessment methodology and information sources for transition risks, and to ensure that the assessment methodology is appropriate to the actual situation of the Company and that it is scientific and reliable.

We have conducted the ranking of climate-related risks and opportunities based on the impact evaluation results. To further define the prominent risks and opportunities that need to be managed, we have set risk thresholds that are aligned with the overall risk management of the Company. For minor risks and opportunities, we have included them in our routine risk monitoring and review process. We have developed response measures for general risks and opportunities, and comprehensive and refined response measures for critical risks and opportunities. On this basis, we have assessed the financial impact of identified prominent risks and opportunities and reviewed the response measures based on financial assessment to ensure the effectiveness.

In response to the climate-related risks and opportunities identified above, we have established a comprehensive climate-related management process that is integrated into the Company's overall risk management process. We regularly assess and review the impact to ensure that the risks remain manageable. Meanwhile, risk owners conduct regular risk monitoring and control of the climate-related risks and opportunities that may impact their daily work. For the prominent climate-related risks and opportunities identified, the Company's ESG Committee regularly assesses the level of risk and reports to the Board of Directors and the Board of Director will decide whether to update the management strategy by reviewing the results of risk control.

Climate-related Metrics and Targets

WuXi AppTec has systematically conducted accounting and inventory of GHG emissions and energy consumption since 2020. To ensure the achievement of our GHG emission intensity and energy consumption intensity targets, we have established a comprehensive governance framework with clearly defined responsibilities at each hierarchical level. The Board of Directors oversees the overall progress of our GHG reduction targets on a quarterly basis, while the ESG Office is responsible for reviewing the implementation and effectiveness of these initiatives across our entire business.

Furthermore, to elevate data quality and enhance management efficiency, we have implemented an ESG management system, which facilitates regular monitoring of data submitted by our main operational sites and aligns our GHG emissions calculations with the guidelines set forth by the [GHG Protocol](#). During the Reporting Period, we have carried out a comprehensive carbon inventory to review the carbon emissions at both the Company's

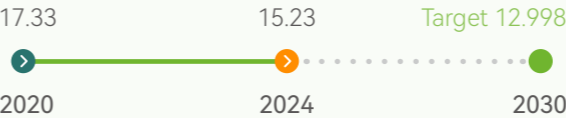
operations and value chain, thereby providing a solid foundation for carbon management. We have enhanced the completeness of our carbon inventory by clarifying emission boundaries and ensuring that all significant and diverse carbon emission sources have been thoroughly investigated. Moreover, we have further optimized the accuracy of the carbon inventory. For instance, during the value chain carbon inventory process, we have strengthened collaboration with supplier partners to improve the proportion of first-hand data acquisition. This approach has reduced inaccuracies and interference caused by data estimation and ensured the establishment of a comprehensive and detailed carbon management foundation.

During the Reporting Period, our GHG emissions (Scope 1 and 2) intensity is 15.23 kilograms of CO₂e / RMB 1,000, and energy consumption intensity is 3.63 kilograms of standard coal equivalent / RMB 1,000.

GHG Reduction Target

25 % GHG emission intensity reduction by 2030 compared to the 2020 baseline.

GHG Reduction Progress

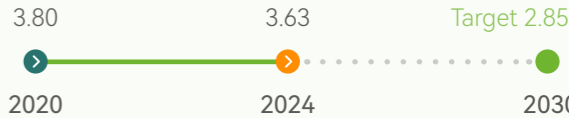


Unit: Kilogram of CO₂e / RMB 1,000

Energy-saving Target

25 % energy consumption intensity reduction by 2030 compared to the 2020 baseline.

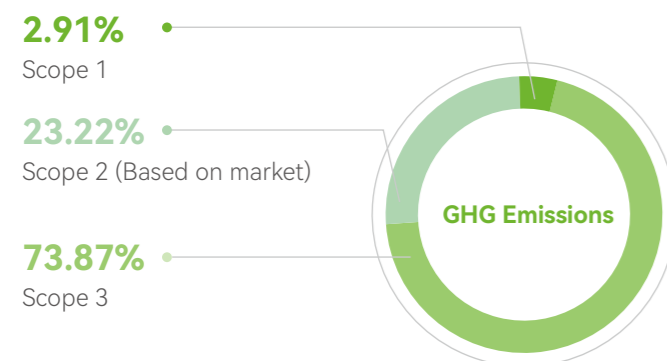
Energy-saving Progress



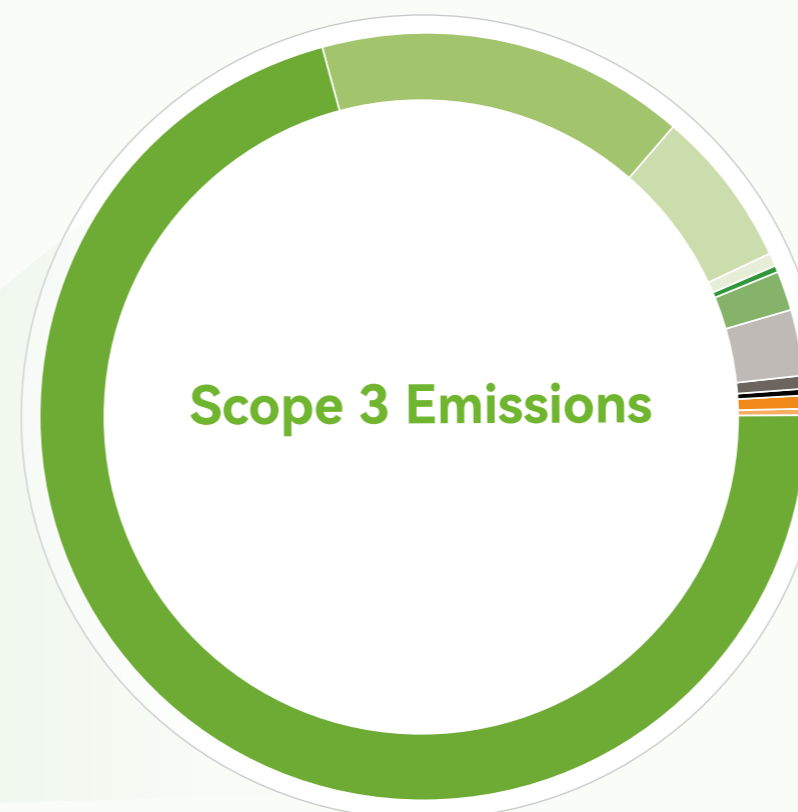
Unit: Kilogram of standard coal equivalent / RMB 1,000

Based on our comprehensive carbon inventory, direct emissions (Scope 1²⁵) accounted for 2.91% of total GHG emissions, market-based indirect emissions (Scope 2²⁶) comprised 23.22% of total GHG emissions, and other indirect emissions (Scope 3) other indirect emissions contributed to 73.87% of total GHG emissions.

Additionally, WuXi AppTec closely monitors GHG emissions within our value chain, actively conducting Scope 3 GHG emissions inventories, which include all 15 categories. We clarify the carbon emission sources covered by each category and prioritize the collection of carbon emission factors and data directly from suppliers to ensure the comprehensiveness and accuracy of the emission data. The categories with the highest proportion of GHG emissions in Scope 3 are Category 1: Purchased goods and services and Category 2: Capital goods, which account for 75.30% and 12.76% respectively. By leveraging our GHG accounting results, we identify opportunities for emissions reduction within the value chain and collaborate with suppliers to explore decarbonization practices, striving together to reduce GHG emissions across the value chain.



The emission percentages for Scopes 1, 2, and 3



- **75.30%**
Category 1: Purchased goods and services
- **12.76%**
Category 2: Capital goods
- **5.78%**
Category 3: Fuel- and energy-related activities
- **0.81%**
Category 4: Upstream transportation and distribution
- **0.28%**
Category 5: Waste generated in operations
- **1.19%**
Category 6: Business travel
- **1.90%**
Category 7: Employee commuting
- **1.55%**
Category 9: Downstream transportation and distribution
- **0.22%**
Category 13: Downstream leased assets
- **0.21%**
Category 15: Investments

Emissions Management

Why It Matters

Nature provides vital environmental functions and ecosystem services, which are inextricably linked to human livelihoods and well-being. Pollution of water, air, and soil can cause significant adverse health outcomes in humans. Effective emissions management is crucial for protecting the global ecosystem and enhancing public health. WuXi AppTec strives to reduce our environmental impact and contribute to ecosystem conservation. A proactive approach to emissions management also strengthens our operational efficiency, reduce costs, and help us navigate potential risks such as regulatory compliance challenges and potential penalties.

Our Commitment

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

Our Approach

WuXi AppTec fulfills its commitment to emissions management, continuously strengthens its environmental management system, and guarantees the effective protection of the ecosystem of our operational sites and surrounding areas. We ensure compliant discharge of wastewater, air emission, and waste, while implementing a series of emission reduction measures to minimize our environmental impact and actively fulfill our environmental responsibilities.

Environmental Management System

Guided by our [Environmental Policy](#), WuXi AppTec has formulated standardized policies across all operational sites, forming a comprehensive and systematic environmental management system. We also actively foster collaboration with stakeholders to promote green and sustainable development.

During the pre-construction or reconstruction phase of our operational sites, we ensure the project construction sites avoid the ecological impact. We perform Environmental Impact Assessments in compliance with regulatory requirements to assess and confirm the feasibility of our construction projects from the perspective of environmental protection. We closely monitor and control the impact of our operations on the biodiversity and the ecosystems. Moreover, we have created an inspection checklist to detail the specific responsibilities of each department and the inspection

tasks to be conducted regularly. Internal audits of the environmental management system are performed to ensure its effective implementation. We accept customer audits and regularly conduct third-party environmental management audits at main operational sites. All inspection and audit findings are promptly resolved and used to continuously refine the checklist and enhance the effectiveness of our management practices. During the Reporting Period, all main operational sites had undergone internal audits on the environmental management system and 89% of them had been certified to ISO 14001 Environmental Management System.

During the Reporting Period, no instance of non-compliance with relevant laws and regulations occurred.

Our Target

Achieve a minimum

50%

recycling rate for regulated hazardous waste at API manufacturing sites by 2030.

Achieve

100%

of main operational sites obtaining ISO 14001 Environmental Management System certification by 2030.

Wastewater Discharge

WuXi AppTec strictly abides by relevant laws and regulations, prohibiting the direct discharge of untreated wastewater into natural water bodies. The wastewater from our facilities originates mainly from urban sewage, R&D, and manufacturing processes. To mitigate the environmental impact of industrial wastewater on surrounding areas, WuXi AppTec has implemented a comprehensive set of control measures for wastewater treatment and discharge. This ensures that the wastewater receives the appropriate treatment to satisfy all water quality requirements before being discharged into the municipal piping networks.

To underscore our commitment to responsible wastewater management and environmental compliance, our on-site WWTPs²⁷ utilize a series of processes, such as eco-friendly pretreatment, aerobic and anaerobic treatment, and sedimentation, to treat all our wastewater before discharge. Given the nature of our business and considering the production of APIs that may result in potential minor residual in the wastewater, the Company has formulated the *API Discharged into Water Bodies Control* and implemented a more comprehensive wastewater management measures to minimize the risk of PiE²⁸. We conduct regular assessments, which estimate the concentration of APIs based on the input materials and the dilution of water and compare the estimated concentrations with the safety levels, to monitor and control the amount of APIs released into wastewater. Additionally, we engage certified vendors or suppliers to handle the wastewater containing APIs, guaranteeing that the API residues limits are compliant and the impact on the nature is minimized.

We have established science-based monitoring approach which helps improve our water quality and lower the risks of emergency. In terms of regular monitoring, our EHS personnels, along with third-party specialists, carefully monitor wastewater discharge through both manual testing and online monitoring system. Chemical Oxygen Demand (COD), ammonia nitrogen (NH₃-N), pH and other key quality parameters are tracked regularly to uphold the effectiveness of our wastewater management and ensure regulatory compliance. Furthermore, we have designed site-specific emergency response plans and adopted a risk-based approach to wastewater management, adhering to industry practices recommended by the [PSCI](#).

Wastewater Discharge Reduction Project

WuXi AppTec has embarked on a series of process optimization and equipment upgrading across our operational sites, aimed at reducing wastewater discharge and enhancing pollutant reduction efficiency. In terms of process optimization, the Taixing site has optimized the drainage cycles according to the water quality in the scrubber tower, while the Wuxi site has reduced the operational duration of the water production system by transitioning from continuous to intermittent water supply, both contributing to significant wastewater reduction. During the Reporting Period, the sites collectively decreased wastewater discharge by approximately 200,000 tonnes.

As for equipment upgrading, the Chengdu site has replaced the aeration equipment with high-efficiency models, resulting in reductions of approximately 10% and 95% in COD and NH₃-N emissions respectively. Meanwhile, the Changzhou site upgraded complexation-based fluoride removal pretreatment system, anticipating an annual reduction of fluoride emissions by 1.46 tonnes. Additionally, technical improvements were implemented on the floating sludge pipeline of the final sedimentation tank, with an anticipated annual reduction of suspended solids emissions by 18.25 tonnes. The Couvet site in Switzerland has introduced an installation that uses free radicals to destroy API molecules onsite, significantly mitigating negative environmental impacts. During the Reporting Period, this system achieved a treatment capacity of 374 cubic meters.

Air Emission

At WuXi AppTec, we prioritize compliance with air emission regulations and strive to reduce our emissions. In our R&D and manufacturing activities, pollutants such as VOCs²⁹, NOx³⁰, SO₂³¹, CO³², HAPs³³, POPs³⁴, PM³⁵, and API dust particles are emitted as products of combustion. We strive to reduce fugitive emissions by implementing enclosed technologies, LEV³⁶ and proper containment in main processes. Then, we utilize activated carbon adsorption devices, HEPA³⁷ filters, scrubbers, and RTOs³⁸ as primary measures to ensure regulatory compliance in air emissions and minimize environmental impact.

WuXi AppTec regularly monitors the air emissions by tracking all fuel usage and calculating the combustion emission rates using accepted emission factors. We have also deployed online monitoring systems for air emissions at our main operational sites. This will equip us to perform enterprise-wide analysis and detect new opportunities for potential emission reductions. To ensure the accuracy of our monitoring and analysis, we appoint certified third parties to perform regular air emission testing across all our main operational sites.

Air Emissions Treatment Facilities Upgrade Project

WuXi AppTec consistently enhances the air emissions treatment facilities across our operational sites, effectively utilizing RTO and TO³⁹ technologies to minimize air pollutant emissions. Specifically, the Changzhou site has modified the equipment to route high-concentration waste gas from the wastewater treatment plant into RTO processing, significantly boosting the VOCs treatment efficiency to over 99%. The Changshu site has consolidated workshop waste gases for RTO incineration, achieving a 7% reduction in emissions of VOCs. Meanwhile, the Taixing site utilizes TO to treat halogen-laden emissions with an efficiency rate of 99.9%, and effectively prevents dioxin re-synthesis through rapid quench cooling techniques, resulting in an annual reduction of approximately 1.66 tonnes in VOCs emissions.

Waste Management

Hazardous Waste Management

WuXi AppTec implements comprehensive management throughout the entire lifecycle of hazardous waste. The Company ensures that the classification, labeling, and recording of hazardous waste comply with relevant laws and regulations at all operational sites. Our hazardous waste encompasses laboratory waste liquids, waste organic solvent, waste activated carbon, sludge from wastewater treatment, as well as hazardous waste generated during R&D and manufacturing processes, including biological, medical, and pharmaceutical waste. We have developed specific management processes for each type of hazardous waste covering its generation, storage, transportation, to disposal. This guarantees compliance with applicable laws and regulations while minimizing the environmental impact of hazardous waste. In transportation and disposal process, we entrust certified third-party hazardous waste disposal agencies to make sure that the hazardous waste undergoes safe and compliant disposal.

The Company adopts advanced technologies to handle substances of concern (e.g. biological wastewater, low-concentration wastewater, and high-concentration wastewater from distillation process), and overseeing the treatment procedures through regularly audits. Over the past five years, the average recycling rate of hazardous waste at API manufacturing sites, which is recycled by certified third-party organizations, reached 47.60%.

To prevent the impact of biological agents on the environment, WuXi AppTec has established a Biosafety Committee to oversee the implementation of biosafety management practices. Our operational sites are equipped with Biosafety Level-2 Laboratories for conducting the routine disposal of biological agents. Additionally, we carry out regular biosafety risk management assessments to ensure safe handling of these biological agents.

Hazardous Waste Reduction Project

WuXi AppTec actively promotes initiatives for hazardous waste reduction, waste activated carbon regeneration, and solvent recovery across our operational sites, thereby effectively minimizing the negative environmental impact of hazardous waste. In terms of hazardous waste reduction, the Taixing site pre-treats high-concentration wastewater through processes such as distillation, extraction, and stratification before entering to the wastewater treatment plant for biochemical treatment. During the Reporting Period, this has significantly reduced the total amount of hazardous waste directly outsourced for disposal, with a reduction of over 5,000 tonnes. At the Couvet site in Switzerland, printed materials undergo on-site processing before being transferred to a specialized recycling company, resulting in the avoidance of incinerating 1,204 kilograms of such materials during the Reporting Period, while ensuring compliance and safe disposal practices.

In terms of waste activated carbon regeneration, the Wuxi, Chengdu, Wuhan, Nantong, and Tianjin sites have introduced professional suppliers to regenerate waste activated carbon for reuse. During the Reporting Period, WuXi AppTec entrusted suppliers to recycle and reuse approximately 435 tonnes of waste activated carbon.

Regarding solvent recovery, the Jinshan site collaborates with external professional vendors to utilize distillation and rectification technologies as alternatives to traditional incineration for treating waste organic solvents with high organic phases. During the Reporting Period, this collaboration led to the recovery of 17,191 tonnes of waste organic solvents. Meanwhile, we have strongly encouraged solvent recovery and reuse in Taixing, Changshu, and Changzhou sites. During the Reporting Period, we successfully implemented the recovery and reuse of eight solvents and 19 compounds within projects, cumulatively reducing the use of fresh solvents by 2,530 tonnes. Furthermore, WuXi AppTec actively explores solvent recovery and reuse opportunities in the GMP steps of commercial projects and has completed process validation for multiple products, ensuring compliance with both customer and regulatory requirements.



WuXi AppTec champions technological innovation and expedite the adoption of pioneering green technologies, minimizing the use of chemicals in our R&D and manufacturing processes. By adopting advanced processes such as continuous manufacturing and enzyme technology, we significantly reduce the generation of hazardous waste at the source.

Continuous Manufacturing

Since 2014, WuXi AppTec has been implementing continuous manufacturing. Our end-to-end platform now offers continuous production capabilities for over 50 reaction categories and comprises more than 30 lines catering to preclinical through commercial project needs.

During the Reporting Period, we supported over 150 global customers in more than 500 projects, producing over 300 tonnes of compounds. By minimizing reagent, solvent, and catalyst usage, we reduced the impact of our production to the environment.

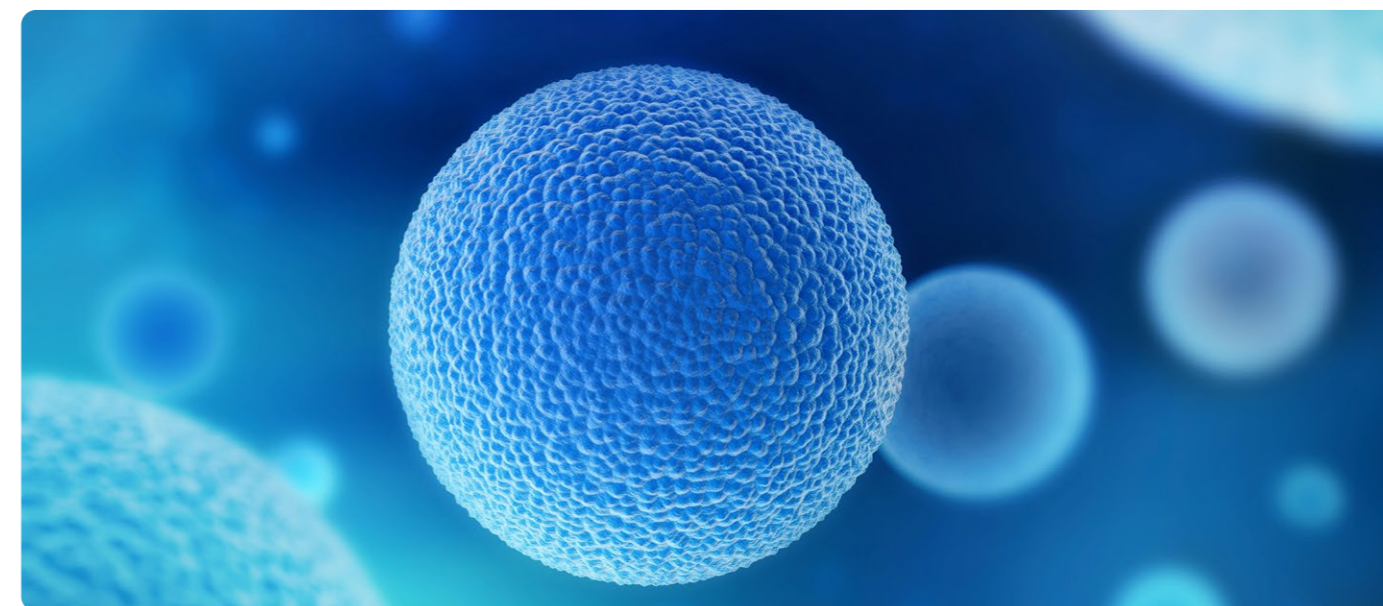
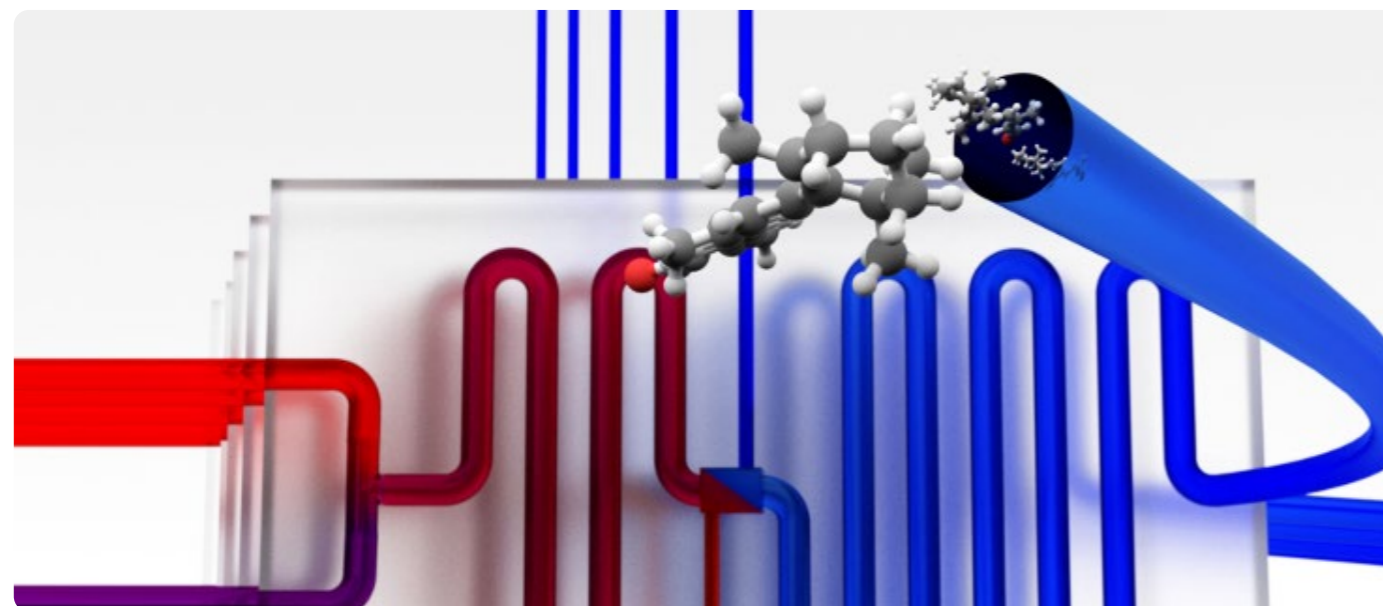
As of the end of the Reporting Period, we have reduced waste emissions by over 1,500 tonnes through the application of continuous manufacturing. Furthermore, we have actively expanded the application of green technologies including photoflow chemistry and continuous hydrogenation, which have been utilized in the scaled-up production of over 80 different intermediates.

Enzyme Technology

WuXi AppTec has significantly upgraded our integrated enzyme catalysis platform, encompassing screening to production, and expanded our enzyme library to include over 3,000 enzymes with more than 200,000 mutants for rapid screening. Leveraging synthetic biology, we have actively developed two novel processes for direct fermentation-based production of APIs and crucial chiral intermediates.

Regarding enzyme catalysis applications, we have successfully produced over a dozen key non-natural amino acid molecules using this technology. This approach has reduced reaction steps, enhanced efficiency, and decreased organic solvent usage by over 90% compared to traditional chemical methods.

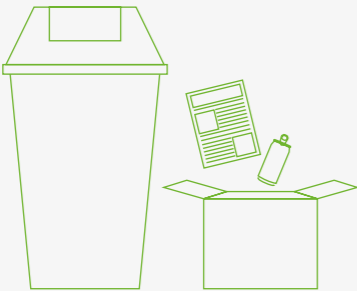
During the Reporting Period, we supported over 50 customers around the globe in more than 80 projects to utilize enzyme catalysis processes, effectively reducing organic solvent usage by approximately 1,800 tonnes.



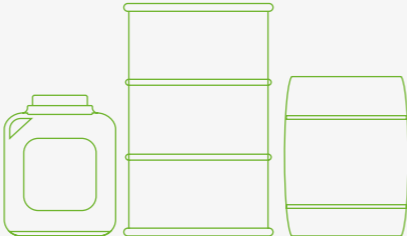
Non-hazardous Waste Management

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 procedures. Such processes include:

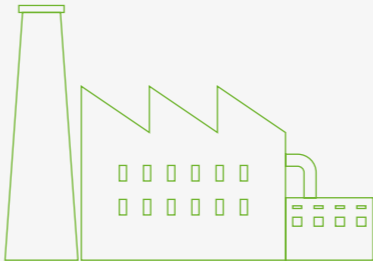
Collecting domestic waste and transporting it to sanitation stations on a daily basis.



Regularly cleaning the temporary storage areas for general industrial solid waste.



Contracting certified third parties to treat and recycle general industrial solid waste.



Non-hazardous Waste Recycling Project

Our operational sites advocate the recycling of non-hazardous waste, encompassing cardboard barrels, plastics, scrap metals, and various other items, with recycling volumes demonstrate an upward trend compared to last year. Furthermore, the Company has implemented a comprehensive recycling system for scrapped fixed assets. We prioritize dismantling reusable components for internal recycling, while for non-reusable assets, we cooperate with qualified suppliers capable of recycling and processing to maximize the recovery and recycling of non-hazardous waste.

Resources Management

Why It Matters

Resources serve as the indispensable foundation for human economic activities and daily life. However, the planet's resources are characterized by scarcity, regionality, and limited recyclability. Their abuse exacerbates the burden on both the ecological environment and human survival. Consequently, the trend of green and circular economic development places higher demands on resource management. WuXi AppTec minimizes pollution emissions, and reduces operational costs by promoting rational exploitation, efficient utilization, and effective protection of resources, thereby facilitating dual enhancements for economic and environmental sustainability.

Our Commitment

We attach great importance to resource conservation and fully understand the importance of resources management. We are committed to managing every aspect of our operations in an environmentally responsible manner, continuously mitigating any potential risks linked to our business operations, actively improving the resource utilization efficiency, and minimizing the environmental impact of our operations.

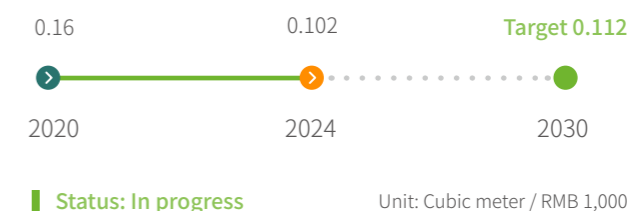
Water Stewardship

Water stewardship is essential to WuXi AppTec's sustainable business growth and environmental conservation efforts. We have established a water-saving target to reduce water intensity by 30% by 2030, based on a 2020 baseline, with the aspiration of becoming a water-positive company. Across all main operational sites, we have implemented site-specific water-saving goals that align with the Company's broader environmental goals and we periodically assessed our progress and accomplishments in managing and conserving water resources. Furthermore, we actively participate in the Water Security questionnaire of the [CDP](#), demonstrating our commitment to transparency and meeting external stakeholders' expectations for responsible water use. During the Reporting Period, there were no significant incidents of non-compliance related to water at our main operational sites.

Our Target and Progress

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

30 %



Our primary water source is the municipal water system, with water usage concentrated in R&D and manufacturing processes, including industrial cooling, purified water generation, washing, and cleaning. We have established a comprehensive water management process to facilitate the effective management of water resources, aiming to enhance the management level of all water usage processes.

Water Management Preplanning

- Establish a cross-function team.
- Sort out the water usage and water cycle of different sites.
- Determine water management strategy, scope and targets.

Water Management Implementation

- Assess water efficiency of sites.
- Evaluate the anticipated achievements of current measures.
- Develop and carry out water management initiatives to reduce water usage and promote water recycling.
- Provide training to employees on water efficiency improvement.

Water Management Optimization

- Regularly track and report water management performance.
- Continuously optimize the water management plan based on previous experience.

Water Management Process of WuXi AppTec

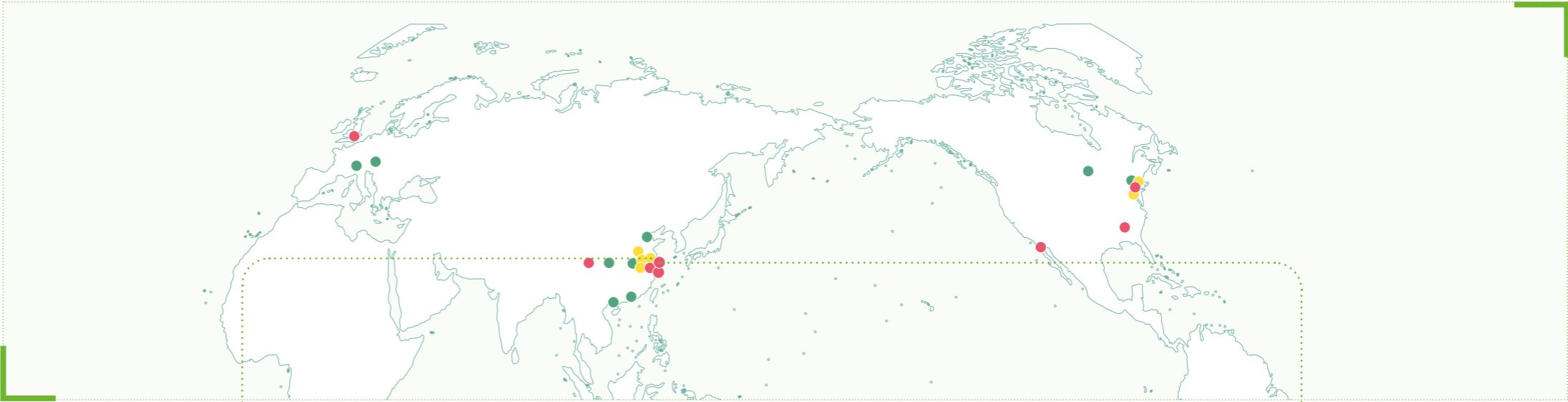
No.	Location	Water risk level
1	Atlanta, US	High
2	Chengdu, Sichuan, China	High
3	Cranbury, US	High
4	Oxford, UK	High
5	San Diego, US	High
6	Shanghai, China	High
7	Suzhou, Jiangsu, China	High
8	Changshu, Jiangsu, China	Medium
9	Changzhou, Jiangsu, China	Medium
10	Nantong, Jiangsu, China	Medium
11	Philadelphia,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

To proactively identify, evaluate, and address water-related risks, WuXi AppTec leverages data from the [World Resources Institute \(WRI\)](#) to assess water stress across all main operational sites. We attach great importance to the dynamic changes in water resource risks and therefore promptly update our water risk levels annually to ensure the validity of our assessments. Based on these evaluations, WuXi AppTec develops targeted water resource management plans and implements efficient water management measures. By enhancing the scientific rigor and effectiveness of water management, we provide solid support for the Company's stable operations and environmental sustainability.

We have developed water management plans and implemented a series of measures to minimize the impact of water risks and guarantee the operation of the water supply system. For instance, we regularly conduct water balance tests, check the tightness of pipelines, and promptly adjust the load of the water supply system as needed. Additionally, we continuously enhance the external water procurement mechanisms to ensure the water resources availability for our main operational sites during emergencies. These efforts ensure the stable operation of the water supply system and minimize water wastage.

WuXi AppTec places significant emphasis on water resource management and is committed to advancing water conservation through practical initiatives, including source control, equipment upgrade, and digital system enhancements. In terms of digitization, we have implemented an online water management system that automates water data collection, notifies us of any abnormalities, and provides regular water usage reports. We utilize the generated reports to facilitate comprehensive analysis and help identify water efficiency improvement opportunities. During the Reporting Period, WuXi AppTec achieved water savings nearly 320,600 tonnes.

Furthermore, we actively engage with local stakeholders, such as regulatory authorities and business partners, throughout the lifecycle of our projects from construction, expansion, to reconstruction. We incorporate stakeholder feedback into our decision-making process to minimize the impact of our operations on local natural resources and to enhance water-saving efforts through collaboration. During the Reporting Period, we partnered with other companies to address water-related risks, employing methods including reclaimed water reuse to promote sustainable water management.



Water Risk Map of WuXi AppTec

Rainwater Recycling Project

WuXi AppTec continued to implement the rainwater recycling project. By reusing rainwater, the Changshu site effectively balanced the water quality in the wastewater treatment station, reducing the use of tap water and achieving water conservation. During the Reporting Period, the Changshu site cumulatively recycled nearly 30,000 tonnes of rainwater.

Water Recycling and Reuse Project

WuXi AppTec has been actively advancing water recycling and reuse initiatives, significantly enhancing water utilization efficiency and reducing consumption through systematic upgrades and renovations. For example, the Tianjin site implemented modifications to redirect wastewater that meets standards from the treatment station to large water jet pumps in kilogram-scale and column separation laboratories, enabling water reuse. The Nantong site has retrofitted the condensate water and vacuum pump systems, enabling the reuse of air-conditioning condensate water for laboratory cooling. The Taixing site recycles steam condensed water to cooling towers, ensuring the normal operation of cooling machines by raising the temperature. During the Reporting Period, our sites have undergone a series of upgrades and modifications, collectively achieving water recycling of over 76,000 tonnes in total.

Recycling and Reusing

WuXi AppTec demonstrates a strong sense of responsibility and action in sustainability. We embrace and implement the philosophic principles of circular economy by initiating programs focused on recycling packaging materials and sharing reagents and fixed assets. Through these efforts, we contribute to a harmonious coexistence between humans and nature.

WuXi AppTec remains steadfast in our commitment to resource efficiency. Our Company utilizes a diverse range of packaging materials, including plastics, glass, and metal buckets. We continuously enhance resource efficiency by adopting alternatives and recycling packaging materials, thereby minimizing the use of single-use packaging and enhancing resource utilization efficiency. WuXi AppTec is dedicated to mitigating environmental impacts at the source and fulfilling our commitment to resource efficiency and environmental responsibility.

Packaging Materials Recycling Project

WuXi AppTec actively promotes recycling practices for packaging materials, significantly enhancing our reuse ratio through recovery and substitution strategies. In terms of recovery, the Jinshan site systematically collects material and waste liquid drums, implementing a circular utilization process. Additionally, the Changzhou site not only recycles drums but also repurposes wooden pallets. During the Reporting Period, we collectively recovered approximately 107,000 drums and nearly 3,000 wooden pallets.

In terms of substitution, the Changzhou Biotechnology site adopted recyclable stainless-steel drums to replace 5L plastic buckets for the circulation of solvents, which are frequently used in R&D. This initiative ensures convenient and safe solvent access while drastically cutting down plastic bucket usage and disposal. During the Reporting Period, the site reduced plastic bucket use by 8,620 units, with expectations of an annual reduction of 30,000 to 40,000 units in the coming years, significantly boosting resource recycling and utilization efficiency.

We have established a sharing mechanism for reagents and fixed assets, and continuously improved our online management platform to ensure efficient sharing and standardized management of resources. These initiatives have not only achieved cost-effective reductions but also decreased waste generation, while significantly enhancing the efficiency of resource utilization.

Category	Management Initiatives	Performance
Returnable Reagents	We have established a comprehensive reagent return mechanism, enabling centralized management and recycling of returnable reagents.	During the Reporting Period, the amount of reagent waste reduced reached 28.66 tonnes, with an estimated decrease in hazardous waste generation of approximately 300 tonnes.
Non-Returnable Reagents	We launched a sharing platform to enhance the management efficiency of non-returnable.	At the end of the Reporting Period, we have achieved a 100% completion rate for the launch of the sharing platform for non-returnable reagents, publishing a total of 2,137 bottles, with 1,117 successfully shared.
Fixed Assets	Through our idle asset sharing platform, we have improved the utilization efficiency of fixed assets.	At the end of the Reporting Period, our platform had cumulatively listed 5,619 assets, with 3,889 fixed assets successfully revitalized.

Empowering Our Community

- Our Employees
- Our Workplace
- Our Community





Our Governance

As a responsible global corporate citizen, WuXi AppTec continues to strengthen its governance structure to empower employees and create a positive impact on the communities in which we operate. We have established dedicated committees and senior management teams to oversee and drive initiatives in key areas including employee growth and development, OHS, and community engagement. We believe that through the collective efforts of every employee, we can extend our positive influence across our business operations and society, working together to build a more harmonious and sustainable future.

Our Approach

WuXi AppTec actively engages with stakeholders to advance employee development, OHS management, and community growth. Our goal is to align the needs of our employees, communities, regulators, and customers with our mission and daily operations to create a broader positive impact. To support this, we have established measurable targets for employee and community initiatives. We regularly monitor our progress and review the performance of key indicators to ensure our efforts meet stakeholder expectations.

2024 Highlight Performance



54.71%
of our workforce is female.



Employees spent an average of
58 hours on training.



89%
of main operational sites have obtained ISO 45001 Occupational Health and Safety Management System certification.



Our Employees

Why It Matters

Employees play a pivotal role in driving business growth and fostering innovation in our industry. Our success as an innovation-driven enabling platform depends on our ability to promote a sense of belonging and drive sustainable growth through attracting, developing and retaining talented people. Therefore, WuXi AppTec recognizes our employees as invaluable assets whose experience, expertise, and skill ensure the long-term growth of our business, strengthen our ability to empower customers and partners, and ultimately benefit global patients.

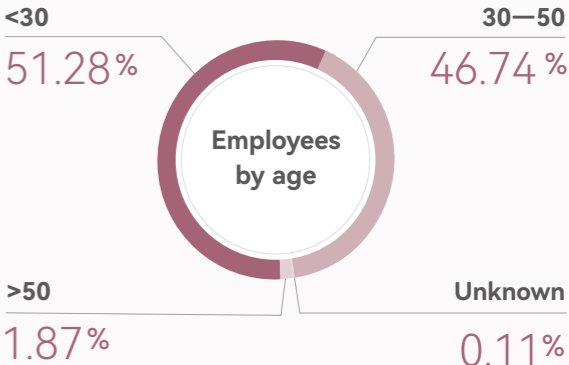
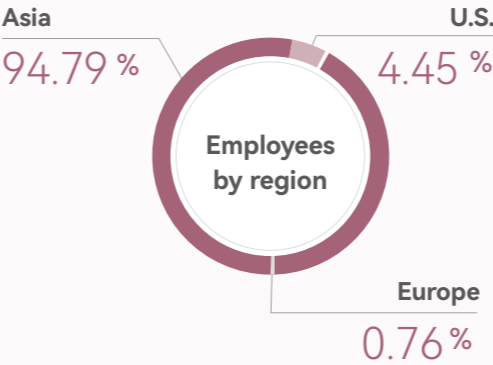
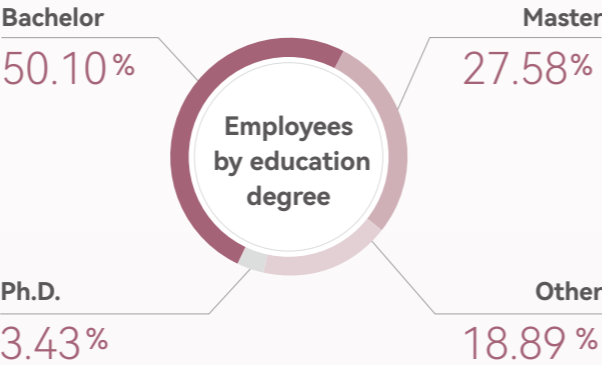
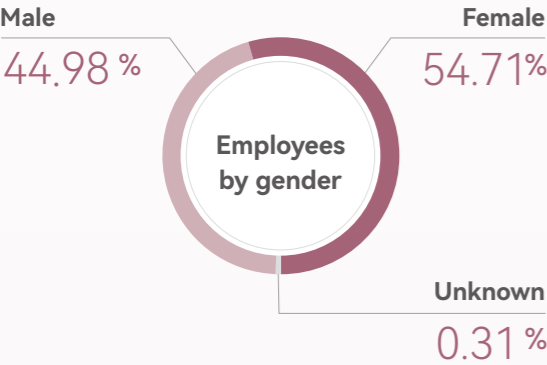
Our Commitment

At WuXi AppTec, we are committed to attracting, nurturing, and retaining talents from around the world. By fostering a supportive and inclusive workplace, providing ample resources, and creating sustainable career development opportunities, we empower our employees to thrive and contribute to the long-term growth of the Company while enhancing their overall well-being.

Our Approach

WuXi AppTec strictly complies with the [ILO Declaration on Fundamental Principles and Rights at Work](#), relevant local regulations, and international standards in our employee management. We have established a robust governance structure and comprehensive policies and systems to advocate for our people-centered philosophy. Upholding the principles of fairness, impartiality, and transparency, we make constant effort to support our employees to "Have Passion, Have Fun, Have a Career in WuXi AppTec".

As of the end of the Reporting Period, our global workforce consists of 39,414 employees.



Employee Attraction and Development

WuXi AppTec relies on the creativity and diverse ideas of our people to foster innovation and breakthrough developments that enhance the services we provide to our customers. To ensure that we have the right people equipped with skill sets that align with our long-term growth and innovation needs, we have made unrelenting efforts to secure nurture, and retain talent through systematic human resource management while fostering a leading organizational culture.

Employee Recruitment

WuXi AppTec is dedicated to a recruitment strategy that attracts talents around the globe. We actively evaluate our hiring needs through strategic workforce planning. To strengthen our talent pipeline, we have established a strategic talent planning pool based on the principle of equity to attract employees from around the world. We assess the current workforce skills gaps and recruitment requirement to enhance the Company's competitiveness and resilience in the industry, ultimately increasing our talent reserves.

- ④ Organize campus recruitment events and graduate traineeship programs to ensure a steady talent pipeline.
- ④ Provide return offers for outstanding interns to join the Company as full-time employees.
- ④ Build and host online recruitment events to attract global talents via new technical tools and channels.
- ④ Offer internal job transfer opportunities to enable our employees to reach their full potential.
- ④ Establish an internal referral program to improve hiring efficiency and foster a sense of ownership among our employees.

We have set target regarding the employee recruitment process and regularly monitor our performance against key indicators to ensure the effectiveness of our practices.

Our Target and Progress

Ensure that more than 30% of female candidates reach 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.



Employee Development

Pursuing continuous learning and growth is at the heart of WuXi AppTec's culture. Following our [Employee Development Policy](#), everyone at WuXi AppTec can pursuit and realize their career goals by systematizing and institutionalizing employee training. To continue building a workforce that matches business development needs, we uphold the principle of equal opportunity by offering a wide range of learning resources, including online platforms with multilingual options and assigned personal mentors, accessible to all global employees to facilitate upskilling and reskilling. During the Reporting Period, our employees spent an average of 58 hours on training.

WuXi AppTec has made substantial investments in a variety of structured training and certification programs to nurture outstanding talents and facilitate early adaptation to work. The various training programs are provided to all employees, with the goal of developing careers and strengthening expertise.

General Training

WuXi AppTec provides general training to all employees to help them navigate their careers and broaden their professional capabilities. Our mandatory compliance training focused on such topics as ethics and compliance, anti-corruption and bribery, ethical marketing, and OHS to all employees, strengthening their awareness of compliance standards. We empower the career development of our employees through our online learning platform, providing them with training courses on office software, communication skills and more.

Job-specific Training

We provide job-specific development training programs and business knowledge training for all employees based on annual training plans, business development requirement, and job competency requirements. This approach assists employees in mastering the operational skills for each business line, thus helping them develop job expertise and strengthen their capabilities in a self-directed way. We provide a range of training options to help our employees develop job-specific skills and knowledge. These include online training, in-person workshops, and sessions led by industry experts. Furthermore, we offer additional training opportunities for qualified employees who seek to pursue excellence beyond core job requirements, enabling them to develop their unique strengths and reach their full potential.

During the Reporting Period, our online platform, e-Learning, offered a total of

2,774

job-specific training courses.

Professional Skills Seminar

WuXi AppTec organized a professional skills seminar, focusing on five major technical themes in the field of pharmaceutical analysis. The seminar featured case studies, interactive discussions, and other forms of technical exchange. In addition, in-depth research and multiple rounds of presentation reviews were conducted to ensure the authoritativeness of the seminar content, promoting the growth of technical talents at WuXi AppTec and enhancing their professional capabilities. Over 200 employees participated in the seminar and 29 high-quality technical documents were released through this event. Both the average and median values of employee technical capability assessment showed improvements compared to the previous year.

Building on a foundation of general and job-specific training programs that equip employees with practical skills and professional competencies, our Leadership Development Programs (LDPs) enhance their strategic vision and management capabilities, enabling them to drive industry innovation and sustainable growth.

Leadership Training

We have developed a suite of multi-level LDPs, which provide customized modules and on-demand content, covering employees at all levels, including managers and potential managers. To enhance and develop their comprehensive capabilities and professional skills, we conduct prior learning and follow-up learning before and after training and insist on nurturing successors to secure the talent pipeline and ensure sustainable development.

In addition, our comprehensive talent succession planning helps in identifying potential successors and devises personalized development plans for subsequent development efforts, which include training courses, learning resources, practice opportunities, and mentorship systems.

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.

2024 Leadership Training Series

WuXi AppTec continues to hold leadership development training programs globally, enhancing managerial capabilities through selection, development, and training initiatives. We have launched a range of high-quality leadership training programs in our operational sites in China, the United States and Europe, enhancing the overall management capabilities.

- We launched the Online Leadership Learning Group to all management employees, creating an empowerment and interaction platform for managerial employees. We selected 18 internal practical case studies as learning examples to enhance employees' management skills and innovative thinking. During the Reporting Period, 1,969 employees participated in this program. We also organized Leaders Development Program, which combines online self-learning with offline courses and workshops, to empower first-line and middle management employees. During the Reporting Period, 293 employees participated in this program and the overall satisfaction rate of the program was 98.4%, with a retention rate of 99%.
- We collaborated with Contemporary Leadership Advisors (CLA) to launch a series of leadership development programs, covering specialized training on topics such as team communication, personal leadership development, and sales skills. During the Reporting Period, 1,286 employees participated in these programs and the Regional Leadership Cohort Program received more than 90% positive feedback from participants.

The development of employees requires not only abundant internal resources, but also the empowerment from external professional perspectives. At WuXi AppTec, we actively engage external educational institutions and experts to provide career development support to employees. This includes formulating training programs and providing professional lectures.

External Joint Training Program

WuXi AppTec actively collaborates with external educational institutions to provide tailored training programs for our employees. During the Reporting Period, we conducted courses such as Project Management, Problem Analysis and Resolution and Effective Communication Skills through online learning and assessments. These training programs provided the necessary professional knowledge and resources for different employees groups, including general employees and the management.

Support for Degree Programs and Certifications

WuXi AppTec actively supports our employees in obtaining official degrees and qualifications issued by educational institutions. Our educational assistance program covers 100% of our employee. 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 Europe operations, we offer financial support of up to USD 5,000 for employees who earn various degrees and qualifications.

During the Reporting Period, our Singapore site supports employees in obtaining academic degree certifications and professional qualifications by offering study leave, tuition reimbursement, and wide-ranging training programs, thereby promoting their career development.

Performance and Promotion

At WuXi AppTec, we base our promotion decisions on a promote-for-performance philosophy to ensure fairness and transparency in our performance appraisal and promotion. We believe that a fair, transparent and equitable performance appraisal system constitutes the cornerstone for motivating our employees and establishing WuXi AppTec as a place to attract and retain employees.

We have developed the [Employee Development Policy](#) to detail the performance evaluations and feedback mechanism. Based on our dual-track career path, all employees pursuing technical and managerial roles receive fair and consistent performance appraisals, feedback, and promotion opportunities twice a year.

Our objective-oriented performance system aligns the Company's key performance indicators across departments, teams, and individuals, fostering collective growth. We strive to drive a sustainable career development by, requiring the performance targets to be set through mutual agreement and alignment. At the start of each review period, employees work with their line managers to set measurable targets, creating a clear roadmap for progress. To ensure a comprehensive and objective assessment, we periodically conduct multidimensional performance appraisals. Specifically, we gather feedback from colleagues across all levels, including the direct and indirect supervisors, peers, and other colleagues of the assessed individual. This combined quantitative and qualitative evaluation enables employees to recognize their strengths and identify areas for growth in leadership, execution, knowledge, and skills. In addition to regular reviews, ongoing and constructive conversations and feedback between employees and managers are required to track progress and communicate with employees in a timely manner about performance progress and personal development. Managers should also provide feedback on employees' contributions to team objectives while inspiring and helping them to achieve personal goals and career development, ultimately supporting the achievement of individual and organizational goals.

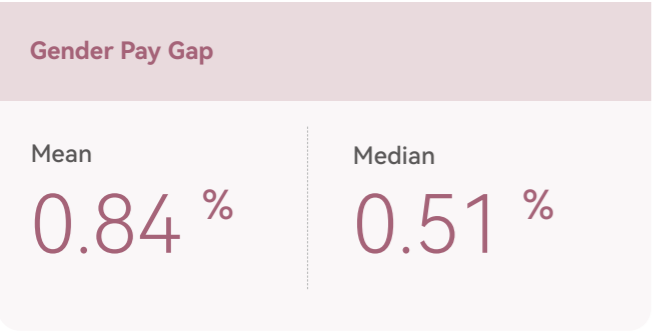
To guarantee the fairness of the whole process, we have set up an official performance management website, which provides an open and transparent channel for employees to communicate at any time about the process of goal setting and performance appraisal.

Caring for Our Employees

Compensation

A fair, equitable, and market-competitive compensation system is essential to attracting, motivating, and retaining a high-caliber workforce that boosts business growth. To retain the right workforce, we establish a comprehensive compensation package that contains multiple components: a competitive base salary and long-term equity incentives. We also regularly monitor industry trends and assess pay levels across functions to ensure the market competitiveness and consistency of our compensation framework.

WuXi AppTec is firmly committed to the principle of equal pay for equal work, supporting a coherent compensation framework designed to protect employees' rights and interests. We rigorously monitor relevant indicators to ensure that individuals in equivalent positions, with comparable performance and experience, receive fair compensation.



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

Benefits and Well-being

A robust benefits and well-being program can significantly enhance employee satisfaction and loyalty, which in turn enables companies to attract and retain talent. We offer a comprehensive range of non-salary benefits that address physical, mental, and holistic well-being to support the diverse needs of our employees. These benefits include a comprehensive insurance plan, annual physical examination, EAP service, holiday activities, and paid parental leave. To further support work-life balance, we also offer team building activities and additional paid parental leave. Our benefits are available to all employees, ensuring that everyone, from full-time to part-time employee, has the support they need to thrive. For more information on our benefits, please visit our website under [Our Compensation and Benefits](#).

Health and Well-being	Financial Support	Caring for the Family	Work-life Balance
Medical insurance	Retirement program	Personal leave support	Flexible working hours
Annual physical examination	Assistance Fund	Paid parental leave	Employee clubs
Mental health consultation	Transition housing	Care and companionship leave	Holiday activities
Barrier-free support	Commuting allowance	Breastfeeding time	Culture themed events
Business travel insurance			Team building activities

We provide support to our employees by hosting women's empowerment initiatives, ensuring accessible facilities for employees with disabilities, and offering dedicated breastfeeding rooms for nursing employees, striving to build harmonious and friendly workplace environment for everyone. As of the end of the Reporting Period, our global workforce consists of 350 employees with disabilities.

Female Geek Program

In celebration of the 114th International Women's Day, WuXi AppTec conducted exclusive interviews with female employees from various positions in the Company, including senior executives, middle managers and frontline employees. Through interviews, we captured their stories of career growth and shared the dedication, professionalism and outstanding contributions of women scientists. We will continue to promote the Company's focus on women and their empowerment, inspiring more female employees to grow, develop, and become the better versions of themselves.

In addition, we offer our global employees a range of events and activities to promote health and wellness while strengthen teamwork and collaboration.

Employee Clubs

WuXi AppTec has established a series of employee clubs covering various fields such as sports, arts, and culture. At present, 20 employee clubs have been established, with the participation of more than 15,000 employees. Every year, we provide special funds to each club to help them organize diverse events and activities. These activities and clubs have enriched the leisure lives of our employees, while improving interaction and cohesion within the Company.

Engaging with Our Employees

WuXi AppTec is committed to fostering a culture of inclusion and belonging. To achieve this, we have implemented various channels for employee engagement, such as real-time internal communication platforms, direct dialogue with management, and community engagement activities. Every year, our employees can provide feedback through the satisfaction survey. Our satisfaction survey encompasses a variety of topics, including work environment, career development, organizational culture, motivation, well-being, and stress levels. We regularly update the survey each year to ensure it aligns with the evolving needs and circumstances of our employees. We value every piece of feedback and use it to make ongoing improvements to our workplace, ensuring that all employees feel valued and heard.

Employee Satisfaction Survey and Improvement Actions

During the Reporting Period, Singapore site conducted an employee satisfaction survey as part of the Employer Value Proposition (EVP) program, covering 100% of employees with a 96% response rate. The survey included 18 questions across three dimensions, with themes relating to company strategy, corporate culture, organizational structure, performance management, etc. This helped us to gain a comprehensive understanding of employees' perspectives and needs. The results indicated that employees generally recognized the growth opportunities and spirit of teamwork in WuXi AppTec. Some of the employees have raised questions relating to the design of the organizational structure and business priorities coupled with some inputs and thoughts on how we can build a stronger brand and culture locally which will help in the recruitment and retention of talents. In this project, we have collaborated with external experts alongside selected local employees, together with four global leaders, which have led to the development of an EVP playbook / manual, a job redesign / enhancement program, and an employer branding strategy which will support our recruitment and retention while we set up and grow over the next few years.

Human Resource Related
Grievance Reporting Channels

- HR Ding Talk:
EHR – HR hotline
- Email:
hraffairs@WuXiAppTec.com
- Ethics and Compliance reporting channels
- Appeal directly to HRBP



During the Reporting Period,

the voluntary employee
turnover rate is

9.32%

At WuXi AppTec, employees are encouraged to raise work-related complaints informally with their line manager or HRBP to seek early resolution and foster a better workplace environment. If the issue cannot be resolved informally, employees can submit a formal grievance letter through our formal grievance reporting channels, doing so in confidence while being protected against retaliation. Our grievance reporting system is accessible to all employees, allowing them to report concerns about work conditions, discrimination, bullying, harassment, and other human resource-related issues, supported by any relevant evidence.

All reported violations are taken seriously and investigated thoroughly, with comprehensive measures in place to protect whistleblowers and ensure the confidentiality of their information. Typically, an investigation team formed by HR and relevant experts will handle the inquiry. If the situation requires further escalation due to its severity or complexity, the Executive Committee may become involved. And if a grievance is upheld, we implement corrective actions and penalties to address the issue, and the employee who lodged the complaint will receive feedback on the outcome. During the Reporting Period, WuXi AppTec experienced no confirmed incidents related to human rights, including the use of child labor, forced labor and human trafficking, discrimination and harassment, and other types of human rights violations.



Our Workplace

Why It Matters

The health and safety of employees and contractors are essential for companies. They not only support the achievement of compliance goals but also contribute to creating long-term business value. WuXi AppTec makes continuous efforts to create a safe and healthy working environment by establishing an

integrated Environment, Health and Safety (EHS) management system. We implement various safety and health activities, along with health promotion programs to prevent accidents, maintain operational excellence, and ensure the well-being of our employees.

Our Target

Achieve **100%**

of main operational sites obtaining ISO 45001 Occupational Health and Safety Management System certification by 2030.

Our Commitment

We are committed to fostering a culture of OHS by embedding safety and health considerations into every aspect of our global operations. To uphold our management philosophy of "Zero Accident and Injury Free", we strive to further strengthen our robust EHS management system in a bid to maintain a healthy and safe working environment for our employees and contractors.

Our Approach

WuXi AppTec is dedicated to building a systematic OHS management strategy following the PDCA (Plan-Do-Check-Act) principle. We ensure the implementation of the OHS management strategy through chemical safety and accident response management, and continuous health and safety training and communication. At the same time, we review our progress towards goals through monthly, quarterly and annual EHS committee meetings, analyze gaps for any missed goals and adjust our action plans to achieve continuous improvement in OHS performance.

In accordance with all relevant OHS laws, regulations and international standards at all operational sites, WuXi AppTec has established the [Environmental, Health and Safety Policy](#) and the [Position on EHS Management](#) to convey our philosophy and culture to all stakeholders thoroughly. Our EHS Committee, comprising employee representatives, business unit heads, operation unit heads and EHS teams, set global objectives and drive the execution of our EHS programs. At each site, designated safety representatives and professional EHS teams collaborate to develop and maintain OHS policies and procedures, ensuring the successful implementation of our internal programs. Through regular EHS committee meetings, we review experiences, share lessons learned, and promote OHS best practices to encourage responsible behavior across all operational sites. To continuously enhance our OHS standards, we conduct annual internal audits and third-party audits. During the Reporting Period, WuXi AppTec held a total of 36 EHS inspections and audits. These comprised 22 audits performed at the behest of customers, and 14 independent third-party EHS audits initiated by the Company. We achieved 100% compliance with audit requirements, with no critical findings. During the Reporting Period, 89% of our main operational sites have obtained the certification for the ISO 45001 Occupational Health and Safety Management System.



OHS Management Strategy

WuXi AppTec adopts a proactive approach to OHS risk management. We ensure that all potential risks are clearly understood by promptly identifying all hazards in detail. These include chemical hazards such as organic dust and solvents, physical hazards such as noise and vibration, mechanical hazards such as traps and impact, and safety hazards such as falls and slips. Furthermore, we gather data on process safety, Safety Data Sheets (SDSs), toxicological data and relevant details to gain a comprehensive understanding of all aspects of the hazards and the production process. Based on this information, we apply our expertise and experience to assess risks, taking into account the type, degree, scope of impact and duration of the risk. We then determine the most appropriate control methods, selecting the most effective and reliable options to minimize the health and safety risks. This is done in accordance with the hierarchy of control, which includes elimination, substitution, modification of the process or the workplace, engineering controls, administration control and Personal Protective Equipment (PPEs). Throughout the entire process, we maintain comprehensive records to guarantee meticulous documentation at every stage, from risk assessment to control implementation. To prevent injuries and accidents, we implement corrective actions, which include investigations, action plan execution, effectiveness assessments, and the sharing of lessons learned.

To continuously monitor the use of regulated chemicals, WuXi AppTec has established a comprehensive management mechanism, including chemical purchase, storage and transportation, usage and waste disposal. We have defined the work standards for each step in accordance with relevant corporate standards and regulations.

WuXi AppTec ensures site safety through a well-designed chemical management system that includes the following measures noted below:

- ⑤ **Categorizing chemicals for storage based on a compatibility matrix and provide emergency facilities.**
- ⑤ **Storing chemicals in specific safety cabinets equipped with exhaust, bonding and grounding.**
- ⑤ **Storing liquid chemicals with double-container systems.**
- ⑤ **Providing easy-to-access SDSs.**
- ⑤ **Equipping areas where chemicals are used with the necessary PPEs.**
- ⑤ **Developing requirements of chemical safety management for contractors, with clear management methods regarding performance appraisal and reward and punishment, and conducting EHS training on chemical safety.**

To enhance transparency and proactively identify potential safety risks, we encourage Programs covering all employees (including part-time), contractors, and visitors to engage in the development, implementation, and continuous improvement of our OHS management system. Based on the principle of territorial reporting, all relevant personnel can report incidents, near misses and opportunities for improvement through our robust OHS reporting system, providing timely feedback on any misconduct or potential safety hazards. Once a report is received, we will conduct a thorough investigation, carry out accident classification and take timely corrective and training measures for improvement in accordance with our *EHS Incident Report and Investigation Management Measures*. These corrective and improvement actions will be promptly implemented. In addition, employee representatives are given access to a direct channel to communicate their health and safety concerns or suggestions to the EHS Committee, ensuring their voices are integral to the continuous improvement of our OHS practices.



OHS Training and Communication

WuXi AppTec insists on the management concept of "Zero Accident and Injury Free". To enhance the OHS awareness and ensure the effectiveness of accident prevention and control, we have established robust EHS training and assessment measures covering employees and contractors. We develop and implement annual training plans based on the relevant laws and regulations, internal and external audit results, business requirements, and our OHS objectives, providing customized matrices tailored to various positions. With clearly defined training objectives, instructors, contents, processes, and frequencies, including basic orientation training for new employees at the time of joining the company, regular OHS retraining, and internal certification processes for suppliers, we ensure that every employee grows and improves in the OHS culture. In addition, we have established rigorous methods and standards for assessing the effectiveness of our training programs. This systematic approach guarantees that everyone in the Company fully understands and complies with our OHS policies, management processes, and operational requirements. Meanwhile, we strictly comply with laws and regulations to ensure that all employees who operate special equipment and work with regulated chemicals hold the necessary external certificates, reinforcing our commitment to workplace safety.

To safeguard the health and well-being of our employees, WuXi AppTec holds safety campaigns focused on daily life safety and carries out continuous occupational health surveillance. During the Reporting Period, we conducted annual occupational health check-ups for positions exposed to occupational disease hazards and provided annual physical examinations for other employees. We have also integrated medical information guidance in our workplace and reached a long-term stable cooperative relationship with multiple hospitals, enabling employees to seek medical assistance in case of emergencies. At the same time, we pay equal attention to the mental health of our employees, supported by our professional employee assistance program, psychological consultation hotline, and training courses on employee physical and mental health management, thus ensuring the sustained well-being and development of our employees.

Performance Monitoring and Continuous Improvement

We have set company-level objectives, along with KPIs and measurement standards, which are methodically broken down and integrated into the performance evaluation systems of designated personnel across all sites and relevant departments. To guarantee the effectiveness and continuous improvement of the OHS system, the EHS Committee periodically monitors, reviews, and evaluates the achievement of OHS targets. It also investigates the underperforming indicators to identify the root causes and implement subsequent improvement measures. The Executive Committee regularly listens to the reports of the EHS committee to understand OHS performance, enabling the Executive Committee to review the effectiveness of our OHS management strategies, objectives and policies.

Safety Month Campaign



During the Reporting Period, WuXi AppTec launched a Safety Month Campaign and carried out a variety of activities such as EHS knowledge contest, safety and fire emergency drills, and specialized inspections. Through these comprehensive activities, we effectively promoted the awareness of health and safety among all employees, fully mobilized their participation in EHS management, and enhanced our safety culture.

Our Community

Why It Matters

As a responsible global corporate citizen, WuXi AppTec understands the critical importance of engagement with our communities. We leverage the strengths of our platform to cultivate meaningful connections with the communities around us. By strategically allocating resources, we actively collaborate with stakeholders to advance social equity and improve health and well-being. We believe that active participation in community development is not only a responsibility but also a key driver of sustainable growth.

Our Approach

We actively listen to and engage with our communities to understand and identify ways to maximize the impact of our philanthropic activities. Through a diverse community support management strategy, effective resource allocation, and well-planned initiatives, we gradually shape our roadmap for social responsibility and support community development. Additionally, we regularly disclose our contributions to and participation in community initiatives, assessing the impact and outcomes of our projects to further refine our community development targets and action plans.

WuXi AppTec's roadmap for social responsibility focus on areas closely aligned with our core business values and critical socio-economic issues. By leveraging our resources and expertise, we continue to collaborate with communities and stakeholders to enhance and broaden WuXi AppTec's positive impact on community development.

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	



Health and Science



Education



Humanitarian Aid



Industry-wide Collaboration



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.

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"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 US / EU President

Contributing to Our Community

Health and Science

Public Health

Antimicrobial resistance (AMR) has become a significant global public health challenge. In 2021 alone, bacterial AMR led to [4.71 million](#) deaths which accounted for one-sixth of the year's global mortality. The improper use of antibiotics and other antimicrobial drugs has driven the continuous rise of resistant strains, severely threatening the effectiveness of modern medical treatments. WuXi AppTec is dedicated to enabling our customers to accelerate the development of antimicrobial drugs. Through close collaboration with global customers, we strive to raise awareness of the AMR issue and collectively work towards solutions to this escalating global crisis, contributing to the protection of human health.

Public Wellness

Primary health care serves as the frontline defense in safeguarding well-being, with its service resources and treatment capacity holding immense significance for both the healthcare system and public welfare. As a responsible corporate citizen, WuXi AppTec is committed to driving sustainable development in public health, ensuring the well-being for individuals across the globe.

AMR Industry Seminar

WuXi AppTec, with its unique CRDMO model and leading infectious disease drug development platform, is actively engaged in the global fight against AMR, taking concrete actions to address the challenges AMR poses to public health. During the Reporting Period, WuXi AppTec participated in the "World Antimicrobial Awareness Week", collaborating with industry experts to discuss AMR-related issues in depth and raise public awareness about AMR and its prevention.

"Health Station" Philanthropic Program

WuXi AppTec set a target for "Health Station" program in 2021, committed to building 3,000 health stations from 2022 to 2024. At the end of the Reporting Period, we have achieved this target. During the program implementation process, WuXi AppTec's employee volunteer team actively participated in pre-shipment inspections and inventory checks. They ensured that each batch of donated materials met quality standards and matched the required quantities, thereby guaranteeing the safe and timely delivery of medical supplies. Additionally, our employees visit the health stations, offering support to village doctors, listening to their essential needs, and providing valuable feedback and suggestions for the continuous optimization of the program.



Education

Education empowers individuals to address environmental and social challenges, playing a pivotal role in advancing sustainable development and fostering a shared vision for a better future. WuXi AppTec recognizes the fundamental importance of education and is committed to promoting educational equity through diverse initiatives, thereby contributing to the creation of a more sustainable future.

Biomedical Science Careers Program (BSCP)

WuXi AppTec advocates for a diverse talent approach and supports employees in participating in research projects and serving as mentors for university-level innovative research programs, helping to cultivate future talents in the biopharmaceutical field. We actively participate in the BSCP, encouraging senior researchers to combine their academic and industry experience to provide forward-looking guidance for the next generation of biomedical scientists and promote the development of biomedical sciences.

During the Reporting Period, WuXi AppTec was invited to attend the New England Science Symposium (NESS) hosted by the BSCP, where we shared insights from both academic and industry perspectives, offered career development advice to students, and identified emerging talents, further demonstrating our strong commitment to nurturing future scientists.

Humanitarian Aid

Climate emergencies, conflicts, diseases and other crises hinder global sustainable development, exacerbate regional poverty, and bring devastating consequences to vulnerable populations. The [United Nations Office for the Coordination of Humanitarian Affairs \(OCHA\)](#) reported that approximately 283 million people worldwide require humanitarian assistance in 2024. To address these humanitarian challenges, WuXi AppTec actively collaborates with charitable organizations to provide continuous support for affected communities, striving to contribute to the improvement of people's livelihoods and social well-being.

Patient Care

WuXi AppTec is dedicated to improving patient lives and well-being. We actively participate in various patient care activities around the world, aiming to fundraise for disease research, support patients, and raise public awareness about related diseases.

At the Philadelphia site, our employees participated in the "Miles for Melanoma 5 KM Run" organized by the U.S. Mela Research Foundation, raising USD 2,500 to support melanoma research and the patient community. Meanwhile, our employees from the Oxford site took part in the "Climb for Kinder Care" initiative hosted by the Opie Jones Foundation, raising GBP 1,144 to raise awareness and support families with children battling cancer. In addition, our Singapore operation collaborated with the Singapore Children's Cancer Foundation (CCF) to host a Movie Day event, inviting over 90 cancer-affected families and more than 100 employees and their families to watch movie, demonstrating the Company's care and support for these patients and their families.

Industry-wide Collaboration

All our efforts are driven by our vision that "every drug can be made and every disease can be treated". Fully recognizing the importance of facilitating global collaboration, we remain steadfast in bringing better products and services through worldwide partnerships. WuXi AppTec has enabled thousands of global business partners to drive innovation and deliver more accessible, affordable medical solutions for patients worldwide.

WuXi Night 2024 – Tribute to Global Collaboration

During the Reporting Period, WuXi AppTec successfully hosted the WuXi Night, attracting approximately 200 global leaders in the biopharmaceutical field. The event brought together representatives from leading global biotech companies, major pharmaceutical enterprises, investment institutions, and academia to discuss the advancement of innovative therapies and explore global collaborative solutions to health challenges.



Performance Table⁴⁰

Governance KPIs

Performance Indicator	Unit	2022	2023	2024
Business Ethics and Anti-Corruption and Bribery				
Percentage of employees trained on ethics and compliance and anti-corruption and bribery	%	99.49	95.26	96.92
Training hours per employee on ethics and compliance and anti-corruption and bribery	Hour	0.17	0.20	0.31
Percentage of board members trained on anti-corruption and bribery training	%	100	100	100
Training hours of anti-corruption and bribery per board member	Hour	1	1	1
Number of anti-corruption and bribery trainings for board members	Time	1	1	1
Cost of fines, penalties or settlements in relation to corruption and bribery	RMB	0	0	0
IT Security				
Number of IT security audits from the customers	Time	30	83	58
Percentage of main operational sites that have obtained the ISO/IEC 27001 Information Security Management System certification	%	87	81	89
Ethical Marketing				
Cost of fines, penalties or settlements in relation to ethical marketing	RMB	0	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	0
Number of violations in clinical trails	Case	/	0	0



Environmental KPIs

Performance Indicator	Unit	2022	2023	2024
Energy Type				
Purchased electricity	MWh	608,968.79	674,227.67	751,802.37
Purchased hot water	MWh	6,286.22	4,892.18	2,329.08
Purchased steam	Tonne	267,378.72	299,518.15	343,437.45
Gasoline	Liter	138,011.02	155,093.59	105,139.40
Diesel	Liter	247,476.63	57,686.62	81,986.19
Natural gas	Cubic meter	8,968,036.37	8,562,527.78	8,469,662.78
Purchased green electricity	MWh	13,594.32	8,916.00	58,333.00
Solar power	MWh	205.18	197.50	175.00
Energy Consumption ⁴¹				
Direct energy consumption	Tonne of standard coal equivalent	11,698.72	10,951.37	10,833.23
Indirect energy consumption	Tonne of standard coal equivalent	101,880.88	112,107.48	131,433.08
Total energy consumption	Tonne of standard coal equivalent	113,579.60	123,058.85	142,266.31
Intensity of Energy consumption by revenue	Kilogram of standard coal equivalent / RMB 1,000	2.89	3.05	3.63
Greenhouse Gas Emissions				
Total direct GHG emissions (Scope 1) ⁴²	Tonne of CO ₂ e	19,453.58	68,853.62	66,471.64
Total indirect GHG emissions (Scope 2) ⁴³	Tonne of CO ₂ e	495,184.83	467,798.35	531,112.11
Total other indirect GHG emissions (Scope 3) ⁴⁴	Tonne of CO ₂ e	162,988.00	143,722.00	1,689,819.84
Total GHG emissions (Scope 1, Scope 2 and Scope 3)	Tonne of CO ₂ e	677,626.40	680,373.98	2,287,403.59
Total GHG emissions (Scope 1 and Scope 2)	Tonne of CO ₂ e	514,638.40	536,651.98	597,583.75
Intensity of GHG emissions by revenue (Scope 1 and Scope 2)	Kilogram of CO ₂ e / RMB 1,000	13.09	13.32	15.23



Performance Indicator	Unit	2022	2023	2024
Environmental Management				
Percentage of main operational sites that have obtained the ISO 14001 Environmental Management System certification	%	73	75	89
Wastewater Discharged				
Total wastewater discharged	Cubic meter	2,728,215.93	2,897,150.55	3,000,319.16
COD discharged	Tonne	447.27	277.68	288.93
NH ₃ -N discharged	Tonne	10.61	9.55	11.21
Air Emission				
Total air emission	Cubic meter	28,417,182,146.78	34,845,003,916.38	35,230,992,411.44
Non-methane hydrocarbons (NMHC) emissions	Kilogram	110,400.56	148,488.67	166,131.10
Hazardous Waste				
Total hazardous waste	Tonne	82,630.11	155,906.80	261,174.65
Intensity of hazardous waste by revenue	Kilogram / RMB 1,000	2.10	3.87	6.66
Non-hazardous Waste				
Total non-hazardous waste	Tonne	11,966.12	10,123.90	9,365.22
Intensity of non-hazardous waste by revenue	Kilogram / RMB 1,000	0.30	0.25	0.24
Water Resource				
Water usage	Cubic meter	4,578,504.00	3,956,920.67	4,013,925.04
By water sources: municipal water supply	Cubic meter	4,526,643.00	3,899,116.67	3,927,750.04
By water sources: reclaimed water from other enterprises or organizations	Cubic meter	51,861.00	57,804.00	86,175.00
Intensity of water usage by revenue	Cubic meter / RMB 1,000	0.116	0.098	0.102
Packaging Material				
Total amount of packaging material used for finished product	Tonne	155.91	148.03	330.50
Intensity of packaging material used	Kilogram / RMB 1,000	0.004	0.004	0.008



Social KPIs

Performance Indicator	Unit	2022	2023	2024
Quality of Product and Service				
Number of quality audits	Time	/	748	802
Number of products and service related complaints received	Case	0	0	0
Customer complaint handling rate	%	100	100	100
Customer satisfaction	%	95	98	98
Supplier				
Total number of suppliers	Company	5,987	5,756	5,761
Number of Suppliers by Geographical Region				
Asia	Company	3,605	3,561	3,620
America	Company	1,573	1,469	1,308
Europe	Company	808	725	830
Others	Company	1	1	3
Supplier Training				
Total supplier training hours on ethics and compliance	Hour	205	228	549
Employee				
Total number of employees ⁴⁵	Person	44,361	41,116	39,414
Number of Employees by Gender				
Male	Person	20,213	18,594	17,729
Female	Person	24,037	22,413	21,563
Unknown ⁴⁶	Person	111	109	122
Number of Employees by Age				
Below 30	Person	28,128	23,549	20,212
30 to 50	Person	15,403	16,761	18,421
Over 50	Person	663	723	737



Performance Indicator	Unit	2022	2023	2024
Unknown ⁴⁷	Person	167	83	44
Number of Employees by Education Degree				
Ph.D.	Person	1,407	1,412	1,352
Master	Person	11,874	11,439	10,872
Bachelor	Person	23,316	20,890	19,747
Others	Person	7,764	7,375	7,443
Number of Employees by Region				
Asia	Person	42,112	38,882	37,360
U.S.	Person	1,890	1,919	1,752
Europe	Person	359	315	302
Employee Turnover				
Employee turnover rate	%	13.76	15.06	14.41
Employee Turnover Rate by Gender				
Male	%	13.44	14.81	14.32
Female	%	13.98	15.27	14.51
Employee Turnover Rate by Age				
Below 30	%	14.73	18.20	18.07
30 to 50	%	11.84	10.34	9.95
Above 50	%	16.18	13.41	15.77
Employee Turnover Rate by Region				
Asia	%	13.31	14.83	14.06
U.S.	%	23.11	18.82	21.01
Europe	%	10.92	20.05	16.11
Employee Training – Percentage of Employees Trained				
Percentage of employees trained	%	100	100	100
Percentage of Employees Trained by Gender				
Male	%	45.56	45.22	44.98



Performance Indicator	Unit	2022	2023	2024
Female	%	54.19	54.51	54.71
Unknown	%	0.25	0.27	0.31
Percentage of Employees Trained by Job Position				
Non-management level	%	88.92	87.23	86.86
Junior management level	%	6.11	6.80	6.95
Middle management level	%	4.11	4.78	5.14
Senior management level	%	0.86	0.99	1.05
Unknown	%	/	0.20	0
Employee Training – Training Hours per Employee				
Training hours per employee	Hour	57	55	58
Training Hours per Employee by Gender				
Male	Hour	56	55	61
Female	Hour	57	54	57
Training Hours per Employee by Job Position				
Non-management employees	Hour	58	55	59
Junior employees	Hour	52	63	57
Middle management	Hour	45	51	52
Senior management	Hour	27	38	41
Labor Structure				
Number of senior management-women	Person	113	128	127
Percentage of senior management-women	%	29.74	31.60	30.75
Percentage of women in management positions	%	/	41.02	42.10
Percentage of women in junior management positions	%	/	44.91	46.06
Percentage of women in STEM ⁴⁸ -related positions	%	/	48.33	47.66
Percentage of women in management positions in revenue-generating functions	%	/	40.53	41.47
Number of ethnic minorities employees working in Mainland China	Person	1,585	1,523	1,420
Employees with disabilities	Person	358	360	350



Performance Indicator	Unit	2022	2023	2024
Equal Pay Indicator				
Mean gender pay gap	%	0.77	0.62	0.84
Median gender pay gap	%	1.11	0.89	0.51
Occupational Health and Safety				
Number of EHS audits	Time	/	/	36
Percentage of main operational sites that have obtained the ISO 45001 Occupational Health and Safety certification	%	73	75	89
Work-related Fatality and Injury ⁴⁹				
Number of work-related fatalities	Person	0	0	0
Percentage of work-related fatalities	%	0	0	0
Lost days due to work injury	Day	705	662.5	902.5
Lost time injury rate (LTIR)	Per 200,000 hours worked	0.11	0.08	0.05
Rate of fatalities as a result of work-related injury	Per 200,000 hours worked	/	0	0
Coverage rate of work compensation insurance	%	/	/	100
Coverage rate of work safety liability insurance	%	/	/	100
Social Investment				
Charity and social welfare investment	RMB	1,503,314	2,381,581	875,389

Appendix I: Index Table of ESG Report

Index Table of Hong Kong Stock Exchange ESG Reporting Code

Part C: "Comply or Explain" Provisions

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	[Repealed 1 January 2025]	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 and Management: ESG Management 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 and Management: ESG Management 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



Subject Areas, Aspects, General Disclosures and KPIs		Chapter
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 and Management: ESG Management Protecting Our Planet: Climate Change
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 and Management: ESG Management 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	[Repealed 1 January 2025]	Protecting Our Planet: Climate Change
KPI A 4.1	[Repealed 1 January 2025]	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



Subject Areas, Aspects, General Disclosures and KPIs		Chapter
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
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



Subject Areas, Aspects, General Disclosures and KPIs		Chapter
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: Quality of Product and Service
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable ⁵⁰
KPI B6.2	Number of product- and service-related complaints received and how they are dealt with.	Supporting Our Customers: Quality of Product and Service
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Supporting Our Customers: Quality of Product and Service
KPI B6.4	Description of quality assurance process and recall procedures.	Supporting Our Customers: Quality of Product and Service
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

Part D: Climate-related Disclosures

Climate-related Disclosures Requirements		Chapter
(I) Governance	19. An issuer shall disclose information about:	
	(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	
	(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities	Protecting Our Planet: Climate Change
	(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities	Protecting Our Planet: Climate Change
	(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities	Protecting Our Planet: Climate Change
	(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35)	Protecting Our Planet: Climate Change
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	
	(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee	Protecting Our Planet: Climate Change
(II) Strategy	(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions	Protecting Our Planet: Climate Change
	Climate-related risks and opportunities	
	20. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:	
	(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term	Protecting Our Planet: Climate Change
	(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk	Protecting Our Planet: Climate Change
	(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur	Protecting Our Planet: Climate Change
	(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making	Protecting Our Planet: Climate Change
	Business model and value chain	
	21. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:	



Climate-related Disclosures Requirements		Chapter
(II) Strategy	(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain	Protecting Our Planet: Climate Change
	(b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets)	Protecting Our Planet: Climate Change
	Strategy and decision-making	
	22. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	
	(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:	
	(i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities	Protecting Our Planet: Climate Change
	(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect)	Protecting Our Planet: Climate Change
	(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan	Protecting Our Planet: Climate Change
	(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any))	Protecting Our Planet: Climate Change
	(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a)	Protecting Our Planet: Climate Change
	23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a)	Protecting Our Planet: Climate Change
	Financial position, financial performance and cash flows	
	Current financial effect	
	24. An issuer shall disclose qualitative and quantitative information about:	
	(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	Plan to be disclosed through the <i>Report on Combatting Climate Change</i>
	(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements	Plan to be disclosed through the <i>Report on Combatting Climate Change</i>
	Financial position, financial performance and cash flows	
	Anticipated financial effect	
	25. The issuer shall provide qualitative and quantitative disclosures about:	
	(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	
	(i) its investment and disposal plans	Plan to be disclosed through the <i>Report on Combatting Climate Change</i>
	(ii) its planned sources of funding to implement its strategy	Plan to be disclosed through the <i>Report on Combatting Climate Change</i>



Climate-related Disclosures Requirements		Chapter
(II) Strategy	(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities	Plan to be disclosed through the <i>Report on Combatting Climate Change</i>
	Climate resilience	
	26. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:	
	(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	
	(i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis	Protecting Our Planet: Climate Change
	(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience	Protecting Our Planet: Climate Change
	(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term	Protecting Our Planet: Climate Change
	(b) how and when the climate-related scenario analysis was carried out, including:	
	(i) information about the inputs used, including:	
	(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios	Protecting Our Planet: Climate Change
	(2) whether the analysis included a diverse range of climate-related scenarios	Protecting Our Planet: Climate Change
	(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks	Protecting Our Planet: Climate Change
	(4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change	Protecting Our Planet: Climate Change
	(5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties	Protecting Our Planet: Climate Change
	(6) time horizons the issuer used in the analysis	Protecting Our Planet: Climate Change
	(7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis)	Protecting Our Planet: Climate Change
(III) Risk Management	(ii) the key assumptions the issuer made in the analysis	Protecting Our Planet: Climate Change
	(iii) the reporting period in which the climate-related scenario analysis was carried out	Protecting Our Planet: Climate Change
	27. An issuer shall disclose information about:	
	(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:	
	(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes)	Protecting Our Planet: Climate Change
	(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks	Protecting Our Planet: Climate Change



Climate-related Disclosures Requirements		Chapter
(III) Risk Management	(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria)	Protecting Our Planet: Climate Change
	(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks	Protecting Our Planet: Climate Change
	(v) how the issuer monitors climate-related risks	Protecting Our Planet: Climate Change
	(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period	Protecting Our Planet: Climate Change
	(b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities)	Protecting Our Planet: Climate Change
	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process	Protecting Our Planet: Climate Change
(IV) Metrics and Targets	Greenhouse gas emissions	
	28. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO ₂ equivalent, classified as:	
	(a) Scope 1 greenhouse gas emissions	Protecting Our Planet: Climate Change
	(b) Scope 2 greenhouse gas emissions	Protecting Our Planet: Climate Change
	(c) Scope 3 greenhouse gas emissions	Protecting Our Planet: Climate Change
	29. An issuer shall:	
	(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions	
	(b) disclose the approach it uses to measure its greenhouse gas emissions including:	
	(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions	Protecting Our Planet: Climate Change
	(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions	Protecting Our Planet: Climate Change
	(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes	Protecting Our Planet: Climate Change
	(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions	Protecting Our Planet: Climate Change
	(d) or Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)	Protecting Our Planet: Climate Change
	Climate-related transition risks	
	30. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks	Plan to be disclosed through the <i>Report on Combatting Climate Change</i>



Climate-related Disclosures Requirements		Chapter
(IV) Metrics and Targets	Climate-related physical risks	Plan to be disclosed through the <i>Report on Combatting Climate Change</i>
	31. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks	
	Climate-related opportunities	Plan to be disclosed through the <i>Report on Combatting Climate Change</i>
	32. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities	
	Capital deployment	Plan to be disclosed through the <i>Report on Combatting Climate Change</i>
	33. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	
	Internal carbon prices	Not applicable
	34. An issuer shall disclose:	
	(a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis)	Not applicable
	(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions	Not applicable
	Remuneration	Protecting Our Planet: Climate Change
	35. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv)	
	Industry-based metrics	Not applicable
	36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks	
	Climate-related targets	Protecting Our Planet: Climate Change
	37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose	
	(a) the metric used to set the target	
	(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives)	
	(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region)	
	(d) the period over which the target applies	Protecting Our Planet: Climate Change



Climate-related Disclosures Requirements		Chapter
(IV) Metrics and Targets	(e) the base period from which progress is measured	Protecting Our Planet: Climate Change
	(f) milestones or interim targets (if any)	Protecting Our Planet: Climate Change
	(g) if the target is quantitative, whether the target is an absolute target or an intensity target	Protecting Our Planet: Climate Change
	(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target	Protecting Our Planet: Climate Change
	38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
	(a) whether the target and the methodology for setting the target has been validated by a third party	Protecting Our Planet: Climate Change
	(b) the issuer's processes for reviewing the target	Protecting Our Planet: Climate Change
	(c) the metrics used to monitor progress towards reaching the target	Protecting Our Planet: Climate Change
	(d) any revisions to the target and an explanation for those revisions	Protecting Our Planet: Climate Change
	39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance	
	40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	
	(a) which greenhouse gases are covered by the target	Protecting Our Planet: Climate Change
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target	Protecting Our Planet: Climate Change
	(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target	Protecting Our Planet: Climate Change
	(d) whether the target was derived using a sectoral decarbonisation approach	Protecting Our Planet: Climate Change
	(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	
	(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits	Not applicable
	(ii) which third-party scheme(s) will verify or certify the carbon credits	Not applicable
	(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal	Not applicable
	(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset)	Not applicable
Applicability of cross-industry metrics and industry-based metrics		
41. In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36)		Not applicable

Index Table of SSE Reporting Guide

Dimension	Number	Topic	Chapter
Environment	1	Climate change tackling	Protecting Our Planet: Climate Change
	2	Pollutant discharge	Protecting Our Planet: Emissions Management
	3	Waste disposal	Protecting Our Planet: Emissions Management
	4	Ecosystem and biodiversity protection	Protecting Our Planet: Emissions Management
	5	Environmental compliance management	Protecting Our Planet: Emissions Management
	6	Energy use	Protecting Our Planet: Climate Change
	7	Usage of water resources	Protecting Our Planet: Resources Management
	8	Circular economy	Protecting Our Planet: Resources Management
Society	9	Rural revitalization	Empowering Our Community: Our Community
	10	Contributions to the society	Empowering Our Community: Our Community
	11	Innovation-driven	About WuXi AppTec
	12	Ethics of science and technology	Being A Responsible Citizen: Ethics and Compliance
	13	Supply chain security	Supporting Our Customers: Sustainable Supply Chain
	14	Equal treatment to small and medium-sized enterprises	Supporting Our Customers: Sustainable Supply Chain
	15	Safety and quality of products and services	Supporting Our Customers: Quality of Product and Service
	16	Data security and customer privacy protection	Being A Responsible Citizen: Information Security and Protection
Sustainability-related governance	17	Employees	Empowering Our Community: Our Employees
	18	Due diligence	ESG Strategy and Management: ESG Governance
	19	Communications with stakeholders	ESG Strategy and Management: Materiality Assessment
	20	Anti-commercial bribery and anti-corruption	Being A Responsible Citizen: Anti-Corruption and Bribery
	21	Anti-unfair competition	Supporting Our Customers: Quality of Product and Service

Index Table of GRI Standard

Statement of Use	WuXi AppTec has reported in accordance with the GRI Standards from January 1, 2024, to December 31, 2024.
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GRI Standard	Disclosure	Location	Omission	
			Reason	Explanation
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	About WuXi AppTec		
	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	About WuXi AppTec 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		
	2-14 Role of the highest governance body in sustainability reporting	Board of Directors ESG statement Materiality Assessment		
	2-15 Conflicts of interest	Anti-Corruption and Bribery		
	2-16 Communication of critical concerns	ESG Governance Structure Board of Directors ESG statement		



GRI Standard	Disclosure	Location	Omission	
			Reason	Explanation
GRI 2: General Disclosures 2021	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 Management 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		
	2-29 Approach to stakeholder engagement	Materiality Assessment		
	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.
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment		
	3-2 List of material topics	Materiality Assessment		
Economic performance				



GRI Standard	Disclosure	Location	Omission	
			Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	About WuXi AppTec		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	About WuXi AppTec		
	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.
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.



GRI Standard	Disclosure	Location	Omission	
			Reason	Explanation
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.
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	Resources Management		



GRI Standard	Disclosure	Location	Omission	
			Reason	Explanation
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 (NOx), sulfur oxides (SOx), 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.
	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.



GRI Standard	Disclosure	Location	Omission	
			Reason	Explanation
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 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 Standard	Disclosure	Location	Omission	
			Reason	Explanation
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		
	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 Community		



GRI Standard	Disclosure	Location	Omission	
			Reason	Explanation
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 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. During the Report Period, 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	Quality of Product and Service		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Quality of Product and Service		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Quality of Product and Service		
Marketing and labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics	Quality of Product and Service		



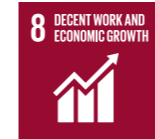






GRI Standard	Disclosure	Location	Omission	
			Reason	Explanation
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Quality of Product and Service		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Quality of Product and Service		
	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

Pillar	Recommended Disclosures	Chapter
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	About WuXi AppTec: Our Governance ESG Strategy and Management: ESG Governance 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 and Management: ESG Governance 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 Governance 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 Performance Table
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	ESG Strategy and Management: ESG Management Protecting Our Planet: Climate Change

UN SDGs Index

Relevant UN 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

SASB Index

Topic	Metric	Code	Chapter
Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	Being A Responsible Citizen: Ethics and Compliance
	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	Performance Table
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	
Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	Empowering Our Community: Our Community
	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	Not applicable
Affordability & Pricing	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-BP-240b.2	Not applicable
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	HC-BP-240b.3	
Drug Safety	Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	Not applicable
	Number of fatalities associated with products	HC-BP-250a.2	
	(1) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	
	Total amount of product accepted for takeback, reuse, or disposal	HC-BP-250a.4	Supporting Our Customers: Quality of Product and Service
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	

Topic	Metric	Code	Chapter
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	Not applicable
	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	HC-BP-260a.2	
	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	HC-BP-260a.3	
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Supporting Our Customers: Quality of Product and Service
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	
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
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	HC-BP-430a.1	Supporting Our Customers: Sustainable Supply Chain
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
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	Being A Responsible Citizen: Ethics and Compliance

Appendix II: List of Internal Policies

Internal Policies	Chapter
WuXi AppTec Co.,Ltd. Articles of Association	About WuXi AppTec: Our Governance
Board Diversity Policy	
ESG Committee Charter	ESG Strategy & Management: ESG Governance
Code of Business Conduct	Being A Responsible Citizen: Ethics and Compliance
Supplier Code of Conduct	
WuXi AppTec Report and Investigation Policy	Supporting Our Customers: Sustainable Supply Chain
Anti-Corruption Policy of WuXi AppTec	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	
Ethical Marketing Policy	Supporting Our Customers: Quality of Product and Service
Reporting on Combatting Climate Change	Protecting Our Planet: Climate Change
Environmental Policy	Protecting Our Planet: Emissions Management
API Discharged into Water Bodies Control	
Employee Development Policy	Empowering Our Community: Our Employees
Environmental, Health and Safety Policy	Empowering Our Community: Our Workplace
Position on Environmental, Health and Safety Management	
EHS Training and Assessment Management System	
EHS Accident Report and Investigation Management System	Empowering Our Community: Our Community
The Grant and Sponsorship Management Policy of WuXi AppTec	

Appendix III: List of Notes

1. CRDMO: Contract Research, Development and Manufacturing Organization

2. [Exhibit 2: Not Independent of Management](#)

3. [Exhibit 3: Not Independent of Other Interests](#)

4. Including life science and chemistry

5. In accordance with the tenure provisions stipulated in the *Measures for the Administration of Independent Directors of Listed Companies*, Mr. Dai Feng has submitted his resignation as independent director of the Third Term Board of Directors of the Company, having completed six consecutive years of service in this capacity. His resignation will take effect upon the shareholders' general meeting electing a new independent director. Subsequently, at the First Extraordinary General Meeting of 2025 convened on January 22, 2025, shareholders reviewed and approved the *Proposal Regarding the By-election of Independent Directors for the Third Term Board of Directors*. The meeting resolved to appoint Mr. Xuesong Leng, nominated by the Board of Directors, as independent director. His term of office shall commence from the date of this shareholders' meeting and remain effective until the expiration of the Third Term Board of Directors' tenure

6. GMP: Good Manufacturing Practice

7. GLP: Good Laboratory Practice

8. GCP: Good Clinical Practice

9. API: Active Pharmaceutical Ingredient

10. The number of material issues in 2023 was 15, and we updated to 13 material issues in 2024, in which the contents of the former "Environmental Management" and "Diversity, Equity and Inclusion" are integrated into the relevant chapters rather than being presented separately. And we revised "Product and Service Quality" to "Quality of Product and Service"

11. The international standards we adhere to include *The Declaration of Helsinki*, *The ICH Good Clinical Practice*, *Council For International Organizations of Medical Sciences CIOMS*, *UNESCO's Universal Declaration on Bioethics and Human Rights*, *Food and Drug Administration Guidance*, *The Clinical Trials-Directive 2001/20/EC*, *Regulation (EU) No 536/2014*, *GDPR*, *WHO Guideline for best practices for clinical trials*
12. "Minimum necessary" principle 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. CMC: Chemical Manufacturing and Control

14. Supplier desk assessment tools: A market research activity, which is relative to on-site assessment, collects necessary information and carries out verification and evaluation

15. CAPA: Corrective Action and Preventive Action

16. SME: Enterprise with registered capital below RMB 5 million

17. COP 29: The 29th session of the Conference of the Parties to the UNFCCC

18. SSP: Shared Socioeconomic Pathway

19. IEA: International Energy Agency

20. NZE 2050: the Net Zero Emissions by 2050 Scenario

21. APS: Announced Pledges Scenario

22. STEPS: the Stated Policies Scenario

23. EEI: Energy Efficiency Index

24. Scope 3: We have calculated all 15 categories of Scope 3 emissions, which mainly include Category 1: Purchased goods and services, Category 2: Capital goods, Category 3: Fuel- and energy-related activities, Category4: Upstream transportation and distribution, Category 5: Waste generated in operations, Category 6: Business travel, Category 7: Employee commuting, Category 9: Downstream transportation and distribution, Category 13: Downstream leased assets, and Category 15: Investments. Other categories are not relevant to our business operations

25. 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

26. Scope 2: Procurement of electricity and steam

27. WWTP: Wastewater Treatment Plant
28. PiE: Pharmaceuticals in the Environment

29. VOC: Volatile Organic Compound

30. NO_x: Nitrogen Oxides

31. SO₂: Sulfur Dioxide

32. CO: Carbon Monoxide

33. HAP: Hazardous Air Pollutant

34. POP: Persistent Organic Pollutant

35. PM: Particulate Matter

36. LEV: Local Exhaust Ventilation

37. HEPA: High Efficiency Particulate Air

38. RTO: Regenerative Thermal Oxidizer

39. TO: Thermal Oxidizer

40. All data by revenue in the performance table of this report is based on the revenue of WuXi AppTec in 2024 which can be found in our 2024 financial report

41. Energy Consumption: Calculation of energy consumption of operational sites by reference to the *General Principles of Comprehensive Energy Consumption Calculation (GB2589-2020)*, and the *Emission Factors for Greenhouse Gas Inventories* issued by the U.S.Environmental Protection Agency

42. Calculation of the total direct GHG emissions (Scope 1) is reference to the *Industrial Companies in Other Industries in Greenhouse Gas Emissions Accounting Methods and Reporting Guidelines (Trail)*, the *2006 IPCC Guidelines for National Greenhouse Gas Inventory* released by Intergovernmental Panel on Climate Change (IPCC), the *Sixth Assessment Report (AR6)* released by the Intergovernmental Panel on Climate Change (IPCC), and the *Emission Factors for Greenhouse Gas Inventories* issued by U.S. Environmental Protection Agency, etc.

43. In 2024, the total direct GHG emissions (Scope 2) is calculated with market-based emission factors. Calculation of the total indirect GHG emissions (Scope 2) is reference to the national average carbon dioxide emission factors for electricity in



- 2022 (excluding non-fossil energy electricity in market transactions), the *Subregion Output Emission Rates (eGRID2022)* published by the U.S. Environmental Protection Agency, the *European Residual Mixes 2023 v1.0* issued by the Association of Issuing Bodies, etc.
44. In 2024, all 15 categories of the total other indirect GHG emissions (Scope 3) are calculated in accordance with the GHG Protocol and ISO 14064, with emission factors from the emission factors are from the *China Greenhouse Gas Emission Coefficient Library for Product Life Cycle (2022)*, and the *UK Government GHG Conversion Factors for Company Reporting* issued by the Department for Energy Security and Net Zero of the UK, etc.
45. Total number of employees: The scope of data is the same as the financial report, and all employees are full-time employees
46. Unknown: Some employees are not willing to disclose their gender
47. Unknown: Some employees are not willing to disclose their age
48. STEM: science, technology, engineering, mathematics
49. Work-related Fatality and Injury: The number and percentage of work-related fatalities are 0 in the past three years
50. 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



Verification Statement: EIV2 131435 0001 Rev. 00

To the management and stakeholders of WuXi AppTec,

TÜV SÜD Certification and Testing (China) Co., Ltd. (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 2024 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 (contains assumptions, projections, and/or historical facts).

Scope of Verification

Time frame of this verification:

- ❖ The Report contains the data disclosed by WuXi AppTec during the reporting period from January 1st, 2024 to December 31st, 2024, including governance, environmental and social information and data, methods for management of material issues, actions/measures and the Company's sustainability performance during the reporting period.

Physical boundary of this verification:

- ❖ The on-site verification sampling took place at below listed locations:
No.288 Fute Zhong Road Waigaoqiao Free Trade Zone, Pudong New Area, Shanghai, China;
No.18 Tianxing Avenue, Taixing Economic Development Zone, Jiangsu Province, China;
No.699 Huashi South Road, Qidong Economic Development Zone, Nantong City, Jiangsu Province, China;
No.58 Haifeng Road, Haiyu Town, Changshu City, Jiangsu Province, China.

Scope of data and information for the verification:

- ❖ The scope of verification is limited to governance, environmental and social data and information of WuXi AppTec and all companies under its operational control covered by the Report.
- ❖ Key data: including Greenhouse Gas Emissions (Scope 1, Scope 2, Scope 3), Energy Consumption (Direct energy consumption, Indirect energy consumption, Total energy consumption), Water Resource (Water usage by water sources), Wastewater Discharged, Air Emissions, Hazardous Waste, Non-hazardous Waste, etc.

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 places. Sampling and verification are adopted for the data and information in the Report by TÜV SÜD, and only the stakeholders within the Company are interviewed; and

Independent Verification Statement



Verification Statement: EIV2 131435 0001 Rev. 00

- ❖ The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before January 1st, 2024 are beyond the scope of this verification.
- ❖ TÜV SÜD's verification conclusions are based on the analysis of the data and information collected by TÜV SÜD and may not identify all problems and conditions, nor constitute a guarantee of the credibility or status of the subject of verification.

Basis for the Verification

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

- ❖ AA1000AS v3, Type 2 Engagement and High Level Assurance
- ❖ Sustainability report verification programme operation rule (CCB_EIV_GR_002E Rev02)

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 review 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 management; 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 that the data and information presented in WuXi AppTec's report are objective, factual and reliable, without systematic problems.

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

Inclusivity	WuXi AppTec has identified the internal and external stakeholders such as government and regulators, customers, shareholders and investors, employees, contractors, suppliers, community and the general public, and the natural environment, etc., and established a stakeholder communication mechanism to collect the demands of stakeholders on a regular basis.
Materiality	WuXi AppTec has established the prioritization process of material topics determination, identified and assessed the priority of the sustainability topics which are highly related to the industry, the Company disclosed the governance structure, management approach as well as sustainability performance in corporate operation, therefore the Report's adherence to materiality principle is guaranteed.
Responsiveness	WuXi AppTec has disclosed the management approach and performance of high material topics that stakeholders concern, such as ethics and compliance, climate change, quality of product and service, occupational health and safety, anti-corruption and bribery, etc., and has

Independent Verification Statement



Verification Statement: EIV2 131435 0001 Rev. 00

	established a communication mechanism, to fully respond to the demands and expectations of stakeholders.
Impact	WuXi AppTec has established an ESG Committee to enhance the Company's efforts in the areas of environmental, social responsibility and corporate governance. The Company has implemented a process of substantive topics assessment, based on a comprehensive and balanced understanding, measuring the impact on stakeholders and the organization itself, and disclosing the relevant impact.

Recommendations on Continuous Improvement

- ❖ The verification team has passed the promotion proposal to the management of WuXi AppTec during the on-site implementation process.

Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specializes in testing, certification, auditing and advisory services. Since 1866, the company 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. Through expert teams represented by more than 26,000 employees, it adds value to customers and partners by enabling market access and managing risks. By anticipating technological developments and facilitating change, TÜV SÜD inspires trust in a physical and digital world to create a safer and more sustainable future.

TÜV SÜD Certification and Testing (China) Co., Ltd. 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.

Handwritten signature of Zhu Wenjun

Zhu Wenjun

TÜV SÜD Sustainability Authorized Signatory Officer

March 25th, 2025

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 traditional Chinese version and the English translation is used for reference only.





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